



Master Thesis:

**Multi-level analysis of the relationship  
between time spent on housework and job  
satisfaction regarding gender ideology**

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## Abstract

Work/family balance is an ongoing debate among different disciplines. Time allocation in modern life gets harder than before and its stressors act an important role in the Work/family era. This study aims to see how time spent on housework contributes to job satisfaction among working women in heterosexual households and whether family-to-work conflict as a mediator and gender ideology as a moderator would affect this relationship or not. The results of regression on ESS data demonstrated that housework and Family-to-work conflict is correlated positively only for traditional women in high levels of housework hours. Also, the Family-to-work conflict is negatively correlated to job satisfaction which illustrates women who experience more Family-to-work conflict are less likely to be satisfied with their job. Higher-income and cohabitation (instead of married/registered partnership) result in higher job satisfaction and children living at home and higher educational level result in higher family-to-work conflict. However, this study did not find a statistically significant correlation between housework and job satisfaction, the indirect relationships between housework and Family-to-work conflict, and between Family-to-work conflict and job satisfaction in presence of control variables are worthy findings.

**Keywords:** Division of household labor, Family-to-work conflict, gender ideology, Housework, Job satisfaction.

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## Introduction

In recent decades, the number of women who participate in the job market has increased. (The women labor force participation in OECD countries has increased by 2%, from 51.1 in 2000 to 53.1 in 2019 (OECD, 2021)). Even though the participation of women in the labor market has increased, women still do housework more than men and the household division of labor endure unbalanced and gender-dependent (Orloff, 2002). This double burden may spill over into job satisfaction: the more housework a woman does, the more unsatisfied she might be with her work. This may also be evident for men: over the last half-decade, they have increased their housework (Lachance-Grzela & Bouchard, 2010) (albeit not proportionally to women's increased work outside). The participation of men in housework increased from nearly 50 to 60 minutes a day. In contrast, the participation of women in housework declined with 10 minutes from 130 to 125 minutes a day which is still twice of men (Altintas & Sullivan, 2016). However, from 2014 to 2019, both men and women experienced the same increase in labor market participation for females from 59,6% to 64,1% and for men from 70,1 to 74,5 (Eurostat, 2021) which suppress women more.

As partners increasingly share in work inside and outside of the home, they face new directions of conflicts. Indeed, family-to-work (FW) and work-to-family (WF) conflicts have been considered challenging social phenomenon in recent scholarly articles. These conflicts may influence both family relationships and job efficiency: quality of home life may influence job productivity and reversely, the satisfaction with the job may enhance or worsen family relationships (Fransman, 2014). In the middle of the last century, many families pursued a gendered division of labor, where housework was completely on women's shoulders and men were breadwinners; now, this phenomenon is impossible to maintain because women participate in the job market more, and they could not spend as much time on housework as in the past (Orloff, 2002). The relationship between hours of work in the home and job satisfaction for men and women may be explained by increased family-to-work conflict.

In many European contexts, gender-egalitarian norms emphasize that men and women should divide home responsibilities fairly. Both men and women have limited time and the time that they spend on house chores may put pressure on the time they have for work, thereby influencing job satisfaction. On the other hand, a partner's contribution to housework may contribute to perceptions of fairness in the household, which in turn may result in higher levels of job satisfaction. However, perceptions of fairness may be contingent upon an individual's gender ideology.

This study explores the relationship between time spent on housework (excluding caretaking<sup>1</sup>) and job satisfaction to seek factors that influence the relationship between these variables and find possible mediators. In particular, this paper investigates if 'time spent on housework' impacts upon job satisfaction via the family-to-work conflict, and gender ideology influences this relationship through the absolute and relative number of hours spent on housework.

## Scientific and societal relevance

Unequal division of paid and unpaid work has undeniable outcomes to the disadvantage of women and gender inequality (Gershuny, 2018). This inequality at individual-level may result in some personal outcomes such as poor self-rated, negative emotions and depression, low energy and optimism, fatigue, sleep disorders, stress, stress-related illness, family strife, violence, divorce, reduced life satisfaction, and substance abuse, increased stress, and burnout (Anderson et al., 2002). Also, this inequality can influence job in some ways such as reducing productivity, employee satisfaction, commitment, and loyalty towards the organization (Anderson et al., 2002; Hämmig & Bauer, 2009). The mentioned individual and organizational issues can penetrate society and also be transmitted to the next generations, so understanding the research question of this study may help understand this phenomenon.

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<sup>1</sup> Caretaking is excluded because it is mostly on women's shoulders and considering it additionally to housework would make our study more extreme. We need to have a look at housework alone to examine if even without caretaking women are more affected by our main relationship or less.

Parental attitudes towards the sexual division of labor influence children's future attitudes in both partnership and job market. Parents play a significant role in the "cultural transmission of gender attitudes, with consequences not only for the division of labor within their families but also for subsequent generations" (Platt & Polavieja, 2016). In other words, parents' gender ideology will perpetuate into children's adult life and behaviors and will remain over time (Platt & Polavieja, 2016). Henceforth, this research seems to be noteworthy to give a better understanding of the mentioned social issues.

The body of literature shows that some are focused on the relationship between time spent on housework and family-to-work conflict and their surroundings and some of them were describing work-to-family conflicts and how it influences job satisfaction and family relations. This study aims to quantitatively explore the effects of FWC (rooted in the division of housework) on job satisfaction by using ESS data in European countries.

## Theoretical Framework

### Conceptual model

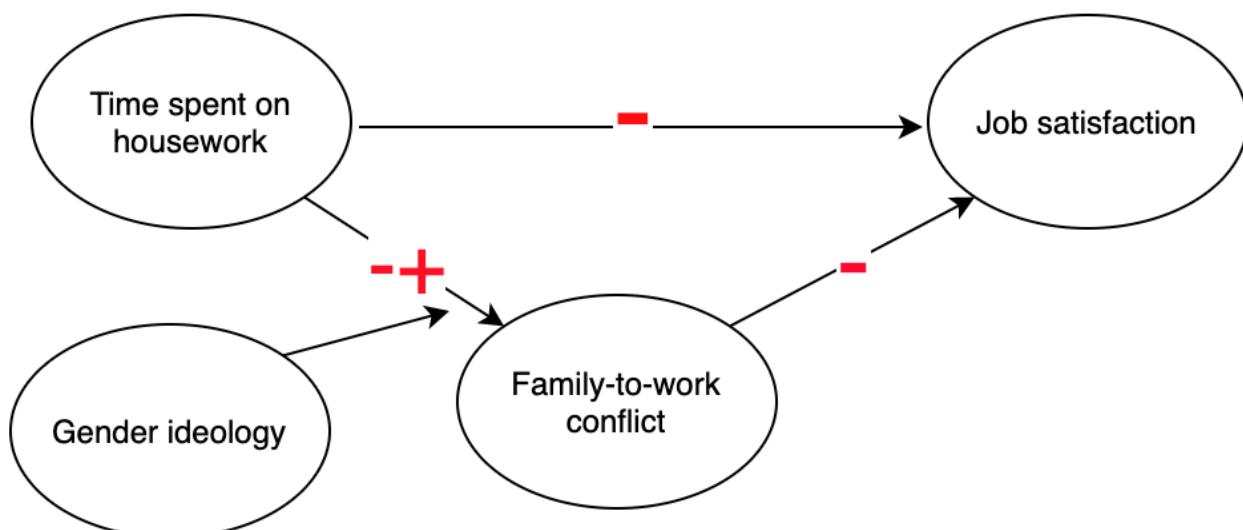


Figure 1

### Work inside and outside the home

Housework is an inevitable part of daily life. All people around the world do housework less or more. For instance, mothers carry a high load of housework and consequently more family-to-work conflict than women without children (Patel et al., 2006). On the other hand, there are so many hours in a day and a person in a normal situation needs to do different works during a day such as paid job, leisure, chores, childrearing, etc. Spending time on housework would limit the availability of time on other types of work, and lack of time in one aspect of life, which could be more rewarding than housework in modern life, would put pressure on the person. This challenging allocation of time for different works in the life course, is controversial not only for an individual but also for partnership and different members within a household.

In the contemporary world, most families are dual earners, and every adult wants to have a job that is his/her right. So, women tend to do paid work as same as men and while we do not live in a world as described by Becker (1991), namely, a world which proposes specialization as the optimal way for the division of tasks in a ‘multiperson household’ (derived from social identity theory), women and men should contribute to share both paid and unpaid works. In Becker’s model, people would choose to do the work that best fits their ‘effective time’ which means they do better than another member of the household (Becker, 1991). In the other words, Becker claimed that women would choose housework because historically, the father was seen as the family breadwinner while the mother was the better nurturer and homemaker (Becker, 1991; Patel et al., 2006). Indeed, by following Becker’s specialization, the family-to-work conflict between partners with dual roles is inescapable, so it does not fit the contemporary world.

Conflicts within a family emerge when a person should do different duties that demand time, energy, and engagement (Greenhaus & Beutell, 1985); and fulfillment of all duties seems unrealistic. Time-based conflict is one of the family-to-work conflict (FWC) models (Greenhaus & Beutell, 1985) that happen when somebody is overwhelmed by multiple tasks (Cheung & Wong, 2013). For instance, a person who engages in home duties more, allows his/her partner to spend more time on the job, and

conversely shirking of duties by a person would turn into displeasure and internal conflict (Greenhaus & Parasuraman, 2004). The conflict within family can be discussed from role conflict viewpoint. First, it is possible that the different roles require specific time from a person's limited time resources. Second, role pressure may increase tensions related to one or more roles. For instance, if a partner that does 100% of housework by 20 hours in comparison to a partner with relatively 60% by same hours would experience more tension due to unequal division of household labors. Stress within a role, therefore, may produce conflict between that role and another role. Role conflict in family/work era has three variables: work conflict ("the extent to which a person experience role pressure in work domain"), family conflict ("the extent to which a person experience role pressure in family domain"), and interrole conflict ("the extent to which a person experiences pressures within one role that are incompatible with the pressures that arise within another role") (Kopelman, Greenhaus, & Connolly, 1983). Women face this interrole conflict more than men and internal conflict in a family unit contributes to Family-to-work conflict. Internal conflict on one side and job pressure on the other side is a double burden on women's shoulders (Lachance-Grzela & Bouchard, 2010). So, the Family-to-work conflict (arisen by role conflict) relates to both absolute and relative housework done by women.

H1: Women face FWC when they do more housework and when they do a larger relative share of housework.

#### Gender ideology, housework, and FWC

There are some differences between men and women in both housework and FWC contexts. To realize the mechanisms of gender variation, it is useful to explore individual-level attitudes and what influences those attitudes. The term that is highlighted in the literature as a significant determinant of gender-based attitudes is one's "gender ideology" (Mederer, 1993; Davis & Greenstein, 2009). Thus, gender ideology matters for housework and is correlated to the relative shares of housework, not to absolute hours spent on it. In the work/family era, 'Gender equality' is a key concept based on 'more equal sharing' (Gerson, 2009) which is discussed as a solution for improving women's situation. The degree of division of household labor is related to what extent

gender equality is placed at home (Treas & Tai, 2016). Egalitarian couples tend to do more equally at home and lower internal conflicts. Henceforth, the second hypothesis is:

H2: Women with traditional views who do (relatively) more housework than men may experience less conflict, however, egalitarian women with a similar (relative) share of household chores would face a higher level of conflict within the family.

### Housework, FWC, and job satisfaction

Family-to-work balance has a significant and moderate role in job satisfaction (Judge & Watanabe, 1993). FWC is correlated negatively to self-efficacy, a person's perceived ability to do a job, and job performance (Netemeyer et al., 1996). Housework as unpaid work and a potential cause of FWC is a burdensome part of daily life, which limits the time to spend on paid work, and lowers efficiency (Grunow, 2019). Women seem to suffer more from FWC due to higher level family demands and may have a relatively lower job satisfaction however, for fathers, family demands do not matter for the job satisfaction in the same way (Zhao & Sheng, 2010). A person who experiences more FWC at the home due to housework load or unequal division of household labor would be faced challenges in time allocation and interrole conflicts. Several studies have found negative relationships between interrole conflict and job satisfaction (Jones & Butler, 1980; Pleck, Staines, & Lang, 1980; Staines & O'Connor, 1980). So, I hypothesized:

H3: Women who do (relatively) more housework have lower job satisfaction.

H4: More (relatively) housework results in higher FWC which lowers job satisfaction.

## Research design

### Data

This study aims to quantitatively see the relationship between time spent on housework and job satisfaction, so European Social Survey (ESS) data was used to answer the research question. ESS is a cross-national survey that was accomplished from 2002 to 2018 in 9 rounds, the “work, family, and well-being” data were conducted in separate modules in the years 2004 and 2010. In order, the latest dataset in this concept was gathered in the fifth round, though the year 2010 is the

basis of this study. The 28 European countries were involved in the fifth round: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Lithuania, Netherlands, Norway, Poland, Portugal, Russian Federation, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine, United Kingdom. The ESS survey uses random probability sampling, and a minimum 70% response rate was gained in 2010 by face-to-face interviews.

## Sample

The population of the study is working people in Europe in 2010 and the sample would be working women in paid work and living together with partner/spouse in the heterosexual households in European Countries in the same year. The total respondents for ESS (2010) are 52339 that 47,4% of them were men and were excluded. Nearly 29,9% of women were not working, and I ignored them. Due to the research design, partners should live together and don't be same-sex. Same-sex partners are a small part of data and throwing them would not change the story for the whole sample population. Then, those who were under 15 years old and more than 100 years old were filtered. The missing data are important for the sample. Data on Job satisfaction as the main dependent variable of this study could not be missed and 36 respondents who did not answer the question: "How satisfied are you in the main job?" got excluded. Also, the housework is the main independent variable for the whole research and the missing values for this variable were filtered. Two control variables (children living at home and Education) that had few missing data were excluded, too, because they would not have a significant effect on the regressions. Thus, the sample of this study reached 6502 respondents.

*Table 1: Sample*

Sample	Frequency	Percent
<b>Total</b>	52339	100,00
<b>Exclude men (sample=1)</b>	24830	47,40
<b>Exclude people who are not working (sample=2)</b>	15651	29,90
<b>Exclude people who are not living with a spouse/partner (sample=3)</b>	4170	8,00
<b>Exclude same sex partners/spouses (sample=4)</b>	65	0,10
<b>Exclude age missing/Age&gt;100/Age&lt;15 (sample=5)</b>	11	0,00

<b>Exclude job satisfaction missing (sample=6)</b>	36	0,10
<b>Exclude missing for children living at home and Education variables (sample=7)</b>	14	0,00
<b>Exclude housework missing (sample=8)</b>	743	1,40
<b>Exclude partner housework missing (sample=9)</b>	225	0,40
<b>Exclude FWC missing (sample=10)</b>	62	0,10
<b>Exclude gender ideology missing (sample=11)</b>	29	0,10
<b>Analysis sample (sample=0)</b>	<b>6502</b>	12,40

Note: Table 1 is derived from ESS (2010).

## Variables

To seek the variables in 2010, within the “work, family, and wellbeing” module, the two questions are relevant to time spent on housework: “Total hours a week you personally spend on housework?”, and “Total hours a week your partner spends on housework” (ESS, 2010). Firstly, I had a look at the absolute and relative time spent on housework by women in European countries. Secondly, the FWC variable, “Family responsibilities prevent you from giving the time you should to your job, how often” (ESS, 2010) was examined to follow the hypothesis that FWC connects ‘time spent on housework’ to job satisfaction. Thirdly, ‘job satisfaction’, the dependent variable, was explored by “How satisfied are you in your main job?” (ESS, 2010) as the dependent variable of the study. Then, an available variable about women’s gender ideology was selected: “Women should be prepared to cut down on paid work for sake of family” (ESS, 2010) to seek how is the moderation role of it on main relationships.

### Dependent variable

In ESS (2010), the question related to the main dependent variable, ‘job satisfaction’, are multiple-choice ranged with ordinal numbers from 0 (“Extremely dissatisfied”) to 10 (“Extremely satisfied”), so the multi-level linear regression could be used to analyze the job satisfaction data.

### Key independent variables

#### *Time spent on housework*

Housework by definition of ESS (2010) is “things done around the home such as cooking, washing, cleaning, care of clothes, shopping, maintenance of property, but not including childcare or

leisure activities”. ‘Time spent on housework’ was asked from interviewees in two lines: about his/her weekly time spent on housework and about his/her partner’s weekly time spent on housework. The answers are interval scale and distributed between 0 to 168 hours per week and 99% of the data are accumulated in 0-70 hours. So, by total time spent on housework in a household by both partners, calculating relative hours of housework was possible. Indeed, both absolute (respondent’s # of hours) and relative hours (respondent’s # of hours/ (respondent + partner’s # of hours)) were calculated to extract a better overview of housework sharing in households.

#### *Family to work conflict*

The question related to FWC in ESS (2010): “Family responsibilities prevent you from giving the time you should to your job, how often” is answered in 9 ordinal categories: “Never, hardly ever, sometimes, often, always, Not applicable, Refusal, Don’t know, and No answer”. The cases in to ‘often’ and ‘always’ categories are too few and would make a problem for regression, so I recoded these two categories to one category and made a dummy variable (FWC1) with 4 categories. Hence, where FWC is the dependent variable of hypothesis 1 and hypothesis 2, the multinomial logistic regression was used.

#### *Gender ideology*

The variable of gender ideology: “Women should be prepared to cut down on paid work for sake of family” was designed on nine-point ordinal values same to FWC: “agree strongly, agree, neither agree nor disagree, disagree, disagree strongly, refusal, don’t know, no answer”. The ordinal values of this variable (1 to 5) were attributed to most traditional, traditional, neither traditional nor egalitarian, egalitarian, and most egalitarian. The respondents’ answers were used to examine the moderation role of gender ideology on the relationships shown in figure 1. This variable was used as is designed in ESS (wmcpwrk) and the missing cases were few (29 out of 6502) and they were excluded from the regression.

### Control variables

I had controlled individual-level variables (E.g., age, educational level of both partners, income level, marital status (married vs. cohabiting), having children at home, and partner is working or not).

#### *Partner is in paid work*

In dual-earner families, sharing household labor is inevitable however in heterosexual households that the man is not working he is expected to do more share of the housework. By controlling this variable, it can be explored if there is any difference between households that man is in paid work and households that he is not working. The variable in ESS is “icptnwka” which asks if the partner is in paid work and the potential answers are “Partner is in paid work, Partner is not in paid work, not applicable, not available”. I recoded all categories to two 1=Yes and 0=No.

#### *Education*

Education as a predictor of SES can be useful to control in this study to see how the level of education can affect the main relationship between time spent on housework and job satisfaction. The choices for this variable: “Highest level of education, ES – ISCED<sup>2</sup>” is designed in 8 categories “Not possible to harmonize into ES-ISCED”, “ES-ISCED I , less than lower secondary”, “ES-ISCED II, lower secondary”, “ES-ISCED IIIb, lower-tier upper secondary”, “ES-ISCED IIIa, upper-tier upper secondary”, “ES-ISCED IV, advanced vocational, sub-degree”, “ES-ISCED V1, lower tertiary education, BA level”, “ES-ISCED V2, higher tertiary education, >= MA level”. I recoded this variable into “Education” with actually the same answers and recoded missing in “Ed\_mis”.

#### *Education of partner*

The education of the partner is also important for how both partners share house chores. On the one hand, a man with a high educational level may help his partner more because he might be more aware of gender equity, but on the other hand, a well-educated man may have a high-level job

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<sup>2</sup> The International Standard Classification of Education (ISCED) is a statistical framework for organizing information on education to make different educational systems comparable.

and could not allocate time for home responsibilities. This variable: “Partner's highest level of education, ES – ISCED” is as same as ‘Education’ and I recoded it in the same way.

#### *Income*

Income has a similar mechanism to Education in relationships of this study. High-income people may experience a higher level of job satisfaction but also have less time for doing housework. This aspect of family life was asked with the question, “Household's total net income, all sources” and answers were 1 to 10 based on national registered data. In ESS round 5 the categories of income are national categories based on deciles of the actual household income range in the given country (ESS5 Appendix A2, 2010). For instance, for the Netherlands, 1 is for people who earn less than 13,200 €/year, and 10 is for people who earn more than 52801 €/year. So, I decided to recode the variable present in the ESS (hinctnta) to “Income” with three categories: 1=low, 2=middle, and 3=high. Also, because the missing of this variable is a big part of the data, it should be recoded in a different variable “lincome\_mis”.

#### *Marital status*

The type of relationship between partners is also important to control in this study. Cohabiting partners may have a better division of household labor than married spouses. The gender ideology matters more on the housework reported by cohabiting than by married people (Davis, Greenstein & Gerteisen Marks, 2007). The existing variable for the type of relationship in ESS (rshpsts) is “Relationship with husband/wife/partner currently living with” and the answers are designed in 6 categories “Legally married, in a legally registered civil union, living with my partner - not legally recognized, living with my partner - legally recognized, legally separated, legally divorced/civil union dissolved”. To make it easier, I recoded this variable to “Type\_relationship”. Two categories were designed for the new variable by putting “Legally married” and “in a legally registered civil union” to “1=married/registered partnership” and setting other mentioned choices to “0=not married/no registered partnership (i.e., cohabitutions)”.

### *Having children at home*

Whether partners live with children or not matters for their time allocation. For instance, historically, mothers are a home keeper and responsible for the care of children (Becker, 1991; Patel et al., 2006). Beyond this, when children are present at home the chores such as dishes, cleaning, and so on are more than when they are not. For this concern, I used the variable “chldhm: Children living at home or not” that consists of two categories: “Respondent lives with children at household grid”, and “Does not”. I recoded it to “Child\_at\_home” with categories: “1=yes” and ”0=Else” and the missing was left in “child\_mis”.

### *Country fixed effects*

Beyond micro-level control variables, country ‘fixed effects’ were designed to compare the models for each country at the macro-level. Because SPSS could not directly handle the multi-level multinomial logistic regression required to test hypothesis 1 and 2 and to have parallel designs for both multivariate linear and multinominal logistic regression, country fixed effects were the best option to see the coefficients of regressions for each of the countries.

## **Method**

The main variables from the ESS (2010) are time spent on housework, Family-to-work conflict, and job satisfaction in European countries. After downloading the data, the variables were prepared for analysis. The selected variables were recoded and fixed effects for countries were introduced. Then, a coding module was designed for sampling the data. Descriptive and frequencies for all variables used in this study were produced (Table 2). To realize whether there is any statistically significant relationship between main variables or not, the multi-level linear regression and multinomial logistic regression were used in SPSS software to conduct the research on descriptive data (ESS, 2010). While the calculation of the Wald test for multinomial logistic regression was not possible in SPSS, I decided to use Stata for moderation models, to be able to show the predicted probabilities with interactions + confidence intervals graphically. For this study, four hypotheses (figure 2) by four models were examined that are explained in the following:

***Model 1: H1: HW → FW***

In this model, I explore the relationship between housework and FWC in the conceptual model (Figure 1).

***Model 2 H2: Housework \* gender ideology +HW+ GI → FWC.***

This model predicts the moderating effect of gender ideology on the relationship between housework and FWC.

***Model 3: H3: Housework → Job satisfaction.***

This model examines hypothesis 3 by looking at the role of housework on job satisfaction.

***Model 4: H4: HW +FWC -->Job satisfaction.***

This model checks out the main relationship between housework and job satisfaction by looking at the intervention of FWC that is based on hypothesis 4. In this model, control variables for micro-level and country fixed effects for macro-level are included.

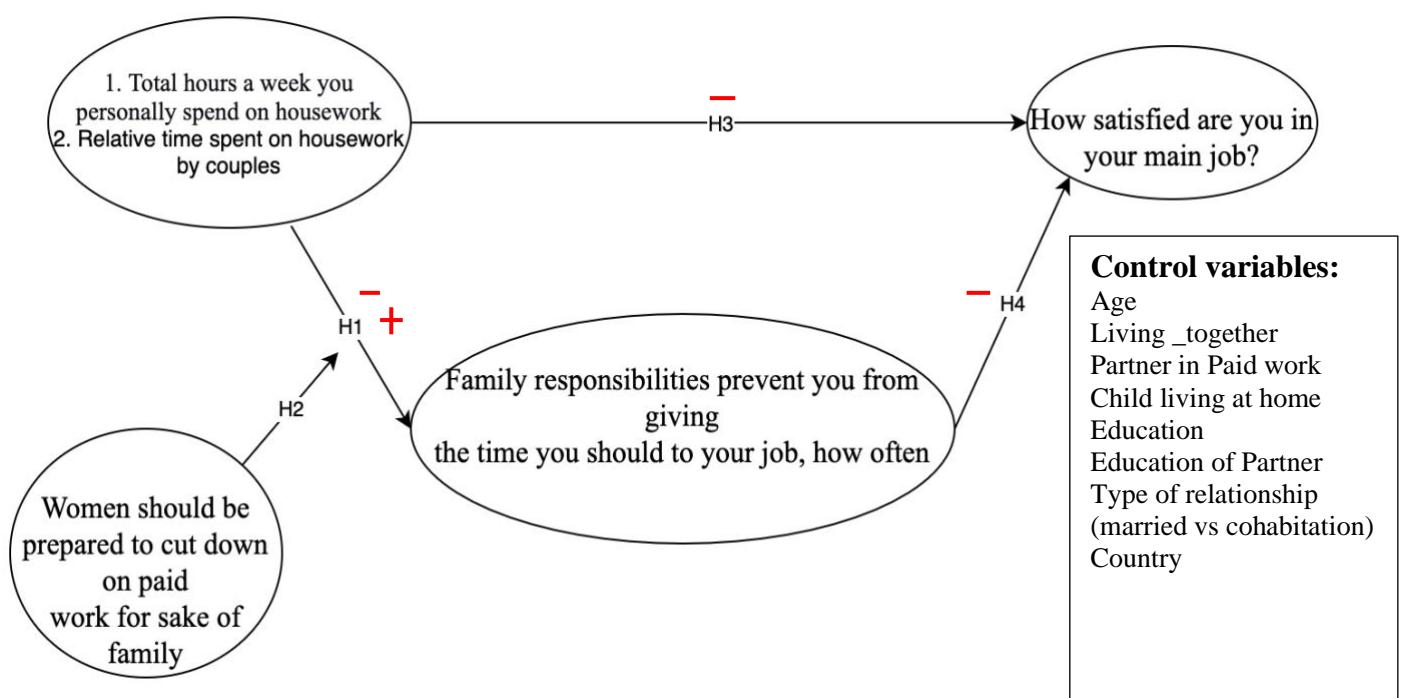


Figure 2: Operationalization model

## Steps

After setting data in the right way and producing dummy variables, the sample was introduced and other data than the sample were filtered out. Then, the descriptive and frequencies of the variables within the sample were checked. To examine the hypotheses, firstly, I checked if there are two-sided relations between the main variables and for this, so, I run the bivariate analysis in SPSS. After bivariate analysis, the regression models were computed. For model 1 and model 2, the dependent variable is FWC and because of its categorial structure with four categories, the multinomial logistic regression was used. On the other side, job satisfaction, the dependent variable for model 3 and model 4, is interval and the linear regression was used for these models.

### *Ethical considerations*

I used European social survey data which is secondary and anonymized. This helped to keep the privacy certainty high. In the Ethical and privacy checklist (Appendix A), the detailed privacy questions are answered.

## Results

### Univariate analysis

In this study, after filtering ESS (2010) for the sample, working women living with partner/spouse in heterosexual households, 6502 out of 52339 respondents have remained. The detailed descriptive and frequencies for the main and control variables are shown in Tables 2 and 3, respectively. For the variable of time spent on housework, I decided to decrease the effect of the outliers from the sample and top-code the 1% outliers that were more than 70 hours per week to 70. To check for non-linearity in the relationship between (top-coded) total hours of housework and the dependent variables, the squared and the natural log of total housework hours also were calculated (the results for these two variables were not different from absolute housework hours and they were excluded). To compare the effects of absolute and relative housework hours, relative housework hours was calculated by dividing the (top-coded) total number of hours of housework reported by the respondent by the sum of the respondent (top-coded) total housework hours and the respondent's report of partner's (top-coded) total number of housework hours. For the FWC variable, the number of respondents that had selected 'often' and 'always' are small compared to other categories of FWC; so, I merged these two categories into one category, 'often and always'. Gender ideology and job satisfaction remained as same as the original variable in ESS.

*Table 2: Descriptive and frequencies of main variables*

Main variables	N	Percent	Minimum	Maximum	Mean	Std. Deviation
<b>How satisfied are you in your main job</b>	6502	100	0	10	7,40	1,99
Extremely dissatisfied	27	0,40				
1	58	0,90				
2	92	1,40				
3	136	2,10				
4	203	3,10				
5	608	9,30				
6	545	8,40				
7	1198	18,40				
8	1670	25,70				
9	1078	16,60				
Extremely satisfied	886	13,60				
<b>Respondent's total housework hours (top-coded at 99<sup>th</sup> percentile)</b>	6502	100	0,00	70,00	17,18	10,83
<b>Partner's total housework hours (top-coded at 99<sup>th</sup> percentile)</b>	6502	100	0,00	70,00	8,41	8,52
<b>Respondent's relative time spent on housework in a household</b>	6502	100	0,00	100,00	68,80	18,78
<b>Family-to-work conflict</b>	6502	100	1,00	4,00	1,82	0,91
Never=1	3050	46,90				
Hardly ever=2	1900	29,20				
Sometimes=3	1227	18,90				
Often & Always=4	324	5,00				
<b>Women should be prepared to cut down on paid work for sake of family</b>	6502	100	1	5	2,83	1,18
Agree strongly=1	764	11,70				
Agree=2	2286	35,20				
Neither agree nor disagree=3	1407	21,60				
Disagree=4	1398	21,50				
Disagree strongly=5	646	9,90				
<b>Valid N (listwise)</b>	6502	100				

Note: Table 2 is derived from ESS (2010).

*Table 3: Descriptive and frequencies of control variables*

<b>Control variables</b>	<b>N</b>	<b>Percent</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
<b>Partner in paid work</b>	6502	<b>100</b>	0,00	1,00	0,87	0,34
Yes (=1)	5640	86,80				
No (=0)	861	13,20				
<b>Type of relationship</b>	6502	100	0,00	1,00	0,83	0,38
Married/ registered partnership (=1)	5380	82,70				
Not married/no registered partnership (i.e., cohabitations) (=0)	1122	17,30				
<b>Child in the household</b>	6502	100	0,00	1,00	0,65	0,48
Yes (=1)	4248	65,30				
No (=0)	2253	34,70				
<b>Respondent's highest level of education</b>	6502	100	0,00	7,00	4,44	1,86
Not possible to harmonise into ES-ISCED/ Missing (=0)	18	0,30				
less than lower secondary (=1)	395	6,10				
lower secondary (=2)	730	11,20				
lower tier upper secondary (=3)	962	14,80				
upper tier upper secondary (=4)	1190	18,30				
advanced vocational, sub-degree (=5)	1237	19,00				
lower tertiary education, BA level (=6)	601	9,20				
higher tertiary education, >= MA level (=7)	1369	21,10				
<b>Partner's highest level of education</b>	6502	100	0,00	7,00	4,20	1,91
Not possible to harmonise into ES-ISCED/ Missing (=0)	130	2,00				
less than lower secondary (=1)	394	6,10				
lower secondary (=2)	784	12,10				
lower tier upper secondary (=3)	1217	18,70				
upper tier upper secondary (=4)	1064	16,40				
advanced vocational, sub-degree (=5)	1246	19,20				
lower tertiary education, BA level (=6)	459	7,10				
higher tertiary education, >= MA level (=7)	1208	18,60				
<b>Income</b>	6502	100	0,00	3,00	1,93	1,04
Missing (=0)	1001	15,40				
Low (=1)	733	11,30				
Middle (=2)	2497	38,40				
High (=3)	2270	34,90				
<b>Valid N (listwise)</b>	6502	100				

Note: Table 3 is derived from ESS (2010).

## Bivariate analysis

To seek if there is any relationship between the variables, the Spearman rho's analysis with a p-value<0,05 was selected. Spearman is a better predictor than Pearson for this study because FWC and gender ideology are ordinal variables and job satisfaction, and housework are scale. Bivariate correlation shows the relationship between housework and job satisfaction is statistically significant and Spearman's rho correlation for absolute hours of housework is -0,029\*<sup>3</sup> and for relative housework (Rhw) is 0,037\*\*. Family-to-work conflict and gender ideology are correlated with job satisfaction with the coefficient of -0,226\*\*\* and 0,073\*\*\*, respectively. The absolute housework is correlated with family to work conflict by 0,059\*\*, and relative housework by 0,029\*. Also, coefficients of absolute housework variables (hw\_99) in correlation with gender ideology are -0,173\*\*\* however this correlation for the relative housework is -0,070\*\*\*. Finally, family-to-work conflict is negatively correlated with gender ideology with a coefficient of -0,034\*\*. The p-value for all correlations mentioned in this section were significant (p-value<0,05) which means the main variables in this study are strongly correlated with each other.

## Multivariate analysis

To examine the hypotheses, the multinomial logistic regression for H1 and H2 was used, because FWC as the dependent variable in these hypotheses is categorial. For H3 and H4, linear regression was used because job satisfaction is scale. For each model, I run the regressions for both absolute and relative housework<sup>4</sup> that will be discussed in the following.

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<sup>3</sup> In this thesis “\*\*\*” is used for p-value<0.001, “\*\*” is used for p-value<0.01, and “\*” is used for p-value <0.05.

<sup>4</sup> Also, the natural log of housework and squared housework were examined in all regressions and the results were as same as for absolute housework, so we decided to exclude them from the paper to make it briefer.

### Model1: The relationship between housework and FWC

In model 1 ( $Hw \rightarrow FWC$ ), I run the multinomial logistic regression because the dependent variable (FWC) is categorial. The coefficients and standard deviations of the model are presented in Appendix (Table 4 & Table 5). It seems there is no statistically significant relationship between the log of odds of different categories of FWC versus never experiencing FWC and housework. For instance, when comparing “Hardly ever (2)” versus “Never (1)” for absolute hours of housework, the beta is -0,005 but the p-value is 0,117 which is more than 0,05. For relative hours of housework is -0,002 and the p-value is 0,269. Regarding control variables, the correlation between education and FWC and between children living at home and FWC are significant ( $p\text{-value}<0,001$ ) and positive. The magnitude of coefficients for both are increasing by shifting from the log of odds (Hardly ever versus Never) to log of odds (Often/Always versus Never) which means by a rise in educational level the FWC is increasing, and the presence of children grows the probability of FWC compared to households without children. Finally, the average association for all respondents in the relationship between housework and FWC was non-significant, different relationships might be found when disaggregating respondents by gender ideology through the mediation model.

Table 4: Model 1: Multinomial logistic regression between absolute housework and FWC

FWCI <sup>a</sup>		B	Std. Error	Wald	df	Sig.	Exp(B)	95% Confidence Interval for Exp(B)	
								Lower Bound	Upper Bound
2	Intercept	-1,676	0,234	51,279	1	0,000			
	hw_99	-0,005	0,003	2,453	1	0,117	0,995	0,989	1,001
	Women should be prepared to cut down on paid work for sake of family	-0,030	0,027	1,211	1	0,271	0,970	0,920	1,024
	Paidwork_partner	-0,135	0,092	2,165	1	0,141	0,873	0,729	1,046
	Paidw_p_mis	-0,083	1,037	0,006	1	0,937	0,921	0,121	7,028
	Type_relationship	0,318	0,086	13,827	1	0,000	1,375	1,162	1,626
	T_relation_mis	-0,458	1,288	0,127	1	0,722	0,632	0,051	7,888
	child_at_home	0,413	0,066	38,811	1	0,000	1,511	1,327	1,720
	child_mis	0 <sup>b</sup>		0					
	Education	0,147	0,021	48,969	1	0,000	1,158	1,111	1,207
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	0,015	0,020	0,566	1	0,452	1,015	0,976	1,056
	Ed_p_mis	0,241	0,258	0,869	1	0,351	1,272	0,767	2,110
	Income	-0,016	0,053	0,088	1	0,766	0,985	0,888	1,091
	Income_mis	0,139	0,150	0,855	1	0,355	1,149	0,856	1,541
	Country_BE	0,404	0,236	2,932	1	0,087	1,498	0,943	2,380
	Country_BG	0,619	0,278	4,943	1	0,026	1,856	1,076	3,202
	Country_CH	0,097	0,278	0,122	1	0,727	1,102	0,639	1,900
	Country_CY	0,103	0,822	0,016	1	0,900	1,109	0,221	5,555
	Country_CZ	1,208	0,275	19,273	1	0,000	3,348	1,952	5,743
	Country_DE	0,353	0,163	4,669	1	0,031	1,423	1,033	1,961
	Country_DK	0,516	0,294	3,094	1	0,079	1,676	0,943	2,980
	Country_EE	0,584	0,589	0,983	1	0,321	1,793	0,565	5,685
	Country_ES	-0,042	0,179	0,054	1	0,816	0,959	0,676	1,362
	Country_FI	0,813	0,318	6,551	1	0,010	2,255	1,210	4,202
	Country_FR	-0,303	0,170	3,192	1	0,074	0,738	0,529	1,030
	Country_GB	0,535	0,173	9,601	1	0,002	1,708	1,217	2,395
	Country_GR	0,811	0,292	7,730	1	0,005	2,250	1,270	3,985
	Country_HR	0,558	0,443	1,583	1	0,208	1,747	0,733	4,166
	Country_HU	0,345	0,258	1,787	1	0,181	1,411	0,852	2,339
	Country_IE	0,240	0,410	0,344	1	0,558	1,272	0,569	2,842
	Country_IL	-0,079	0,358	0,049	1	0,825	0,924	0,458	1,863
	Country_LT	0,191	0,444	0,185	1	0,667	1,210	0,507	2,887
	Country_NL	0,653	0,207	9,946	1	0,002	1,922	1,281	2,884
	Country_NO	0,287	0,306	0,879	1	0,348	1,332	0,732	2,424
	Country_PL	0,351	0,181	3,739	1	0,053	1,420	0,995	2,026
	Country_PT	1,016	0,297	11,735	1	0,001	2,761	1,544	4,938
	Country_RU	0,129	0,155	0,700	1	0,403	1,138	0,841	1,541
	Country_SE	0,830	0,246	11,412	1	0,001	2,294	1,417	3,715
	Country_SI	0,006	0,515	0,000	1	0,990	1,006	0,367	2,761
	Country_SK	0,743	0,345	4,627	1	0,031	2,102	1,068	4,136
	Country_UA	0 <sup>b</sup>		0					
3	Intercept	-1,919	0,270	50,472	1	0,000			
	hw_99	0,001	0,003	0,179	1	0,673	1,001	0,995	1,008
	Women should be prepared to cut down on paid work for sake of family	-0,066	0,032	4,221	1	0,040	0,936	0,879	0,997
	Paidwork_partner	-0,003	0,110	0,001	1	0,975	0,997	0,803	1,237
	Paidw_p_mis	2,442	0,790	9,545	1	0,002	11,496	2,442	54,123
	Type_relationship	0,167	0,101	2,768	1	0,096	1,182	0,971	1,440
	T_relation_mis	-0,055	1,270	0,002	1	0,966	0,947	0,079	11,404
	child_at_home	0,591	0,079	56,092	1	0,000	1,806	1,547	2,109
	child_mis	0 <sup>b</sup>		0					
	Education	0,174	0,025	49,866	1	0,000	1,190	1,134	1,249
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	-0,029	0,023	1,512	1	0,219	0,972	0,928	1,017
	Ed_p_mis	-0,523	0,346	2,282	1	0,131	0,593	0,300	1,168
	Income	-0,119	0,060	3,979	1	0,046	0,887	0,789	0,998
	Income_mis	-0,084	0,170	0,243	1	0,622	0,920	0,660	1,282
	Country_BE	0,327	0,276	1,408	1	0,235	1,387	0,808	2,381
	Country_BG	-0,017	0,370	0,002	1	0,964	0,983	0,476	2,031
	Country_CH	-0,227	0,358	0,401	1	0,526	0,797	0,395	1,608
	Country_CY	-0,023	0,964	0,001	1	0,981	0,977	0,148	6,462
	Country_CZ	1,170	0,305	14,714	1	0,000	3,223	1,772	5,861
	Country_DE	0,348	0,186	3,499	1	0,061	1,416	0,984	2,039

	Country_DK	-0,053	0,402	0,017	1	0,895	0,949	0,431	2,086
	Country_EE	0,631	0,656	0,925	1	0,336	1,880	0,519	6,806
	Country_ES	-0,175	0,208	0,710	1	0,400	0,839	0,558	1,262
	Country_FI	0,910	0,358	6,475	1	0,011	2,484	1,232	5,005
	Country_FR	-0,534	0,200	7,114	1	0,008	0,586	0,396	0,868
	Country_GB	0,543	0,196	7,707	1	0,006	1,721	1,173	2,526
	Country_GR	0,591	0,339	3,031	1	0,082	1,806	0,928	3,512
	Country_HR	0,752	0,471	2,550	1	0,110	2,121	0,843	5,335
	Country_HU	0,159	0,304	0,272	1	0,602	1,172	0,646	2,125
	Country_IE	-0,146	0,519	0,080	1	0,778	0,864	0,312	2,389
	Country_IL	0,275	0,370	0,553	1	0,457	1,316	0,638	2,716
	Country_LT	-0,070	0,543	0,016	1	0,898	0,933	0,322	2,704
	Country_NL	0,276	0,253	1,185	1	0,276	1,317	0,802	2,164
	Country_NO	0,014	0,385	0,001	1	0,970	1,014	0,477	2,156
	Country_PL	0,210	0,208	1,021	1	0,312	1,234	0,821	1,854
	Country_PT	0,202	0,394	0,261	1	0,609	1,223	0,565	2,650
	Country_RU	0,504	0,170	8,762	1	0,003	1,655	1,185	2,310
	Country_SE	0,556	0,299	3,450	1	0,063	1,744	0,970	3,135
	Country_SI	-0,227	0,628	0,130	1	0,718	0,797	0,233	2,730
	Country_SK	1,206	0,349	11,938	1	0,001	3,340	1,685	6,620
	Country_UA	0 <sup>b</sup>		0					
4	Intercept	-4,272	0,458	86,811	1	0,000			
	hw_99	0,022	0,005	16,095	1	0,000	1,022	1,011	1,033
	Women should be prepared to cut down on paid work for sake of family	0,025	0,054	0,217	1	0,642	1,026	0,922	1,141
	Paidwork_partner	0,006	0,196	0,001	1	0,977	1,006	0,685	1,476
	Paidw_p_mis	2,157	1,215	3,152	1	0,076	8,646	0,799	93,534
	Type_relationship	0,041	0,182	0,051	1	0,821	1,042	0,729	1,489
	T_relation_mis	-0,155	2,416	0,004	1	0,949	0,856	0,008	97,502
	child_at_home	1,172	0,158	55,004	1	0,000	3,227	2,368	4,399
	child_mis	0 <sup>b</sup>		0					
	Education	0,293	0,044	45,185	1	0,000	1,340	1,230	1,459
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	-0,054	0,041	1,726	1	0,189	0,947	0,873	1,027
	Ed_p_mis	-3,874	2,305	2,825	1	0,093	0,021	0,000	1,903
	Income	-0,241	0,103	5,416	1	0,020	0,786	0,642	0,963
	Income_mis	0,055	0,282	0,038	1	0,846	1,056	0,607	1,837
	Country_BE	-0,889	0,650	1,871	1	0,171	0,411	0,115	1,470
	Country_BG	-0,640	0,707	0,818	1	0,366	0,527	0,132	2,110
	Country_CH	-0,322	0,643	0,251	1	0,616	0,725	0,206	2,553
	Country_CY	-0,801	2,089	0,147	1	0,701	0,449	0,007	26,943
	Country_CZ	0,343	0,542	0,400	1	0,527	1,409	0,487	4,072
	Country_DE	0,493	0,273	3,254	1	0,071	1,638	0,958	2,799
	Country_DK	-0,114	0,680	0,028	1	0,866	0,892	0,235	3,379
	Country_EE	-0,094	1,297	0,005	1	0,942	0,910	0,072	11,568
	Country_ES	-0,917	0,377	5,911	1	0,015	0,400	0,191	0,837
	Country_FI	-0,196	0,846	0,054	1	0,816	0,822	0,157	4,313
	Country_FR	0,289	0,282	1,046	1	0,306	1,335	0,767	2,321
	Country_GB	0,177	0,313	0,322	1	0,571	1,194	0,647	2,203
	Country_GR	0,919	0,445	4,276	1	0,039	2,508	1,049	5,993
	Country_HR	-0,338	1,007	0,113	1	0,737	0,713	0,099	5,129
	Country_HU	-0,630	0,589	1,143	1	0,285	0,533	0,168	1,690
	Country_IE	-1,171	1,129	1,075	1	0,300	0,310	0,034	2,836
	Country_IL	-0,195	0,637	0,093	1	0,760	0,823	0,236	2,868
	Country_LT	-0,272	0,936	0,085	1	0,771	0,762	0,122	4,766
	Country_NL	-2,025	0,937	4,672	1	0,031	0,132	0,021	0,828
	Country_NO	-1,512	1,196	1,598	1	0,206	0,220	0,021	2,299
	Country_PL	-0,239	0,326	0,538	1	0,463	0,787	0,416	1,491
	Country_PT	0,190	0,596	0,102	1	0,750	1,210	0,376	3,888
	Country_RU	0,074	0,253	0,086	1	0,769	1,077	0,656	1,769
	Country_SE	-0,318	0,651	0,238	1	0,626	0,728	0,203	2,607
	Country_SI	-0,639	1,098	0,338	1	0,561	0,528	0,061	4,546
	Country_SK	0,185	0,652	0,080	1	0,777	1,203	0,335	4,317
	Country_UA	0 <sup>b</sup>		0					

a. The reference category is: 1.00.

b. This parameter is set to zero because it is redundant.

Table 5: Model 1: Multinomial logistic regression between relative housework and FWC

FWCI <sup>a</sup>		B	Std. Error	Wald	df	Sig.	Exp(B)	95% Confidence Interval for Exp(B)	
								Lower Bound	Upper Bound
2	Intercept	-1,685	0,244	47,772	1	0,000			
	Rhw	-0,002	0,002	1,221	1	0,269	0,998	0,995	1,001
	Women should be prepared to cut down on paid work for sake of family	-0,028	0,027	1,085	1	0,298	0,972	0,921	1,025
	Paidwork_partner	-0,121	0,094	1,658	1	0,198	0,886	0,737	1,065
	Paidw_p_mis	-0,087	1,038	0,007	1	0,933	0,917	0,120	7,009
	Type_relationship	0,305	0,085	12,854	1	0,000	1,356	1,148	1,602
	T_relation_mis	-0,455	1,288	0,125	1	0,724	0,635	0,051	7,924
	child_at_home	0,408	0,066	38,069	1	0,000	1,504	1,321	1,713
	child_mis	0b		0					
	Education	0,148	0,021	49,642	1	0,000	1,159	1,112	1,208
	Ed_mis	0b		0					
	Education_partner	0,015	0,020	0,582	1	0,446	1,015	0,976	1,056
	Ed_p_mis	0,246	0,258	0,908	1	0,341	1,279	0,771	2,120
	Income	-0,009	0,052	0,026	1	0,871	0,992	0,895	1,099
	Income_mis	0,151	0,150	1,011	1	0,315	1,163	0,867	1,560
	Country_BE	0,438	0,235	3,472	1	0,062	1,550	0,978	2,458
	Country_BG	0,641	0,278	5,323	1	0,021	1,899	1,101	3,274
	Country_CH	0,133	0,277	0,231	1	0,631	1,143	0,664	1,967
	Country_CY	0,144	0,822	0,031	1	0,861	1,155	0,231	5,787
	Country_CZ	1,226	0,275	19,894	1	0,000	3,408	1,988	5,842
	Country_DE	0,386	0,162	5,690	1	0,017	1,471	1,071	2,021
	Country_DK	0,552	0,292	3,573	1	0,059	1,737	0,980	3,081
	Country_EE	0,596	0,588	1,026	1	0,311	1,815	0,573	5,752
	Country_ES	-0,016	0,177	0,008	1	0,930	0,985	0,696	1,394
	Country_FI	0,850	0,316	7,220	1	0,007	2,339	1,259	4,347
	Country_FR	-0,251	0,166	2,276	1	0,131	0,778	0,562	1,078
	Country_GB	0,586	0,170	11,915	1	0,001	1,796	1,288	2,505
	Country_GR	0,846	0,292	8,405	1	0,004	2,331	1,315	4,130
	Country_HR	0,569	0,443	1,649	1	0,199	1,767	0,741	4,213
	Country_HU	0,352	0,258	1,864	1	0,172	1,421	0,858	2,355
	Country_IE	0,268	0,410	0,429	1	0,512	1,308	0,586	2,918
	Country_IL	-0,030	0,357	0,007	1	0,934	0,971	0,482	1,954
	Country_LT	0,205	0,443	0,214	1	0,644	1,228	0,515	2,928
	Country_NL	0,694	0,205	11,451	1	0,001	2,002	1,339	2,994
	Country_NO	0,327	0,304	1,160	1	0,281	1,387	0,765	2,518
	Country_PL	0,353	0,181	3,802	1	0,051	1,424	0,998	2,031
	Country_PT	1,076	0,295	13,327	1	0,000	2,933	1,646	5,228
	Country_RU	0,138	0,154	0,804	1	0,370	1,149	0,849	1,554
	Country_SE	0,853	0,245	12,133	1	0,000	2,347	1,452	3,792
	Country_SI	0,021	0,515	0,002	1	0,968	1,021	0,372	2,799
	Country_SK	0,738	0,345	4,561	1	0,033	2,091	1,063	4,115
	Country_UA	0b		0					
3	Intercept	-2,372	0,287	68,527	1	0,000			
	Rhw	0,008	0,002	14,133	1	0,000	1,008	1,004	1,011
	Women should be prepared to cut down on paid work for sake of family	-0,060	0,032	3,500	1	0,061	0,942	0,884	1,003
	Paidwork_partner	-0,076	0,112	0,454	1	0,501	0,927	0,744	1,155
	Paidw_p_mis	2,387	0,790	9,140	1	0,003	10,885	2,316	51,170
	Type_relationship	0,163	0,100	2,648	1	0,104	1,177	0,967	1,432
	T_relation_mis	-0,066	1,239	0,003	1	0,957	0,936	0,083	10,609
	child_at_home	0,563	0,079	50,793	1	0,000	1,756	1,504	2,050
	child_mis	0b		0					
	Education	0,181	0,025	53,806	1	0,000	1,198	1,142	1,258
	Ed_mis	0b		0					
	Education_partner	-0,027	0,023	1,345	1	0,246	0,973	0,930	1,019
	Ed_p_mis	-0,515	0,348	2,195	1	0,138	0,597	0,302	1,181
	Income	-0,122	0,060	4,212	1	0,040	0,885	0,787	0,995
	Income_mis	-0,091	0,169	0,289	1	0,591	0,913	0,655	1,272
	Country_BE	0,300	0,275	1,190	1	0,275	1,350	0,787	2,315
	Country_BG	-0,041	0,370	0,012	1	0,912	0,960	0,465	1,982
	Country_CH	-0,250	0,358	0,489	1	0,484	0,779	0,386	1,570
	Country_CY	-0,096	0,964	0,010	1	0,921	0,909	0,137	6,016
	Country_CZ	1,166	0,305	14,623	1	0,000	3,209	1,765	5,832
	Country_DE	0,325	0,185	3,087	1	0,079	1,383	0,963	1,987

	Country_DK	-0,042	0,401	0,011	1	0,917	0,959	0,437	2,105
	Country_EE	0,665	0,657	1,026	1	0,311	1,945	0,537	7,048
	Country_ES	-0,159	0,207	0,592	1	0,442	0,853	0,568	1,279
	Country_FI	0,934	0,357	6,860	1	0,009	2,545	1,265	5,118
	Country_FR	-0,554	0,197	7,943	1	0,005	0,574	0,391	0,845
	Country_GB	0,509	0,193	6,981	1	0,008	1,664	1,141	2,428
	Country_GR	0,502	0,340	2,174	1	0,140	1,652	0,848	3,219
	Country_HR	0,723	0,471	2,349	1	0,125	2,060	0,818	5,189
	Country_HU	0,141	0,304	0,215	1	0,643	1,151	0,634	2,090
	Country_IE	-0,161	0,518	0,097	1	0,756	0,851	0,308	2,350
	Country_IL	0,225	0,369	0,371	1	0,543	1,252	0,607	2,580
	Country_LT	-0,046	0,543	0,007	1	0,933	0,955	0,330	2,769
	Country_NL	0,262	0,251	1,087	1	0,297	1,300	0,794	2,127
	Country_NO	0,024	0,383	0,004	1	0,951	1,024	0,483	2,170
	Country_PL	0,230	0,208	1,225	1	0,268	1,259	0,837	1,893
	Country_PT	0,137	0,393	0,121	1	0,727	1,147	0,531	2,477
	Country_RU	0,514	0,170	9,129	1	0,003	1,672	1,198	2,334
	Country_SE	0,591	0,299	3,925	1	0,048	1,807	1,006	3,243
	Country_SI	-0,216	0,628	0,118	1	0,731	0,806	0,235	2,761
	Country_SK	1,254	0,349	12,882	1	0,000	3,503	1,767	6,945
	Country_UA	0b		0					
4	Intercept	-3,360	0,471	50,980	1	0,000			
	Rhw	-0,005	0,003	1,986	1	0,159	0,995	0,989	1,002
	Women should be prepared to cut down on paid work for sake of family	0,003	0,054	0,002	1	0,960	1,003	0,901	1,116
	Paidwork_partner	0,087	0,199	0,190	1	0,663	1,091	0,738	1,611
	Paidw_p_mis	1,993	1,204	2,739	1	0,098	7,340	0,693	77,793
	Type_relationship	0,122	0,181	0,456	1	0,500	1,130	0,792	1,611
	T_relation_mis	-0,108	2,415	0,002	1	0,964	0,898	0,008	102,078
	child_at_home	1,256	0,159	62,596	1	0,000	3,510	2,572	4,791
	child_mis	0b		0					
	Education	0,270	0,043	39,101	1	0,000	1,310	1,204	1,426
	Ed_mis	0b		0					
	Education_partner	-0,061	0,041	2,201	1	0,138	0,941	0,868	1,020
	Ed_p_mis	-3,676	2,265	2,634	1	0,105	0,025	0,000	2,146
	Income	-0,266	0,103	6,648	1	0,010	0,766	0,626	0,938
	Income_mis	0,014	0,283	0,002	1	0,960	1,014	0,583	1,765
	Country_BE	-1,016	0,649	2,453	1	0,117	0,362	0,102	1,291
	Country_BG	-0,710	0,707	1,008	1	0,315	0,492	0,123	1,965
	Country_CH	-0,482	0,641	0,565	1	0,452	0,618	0,176	2,169
	Country_CY	-0,877	2,087	0,177	1	0,674	0,416	0,007	24,844
	Country_CZ	0,259	0,541	0,230	1	0,632	1,296	0,449	3,740
	Country_DE	0,368	0,272	1,831	1	0,176	1,444	0,848	2,460
	Country_DK	-0,340	0,677	0,253	1	0,615	0,711	0,189	2,684
	Country_EE	-0,221	1,296	0,029	1	0,865	0,802	0,063	10,168
	Country_ES	-1,086	0,376	8,369	1	0,004	0,337	0,162	0,704
	Country_FI	-0,418	0,843	0,246	1	0,620	0,658	0,126	3,438
	Country_FR	0,033	0,274	0,015	1	0,904	1,034	0,605	1,767
	Country_GB	-0,023	0,308	0,006	1	0,941	0,977	0,535	1,787
	Country_GR	0,902	0,444	4,127	1	0,042	2,466	1,032	5,889
	Country_HR	-0,356	1,005	0,126	1	0,723	0,700	0,098	5,022
	Country_HU	-0,609	0,588	1,071	1	0,301	0,544	0,172	1,723
	Country_IE	-1,289	1,130	1,302	1	0,254	0,275	0,030	2,523
	Country_IL	-0,334	0,634	0,277	1	0,599	0,716	0,207	2,482
	Country_LT	-0,381	0,934	0,166	1	0,683	0,683	0,110	4,258
	Country_NL	-2,200	0,935	5,532	1	0,019	0,111	0,018	0,693
	Country_NO	-1,757	1,195	2,164	1	0,141	0,173	0,017	1,794
	Country_PL	-0,286	0,326	0,769	1	0,381	0,752	0,397	1,423
	Country_PT	-0,044	0,592	0,006	1	0,941	0,957	0,300	3,054
	Country_RU	0,008	0,252	0,001	1	0,975	1,008	0,614	1,653
	Country_SE	-0,510	0,650	0,615	1	0,433	0,601	0,168	2,147
	Country_SI	-0,730	1,097	0,443	1	0,506	0,482	0,056	4,140
	Country_SK	0,111	0,652	0,029	1	0,864	1,118	0,311	4,011
	Country_UA	0b		0					

a. The reference category is: 1.00.

b. This parameter is set to zero because it is redundant.

## Model2: The moderation effect of gender ideology

Gender ideology has a moderation role for the conceptual model, and the effect of gender ideology on the relationship between housework and FWC was examined. The equation for this model is: "Housework \* gender ideology +HW+ GI → FWC". Same to model 1, FWC conflict is the dependent variable and I used multinomial logistic regression to check the hypothesis. "Never" is the reference for all the regressions. The equation for multinomial logistic regression is:

$$P(Y_i = c) = \frac{e^{\beta_c \cdot X_i}}{\sum_{k=2}^K e^{\beta_k \cdot X_i}} \rightarrow \ln(odds) = \sum \beta_k x_i + \beta_c \quad (\text{Equation of Multinomial logistic regression})$$

To calculate the main equation, I transformed the results to Excel and then coefficients of different categories were added to reach each aimed combination of variables. I put reference value (the value that contains more respondents than other values of specific variable) for each variable and then calculated constant based on them. For instance, when accounting for women with children at home, educated upper-tier upper secondary (=4), and middle-income (=2) who is married/registered with a partner with an upper-tier upper secondary education (=4), the constant is -0,0379242. By this calculation, I controlled for control variables to investigate the exact relationship between main variables. Now, as an example, to obtain logs of hardly ever vs. never for most traditional women (GI=1) who did 10 housework hours the calculation is:

$$\ln\left(\frac{\text{hardly ever}}{\text{never}}\right) = \text{constant} + \beta_{\text{housework}} * 10 + \beta_{\text{GI}} * 1 + \beta_{\text{hw-GI}} * 1 * 10 \\ -0,167 = (-0,0379242) + (-0,012 * 10) + (-0,032 * 1) + (0,002 * 1 * 10)$$

Regarding the explanation of equations, the significance (Wald test) of calculated results was not possible with SPSS, so we decided to use Stata to determine confidence intervals for the probabilities. For absolute housework, the graphs of probabilities and confidence intervals (derived from Stata) are presented in figures 3-6 and for relative

housework are shown in figures 7-10 (Also, the SPSS results are shown in Appendix (Table A4 and Table A5)).

### *Model 2 for absolute housework*

In figure 3, for both high and low level of housework, the probabilities of “Never” having FWC are overlapped for women with different gender ideologies, however by increasing in housework hours the probability for egalitarian women are rising and for traditional women is decreasing. Also, the probabilities of FWC in both “Hardly ever” (Figure 4) and “Sometimes” (Figure 5) categories are overlapped for different levels of gender ideology, and I cannot claim the significance of trends. On the other hand, for the high level of FWC (Often/Always), the probabilities are not overlapping for more than 40 hours of housework, and it can be extracted from figure 6 that by increasing hours of housework the probability of “often/always” having FWC for traditional women is rising drastically (from 0,01 to 0,24) however for egalitarian is decreasing smoothly or almost steady (from 0,07 to 0,05).

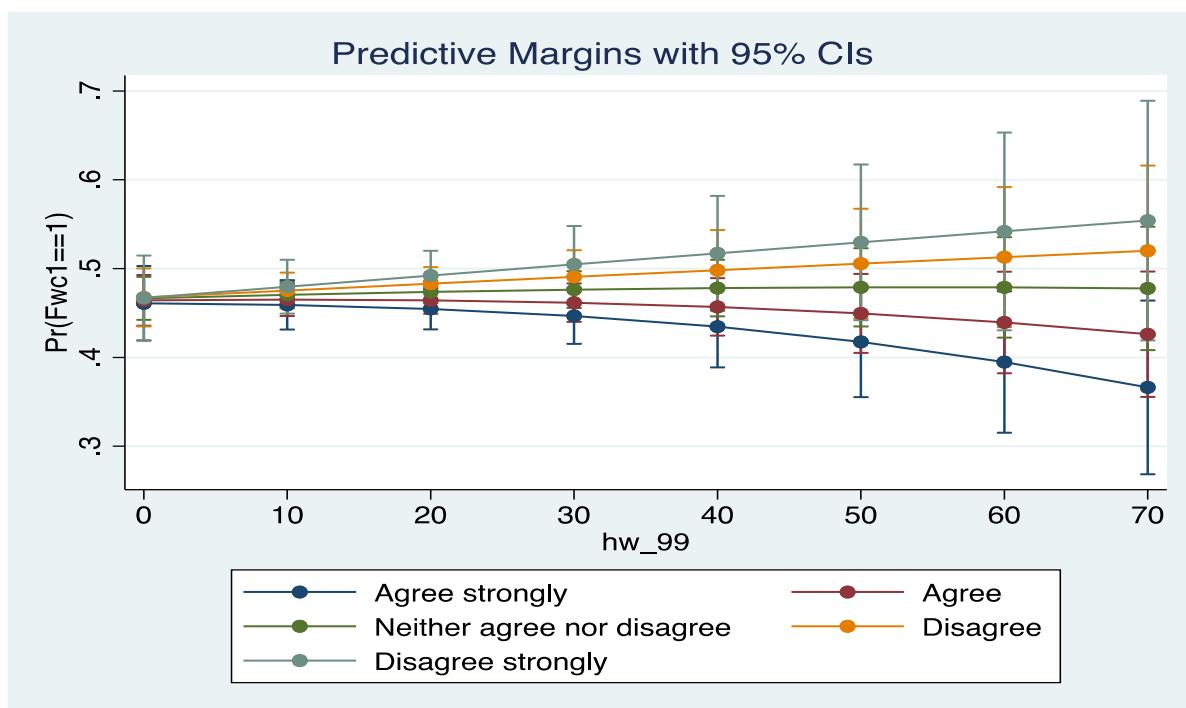


Figure 3: The probability of "Never" for FWC by housework and gender ideology

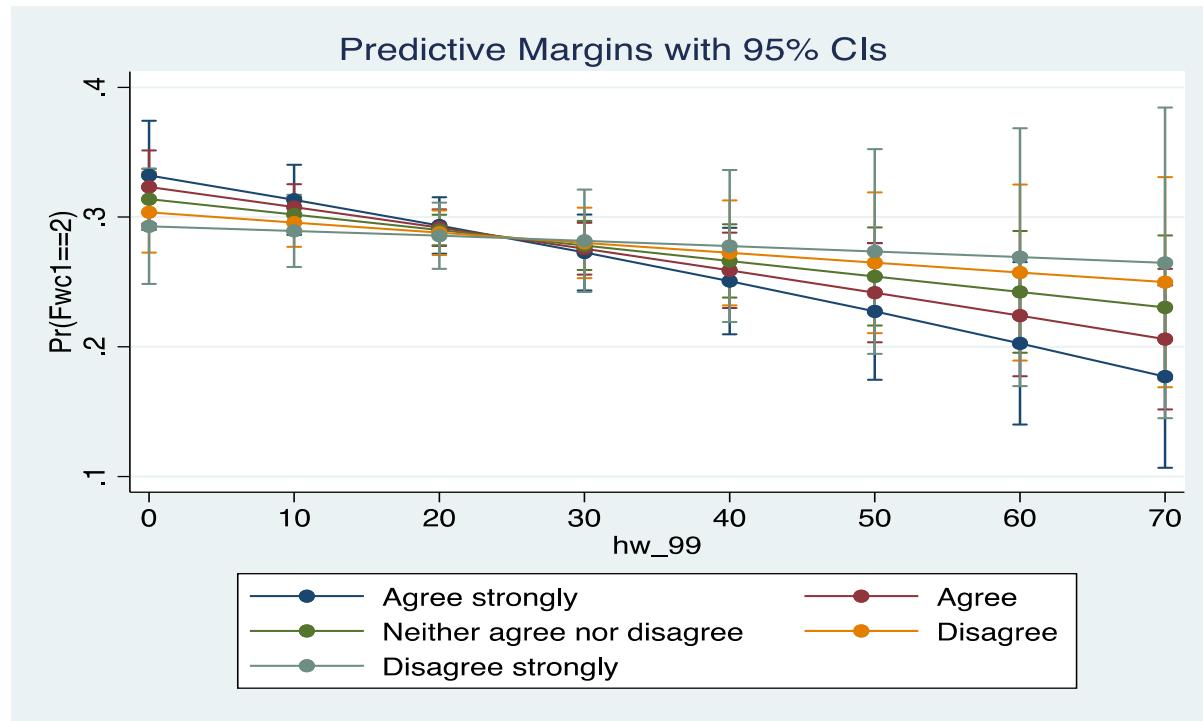


Figure 4: The probability of "Hardly ever" for FWC by housework and gender ideology

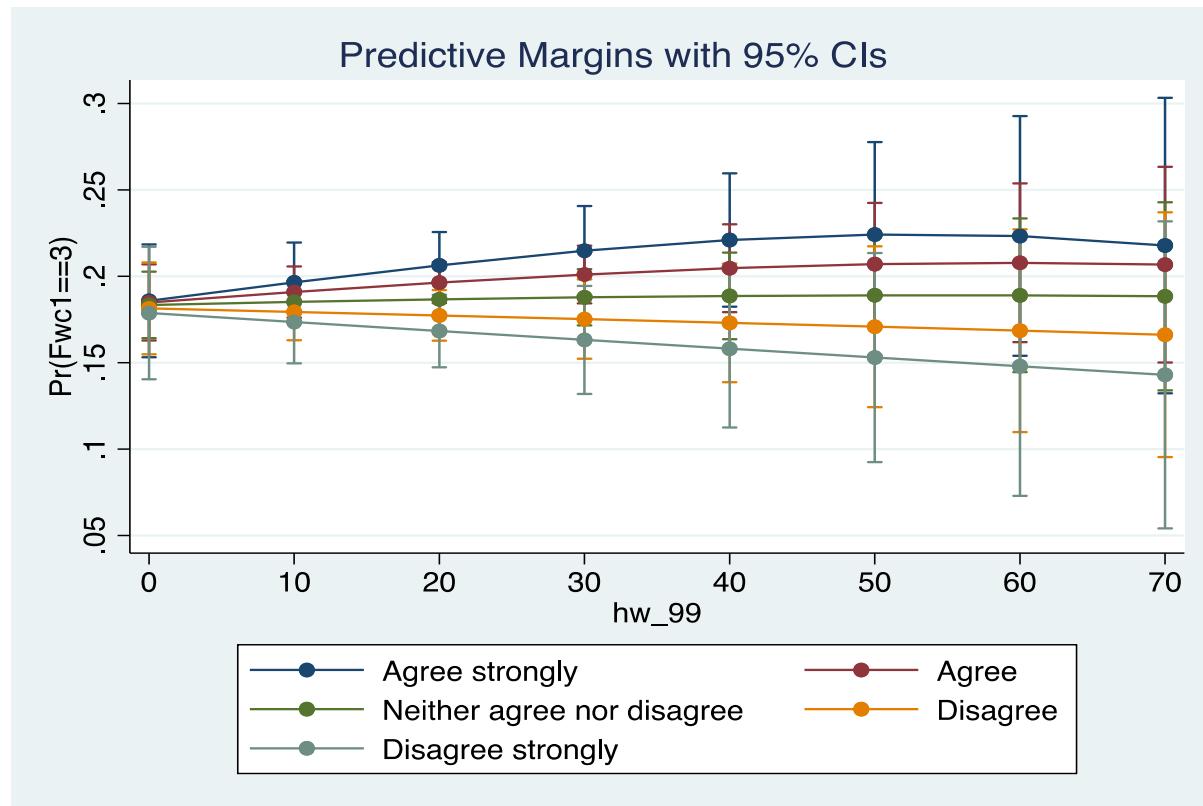


Figure 5: The probability of "Sometimes" for FWC by housework and gender ideology

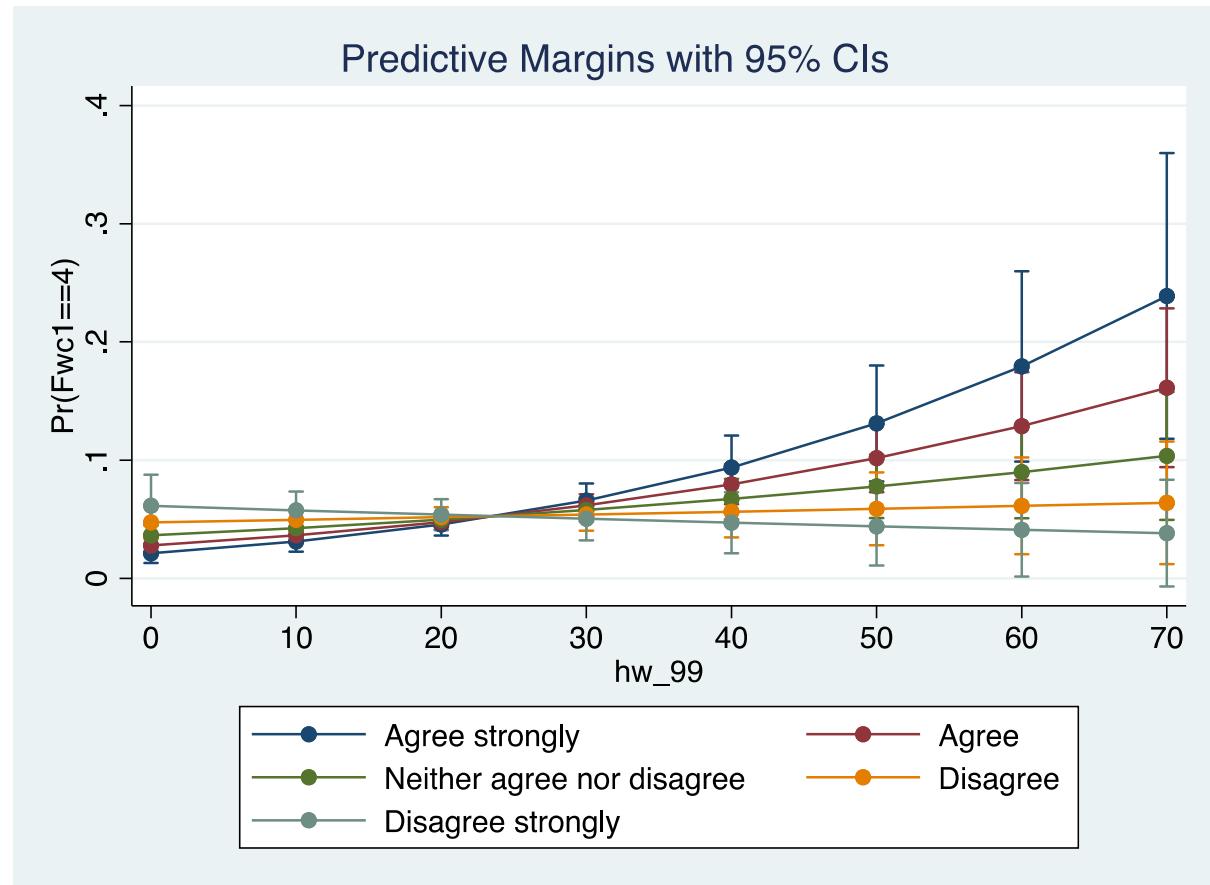


Figure 6: The probability of "Often/Always" for FWC by housework and gender ideology

*Model 2 for relative housework*

Figures 7-10 show the graphs of probabilities of different categories of FWC. In all figures, the confidence intervals overlap, so I conclude that there is no significant relationship between relative housework and family-to-work conflict.

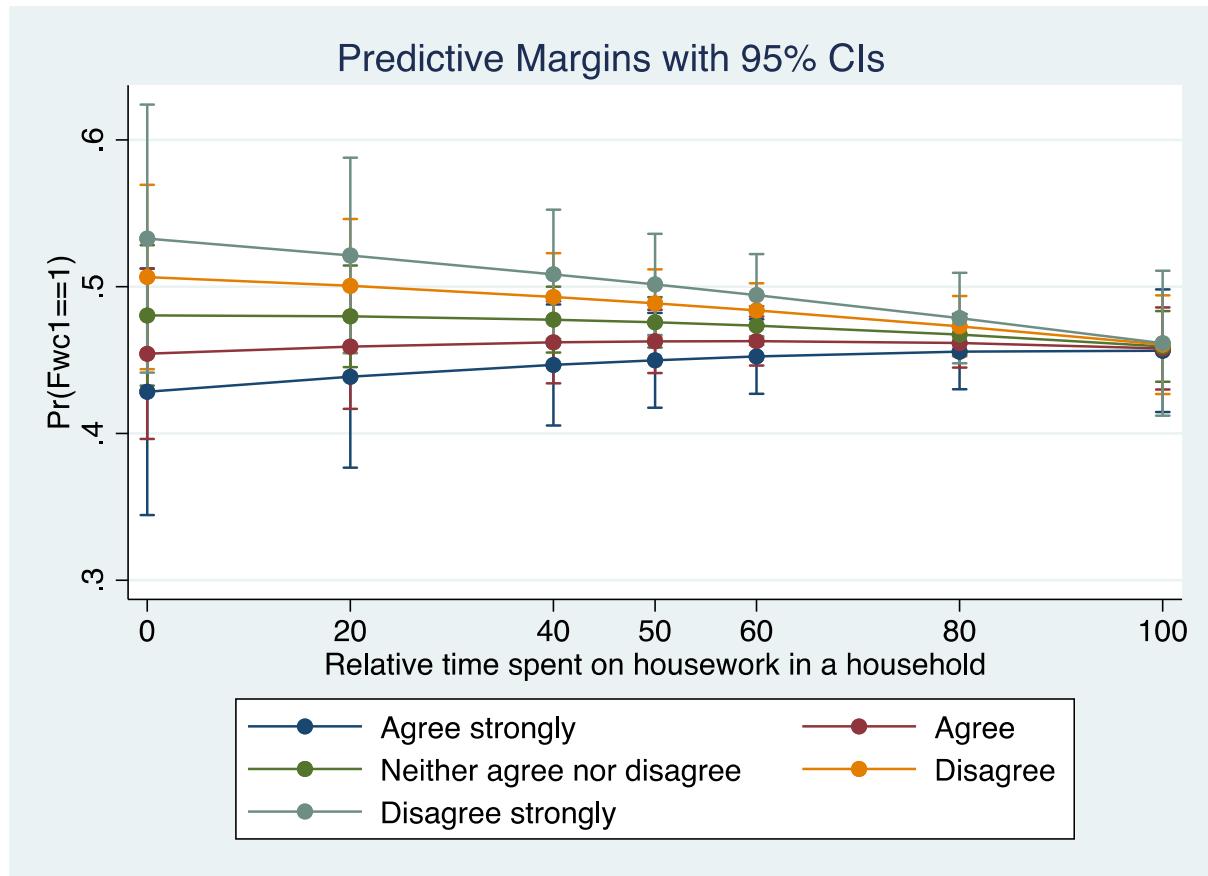


Figure 7: The probability of "Never" for FWC by relative housework and gender ideology

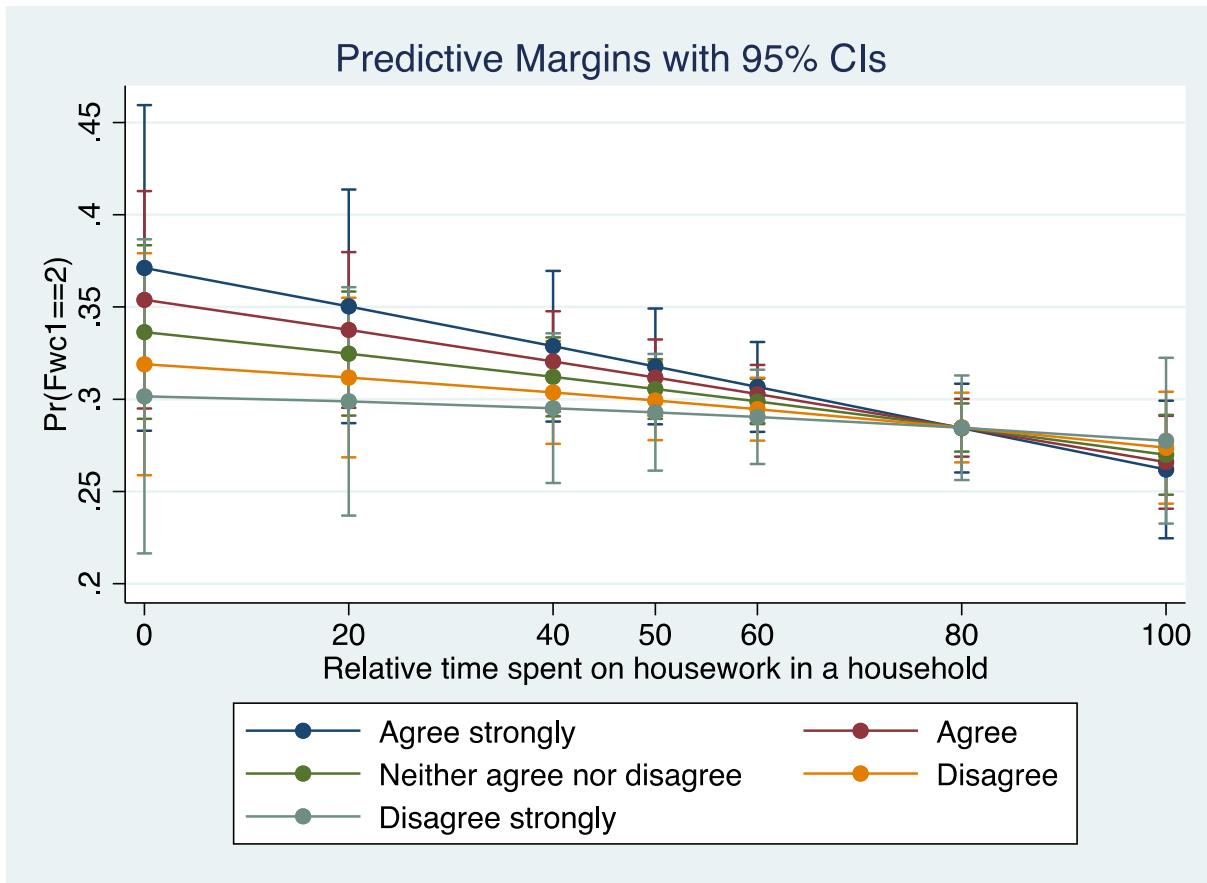


Figure 8: The probability of "Hardly ever" for FWC by relative housework and gender ideology

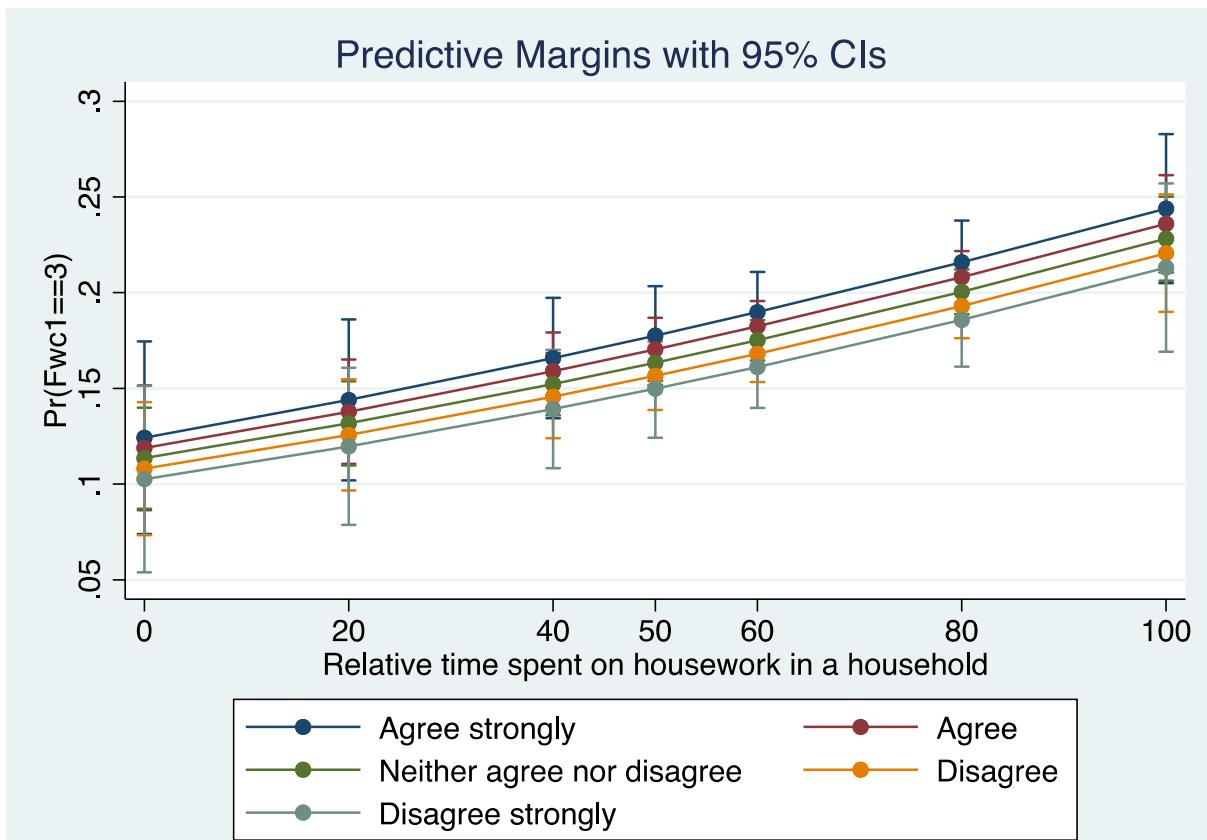


Figure 9: The probability of "Sometimes" for FWC by relative housework and gender ideology

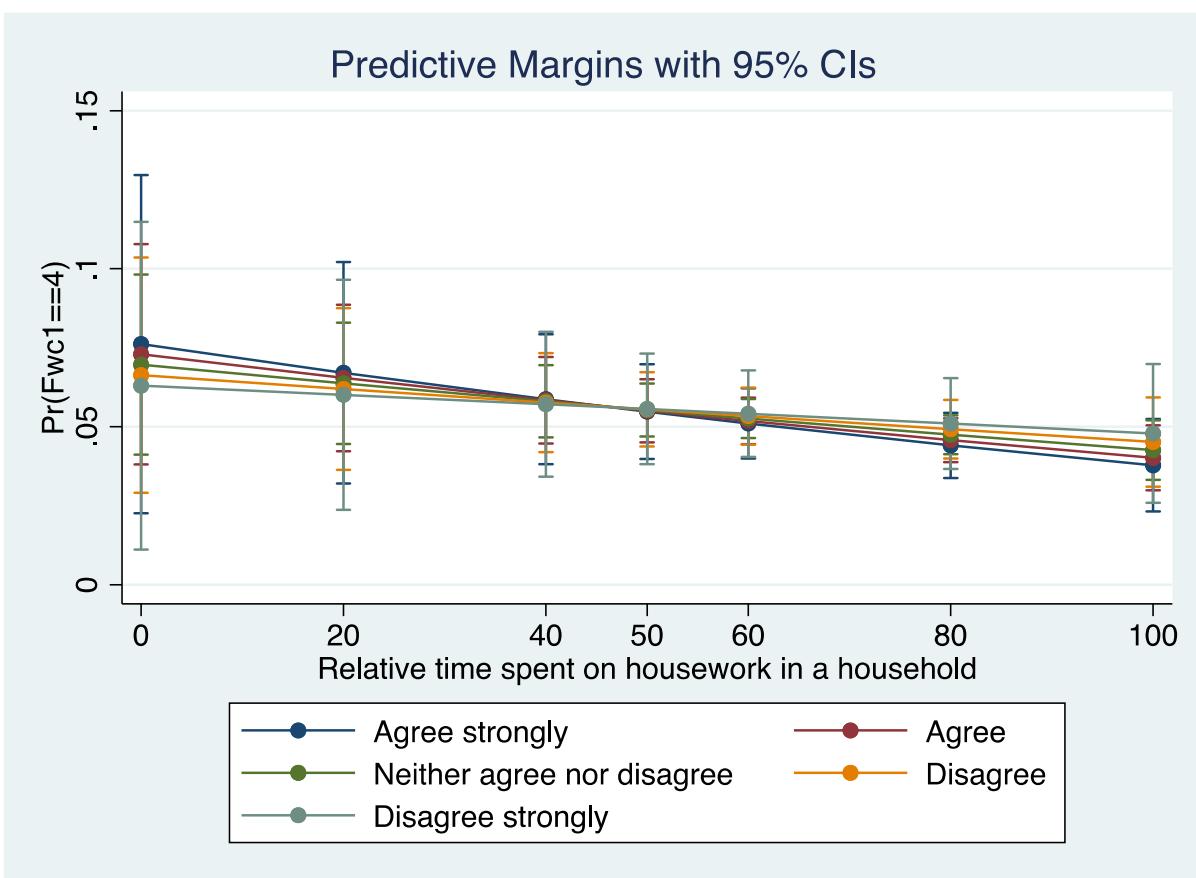


Figure 8: The probability of "Often/Always" for FWC by relative housework and gender ideology

### Model3 & 4: Linear regression (HW → JS & HW+FWC→JS)

Hereby, the main relationship of the research was studied. Model 3 shows if there is any correlation between housework and job satisfaction in presence of control variables and country fixed effects. The regressions do not show any statistically significant relationship between absolute or relative hours of housework with job satisfaction (Table 5 & Table 6). In model 4, the family-to-work conflict is correlated with job satisfaction because the p-value for it is less than 0,001 and the coefficient is -0,425 in models with absolute and with relative housework. Even though there is the relationship between FWC and job satisfaction, it cannot be stated that the FWC has a mediation role in the main relationship. Intervening FWC did not improve the p-value for absolute housework hours but for relative housework it gets significant after introducing FWC. Notwithstanding improved p-value<0,05 for the relationship between

relative housework and job satisfaction, the coefficient is the same ( $\beta = 0,003$ ) before and after interfering with the FWC which means the magnitude of change is negligible. Also, by having look at the magnitude of coefficients for relative housework and other covariates such as Income get compared, it is recognized that 100 hours change in housework ( $\beta = 0,003$ ) would be the same as one unit change for Income ( $\beta = 0,316$ ,  $p\text{-value} < 0,001$ ). So, it can be derived from these explanations that the magnitude of mediation role of FWC for the relationship between absolute/relative housework and job satisfaction is not accepted.

For both model 3 and model 4 and both absolute and relative housework, the role Income and Type of relationship are significant and positive which means by a rise in income, the job satisfaction increases and reversely, by a decrease in income, job satisfaction gets lower. Similarly, respondents in married or registered partnerships have higher job satisfaction than non-marital cohabiting respondents. Also, in model 4 (mediation regression), for both absolute and relative housework, the presence of children at home is positively correlated with job satisfaction with a  $p\text{-value} < 0,05$ . The  $p\text{-value}$  for other control variables is more than 0.05, so their effect cannot be significant. Regarding country fixed effects, the countries such as Denmark (DK), Norway (NO), Finland (FI), Switzerland (CH), Netherlands (NL), Estonia (EE), France (FR), etc., have a significant and positive correlation with job satisfaction with  $p\text{-value} < 0,05$ . Some countries also do not have statistically significant but negative correlations such as Czechia (CZ), Hungary (HU), Croatia (HR), Russia (RU), and Slovakia (SK).

Table 6: Multivariate linear regression for absolute hours of housework (Job satisfaction is dependent).

	Model 3			Model 4		
	B	SE	Sig	B	SE	Sig
<b>Main variables</b>						
<b>constant</b>	5,674	0,151	0,000	6,301	0,153	0,000
<b>Family-to-work conflict</b>				-0,425	0,027	0,000
<b>Respondent's total housework hours (top-coded at 99<sup>th</sup> percentile)</b>	0,003	0,002	0,180	0,004	0,002	0,063
<b>Control variables</b>						
<b>Partner in paid work</b>	0,041	0,074	0,581	0,037	0,073	0,613
<b>Partner in paid work missing</b>	-0,103	0,506	0,839	0,224	0,497	0,653
<b>Type of relationship</b>	0,254	0,068	0,000	0,276	0,066	0,000
<b>Type of relationship missing</b>	0,074	0,909	0,936	0,055	0,892	0,951
<b>Child in the household</b>	0,040	0,053	0,453	0,146	0,053	0,006
<b>Respondent's highest level of education</b>	-0,010	0,017	0,560	0,020	0,016	0,213
<b>Partner's highest level of education</b>	0,016	0,016	0,324	0,012	0,016	0,460
<b>Partner's highest level of education missing</b>	-0,182	0,214	0,396	-0,263	0,210	0,210
<b>Income</b>	0,344	0,042	0,000	0,323	0,041	0,000
<b>Income missing</b>	0,646	0,119	0,000	0,644	0,116	0,000
<b>Country fixed effects</b>						
<b>Country_BE</b>	0,823	0,169	0,000	0,772	0,166	0,000
<b>Country_BG</b>	0,026	0,218	0,905	-0,045	0,214	0,835
<b>Country_CH</b>	1,264	0,206	0,000	1,176	0,202	0,000
<b>Country_CY</b>	1,117	0,665	0,093	1,030	0,652	0,115
<b>Country_CZ</b>	-0,061	0,193	0,750	0,012	0,189	0,951
<b>Country_DK</b>	0,782	0,090	0,000	0,781	0,088	0,000
<b>Country_EE</b>	1,545	0,228	0,000	1,490	0,224	0,000
<b>Country_ES</b>	0,425	0,468	0,365	0,430	0,460	0,350
<b>Country_FI</b>	0,978	0,108	0,000	0,867	0,106	0,000
<b>Country_FR</b>	1,064	0,239	0,000	1,098	0,235	0,000
<b>Country_GB</b>	0,911	0,094	0,000	0,813	0,092	0,000
<b>Country_GR</b>	0,819	0,100	0,000	0,828	0,098	0,000
<b>Country_HR</b>	-0,018	0,213	0,933	0,041	0,209	0,843
<b>Country_HU</b>	-0,229	0,342	0,503	-0,221	0,335	0,510
<b>Country_IE</b>	0,694	0,190	0,000	0,629	0,186	0,001
<b>Country_IL</b>	0,743	0,330	0,024	0,631	0,324	0,051
<b>Country_LT</b>	1,070	0,260	0,000	1,030	0,255	0,000
<b>Country_NL</b>	0,772	0,355	0,030	0,701	0,348	0,044
<b>Country_NO</b>	0,908	0,142	0,000	0,854	0,139	0,000
<b>Country_PL</b>	1,251	0,238	0,000	1,161	0,233	0,000
<b>Country_PT</b>	0,557	0,113	0,000	0,512	0,111	0,000
<b>Country_RU</b>	-0,065	0,229	0,778	-0,078	0,225	0,727
<b>Country_SE</b>	0,931	0,179	0,000	0,928	0,176	0,000
<b>Country_SI</b>	0,596	0,410	0,146	0,484	0,402	0,229
<b>Country_SK</b>	-0,054	0,244	0,826	0,024	0,240	0,919
<b>Country_UA</b>	0,240	0,122	0,049	0,186	0,119	0,119

Table 7: Multivariate linear regression for Relative hours of housework (Job satisfaction is dependent).

	Model 3			Model 4		
	B	SE	Sig	B	SE	Sig
<b>Main variables</b>						
<b>constant</b>	5,598	0,162	0,000	6,226	0,164	0,000
<b>Family-to-work conflict</b>				<b>-0,425</b>	<b>0,027</b>	<b>0,000</b>
<b>Respondent's relative time spent on housework in a household</b>	0,003	0,001	0,062	0,003	0,001	0,026
<b>Control variables</b>						
<b>Partner in paid work</b>	0,017	0,076	0,818	0,010	0,074	0,892
<b>Partner in paid work missing</b>	-0,114	0,506	0,821	0,212	0,497	0,670
<b>Type of relationship</b>	0,260	0,067	0,000	0,286	0,066	0,000
<b>T_relation_mis</b>	0,066	0,909	0,942	0,047	0,892	0,958
<b>Child in the household</b>	0,037	0,053	0,488	0,144	0,053	0,006
<b>highest level of education</b>	-0,009	0,017	0,586	0,021	0,016	0,206
<b>Partner's highest level of education</b>	0,016	0,016	0,323	0,012	0,016	0,463
<b>Partner's highest level of education missing</b>	-0,183	0,214	0,392	-0,266	0,210	0,205
<b>Income</b>	0,339	0,041	0,000	0,316	0,041	0,000
<b>Income_mis</b>	0,638	0,118	0,000	0,634	0,116	0,000
<b>Country fixed effects</b>						
<b>Country_BE</b>	0,799	0,168	0,000	0,742	0,165	0,000
<b>Country_BG</b>	0,010	0,218	0,965	-0,065	0,214	0,761
<b>Country_CH</b>	1,240	0,206	0,000	1,145	0,202	0,000
<b>Country_CY</b>	1,081	0,665	0,104	0,986	0,653	0,131
<b>Country_CZ</b>	-0,071	0,192	0,712	-0,001	0,189	0,996
<b>Country_DK</b>	0,760	0,089	0,000	0,753	0,088	0,000
<b>Country_EE</b>	1,528	0,227	0,000	1,464	0,223	0,000
<b>Country_ES</b>	0,426	0,468	0,363	0,430	0,460	0,350
<b>Country_FI</b>	0,967	0,107	0,000	0,852	0,105	0,000
<b>Country_FR</b>	1,049	0,239	0,000	1,075	0,234	0,000
<b>Country_GB</b>	0,879	0,091	0,000	0,770	0,090	0,000
<b>Country_GR</b>	0,785	0,098	0,000	0,783	0,096	0,000
<b>Country_HR</b>	-0,052	0,213	0,808	0,001	0,209	0,997
<b>Country_HU</b>	-0,239	0,342	0,484	-0,232	0,335	0,488
<b>Country_IE</b>	0,690	0,190	0,000	0,625	0,186	0,001
<b>Country_IL</b>	0,727	0,330	0,028	0,610	0,324	0,060
<b>Country_LT</b>	1,035	0,259	0,000	0,986	0,254	0,000
<b>Country_NL</b>	0,771	0,355	0,030	0,699	0,348	0,044
<b>Country_NO</b>	0,883	0,140	0,000	0,819	0,138	0,000
<b>Country_PL</b>	1,229	0,237	0,000	1,130	0,232	0,000
<b>Country_PT</b>	0,563	0,113	0,000	0,520	0,111	0,000
<b>Country_RU</b>	-0,112	0,228	0,623	-0,140	0,224	0,533
<b>Country_SE</b>	0,926	0,179	0,000	0,918	0,175	0,000
<b>Country_SI</b>	0,593	0,410	0,148	0,479	0,402	0,233
<b>Country_SK</b>	-0,040	0,244	0,870	0,041	0,240	0,866
<b>Country_UA</b>	0,244	0,122	0,045	0,193	0,119	0,107

## Conclusion

Dual earner families are increasing in modern life, and this challenges the historical norm that men are breadwinners and women are homemakers because women, who participate in the job market more, would not be able to spend time on housework as much as in the past (Orloff, 2002). The time allocation can be a problem for these families and may cause family-to-work conflict. Also, it may lower job satisfaction for women who were more expected to follow historical norms. In this era, the gender ideology would play important role in the relationship between time spent on housework and job satisfaction; egalitarian couples tend to do more equally at home and lower internal conflicts (Treas & Tai, 2016). In this paper, I aimed to study the relationship between time spent on housework and job satisfaction regarding gender ideology and answer the research question:

- If ‘time spent on housework’ impacts upon job satisfaction via the family-to-work conflict, and gender ideology influences this relationship through the absolute and relative number of hours spent on housework?

The sample for this study, selected from European Social Survey (ESS, 2010), is 6502 working women in heterosexual households in European countries. SPSS and Stata are used to analyze statistically the data (the syntax is shown in Appendix C). Firstly, the bivariate analysis showed that all main variables of this study, housework, Family-to-work conflict, gender ideology, and job satisfaction are highly correlated ( $p\text{-value}<0,05$ ). Secondly, I run the regressions to explore the exact relationship between the main variables. Four hypotheses driven by literature and four regression models were designed in the multivariate regression step. For hypotheses 1 and 2 (H1 and H2), the multinomial logistic regression was used because FWC as a dependent variable is categorial but for hypotheses 3 and 4 linear regression was the tool due to the interval nature of job satisfaction.

Regarding **Hypothesis 1**, the results of model 1 were not consistent with the claim in the literature that “women face FWC when they do more housework and when they do a larger share of housework” (Greenhaus & Parasuraman, 2004), because there was no statistically significant relationship between absolute housework and family-to-work conflict or between relative housework and family-to-work conflict. This means FWC may be affected by other factors within the family rather than the division of household labor.

Hypothesis 2 seeks the intervention of gender ideology in the relationship between housework and FWC. Model 2 was designed to examine “women with traditional views who do (relatively) more housework than men may experience less conflict, however, egalitarian women with a similar (relative) share of household chores would face a higher level of conflict within the family” (Treas & Tai, 2016). The results showed that for traditional women the probability of experiencing ‘often/always’ FWC by a rise in high absolute housework hours (more than 40 hours) remarkably increases however for egalitarian women it smoothly decreases which is the opposite direction of the hypothesis. The absolute housework hours actually had a bigger impact on traditional women’s FWC rather than egalitarian ones. Perhaps, there are different selection mechanisms into housework for egalitarian and traditional women which explains egalitarian women might decide to do housework only if it does not impact their FWC (Treas & Tai, 2016), whereas traditional women might always do it, even when it creates conflict. This can also be related to the norm of the household; in egalitarian families doing an equal share of housework is the norm egalitarian couples tend to do more equally at home and lower internal conflicts (Treas & Tai, 2016) and if an egalitarian woman sees that she would face more FWC by doing more housework, she might avoid doing so. But in traditional families, the norm is reversed, and the home chores are expected to be on women’s shoulders and women should pick more share of housework; so, traditional women might not think about how FWC is increasing and continue to do more housework. So, the results do not

serve any worthy finding for **Hypothesis 2** especially for relative housework hours, however, the opposite side of this hypothesis for the probability of high level of FWC (often/always) for traditional women and absolute housework hours more than 40 (not relative housework that was assumed in Hypothesis 2) is proved.

**Hypothesis 3** investigates the main relationship of study between housework and job satisfaction by assuming “women who do (relatively) more housework have lower job satisfaction” (Grunow, 2019). The linear regression in presence of control variables and country fixed effects showed that the correlation of both absolute and relative housework is not significant which can be related to the effect of control variables such as type of relationship (p-value<0,001) and income (p-value<0,001) or country fixed effects. The cohabitating partners are more probable to be egalitarian and act more gender-equal at home than married partners (Davis, Greenstein & Gerteisen Marks, 2007). Also, high-income people are more prone to experience higher job satisfaction compared to low-income people regardless of family circumstances. Regarding country fixed effects, the coefficients are in opposite directions (some positive and some negative) and it might be related to egalitarianism at the country level. In Scandinavian countries, women are treated more equally than Eastern European countries and their higher job satisfaction can be explained in this way, however, it remains open discussion for this study.

**Hypothesis 4** is about “more (relative) housework results in higher FWC which lowers job satisfaction. (Zhao & Sheng, 2010) and I found that FWC is negatively correlated to job satisfaction for both absolute and relative housework regardless of the main relationship between housework and job satisfaction. In other words, the FWC could not change the significance and magnitude of coefficients for absolute or relative housework hours. This clarifies that the empirical data are not consistent with mediating role of FWC in the relationship between housework and job satisfaction. Also, it demonstrates that family-to-work

conflict within the family has a direct and negative relationship with job satisfaction. In this model, similar to model 3, the type of relationship ( $p\text{-value}<0,001$ ) and income ( $p\text{-value}<0,001$ ) are most important control variables. and country coefficients have the same trends.

To conclude, the empirical analyses did not show consistency with any of hypotheses 1, 2, 3, and 4. However the multinomial logistic regression could not confirm hypothesis 2, model 2 showed a moderation role of gender ideology for the probability of having often/always FWC by increasing relative housework hours. Also, in model 4 I found a negative relationship between FWC and job satisfaction independently of absolute or relative housework. In this way, it should be concluded that housework and job satisfaction do not have a direct relationship even by the mediation role of FWC, while housework has an impact on FWC, and FWC is directly correlated to job satisfaction. In other words, two separate mechanisms are operating main relationships between Housework-FWC and FWC-Job satisfaction.

## Discussion

In the contemporary world, specialization is not the perfect way for the division of household labor and time allocation for working women gets problematic (Becker's, 1991). In Becker's theory, women would choose housework because historically, the father was seen as the family breadwinner while the mother was the better nurturer and homemaker (Becker, 1991; Patel et al., 2006). But now, Women tend to do paid work as same as men and both women and men should contribute to share both paid and unpaid works in dual-earner households. It seems women that are overwhelmed by chores could not be as effective as men and it would influence their job satisfaction. Also, women who carry the double burden of job and housework might experience family-to-work conflict which might influence their other aspects of life. In a heterosexual household, because of mostly gendered attitudes, the working women would

suffer more from family-to-work conflict which will lower their productivity in the job, and consequently those will decrease job satisfaction. This finding confirms what is mentioned in the theoretical framework that due to higher level family demands, women may have a relatively lower job satisfaction however, literature had declared that for fathers, family demands do not matter for the job satisfaction in the same way (Zhao & Sheng, 2010)

The gender ideology in the household matters for the extent of family-to-conflict and the amount of housework done by women (Gerson, 2009; Treas & Tai, 2016). However, it was expected that Egalitarian families that are tended to share housework equally would have more FWC by a rise in share housework hours, and traditional women that carry a larger share of housework would have lower FWC because of their low expectations, this study was not able to confirm it. But interestingly based on findings, it's the traditional women who seem to suffer greater FWC by an increase in absolute housework hours. This study confirmed that more time spent on housework results in more family-to-work conflict for traditional women. Based on the theoretical framework, gender ideology was expected to be correlated to the relative shares of housework, not to absolute hours spent on it (Gerson, 2009), however, we found this correlation for absolute housework hours and this theory should be reassessed.

Also, the results of the study confirmed that FWC is related negatively to job satisfaction for European working women in heterosexual households. This can be used for policymaking purposes to help traditional women in some ways to lower the pressure of family circumstances. For instance, housework can be considered in policies as a gender-neutral activity within families like what is happening for daddy quota in Scandinavian countries which tries to make childbearing roles more gender-equal (Borchorst, 2006).

Regarding European countries, as mentioned in the result section, the coefficients of regressions for some countries are significant and positive however for some others are significant and negative and even for a few of them, they are not significant (Table 5 & 6). This

is an implication for next studies to investigate the mechanisms that impact the relationship between time spent on housework and job satisfaction within countries. It can be studied from different perspectives such as job market capacity, labor history, female labor force participation, egalitarianism, and so on. For instance, in the Netherlands, there are more flexible job opportunities for women that might increase the job satisfaction among them and probably would influence the relationship between housework and job satisfaction in this country rather than a country that has less (flexible) opportunities for women.

Beyond studying countries, some angles of this paper could be interesting to dig in. Firstly, it can be studied that how would be the impact of gender ideology on job satisfaction with controlling for family-to-work conflict. Secondly, what other aspects of FWC rather than housework hours (such as care responsibilities) influence the relationship between FWC and job satisfaction. Thirdly, if the type of housework does matter for the relationship between housework hours and FWC (For instance someone's willingness to do specific types of housework would cause less FWC on her/his than other types). Finally, whether job circumstances (full-time/part-time, working overnight, etc.) have a significant effect on the relationship between FWC and job satisfaction or not.

Regarding limitations, this paper used one question for each variable to simplify the regressions which means that the variables examined from a particular perspective, and this undermines the validity of the study. There are more variables related to the relationship of our study in ESS that could be more comprehensive to consider them in the process.

However, this paper could investigate the relationship between housework and job satisfaction, which is rarely discussed in current scholarly articles, there are much more lenses that could be put on eyes. If I wanted to do this research again, I will include men and same-sex families in the sample. Because exploring the housework hours and FWC from both men's and women's overview could be interesting. Also, same-sex families could give us a different

understanding and studying their gender ideology is a good challenge, even though their population is a small portion of the whole population.

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## Appendix A: Ethical and privacy checklist



### CHECKLIST ETHICAL AND PRIVACY ASPECTS OF RESEARCH

#### INSTRUCTION

This checklist should be completed for every research study that is conducted at the Department of Public Administration and Sociology (DPAS). This checklist should be completed *before* commencing with data collection or approaching participants. Students can complete this checklist with help of their supervisor.

This checklist is a mandatory part of the empirical master's thesis and has to be uploaded along with the research proposal.

The guideline for ethical aspects of research of the Dutch Sociological Association (NSV) can be found on their website ([http://www.nsv-sociologie.nl/?page\\_id=17](http://www.nsv-sociologie.nl/?page_id=17)). If you have doubts about ethical or privacy aspects of your research study, discuss and resolve the matter with your EUR supervisor. If needed and if advised to do so by your supervisor, you can also consult Dr. Jennifer A. Holland, coordinator of the Sociology Master's Thesis program.

#### PART I: GENERAL INFORMATION

Project title: New Work, New Families

Name, email of student: Sevda Rizehkar, 587067sr@eur.nl

Name, email of supervisor: Dr. Jennifer A. Hollnd, j.a.holland@essb.eur.nl

Start date and duration: April-August 2021

Is the research study conducted within DPAS YES - NO

If 'NO': at or for what institute or organization will the study be conducted?  
(e.g. internship organization)

#### PART II: HUMAN SUBJECTS

1. Does your research involve human participants. YES - NO

If 'NO': skip to part V.

If 'YES': does the study involve medical or physical research? YES - NO  
*Research that falls under the Medical Research Involving Human Subjects Act ([WMO](#)) must first be submitted to [an accredited medical research ethics committee](#) or the Central Committee on Research Involving Human Subjects ([CCMO](#)).*

2. Does your research involve field observations without manipulations that will not involve identification of participants? YES - NO

*If 'YES': skip to part IV.*

3. Research involving completely anonymous data files (secondary data that has been anonymized by someone else). YES - NO

*If 'YES': skip to part IV.*

### PART III: PARTICIPANTS

1. Will information about the nature of the study and about what participants can expect during the study be withheld from them? YES - NO

2. Will any of the participants not be asked for verbal or written 'informed consent,' whereby they agree to participate in the study? YES - NO

3. Will information about the possibility to discontinue the participation at any time be withheld from participants? YES - NO

4. Will the study involve actively deceiving the participants? YES - NO

*Note: almost all research studies involve some kind of deception of participants. Try to think about what types of deception are ethical or non-ethical (e.g. purpose of the study is not told, coercion is exerted on participants, giving participants the feeling that they harm other people by making certain decisions, etc.).*

Does the study involve the risk of causing psychological stress or negative emotions beyond those normally encountered by participants? YES - NO

Will information be collected about special categories of data, as defined by the GDPR (e.g. racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data for the purpose of uniquely identifying a person, data concerning mental or physical health, data concerning a person's sex life or sexual orientation)? YES - NO

Will the study involve the participation of minors (<18 years old) or other groups that cannot give consent? YES - NO

Is the health and/or safety of participants at risk during the study? YES - NO

Can participants be identified by the study results or can the confidentiality of the participants' identity not be ensured? YES - NO

Are there any other possible ethical issues with regard to this study? YES - NO

If you have answered ‘YES’ to any of the previous questions, please indicate below why this issue is unavoidable in this study.

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What safeguards are taken to relieve possible adverse consequences of these issues (e.g., informing participants about the study afterwards, extra safety regulations, etc.).

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Are there any unintended circumstances in the study that can cause harm or have negative (emotional) consequences to the participants? Indicate what possible circumstances this could be.

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*Please attach your informed consent form in Appendix I, if applicable.*

*Continue to part IV.*

## PART IV: SAMPLE

Where will you collect or obtain your data?

European Social Survey (ESS), round 5 (2010)

*Note: indicate for separate data sources.*

What is the (anticipated) size of your sample?

15000

*Note: indicate for separate data sources.*

What is the size of the population from which you will sample?

Approximately 200 million (European employed population)

*Note: indicate for separate data sources.*

*Continue to part V.*

Part V: Data storage and backup

Where and when will you store your data in the short term, after acquisition?

EUR OneDrive and Encrypted Personal Computer

*Note: indicate for separate data sources, for instance for paper-and pencil test data, and for digital data files.*

Who is responsible for the immediate day-to-day management, storage and backup of the data arising from your research?

Sevda Rizehkar

How (frequently) will you back-up your research data for short-term data security?

Everyday

In case of collecting personal data how will you anonymize the data?

ESS is responsible for anonymizing data.

*Note: It is advisable to keep directly identifying personal details separated from the rest of the data. Personal details are then replaced by a key/ code. Only the code is part of the database with data and the list of respondents/research subjects is kept separate.*

#### PART VI: SIGNATURE

Please note that it is your responsibility to follow the ethical guidelines in the conduct of your study. This includes providing information to participants about the study and ensuring confidentiality in storage and use of personal data. Treat participants respectfully, be on time at appointments, call participants when they have signed up for your study and fulfil promises made to participants.

Furthermore, it is your responsibility that data are authentic, of high quality and properly stored. The principle is always that the supervisor (or strictly speaking the Erasmus University Rotterdam) remains owner of the data, and that the student should therefore hand over all data to the supervisor.

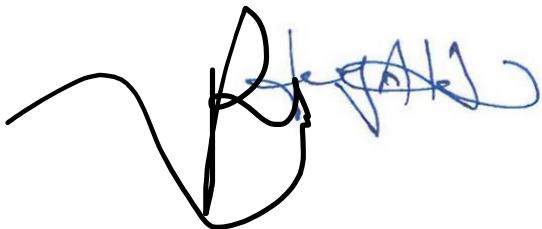
Hereby I declare that the study will be conducted in accordance with the ethical guidelines of the Department of Public Administration and Sociology at Erasmus University Rotterdam. I have answered the questions truthfully.

Name student: Sevda Rizehkar

Name (EUR) supervisor:

Date: 15-03-2021

Date:

A photograph showing two handwritten signatures. The signature on the left is in black ink and appears to be 'Sevda Rizehkar'. The signature on the right is in blue ink and appears to be the name of the supervisor. Both signatures are cursive and somewhat stylized.

## Appendix B: Graphs

Frequencies of housework:

*Table A 1: Frequencies of housework hours*

Hours spent on housework (hw_99)	Frequency	Percent	Partner's hours spent on housework (phw_99)	Frequency	Percent
0	17	0,3	0	580	8,9
1	17	0,3	1	415	6,4
2	100	1,5	2	524	8,1
3	176	2,7	3	485	7,5
4	185	2,8	4	376	5,8
5	265	4,1	5	768	11,8
6	206	3,2	6	269	4,1
7	260	4,0	7	352	5,4
8	262	4,0	8	255	3,9
9	53	0,8	9	31	0,5
10	738	11,3	10	1050	16,2
11	21	0,3	11	8	0,1
12	246	3,8	12	140	2,2
13	24	0,4	13	10	0,2
14	378	5,8	14	151	2,3
15	602	9,3	15	274	4,2
16	130	2,0	16	27	0,4
17	26	0,4	17	4	0,1
18	89	1,4	18	25	0,4
19	4	0,1	19	0	0,0
20	905	13,9	20	334	5,1
21	214	3,3	21	33	0,5
22	43	0,7	22	3	0,1
23	13	0,2	23	2	0,0
24	49	0,8	24	16	0,2
25	340	5,2	25	73	1,1
26	19	0,3	26	0	0,0
27	3	0,0	27	0	0,0
28	110	1,7	28	13	0,2
30	423	6,5	30	141	2,2
32	27	0,4	32	9	0,1
33	2	0,0	33	0	0,0
34	1	0,0	34	0	0,0
35	170	2,6	35	29	0,4
36	10	0,2	36	1	0,0
37	0	0,0	37	0	0,0
38	5	0,1	38	0	0,0
39	0	0,0	39	0	0,0
40	217	3,3	40	63	1,0
42	26	0,4	42	0	0,0
43	3	0,0	43	3	0,0
45	23	0,3	45	2	0,0
46	1	0,0	46	0	0,0
47	0	0,0	47	0	0,0
48	3	0,0	48	1	0,0
49	6	0,1	49	0	0,0
50	42	0,6	50	12	0,2
54	0	0,0	55	0	0,0
56	4	0,1	56	2	0,0
58	8	0,1	58	8	0,1
60	18	0,3	60	7	0,1
63	3	0,0	65	0	0,0
70	17	0,3	70	5	0,1
Total	6502	100,0	Total	6502	100,0

## Model 2:

Table A2: Model 2: Multinomial logistic regression for moderation of gender ideology (Absolute housework)

FWCI <sup>a</sup>		B	Std. Error	Wald	df	Sig.	Exp(B)	95% Confidence Interval for Exp(B)	
								Lower Bound	Upper Bound
2	Intercept	-1,660	0,257	41,797	1	0,000			
	hw_99	-0,006	0,007	0,683	1	0,409	0,994	0,981	1,008
	Women should be prepared to cut down on paid work for sake of family	-0,035	0,048	0,542	1	0,462	0,965	0,879	1,060
	HW_GI	0,000	0,002	0,018	1	0,894	1,000	0,996	1,005
	Paidwork_partner	-0,136	0,092	2,186	1	0,139	0,873	0,729	1,045
	Paidw_p_mis	-0,082	1,037	0,006	1	0,937	0,921	0,121	7,033
	Type_relationship	0,318	0,086	13,855	1	0,000	1,375	1,163	1,626
	T_relation_mis	-0,459	1,288	0,127	1	0,721	0,632	0,051	7,887
	child_at_home	0,413	0,066	38,721	1	0,000	1,511	1,327	1,721
	child_mis	0 <sup>b</sup>		0					
	Education	0,147	0,021	48,884	1	0,000	1,158	1,111	1,206
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	0,015	0,020	0,560	1	0,454	1,015	0,976	1,056
	Ed_p_mis	0,241	0,258	0,869	1	0,351	1,272	0,767	2,110
	Income	-0,015	0,053	0,082	1	0,774	0,985	0,889	1,092
	Income_mis	0,140	0,150	0,868	1	0,352	1,150	0,857	1,543
	Country_BE	0,402	0,236	2,899	1	0,089	1,495	0,941	2,374
	Country_BG	0,617	0,278	4,916	1	0,027	1,853	1,074	3,196
	Country_CH	0,096	0,278	0,118	1	0,731	1,100	0,638	1,898
	Country_CY	0,102	0,822	0,015	1	0,902	1,107	0,221	5,547
	Country_CZ	1,206	0,275	19,202	1	0,000	3,341	1,948	5,731
	Country_DE	0,352	0,163	4,631	1	0,031	1,421	1,032	1,958
	Country_DK	0,516	0,294	3,084	1	0,079	1,675	0,942	2,978
	Country_EE	0,582	0,589	0,977	1	0,323	1,790	0,564	5,676
	Country_ES	-0,044	0,179	0,060	1	0,807	0,957	0,675	1,359
	Country_FI	0,813	0,318	6,542	1	0,011	2,254	1,209	4,203
	Country_FR	-0,305	0,170	3,227	1	0,072	0,737	0,528	1,028
	Country_GB	0,533	0,173	9,535	1	0,002	1,704	1,215	2,391
	Country_GR	0,808	0,292	7,670	1	0,006	2,243	1,266	3,972
	Country_HR	0,556	0,443	1,569	1	0,210	1,743	0,731	4,156
	Country_HU	0,342	0,258	1,761	1	0,185	1,408	0,849	2,334
	Country_IE	0,240	0,410	0,341	1	0,559	1,271	0,569	2,839
	Country_IL	-0,081	0,358	0,051	1	0,822	0,923	0,458	1,860
	Country_LT	0,189	0,444	0,181	1	0,671	1,208	0,506	2,882
	Country_NL	0,653	0,207	9,919	1	0,002	1,921	1,279	2,883
	Country_NO	0,286	0,306	0,876	1	0,349	1,331	0,731	2,424
	Country_PL	0,349	0,181	3,712	1	0,054	1,418	0,994	2,023
	Country_PT	1,014	0,297	11,700	1	0,001	2,757	1,542	4,931
	Country_RU	0,128	0,155	0,680	1	0,410	1,136	0,839	1,539
	Country_SE	0,829	0,246	11,380	1	0,001	2,292	1,416	3,711
	Country_SI	0,005	0,515	0,000	1	0,993	1,005	0,366	2,756
	Country_SK	0,741	0,345	4,604	1	0,032	2,098	1,066	4,128
	Country_UA	0 <sup>b</sup>		0					
3	Intercept	-2,058	0,296	48,383	1	0,000			
	hw_99	0,009	0,008	1,529	1	0,216	1,009	0,995	1,024
	Women should be prepared to cut down on paid work for sake of family	-0,013	0,057	0,050	1	0,823	0,987	0,884	1,103
	HW_GI	-0,003	0,003	1,342	1	0,247	0,997	0,992	1,002
	Paidwork_partner	-0,004	0,110	0,001	1	0,974	0,996	0,803	1,237
	Paidw_p_mis	2,427	0,790	9,432	1	0,002	11,330	2,407	53,335
	Type_relationship	0,168	0,101	2,797	1	0,094	1,183	0,971	1,441
	T_relation_mis	-0,056	1,265	0,002	1	0,965	0,945	0,079	11,274
	child_at_home	0,596	0,079	56,776	1	0,000	1,814	1,554	2,118
	child_mis	0 <sup>b</sup>		0					
	Education	0,173	0,025	49,532	1	0,000	1,189	1,133	1,248
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	-0,029	0,023	1,547	1	0,214	0,971	0,928	1,017
	Ed_p_mis	-0,527	0,347	2,314	1	0,128	0,590	0,299	1,164
	Income	-0,120	0,060	3,997	1	0,046	0,887	0,789	0,998
	Income_mis	-0,086	0,170	0,257	1	0,612	0,918	0,658	1,279
	Country_BE	0,327	0,276	1,409	1	0,235	1,387	0,808	2,382
	Country_BG	-0,013	0,370	0,001	1	0,971	0,987	0,478	2,039
	Country_CH	-0,231	0,358	0,416	1	0,519	0,794	0,393	1,602
	Country_CY	-0,028	0,964	0,001	1	0,977	0,973	0,147	6,435

	Country_CZ	1,175	0,305	14,825	1	0,000	3,239	1,781	5,891
	Country_DE	0,342	0,186	3,374	1	0,066	1,408	0,977	2,028
	Country_DK	-0,067	0,402	0,028	1	0,867	0,935	0,425	2,057
	Country_EE	0,632	0,656	0,928	1	0,335	1,882	0,520	6,814
	Country_ES	-0,178	0,208	0,732	1	0,392	0,837	0,556	1,259
	Country_FL	0,893	0,358	6,225	1	0,013	2,442	1,211	4,924
	Country_FR	-0,538	0,201	7,192	1	0,007	0,584	0,394	0,865
	Country_GB	0,541	0,196	7,623	1	0,006	1,717	1,170	2,520
	Country_GR	0,595	0,340	3,071	1	0,080	1,813	0,932	3,527
	Country_HR	0,762	0,471	2,616	1	0,106	2,142	0,851	5,392
	Country_HU	0,166	0,304	0,300	1	0,584	1,181	0,651	2,143
	Country_IE	-0,149	0,519	0,082	1	0,775	0,862	0,312	2,384
	Country_IL	0,271	0,370	0,536	1	0,464	1,311	0,635	2,706
	Country_LT	-0,068	0,543	0,016	1	0,900	0,934	0,322	2,709
	Country_NL	0,265	0,254	1,089	1	0,297	1,303	0,793	2,141
	Country_NO	0,000	0,385	0,000	1	1,000	1,000	0,470	2,126
	Country_PL	0,211	0,208	1,030	1	0,310	1,235	0,821	1,857
	Country_PT	0,196	0,395	0,246	1	0,620	1,216	0,561	2,635
	Country_RU	0,498	0,170	8,561	1	0,003	1,646	1,179	2,298
	Country_SE	0,545	0,300	3,309	1	0,069	1,724	0,959	3,102
	Country_SI	-0,220	0,628	0,123	1	0,726	0,802	0,234	2,748
	Country_SK	1,211	0,349	12,035	1	0,001	3,358	1,694	6,659
	Country_UA	0 <sup>b</sup>		0					
4	Intercept	-4,896	0,506	93,570	1	0,000			
	hw_99	0,052	0,011	21,648	1	0,000	1,054	1,031	1,077
	Women should be prepared to cut down on paid work for sake of family	0,268	0,096	7,809	1	0,005	1,307	1,083	1,577
	HW_GI	-0,012	0,004	9,013	1	0,003	0,988	0,980	0,996
	Paidwork_partner	0,013	0,196	0,005	1	0,946	1,013	0,690	1,488
	Paidw_p_mis	2,111	1,217	3,010	1	0,083	8,252	0,760	89,554
	Type_relationship	0,053	0,183	0,083	1	0,773	1,054	0,737	1,508
	T_relation_mis	-0,167	2,415	0,005	1	0,945	0,847	0,007	96,159
	child_at_home	1,202	0,159	57,471	1	0,000	3,326	2,438	4,538
	child_mis	0 <sup>b</sup>		0					
	Education	0,288	0,044	43,620	1	0,000	1,334	1,225	1,454
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	-0,055	0,042	1,745	1	0,187	0,947	0,872	1,027
	Ed_p_mis	-3,897	2,305	2,858	1	0,091	0,020	0,000	1,860
	Income	-0,243	0,104	5,489	1	0,019	0,784	0,640	0,961
	Income_mis	0,035	0,283	0,015	1	0,903	1,035	0,595	1,802
	Country_BE	-0,892	0,651	1,880	1	0,170	0,410	0,115	1,467
	Country_BG	-0,626	0,708	0,781	1	0,377	0,535	0,134	2,142
	Country_CH	-0,348	0,643	0,292	1	0,589	0,706	0,200	2,492
	Country_CY	-0,828	2,092	0,157	1	0,692	0,437	0,007	26,372
	Country_CZ	0,362	0,542	0,447	1	0,504	1,437	0,497	4,156
	Country_DE	0,455	0,275	2,734	1	0,098	1,576	0,919	2,701
	Country_DK	-0,201	0,681	0,087	1	0,768	0,818	0,216	3,105
	Country_EE	-0,087	1,297	0,004	1	0,947	0,917	0,072	11,651
	Country_ES	-0,938	0,378	6,152	1	0,013	0,392	0,187	0,821
	Country_FI	-0,279	0,846	0,108	1	0,742	0,757	0,144	3,976
	Country_FR	0,252	0,283	0,788	1	0,375	1,286	0,738	2,241
	Country_GB	0,145	0,314	0,214	1	0,644	1,156	0,625	2,138
	Country_GR	0,952	0,445	4,572	1	0,032	2,591	1,083	6,202
	Country_HR	-0,290	1,007	0,083	1	0,774	0,748	0,104	5,387
	Country_HU	-0,582	0,590	0,975	1	0,324	0,559	0,176	1,774
	Country_IE	-1,193	1,130	1,116	1	0,291	0,303	0,033	2,775
	Country_IL	-0,236	0,639	0,136	1	0,712	0,790	0,226	2,761
	Country_LT	-0,256	0,937	0,075	1	0,784	0,774	0,123	4,855
	Country_NL	-2,095	0,938	4,992	1	0,025	0,123	0,020	0,773
	Country_NO	-1,600	1,197	1,788	1	0,181	0,202	0,019	2,107
	Country_PL	-0,251	0,327	0,589	1	0,443	0,778	0,410	1,477
	Country_PT	0,162	0,597	0,073	1	0,787	1,175	0,365	3,785
	Country_RU	0,056	0,254	0,048	1	0,827	1,057	0,643	1,738
	Country_SE	-0,386	0,652	0,350	1	0,554	0,680	0,189	2,441
	Country_SI	-0,606	1,098	0,305	1	0,581	0,545	0,063	4,691
	Country_SK	0,213	0,652	0,107	1	0,744	1,237	0,345	4,444
	Country_UA	0 <sup>b</sup>		0					

a. The reference category is: 1.00.

b. This parameter is set to zero because it is redundant.

Table A3: Model 2: Multinomial logistic regression for moderation of gender ideology (Relative housework)

FWCI <sup>a</sup>		B	Std. Error	Wald	df	Sig.	Exp(B)	95% Confidence Interval for Exp(B)	
								Lower Bound	Upper Bound
2	Intercept	-1,447	0,348	17,262	1	0,000			
	Relative time spent on housework in a household	-0,005	0,004	1,755	1	0,185	0,995	0,987	1,003
	Women should be prepared to cut down on paid work for sake of family	-0,113	0,092	1,493	1	0,222	0,893	0,745	1,071
	Rhw_GI	0,001	0,001	0,914	1	0,339	1,001	0,999	1,004
	Paidwork_partner	-0,120	0,094	1,636	1	0,201	0,887	0,738	1,066
	Paidw_p_mis	-0,081	1,038	0,006	1	0,938	0,923	0,121	7,054
	Type_relationship	0,303	0,085	12,665	1	0,000	1,354	1,146	1,599
	T_relation_mis	-0,471	1,291	0,133	1	0,715	0,625	0,050	7,836
	child_at_home	0,407	0,066	37,870	1	0,000	1,503	1,320	1,711
	child_mis	0 <sup>b</sup>		0					
	Education	0,148	0,021	50,006	1	0,000	1,160	1,113	1,208
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	0,015	0,020	0,585	1	0,444	1,015	0,976	1,056
	Ed_p_mis	0,250	0,258	0,936	1	0,333	1,284	0,774	2,129
	Income	-0,008	0,052	0,024	1	0,878	0,992	0,895	1,099
	Income_mis	0,152	0,150	1,028	1	0,311	1,164	0,868	1,562
	Country_BE	0,442	0,235	3,524	1	0,060	1,555	0,981	2,466
	Country_BG	0,645	0,278	5,386	1	0,020	1,906	1,106	3,287
	Country_CH	0,141	0,277	0,259	1	0,611	1,151	0,669	1,983
	Country_CY	0,162	0,822	0,039	1	0,844	1,176	0,235	5,895
	Country_CZ	1,230	0,275	20,025	1	0,000	3,423	1,997	5,867
	Country_DE	0,394	0,162	5,895	1	0,015	1,482	1,079	2,036
	Country_DK	0,562	0,292	3,700	1	0,054	1,755	0,989	3,112
	Country_EE	0,599	0,589	1,035	1	0,309	1,820	0,574	5,767
	Country_ES	-0,007	0,177	0,002	1	0,968	0,993	0,701	1,406
	Country_FI	0,860	0,316	7,390	1	0,007	2,364	1,271	4,395
	Country_FR	-0,247	0,166	2,199	1	0,138	0,781	0,564	1,083
	Country_GB	0,589	0,170	12,051	1	0,001	1,802	1,292	2,513
	Country_GR	0,854	0,292	8,556	1	0,003	2,349	1,326	4,164
	Country_HR	0,576	0,443	1,686	1	0,194	1,778	0,746	4,241
	Country_HU	0,354	0,258	1,885	1	0,170	1,424	0,860	2,360
	Country_IE	0,273	0,410	0,444	1	0,505	1,314	0,589	2,932
	Country_IL	-0,027	0,357	0,006	1	0,941	0,974	0,484	1,959
	Country_LT	0,202	0,444	0,208	1	0,649	1,224	0,513	2,920
	Country_NL	0,701	0,205	11,661	1	0,001	2,016	1,348	3,014
	Country_NO	0,335	0,304	1,214	1	0,271	1,398	0,770	2,538
	Country_PL	0,358	0,181	3,901	1	0,048	1,431	1,003	2,041
	Country_PT	1,084	0,295	13,506	1	0,000	2,957	1,659	5,273
	Country_RU	0,138	0,154	0,802	1	0,371	1,148	0,848	1,554
	Country_SE	0,864	0,245	12,434	1	0,000	2,374	1,468	3,838
	Country_SI	0,023	0,515	0,002	1	0,964	1,024	0,373	2,807
	Country_SK	0,741	0,345	4,607	1	0,032	2,099	1,067	4,130
	Country_UA	0 <sup>b</sup>		0					
3	Intercept	-2,233	0,420	28,295	1	0,000			
	Relative time spent on housework in a household	0,005	0,005	1,247	1	0,264	1,005	0,996	1,015
	Women should be prepared to cut down on paid work for sake of family	-0,110	0,116	0,893	1	0,345	0,896	0,713	1,125
	Rhw_GI	0,001	0,002	0,206	1	0,650	1,001	0,998	1,004
	Paidwork_partner	-0,075	0,112	0,444	1	0,505	0,928	0,745	1,156
	Paidw_p_mis	2,391	0,790	9,170	1	0,002	10,930	2,325	51,384
	Type_relationship	0,162	0,100	2,610	1	0,106	1,176	0,966	1,431
	T_relation_mis	-0,072	1,240	0,003	1	0,954	0,931	0,082	10,581
	child_at_home	0,562	0,079	50,698	1	0,000	1,755	1,503	2,049
	child_mis	0 <sup>b</sup>		0					
	Education	0,181	0,025	54,009	1	0,000	1,199	1,142	1,258
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	-0,027	0,023	1,343	1	0,247	0,973	0,930	1,019
	Ed_p_mis	-0,513	0,348	2,173	1	0,140	0,599	0,303	1,184
	Income	-0,122	0,060	4,203	1	0,040	0,885	0,787	0,995
	Income_mis	-0,091	0,169	0,286	1	0,593	0,913	0,655	1,273
	Country_BE	0,302	0,275	1,208	1	0,272	1,353	0,789	2,320
	Country_BG	-0,038	0,370	0,011	1	0,918	0,962	0,466	1,987
	Country_CH	-0,245	0,358	0,469	1	0,494	0,783	0,388	1,578
	Country_CY	-0,085	0,965	0,008	1	0,930	0,918	0,139	6,082
	Country_CZ	1,169	0,305	14,691	1	0,000	3,218	1,770	5,850

	Country_DE	0,329	0,185	3,170	1	0,075	1,390	0,967	1,997
	Country_DK	-0,036	0,401	0,008	1	0,929	0,965	0,439	2,119
	Country_EE	0,667	0,657	1,032	1	0,310	1,949	0,538	7,064
	Country_ES	-0,154	0,207	0,550	1	0,458	0,858	0,571	1,287
	Country_FI	0,941	0,357	6,950	1	0,008	2,563	1,273	5,159
	Country_FR	-0,551	0,197	7,853	1	0,005	0,576	0,392	0,847
	Country_GB	0,512	0,193	7,047	1	0,008	1,668	1,143	2,434
	Country_GR	0,507	0,340	2,216	1	0,137	1,660	0,852	3,235
	Country_HR	0,727	0,471	2,376	1	0,123	2,068	0,821	5,211
	Country_HU	0,143	0,304	0,220	1	0,639	1,153	0,636	2,093
	Country_IE	-0,158	0,518	0,093	1	0,760	0,854	0,309	2,357
	Country_IL	0,227	0,369	0,378	1	0,539	1,254	0,609	2,585
	Country_LT	-0,047	0,543	0,007	1	0,931	0,954	0,329	2,766
	Country_NL	0,266	0,252	1,122	1	0,290	1,305	0,797	2,137
	Country_NO	0,028	0,383	0,005	1	0,941	1,029	0,485	2,181
	Country_PL	0,234	0,208	1,259	1	0,262	1,263	0,840	1,900
	Country_PT	0,142	0,393	0,131	1	0,717	1,153	0,534	2,491
	Country_RU	0,514	0,170	9,136	1	0,003	1,672	1,198	2,334
	Country_SE	0,599	0,299	4,011	1	0,045	1,820	1,013	3,270
	Country_SI	-0,214	0,628	0,116	1	0,733	0,807	0,236	2,767
	Country_SK	1,256	0,349	12,932	1	0,000	3,512	1,771	6,964
	Country_UA	0 <sup>b</sup>		0					
4	Intercept	-3,044	0,685	19,768	1	0,000			
	Relative time spent on housework in a household	-0,009	0,008	1,346	1	0,246	0,991	0,975	1,007
	Women should be prepared to cut down on paid work for sake of family	-0,110	0,188	0,346	1	0,556	0,895	0,620	1,294
	Rhw_GI	0,002	0,003	0,396	1	0,529	1,002	0,996	1,007
	Paidwork_partner	0,089	0,199	0,198	1	0,657	1,093	0,739	1,614
	Paidw_p_mis	1,996	1,205	2,746	1	0,097	7,362	0,694	78,048
	Type_relationship	0,119	0,181	0,432	1	0,511	1,126	0,790	1,607
	T_relation_mis	-0,107	2,414	0,002	1	0,965	0,899	0,008	101,994
	child_at_home	1,253	0,159	62,265	1	0,000	3,501	2,564	4,779
	child_mis	0 <sup>b</sup>		0					
	Education	0,271	0,043	39,324	1	0,000	1,312	1,205	1,428
	Ed_mis	0 <sup>b</sup>		0					
	Education_partner	-0,061	0,041	2,191	1	0,139	0,941	0,868	1,020
	Ed_p_mis	-3,665	2,265	2,619	1	0,106	0,026	0,000	2,168
	Income	-0,266	0,103	6,649	1	0,010	0,766	0,626	0,938
	Income_mis	0,014	0,283	0,002	1	0,961	1,014	0,582	1,766
	Country_BE	-1,013	0,649	2,436	1	0,119	0,363	0,102	1,295
	Country_BG	-0,706	0,707	0,997	1	0,318	0,494	0,124	1,973
	Country_CH	-0,473	0,641	0,545	1	0,460	0,623	0,177	2,188
	Country_CY	-0,857	2,087	0,169	1	0,681	0,424	0,007	25,372
	Country_CZ	0,264	0,541	0,238	1	0,626	1,302	0,451	3,756
	Country_DE	0,376	0,272	1,913	1	0,167	1,457	0,855	2,482
	Country_DK	-0,327	0,678	0,233	1	0,629	0,721	0,191	2,720
	Country_EE	-0,218	1,296	0,028	1	0,866	0,804	0,063	10,195
	Country_ES	-1,078	0,376	8,229	1	0,004	0,340	0,163	0,711
	Country_FI	-0,406	0,844	0,231	1	0,631	0,667	0,128	3,483
	Country_FR	0,038	0,274	0,019	1	0,890	1,038	0,607	1,775
	Country_GB	-0,020	0,308	0,004	1	0,949	0,980	0,536	1,792
	Country_GR	0,910	0,444	4,196	1	0,041	2,485	1,040	5,937
	Country_HR	-0,349	1,005	0,120	1	0,729	0,706	0,098	5,062
	Country_HU	-0,607	0,588	1,066	1	0,302	0,545	0,172	1,726
	Country_IE	-1,283	1,130	1,290	1	0,256	0,277	0,030	2,537
	Country_IL	-0,332	0,634	0,274	1	0,600	0,717	0,207	2,486
	Country_LT	-0,389	0,934	0,173	1	0,677	0,678	0,109	4,228
	Country_NL	-2,192	0,936	5,491	1	0,019	0,112	0,018	0,699
	Country_NO	-1,749	1,195	2,142	1	0,143	0,174	0,017	1,809
	Country_PL	-0,280	0,326	0,738	1	0,390	0,756	0,399	1,432
	Country_PT	-0,037	0,592	0,004	1	0,951	0,964	0,302	3,077
	Country_RU	0,006	0,253	0,001	1	0,982	1,006	0,613	1,650
	Country_SE	-0,494	0,650	0,576	1	0,448	0,610	0,171	2,184
	Country_SI	-0,728	1,097	0,440	1	0,507	0,483	0,056	4,149
	Country_SK	0,117	0,652	0,032	1	0,858	1,124	0,313	4,032
	Country_UA	0 <sup>b</sup>		0					

a. The reference category is: 1.00.

b. This parameter is set to zero because it is redundant.

## Appendix C: Syntax of SPSS

\* Encoding: UTF-8.

\*This is the syntax file of my master thesis.

\*Programmer: Sevda Rizehkar

```
get file= "/Users/sevdarizehkar/OneDrive - Erasmus University Rotterdam/Thesis data/ESS 2010.sav".  
DATASET ACTIVATE DataSet1.
```

\*Compute weight.

```
COMPUTE weight=pspwght * pweight.
```

```
EXECUTE.
```

\*Weight.

```
WEIGHT BY weight.
```

```
CODEBOOK cntry [n] eiscedp [n] mnactic [n] eisced [n] icpart[n] rshpsts [n] agea [s] gndr [n]  
stfmjob [o] icptnwka [n] hwwkhs [s] phwwkhs [s] filter [n] wmcprwk [o]  
dfcnswka [o] frsptrjb [o] c_gem_2009 [s] chldhm [o] wkhtot [s]  
/VARINFO POSITION LABEL TYPE FORMAT MEASURE ROLE VALUELABELS MISSING  
ATTRIBUTES  
/OPTIONS VARORDER=VARLIST SORT=ASCENDING MAXCATS=200  
/STATISTICS COUNT PERCENT MEAN STDDEV QUARTILES.
```

\* Calculate the 99th-percentile for hours of housework (for respondent and partner).

USE ALL.

```
FREQUENCIES VARIABLES=hwwkhs phwwkhs
```

```
/PERCENTILES=99.0
```

```
/ORDER=ANALYSIS.
```

\*99th-percentile is 70 hours for housework and we filter up to 70 hours.

USE ALL.

```
COMPUTE hw_99 = hwwkhs.
```

```
IF (hwwkhs>70 & hwwkhs<169) hw_99 = 70.
```

```
FREQUENCIES VARIABLES=hw_99  
/ORDER=ANALYSIS.
```

```
COMPUTE phw_99 = phwwkhs.
```

```
IF (phwwkhs>70 & phwwkhs<169) phw_99 = 70.
```

```
EXECUTE.
```

\*Create necessary dummy variables.

\*Recode countries.

```
RECODE cntry ('BE'=1) (ELSE=0) INTO Country_BE.
```

```
EXECUTE.
```

```
RECODE cntry ('BG'=1) (ELSE=0) INTO Country_BG.  
EXECUTE.
```

```
RECODE cntry ('CH'=1) (ELSE=0) INTO Country_CH.  
EXECUTE.
```

```
RECODE cntry ('CY'=1) (ELSE=0) INTO Country_CY.  
EXECUTE.
```

```
RECODE cntry ('CZ'=1) (ELSE=0) INTO Country_CZ.
```

EXECUTE.

RECODE cntry ('DE'=1) (ELSE=0) INTO Country\_DE.  
EXECUTE.

RECODE cntry ('DK'=1) (ELSE=0) INTO Country\_DK.  
EXECUTE.

RECODE cntry ('EE'=1) (ELSE=0) INTO Country\_EE.  
EXECUTE.

RECODE cntry ('ES'=1) (ELSE=0) INTO Country\_ES.  
EXECUTE.

RECODE cntry ('FI'=1) (ELSE=0) INTO Country\_FI.  
EXECUTE.

RECODE cntry ('FR'=1) (ELSE=0) INTO Country\_FR.  
EXECUTE.

RECODE cntry ('GB'=1) (ELSE=0) INTO Country\_GB.  
EXECUTE.

RECODE cntry ('GR'=1) (ELSE=0) INTO Country\_GR.  
EXECUTE.

RECODE cntry ('HR'=1) (ELSE=0) INTO Country\_HR.  
EXECUTE.

RECODE cntry ('HU'=1) (ELSE=0) INTO Country\_HU.  
EXECUTE.

RECODE cntry ('IE'=1) (ELSE=0) INTO Country\_IE.  
EXECUTE.

RECODE cntry ('IL'=1) (ELSE=0) INTO Country\_IL.  
EXECUTE.

RECODE cntry ('LT'=1) (ELSE=0) INTO Country\_LT.  
EXECUTE.

RECODE cntry ('NL'=1) (ELSE=0) INTO Country\_NL.  
EXECUTE.

RECODE cntry ('NO'=1) (ELSE=0) INTO Country\_NO.  
EXECUTE.

RECODE cntry ('PL'=1) (ELSE=0) INTO Country\_PL.  
EXECUTE.

RECODE cntry ('PT'=1) (ELSE=0) INTO Country\_PT.  
EXECUTE.

RECODE cntry ('RU'=1) (ELSE=0) INTO Country\_RU.  
EXECUTE.

RECODE cntry ('SE'=1) (ELSE=0) INTO Country\_SE.  
EXECUTE.

RECODE cntry ('SI'=1) (ELSE=0) INTO Country\_SI.

EXECUTE.

RECODE cntry ('SK'=1) (ELSE=0) INTO Country\_SK.  
EXECUTE.

RECODE cntry ('UA'=1) (ELSE=0) INTO Country\_UA.  
EXECUTE.

\*RECODE gender to only women=1.  
RECODE gndr (2=1) (ELSE=0) INTO Gender.  
EXECUTE.

\*RECODE highest level of education.  
RECODE eisced (1=1) (2=2) (3=3) (4=4) (5=5) (6=6) (7=7) (ELSE=0) INTO Education.  
COMPUTE Ed\_mis = (MISSING(eisced)).  
EXECUTE.

\*RECODE highest level of education of partner.  
RECODE eiscedp (1=1) (2=2) (3=3) (4=4) (5=5) (6=6) (7=7) (ELSE=0) INTO Education\_partner.  
COMPUTE Ed\_p\_mis = (MISSING(eiscedp)).  
EXECUTE.

\*RECODE main activity is paid work.  
RECODE mnactic (1=1) (ELSE=0) INTO Paidwork.  
EXECUTE.

\*RECODE partner is in paid work.  
RECODE icptnwka (1=1) (ELSE=0) INTO Paidwork\_partner.  
COMPUTE Paidw\_p\_mis = (MISSING(icptnwka)).  
EXECUTE.

\*RECODE icptn.  
RECODE icptn (1=1) (ELSE=0) INTO living\_together.  
COMPUTE living\_t\_mis = (MISSING(icptn)).  
EXECUTE.

\*RECODE Type of Relationship of partners living together (1 = married/registered partnership; 0 = not married/no registered partnership (i.e. cohabitations)).  
RECODE rshpsts (1=1) (2=1) (ELSE=0) INTO Type\_relationship.  
COMPUTE T\_relation\_mis = (MISSING(rshpsts)).  
EXECUTE.

\*RECODE if children live at home or not.  
RECODE chldhm (1=1) (ELSE=0) INTO child\_at\_home.  
COMPUTE child\_mis = (MISSING(chldhm)).  
EXECUTE.

\*Recode income.  
RECODE hinctnta (1=1) (2=1) (3=1) (4=2) (5=2) (6=2) (7=2) (8=3) (9=3) (10=3) (ELSE=0) INTO Income.  
COMPUTE Income\_mis = (MISSING(hinctnta)).  
EXECUTE.

\*RECODE two categories of FWC1 to one category.  
RECODE frsptjb (1=1) (2=2) (3=3) (4=4) (5=4) INTO FWC1.  
EXECUTE.

\*Same sex partner defined as spouse/partners with the same gender as the respondent.  
\*Rule: samesex defined on the basis of the FIRST spouse/partner in the HH roster.  
\* For example, idno = 109503 has a second spouse partner that is same sex. We will code on the basis of first spouse/partner only.

COMPUTE samesex = 0.  
COMPUTE relationship = 0.  
IF (rshipa2=1) relationship = relationship + 1.  
IF (rshipa2=1 & relationship=1 & gndr2=gndr) samesex = 1.  
  
IF (rshipa3=1) relationship = relationship + 1.  
IF (rshipa3=1 & relationship=1 & gndr3=gndr) samesex = 1.  
  
IF (rshipa4=1) relationship = relationship + 1.  
IF (rshipa4=1 & relationship=1 & gndr4=gndr) samesex = 1.  
  
IF (rshipa5=1) relationship = relationship + 1.  
IF (rshipa5=1 & relationship=1 & gndr5=gndr) samesex = 1.  
  
IF (rshipa6=1) relationship = relationship + 1.  
IF (rshipa6=1 & relationship=1 & gndr6=gndr) samesex = 1.  
  
IF (rshipa7=1) relationship = relationship + 1.  
IF (rshipa7=1 & relationship=1 & gndr7=gndr) samesex = 1.  
  
IF (rshipa8=1) relationship = relationship + 1.  
IF (rshipa8=1 & relationship=1 & gndr8=gndr) samesex = 1.  
  
IF (rshipa9=1) relationship = relationship + 1.  
IF (rshipa9=1 & relationship=1 & gndr9=gndr) samesex = 1.  
  
IF (rshipa10=1) relationship = relationship + 1.  
IF (rshipa10=1 & relationship=1 & gndr10=gndr) samesex = 1.  
  
IF (rshipa11=1) relationship = relationship + 1.  
IF (rshipa11=1 & relationship=1 & gndr11=gndr) samesex = 1.  
  
IF (rshipa12=1) relationship = relationship + 1.  
IF (rshipa12=1 & relationship=1 & gndr12=gndr) samesex = 1.  
  
IF (rshipa13=1) relationship = relationship + 1.  
IF (rshipa13=1 & relationship=1 & gndr13=gndr) samesex = 1.  
  
IF (rshipa14=1) relationship = relationship + 1.  
IF (rshipa14=1 & relationship=1 & gndr14=gndr) samesex = 1.  
EXECUTE.

FREQUENCIES VARIABLES=samesex  
/ORDER=ANALYSIS.

\* Creating analysis sample.  
COMPUTE sample = 0.  
\* Only women.  
IF (Gender =0 & sample=0) sample = 1.  
\* People who are not working.  
IF ((mnactic~1 OR MISSING(mnactic)) & sample=0) sample = 2.  
\* People who are not living with a spouse/partner.  
IF ((icptn~1 OR MISSING(icptn)) & sample=0) sample =3.  
\* Same sex partners/spouses.  
IF (samesex = 1 & sample =0) sample =4.  
\*Age Missing.  
IF (agea>100|agea<15|(MISSING(agea)) & sample =0) sample =5.  
\*Job Satisfaction Missing.  
IF (stfmjob>10|(MISSING(stfmjob)) & sample =0) sample =6.

\*Small missing categories.  
IF ((child\_mis =1|ed\_mis =1) & sample =0) sample=7.  
\*Hw missing.  
IF (MISSING(hwwkhs) & sample =0) sample=8.  
\*partner Hw missing.  
IF (MISSING(phwwkhs) & sample =0) sample=9.  
\*FWC missing.  
IF (MISSING(FWC1) & sample =0) sample=10.  
\*GI missing.  
IF (MISSING(wmcpwrk) & sample =0) sample=11.  
EXECUTE.

USE ALL.  
FREQUENCIES VARIABLES=sample  
/ORDER=ANALYSIS.

\*filter sample from dataset.  
USE ALL.  
COMPUTE filter=(sample=0).  
VARIABLE LABELS filter 'sample=0 (FILTER)'.  
VALUE LABELS filter 0 'Not Selected' 1 'Selected'.  
FORMATS filter (f1.0).  
FILTER BY filter.  
EXECUTE.

\*compute relative housework in a household.  
Compute Rhw=(hw\_99/(phw\_99+hw\_99)\*100).  
IF ((phw\_99+hw\_99)=0) Rhw=0.  
VARIABLE LABELS Rhw 'Relative time spent on housework in a household'.  
EXECUTE.

\*Frequencies.  
FREQUENCIES VARIABLES=sample  
/ORDER=ANALYSIS.

\*Descriptives.  
DESCRIPTIVES VARIABLES= FWC1 FWC1\_mis stfmjob hw\_99 phw\_99 Rhw wmcpwrk  
Paidwork\_partner Paidw\_p\_mis Type\_relationship T\_relation\_mis child\_at\_home child\_mis Education  
Ed\_mis Education\_partner Ed\_p\_mis Income Income\_mis  
/STATISTICS=MEAN STDDEV MIN MAX .

\*Frequencies all variables.  
FREQUENCIES VARIABLES=FWC1 FWC1\_mis stfmjob hw\_99 phw\_99 Rhw wmcpwrk  
Paidwork\_partner Paidw\_p\_mis Type\_relationship T\_relation\_mis child\_at\_home child\_mis Education  
Ed\_mis Education\_partner Ed\_p\_mis Income Income\_mis  
/ORDER=ANALYSIS.

\*Bivariate Correlation between job satisfaction and Absolute housework.  
CORRELATIONS

/VARIABLES=stfmjob hw\_99  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.

NONPAR CORR  
/VARIABLES=stfmjob hw\_99  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.

\*Bivariate Correlation between job satisfaction and Relative housework.

**CORRELATIONS**

```
/VARIABLES=stfmjob Rhw  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

**NONPAR CORR**

```
/VARIABLES=stfmjob Rhw  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between job satisfaction and FWC.

**CORRELATIONS**

```
/VARIABLES=stfmjob FWC1 FWC1_mis  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

**NONPAR CORR**

```
/VARIABLES=stfmjob FWC1 FWC1_mis  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between gender ideology and FWC.

**CORRELATIONS**

```
/VARIABLES= wmcprwk FWC1 FWC1_mis  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

**NONPAR CORR**

```
/VARIABLES=wmcprwk FWC1 FWC1_mis  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between Absolute housework and FWC.

**CORRELATIONS**

```
/VARIABLES=FWC1 FWC1_mis hw_99  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

**NONPAR CORR**

```
/VARIABLES=FWC1 FWC1_mis hw_99  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between Relative housework and FWC.

**CORRELATIONS**

```
/VARIABLES=FWC1 FWC1_mis Rhw  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

**NONPAR CORR**

```
/VARIABLES=FWC1 FWC1_mis Rhw  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between Absolute housework and gender ideology.

CORRELATIONS

```
/VARIABLES= hw_99 wmcwrk  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

NONPAR CORR

```
/VARIABLES= hw_99 wmcwrk  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between Relative housework and gender ideology.

CORRELATIONS

```
/VARIABLES= Rhw wmcwrk  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

NONPAR CORR

```
/VARIABLES= Rhw wmcwrk  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*Bivariate Correlation between job satisfaction and gender ideology.

CORRELATIONS

```
/VARIABLES=wmcwrk stfmjob  
/PRINT=TWOTAIL NOSIG FULL  
/STATISTICS DESCRIPTIVES  
/MISSING=LISTWISE.
```

NONPAR CORR

```
/VARIABLES=wmcwrk stfmjob  
/PRINT=SPEARMAN TWOTAIL NOSIG FULL  
/MISSING=LISTWISE.
```

\*\*\*Regressions\*\*\*\*.

\*\*\*H1: HW --> FW.

\* Multinomial logistic regression between Absolute housework and FWC-1 with control variables for each country.

```
NOMREG FWC1 (BASE=FIRST ORDER=ASCENDING) WITH hw_99 wmcwrk Paidwork_partner  
Paidw_p_mis Type_relationship T_relation_mis child_at_home child_mis Education Ed_mis Education_partner  
Ed_p_mis Income Income_mis  
Country_BE Country_BG Country_CH Country_CY Country_CZ Country_DE Country_DK Country_EE  
Country_ES Country_FI Country_FR Country_GB  
Country_GR Country_HR Country_HU Country_IE Country_IL Country_LT Country_NL Country_NO  
Country_PL Country_PT Country_RU Country_SE Country_SI Country_SK Country_UA  
/CRITERIA CIN(95) DELTA(0) MXITER(100) MXSTEP(5) CHKSEP(20) LCONVERGE(0)  
PCONVERGE(0.000001)  
SINGULAR(0.00000001)  
/MODEL  
/STEPWISE=PIN(.05) POUT(0.1) MINEFFECT(0) RULE(SINGLE) ENTRYMETHOD(LR)  
REMOVALMETHOD(LR)  
/INTERCEPT=INCLUDE  
/PRINT=PARAMETER SUMMARY LRT CPS STEP MFI.
```

\* Multinomial logistic regression between Relative housework and FWC-1 with control variables for each country.

```
NOMREG FWC1 (BASE=FIRST ORDER=ASCENDING) WITH Rhw wmcwrk Paidwork_partner
Paidw_p_mis Type_relationship T_relation_mis child_at_home child_mis Education Ed_mis Education_partner
Ed_p_mis Income Income_mis
Country_BE Country_BG Country_CH Country_CY Country_CZ Country_DE Country_DK Country_EE
Country_ES Country_FI Country_FR Country_GB
Country_GR Country_HR Country_HU Country_IE Country_IL Country_LT Country_NL Country_NO
Country_PL Country_PT Country_RU Country_SE Country_SI Country_SK Country_UA
/CRITERIA CIN(95) DELTA(0) MXITER(100) MXSTEP(5) CHKSEP(20) LCONVERGE(0)
PCONVERGE(0.000001)
SINGULAR(0.00000001)
/MODEL
/STEPWISE=PIN(.05) POUT(0.1) MINEFFECT(0) RULE(SINGLE) ENTRYMETHOD(LR)
REMOVALMETHOD(LR)
/INTERCEPT=INCLUDE
/PRINT=PARAMETER SUMMARY LRT CPS STEP MFI.
```

\*\*\*H2: Housework \* gender ideology +HW+ GI--> FWC.

\*Compute interaction for moderation.

COMPUTE HW\_GI = hw\_99\*wmcwrk.

\*Modrерated Mediation analysis Absolute housework and FWC-1 and gender ideology.

```
NOMREG FWC1 (BASE=FIRST ORDER=ASCENDING) WITH hw_99 wmcwrk HW_GI Paidwork_partner
Paidw_p_mis Type_relationship T_relation_mis child_at_home child_mis Education Ed_mis Education_partner
Ed_p_mis Income Income_mis
Country_BE Country_BG Country_CH Country_CY Country_CZ Country_DE Country_DK Country_EE
Country_ES Country_FI Country_FR Country_GB
Country_GR Country_HR Country_HU Country_IE Country_IL Country_LT Country_NL Country_NO
Country_PL Country_PT Country_RU Country_SE Country_SI Country_SK Country_UA
/CRITERIA CIN(95) DELTA(0) MXITER(100) MXSTEP(5) CHKSEP(20) LCONVERGE(0)
PCONVERGE(0.000001)
SINGULAR(0.00000001)
/MODEL
/STEPWISE=PIN(.05) POUT(0.1) MINEFFECT(0) RULE(SINGLE) ENTRYMETHOD(LR)
REMOVALMETHOD(LR)
/INTERCEPT=INCLUDE
/PRINT=PARAMETER SUMMARY LRT CPS STEP MFI.
```

\*Modrерated Mediation analysis Relative housework and FWC-1 and gender ideology.

COMPUTE Rhw\_GI = Rhw\*wmcwrk.

```
NOMREG FWC1 (BASE=FIRST ORDER=ASCENDING) WITH Rhw wmcwrk HW_GI Paidwork_partner
Paidw_p_mis Type_relationship T_relation_mis child_at_home child_mis Education Ed_mis Education_partner
Ed_p_mis Income Income_mis
Country_BE Country_BG Country_CH Country_CY Country_CZ Country_DE Country_DK Country_EE
Country_ES Country_FI Country_FR Country_GB
Country_GR Country_HR Country_HU Country_IE Country_IL Country_LT Country_NL Country_NO
Country_PL Country_PT Country_RU Country_SE Country_SI Country_SK Country_UA
/CRITERIA CIN(95) DELTA(0) MXITER(100) MXSTEP(5) CHKSEP(20) LCONVERGE(0)
PCONVERGE(0.000001)
SINGULAR(0.00000001)
/MODEL
/STEPWISE=PIN(.05) POUT(0.1) MINEFFECT(0) RULE(SINGLE) ENTRYMETHOD(LR)
REMOVALMETHOD(LR)
/INTERCEPT=INCLUDE
/PRINT=PARAMETER SUMMARY LRT CPS STEP MFI.
```

\*\*\*H3: Housework --> Job satisfaction.

\*Regression between job satisfaction and Absolute housework with control variables for each country.

```
REGRESSION
/DESCRIPTIVES MEAN STDDEV CORR SIG N
```

/MISSING LISTWISE  
/STATISTICS COEFF OUTS CI(95) BCOV R ANOVA COLLIN TOL CHANGE ZPP  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT stfmjob  
/METHOD=ENTER hw\_99 Paidwork\_partner Paidw\_p\_mis Type\_relationship T\_relation\_mis child\_at\_home  
Education Education\_partner Ed\_p\_mis Income Income\_mis  
Country\_BE Country\_BG Country\_CH Country\_CY Country\_CZ Country\_DE Country\_DK Country\_EE  
Country\_ES Country\_FI Country\_FR Country\_GB  
Country\_GR Country\_HR Country\_HU Country\_IE Country\_IL Country\_LT Country\_NL Country\_NO  
Country\_PL Country\_PT Country\_RU Country\_SE Country\_SI Country\_SK Country\_UA.

\*Regression between job satisfaction and Relative housework with control variables for each country.

REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N  
/MISSING LISTWISE  
/STATISTICS COEFF OUTS CI(95) BCOV R ANOVA COLLIN TOL CHANGE ZPP  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT stfmjob  
/METHOD=ENTER Rhw Paidwork\_partner Paidw\_p\_mis Type\_relationship T\_relation\_mis child\_at\_home  
child\_mis Education Ed\_mis Education\_partner Ed\_p\_mis Income Income\_mis  
Country\_BE Country\_BG Country\_CH Country\_CY Country\_CZ Country\_DE Country\_DK Country\_EE  
Country\_ES Country\_FI Country\_FR Country\_GB  
Country\_GR Country\_HR Country\_HU Country\_IE Country\_IL Country\_LT Country\_NL Country\_NO  
Country\_PL Country\_PT Country\_RU Country\_SE Country\_SI Country\_SK Country\_UA.

\*\*\*H4: HW +FWC -->Job satisfaction.

\*Mediation analysis job satisfaction and FWC and Absolute housework.

REGRESSION

/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT stfmjob  
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Country\_ES Country\_FI Country\_FR Country\_GB  
Country\_GR Country\_HR Country\_HU Country\_IE Country\_IL Country\_LT Country\_NL Country\_NO  
Country\_PL Country\_PT Country\_RU Country\_SE Country\_SI Country\_SK Country\_UA.

\*Mediation analysis job satisfaction and FWC and Relative housework.

REGRESSION

/MISSING LISTWISE  
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Country\_GR Country\_HR Country\_HU Country\_IE Country\_IL Country\_LT Country\_NL Country\_NO  
Country\_PL Country\_PT Country\_RU Country\_SE Country\_SI Country\_SK Country\_UA.