

## Appendix 1

Table 1: Descriptive table of respondent characteristics, weighted distributions

Variables	Frequencies	%
<b>Independent variables</b>		
<b>Work-family conflict</b>		
Very high	283	15.9
High	549	30.8
Moderate	465	26.1
Low	486	27.2
<b>Average working hours per week</b>		
40 h or less	673	37.8
41-45 h	279	15.6
46-50h	448	25.1
51+ h	383	21.5
<b>Control variables (Background variables)</b>		
<b>Fathers age</b>		
18-29 years	344	19.3
30-39 years	995	55.8
40+ years	444	24.9
<b>Fathers level of education</b>		
Low	755	42.3
Medium	606	34.0
High	422	23.7
<b>Birth order of the sampled child</b>		
1st child	853	47.8
2nd+ child	930	52.2
<b>Sex of the sampled child</b>		
Male	917	51.4
Female	866	48.6
<b>Father has children living apart from him</b>		
No	1,581	88.7
Yes	202	11.3
<b>Birth of a child after the sampled child</b>		
No	1,687	94.6
Yes	96	5.4
<b>Mothers' level of education</b>		
Low	523	29.3
Medium	624	35.0
High	636	35.7
<b>Mother is working</b>		
No	1,619	90.8
Yes	164	9.2
<b>Fathers' employment</b>		
Employed on a permanent contract	1,435	50.5
Other	348	19.5
<b>Sector of the father's employer</b>		
Private sector	1,141	64.0
Other	642	36.0
<b>Father has subordinates</b>		
No	1,293	72.5
Yes	490	27.5
<b>n</b>	<b>1,783</b>	<b>100.0</b>

Source: Cohort'18 HDRI. Own calculations.

## Appendix 2. Robustness checks of work-family balance coding

We conducted robustness checks using a stricter definition of work-family conflict. The coding has been performed as follows, using responses to the same two variables (*“I have come home from work too tired to do the chores that need to be done.”* and *“It has been difficult for me to fulfil my family responsibilities because of the amount of time I spent on my job.”*)

To measure work-family conflict, responses were categorized as follows:

- Very high conflict if the father responded *“Several times a week”* to both items
- High conflict if the father responded *“Several times a week”* to either item or *“Several times a month”* to both items
- Moderate conflict for responses of *“Once or twice a month”* for either item
- Low conflict if neither item had a valid response in the above categories, and the father answered *“More rarely”* or *“Never”* to at least one item

Table 1 shows the distribution of responses in both variables.

*Table 1: Distribution of work-family conflict according to the two definitions*

Degree of work-family conflict	Coding used in the analysis	Stricter coding for robustness check
Very high	15.88	5.96
High	30.79	22.14
Moderate	26.08	18.57
Low	27.25	53.33
n	1,789	1,783

*Source: Cohort’18 HDRI. Own calculations.*

Table 2 shows the results of the regression models using the stricter coding.

The robustness checks confirm that fathers experiencing very high work-family conflict share significantly fewer tasks, regardless of how conflict is categorized. This consistency reinforces the robustness of our findings.

Indeed, the negative effect of working more than 51 hours per week on shared tasks is robust across all models and categorizations, underscoring the importance of long working hours in reducing paternal

involvement. Moreover, the positive effect of both fathers' and mothers' attitudes toward parenting on shared tasks persists, highlighting the role of parental attitudes in promoting paternal involvement.

To sum up, while the stricter categorization of work-family conflict yields slightly larger coefficients for very high conflict, the main results remain unchanged.

Table 2: Results from the linear regression models

		Model 0		Model 1		Model 2		Model 3	
		Weekdays	Weekends	Weekdays	Weekends	Weekdays	Weekends	Weekdays	Weekends
Work-family conflict	Very high	-0.907***	-0.726***	-1.082***	-0.833***	-0.940***	-0.690***	-0.903***	-0.668***
		(0.264)	(0.242)	(0.273)	(0.254)	(0.276)	(0.251)	(0.267)	(0.245)
	High	-0.0678	-0.384***	-0.213	-0.452***	-0.176	-0.419***	-0.0562	-0.351**
		(0.192)	(0.145)	(0.191)	(0.145)	(0.190)	(0.143)	(0.185)	(0.143)
	Low	0.446***	0.131	0.470***	0.179	0.432**	0.145	0.387**	0.119
		(0.168)	(0.118)	(0.171)	(0.117)	(0.173)	(0.117)	(0.169)	(0.117)
Fathers' weekly working hours	41-45 hours	-0.315*	0.0830			-0.209	0.120	-0.279	0.0790
		(0.175)	(0.122)			(0.171)	(0.121)	(0.170)	(0.120)
	46-50 hours	-0.0418	-0.0299			-0.151	-0.0882	-0.139	-0.0813
		(0.153)	(0.113)			(0.155)	(0.110)	(0.153)	(0.111)
	51+ hours	-0.455***	-0.417***			-0.601***	-0.508***	-0.566***	-0.489***
		(0.172)	(0.138)			(0.178)	(0.142)	(0.173)	(0.139)
Fathers' index		0.580***	0.290***					0.688***	0.377***
		(0.116)	(0.0986)					(0.116)	(0.0966)
Mothers' index		0.197	0.138					0.313**	0.237**
		(0.133)	(0.0972)					(0.131)	(0.0953)
Fathers' employment status (ref. Employed)	Other			-0.307	-0.161	-0.275	-0.126	-0.208	-0.0806
				(0.198)	(0.154)	(0.197)	(0.152)	(0.191)	(0.150)
Fathers' sector of employment (Ref. Private)	Other			0.0953	-0.0413	0.0953	-0.0249	0.0747	-0.0369
				(0.149)	(0.120)	(0.146)	(0.118)	(0.143)	(0.117)
Father has subordinates (Ref. No)	Yes			0.296**	0.228**	0.340***	0.256**	0.367***	0.271***
				(0.120)	(0.102)	(0.121)	(0.102)	(0.119)	(0.100)
Fathers' age (Ref. 30-39)	18-29			0.402**	0.239*	0.389**	0.233*	0.458**	0.280**
				(0.184)	(0.140)	(0.183)	(0.138)	(0.180)	(0.137)
	40+			-0.214	-0.402***	-0.231	-0.415***	-0.235	-0.416***
				(0.150)	(0.117)	(0.148)	(0.116)	(0.146)	(0.114)
Fathers' education (Ref. Medium)	Low			-0.0246	0.212*	0.0269	0.277**	0.0888	0.311***
				(0.149)	(0.119)	(0.150)	(0.119)	(0.151)	(0.118)
	High			-0.163	0.337***	-0.190	0.301***	-0.221	0.282***
				(0.142)	(0.105)	(0.142)	(0.105)	(0.140)	(0.103)
Childs' birth order (as for the father) (Ref. 1st child)	Higher order birth			0.307**	0.0637	0.308**	0.0659	0.305**	0.0647
				(0.125)	(0.0990)	(0.125)	(0.0984)	(0.123)	(0.0980)
Sex of the child (Ref. Boy)	Girl			-0.280**	0.0371	-0.267**	0.0385	-0.257**	0.0445
				(0.119)	(0.0913)	(0.118)	(0.0901)	(0.115)	(0.0890)
Other children outside hh father (Ref. No)	Yes			-0.547**	0.0231	-0.536**	0.0325	-0.514**	0.0476
				(0.270)	(0.186)	(0.265)	(0.183)	(0.250)	(0.178)
New childbirth since cohort child (Ref. No)	Yes			-0.0172	0.422**	-0.0391	0.399*	-0.0163	0.413*
				(0.383)	(0.212)	(0.376)	(0.214)	(0.361)	(0.215)
Mothers' education (Ref. Medium)	Low			0.170	-0.0563	0.142	-0.0837	0.292	0.00865
				(0.183)	(0.143)	(0.182)	(0.141)	(0.182)	(0.139)
	High			-0.0524	-0.152	-0.0973	-0.200*	-0.152	-0.237**
				(0.138)	(0.106)	(0.138)	(0.107)	(0.138)	(0.106)

Mothers' activity (Ref. Non-working)	Working			0.350*	-0.0781	0.398**	-0.0289	0.340*	-0.0712
				(0.185)	(0.176)	(0.186)	(0.174)	(0.183)	(0.171)
Constant		3.859***	6.677***	6.038***	7.765***	6.227***	7.864***	3.095***	5.938***
		(0.571)	(0.437)	(0.198)	(0.144)	(0.212)	(0.153)	(0.587)	(0.430)
Observations		1,783	1,783	1,783	1,783	1,783	1,783	1,783	1,783
R-squared		0.060	0.054	0.061	0.061	0.069	0.075	0.097	0.091

Robust standard errors in parentheses. \*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$ . Source: Cohort'18 HDRI. Own calculations.