

Supplementary File

Table A1. Country-specific mode of data collection.

| Country | Interview | | Self-completion | | Not available | N | Data collection period | Response rate |
|---------|--------------|-----------|-----------------|-------|---------------|--------|-------------------------|---------------|
| | Face-to-face | Web-based | Web-based | Paper | | | | |
| AT | 0 | 0 | 457 | 140 | 0 | 597 | 30-08-2021 – 06-12-2021 | 33.7 |
| BE | 510 | 6 | 0 | 0 | 0 | 516 | 27-10-2021 – 03-09-2022 | 39.2 |
| CH | 648 | 24 | 0 | 0 | 2 | 674 | 04-05-2021 – 02-05-2022 | 49.5 |
| CZ | 732 | 0 | 0 | 0 | 0 | 732 | 07-07-2021 – 29-09-2021 | 72.8 |
| DE | 0 | 0 | 2,167 | 631 | 0 | 2,798 | 05-10-2021 – 04-01-2022 | 37.0 |
| EE | 517 | 144 | 0 | 0 | 0 | 661 | 07-06-2021 – 31-12-2021 | 47.2 |
| ES | 0 | 0 | 574 | 92 | 0 | 666 | 21-01-2022 – 31-05-2022 | 35.5 |
| FI | 451 | 135 | 0 | 0 | 0 | 586 | 31-08-2021 – 31-01-2022 | 41.1 |
| FR | 752 | 17 | 0 | 0 | 0 | 769 | 23-08-2021 – 31-12-2021 | 39.6 |
| GB | 358 | 22 | 0 | 0 | 1 | 381 | 15-08-2021 – 02-09-2022 | 20.9 |
| GR | 271 | 1 | 0 | 0 | 0 | 272 | 09-11-2021 – 23-05-2022 | 48.0 |
| HU | 534 | 0 | 0 | 0 | 2 | 536 | 10-06-2021 – 16-10-2021 | 40.4 |
| IE | 299 | 1 | 0 | 0 | 0 | 300 | 23-11-2021 – 16-12-2022 | 36.3 |
| IL | 0 | 0 | 217 | 15 | 0 | 232 | 01-02-2022 – 17-07-2022 | 32.8 |
| IS | 181 | 168 | 0 | 0 | 0 | 349 | 28-07-2021 – 11-02-2022 | 33.6 |
| IT | 509 | 148 | 0 | 0 | 0 | 657 | 25-10-2021 – 26-04-2022 | 49.8 |
| LT | 465 | 0 | 0 | 0 | 0 | 465 | 01-10-2021 – 03-04-2022 | 35.7 |
| LV | 0 | 0 | 222 | 33 | 0 | 255 | 01-11-2021 – 31-01-2022 | 23.3 |
| NL | 521 | 150 | 0 | 0 | 1 | 672 | 01-10-2021 – 03-04-2022 | 35.7 |
| NO | 415 | 298 | 0 | 0 | 0 | 713 | 10-06-2021 – 04-05-2022 | 37.9 |
| PL | 0 | 0 | 221 | 305 | 0 | 526 | 25-01-2022 – 25-05-2022 | 39.2 |
| PT | 563 | 6 | 0 | 0 | 0 | 569 | 16-08-2021 – 06-03-2022 | 41.7 |
| SE | 0 | 0 | 353 | 202 | 0 | 555 | 10-12-2021 – 17-01-2022 | 37.9 |
| SI | 503 | 0 | 0 | 0 | 1 | 504 | 18-09-2020 – 26-08-2021 | 54.7 |
| SK | 390 | 0 | 0 | 0 | 0 | 390 | 25-05-2021 – 21-10-2021 | 44.3 |
| Total | 8,619 | 1,120 | 4,211 | 1,418 | 7 | 15,375 | – | – |
| % | 56.06 | 7.28 | 27.39 | 9.22 | 0.05 | 100.00 | – | – |

Note: Mode of data collection extracted from ESS 10 (N= 15,375). Data collection period and response rate (European Social Survey, 2022a).

Table A2. Results from the principle component factor analysis of work-life supportive state policies.

| | Factor loadings |
|---|-----------------|
| Public social expenditure on services and in-kind benefits for families as % of GDP (2017/2018) | 0.919 |
| Net childcare costs for parents using childcare facilities (2020) ^a | 0.610 |
| Length of paid paternity and parental leave reserved for fathers in weeks (2020) | 0.579 |
| Number of long term care (LTC) workers per 1000 elderly (2019-2021) | 0.665 |
| Eigenvalue | 1.994 |

Notes: European Social Survey (Round 10). N = 15,375. ^a Reversed scale.

Table A3. Descriptive statistics.

| | Mean/proportion | SD |
|--|-----------------|-------|
| Perceived WLSSB | 6.67 | 2.68 |
| Frequency communication with supervisor | | |
| In person | 3.87 | 1.83 |
| Via screen | 1.33 | 1.81 |
| Via phone | 2.69 | 1.96 |
| Via messages | 2.81 | 2.04 |
| Supervisor at the same place | | |
| Never | 0.07 | – |
| Occasionally | 0.28 | – |
| Several times a week | 0.28 | – |
| Everyday | 0.37 | – |
| Telework | | |
| Never | 0.59 | – |
| Occasionally | 0.18 | – |
| Several times a week | 0.15 | – |
| Everyday | 0.08 | – |
| Change in telework to before Covid-19 | | |
| ...About the same | 0.69 | – |
| More often now | 0.28 | – |
| Less often now | 0.03 | – |
| Organizational expectations of high work devotion | 1.84 | 1.41 |
| Female | 0.48 | 0.50 |
| Age | 42.77 | 11.98 |
| Occupational status (ISEI) | 46.42 | 16.57 |
| Limited work contract | | |
| Contracted weekly working hours | 35.51 | 8.29 |
| Establishment size | | |
| Under 10 | 0.18 | – |
| 10 to 24 | 0.16 | – |
| 25 to 99 | 0.24 | – |
| 100 to 4 | 0.21 | – |
| 500 or more | 0.21 | – |
| Type of organization | | |
| Central or local government | 0.10 | – |
| Other public sector (such as education and health) | 0.15 | – |
| A state-owned enterprise | 0.06 | – |
| A private firm | 0.66 | – |
| Other type | 0.03 | – |
| Partner in household | 0.66 | 0.47 |
| Child in household | | |
| No | 0.75 | – |
| One child | 0.12 | – |
| Two children | 0.11 | – |
| Three children or more | 0.03 | – |
| Internet access at work | 0.79 | 0.40 |
| Internet access at home | 0.97 | 0.17 |
| Work-life supportive state policies | -0.05 | 0.84 |

Notes: European Social Survey (Round 10). N = 15,375. Analytical weights are applied (weighted population 13,081.255).

Table A4. Descriptive indicators of work-life supportive state policies by country.

| Country | Public social expenditure on services and in-kind benefits for families as % of GDP | Length of paid paternity and parental leave reserved for fathers in weeks | Net childcare costs for parents using childcare facilities (Percentage of net household income) | Number of long term care (LTC) workers per 1000 elderly | Work-life supportive policy indicator | n | Percent |
|---------|---|---|---|---|---------------------------------------|-------|---------|
| AT | 0.70 | 13.00 | 2.00 | 4.20 | 0.11 | 597 | 3.88 |
| BE | 1.00 | 19.30 | 14.00 | 5.51 | 0.36 | 516 | 3.36 |
| CH | 0.57 | 2.00 | 7.00 | 82.58 | -0.86 | 674 | 4.38 |
| CZ | 0.54 | 1.00 | 39.00 | 24.21 | -0.72 | 732 | 4.76 |
| DE | 1.25 | 8.70 | 6.00 | 54.73 | 0.59 | 2,798 | 18.20 |
| EE | 0.81 | 2.00 | 1.00 | 52.96 | -0.17 | 661 | 4.30 |
| ES | 0.68 | 12.00 | 6.00 | 48.52 | 0.04 | 666 | 4.33 |
| FI | 1.64 | 9.00 | 6.00 | 68.63 | 0.86 | 586 | 3.81 |
| FR | 1.46 | 28.00 | 10.00 | 25.66 | 0.91 | 769 | 5.00 |
| GB | 1.10 | 2.00 | 12.00 | 56.41 | -0.50 | 381 | 2.48 |
| GR | 0.32 | 0.40 | 32.00 | 1.77 | -1.80 | 272 | 1.77 |
| HU | 1.12 | 1.00 | 33.00 | 18.23 | -0.41 | 536 | 3.49 |
| IE | 0.40 | 4.00 | 9.00 | 35.98 | -1.07 | 300 | 1.95 |
| IL | 1.10 | 0.00 | 11.00 | 112.11 | 0.63 | 232 | 1.51 |
| IS | 2.36 | 17.30 | 5.00 | 104.91 | 2.26 | 349 | 2.27 |
| IT | 0.63 | 1.40 | 28.00 | 15.12 | -1.25 | 657 | 4.27 |
| LT | 0.91 | 4.00 | 8.00 | 6.43 | -0.53 | 465 | 3.02 |
| LV | 0.90 | 1.40 | 5.00 | 8.01 | -0.54 | 255 | 1.66 |
| NL | 0.64 | 1.00 | 45.00 | 76.93 | -1.03 | 672 | 4.37 |
| NO | 1.97 | 15.00 | 7.00 | 119.70 | 1.95 | 713 | 4.64 |
| PL | 0.61 | 2.00 | 8.00 | 3.60 | -0.88 | 526 | 3.42 |
| PT | 0.44 | 22.30 | 14.00 | 8.44 | -0.39 | 569 | 3.70 |
| SE | 2.15 | 14.30 | 5.00 | 114.84 | 2.07 | 555 | 3.61 |
| SI | 0.66 | 4.30 | 35.00 | 21.51 | -1.22 | 504 | 3.28 |
| SK | 0.58 | 28.00 | 7.00 | 13.20 | 0.15 | 390 | 2.54 |

Notes: Sources OECD Family Database (OECD, 2023a, 2023b, 2023c).

Table A5.1. Hierarchical regression analysis of WLSSB with displayed controls.

| | M1 | M2 | M3 |
|--|----------------------|----------------------|----------------------|
| Frequency communication with supervisor | | | |
| In-person | 0.216*** (0.0362) | 0.260*** (0.0415) | 0.238*** (0.0487) |
| Via screen | 0.148*** (0.0299) | 0.091*** (0.0256) | 0.091*** (0.0240) |
| Via phone | 0.035* (0.0177) | 0.038* (0.0167) | 0.067*** (0.0171) |
| Via messages | 0.068+ (0.0356) | 0.047 (0.0357) | 0.080* (0.0340) |
| Supervisor at the same place | | | |
| Occasionally | | 0.274 (0.1768) | 0.341* (0.1611) |
| Several times a week | | 0.414+ (0.2263) | 0.491* (0.2159) |
| Everyday | | 0.187 (0.2078) | 0.262 (0.2014) |
| Telework | | | |
| Occasionally | | 0.121 (0.1628) | 0.126 (0.1526) |
| Several times a week | | 0.270+ (0.1569) | 0.244+ (0.1483) |
| Everyday | | 1.080*** (0.2730) | 1.009*** (0.2102) |
| Change in telework to before Covid-19 | | | |
| More often now | | 0.266 (0.1622) | 0.189 (0.1811) |
| Less often now | | -0.017 (0.2506) | -0.020 (0.2375) |
| Female | 0.193*** (0.0305) | 0.167*** (0.0339) | 0.134*** (0.0335) |
| Age [†] | -0.001 (0.0035) | -0.001 (0.0032) | -0.004 (0.0029) |
| Occupational status (ISEI) [†] | 0.015*** (0.0035) | 0.010** (0.0035) | 0.011** (0.0033) |
| Limited work contract | -0.175 (0.1212) | -0.147 (0.1347) | -0.153 (0.1245) |
| Contracted weekly working hours [†] | -0.014* (0.0056) | -0.014* (0.0054) | -0.014** (0.0055) |
| Establishment size | | | |
| 20 to 24 | -0.247** (0.0951) | -0.237** (0.0915) | -0.225* (0.1005) |
| 25 to 99 | -0.280** (0.0963) | -0.271** (0.0901) | -0.245* (0.1058) |
| 100 to 499 | -0.292* (0.1478) | -0.319* (0.1446) | -0.322* (0.1517) |
| 500 or more | -0.367* (0.1851) | -0.428* (0.1711) | -0.399* (0.1764) |
| Type of organization | | | |
| Central or local government | 0.180 (0.1471) | 0.153 (0.1296) | 0.052 (0.0874) |

Table A5.2. Hierarchical regression analysis of WLSSB with displayed controls (continued).

| | M1 | M2 | M3 |
|--|----------------------|----------------------|-----------------------|
| Other public sector (such as education and health) | -0.159 (0.1053) | -0.091 (0.1153) | -0.005 (0.1169) |
| A state-owned enterprise | 0.104 (0.1842) | 0.116 (0.1864) | 0.046 (0.1939) |
| Other type | -0.164 (0.2084) | -0.179 (0.2128) | -0.189 (0.2151) |
| Partner in household | 0.121+ (0.0685) | 0.131+ (0.0745) | 0.117+ (0.0667) |
| Child in household | | | |
| One child | 0.037 (0.1389) | -0.014 (0.1580) | 0.030 (0.1668) |
| Two children | -0.078 (0.1157) | -0.071 (0.1166) | -0.093 (0.1096) |
| Three children or more | 0.127 (0.0967) | 0.134 (0.1028) | 0.159 (0.1045) |
| Internet access at work | 0.426*** (0.0740) | 0.417*** (0.0684) | 0.443*** (0.0613) |
| Internet access at home | 0.200 (0.1358) | 0.196 (0.1449) | 0.184 (0.1392) |
| Organizational expectations of high work devotion | | | -0.358*** (0.0583) |
| Constant | 5.103*** (0.1416) | 4.594*** (0.1761) | 5.135*** (0.2013) |
| Variance between | 0.184*** (0.0241) | 0.165*** (0.0241) | 0.177*** (0.0274) |
| Variance within | 6.521*** (0.1592) | 6.432*** (0.1578) | 6.197*** (0.1699) |
| <i>N</i> | 15,375 | 15,375 | 15,375 |

Notes: + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$. European Social Survey (Round 10). Analytical weights are applied (weighted population 13,081,255). † Variables are centred to the group mean value of the country.

Table A6. Interaction effects between in-person communication and digital communication.

| | |
|---|-----------------------|
| Frequency communication with supervisor | |
| In-person | 0.414*** (0.0400) |
| Via screen | 0.302*** (0.0526) |
| Via phone | 0.213*** (0.0438) |
| Via messages | 0.149* (0.0732) |
| Interaction Effects Communication | |
| In-person#Via screen | -0.051*** (0.0125) |
| In-person #Via phone | -0.033*** (0.0077) |
| In-person#Via messages | -0.018 (0.0127) |
| Supervisor at the same place | |
| Occasionally | 0.341* (0.1600) |
| Several times a week | 0.557* (0.2303) |
| Everyday | 0.279 (0.2067) |
| Telework | |
| Occasionally | 0.157 (0.1701) |
| Several times a week | 0.189 (0.1499) |
| Everyday | 0.821*** (0.1986) |
| Change in telework to before Covid-19 | |
| More often now | 0.113 (0.2005) |
| Less often now | -0.003 (0.2402) |
| Organizational expectations of high work devotion | -0.356*** (0.0569) |
| Constant | 4.361*** (0.2190) |
| Variance between | 0.171*** (0.0270) |
| Variance within | 6.125*** (0.1632) |
| <i>N</i> | 15,375 |

Notes: + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001. European Social Survey (Round 10). Analytical weights are applied (weighted population 13,081.255). † Variables are centered to the group mean value of the country. Controls: Female, Age†, Occupational status†, Limited work contract, Contracted weekly working hours†, Establishment size, Type of organization, Partner in household, Child in household, Internet access at work, Internet access at home, Supervisor at the same place, Telework, Change in telework.

Table A7. Jack knife estimations for hierarchical regression analysis: Interaction effects between communication and organizational expectations of high work devotion.

| Without country | Jackknife estimations | | | | n |
|-----------------|----------------------------|-----------------------------|----------------------------|-------------------------------|--------|
| | Expectations# In-person | Expectations# Via screen | Expectations# Via phone | Expectations# Via messages | |
| AT | 0.034* (0.0162) | -0.012 (0.0130) | -0.009 (0.0099) | -0.023 (0.0160) | 14,778 |
| BE | 0.038* (0.0154) | -0.012 (0.0135) | -0.010 (0.0100) | -0.023 (0.0166) | 14,859 |
| CH | 0.035* (0.0158) | -0.013 (0.0133) | -0.008 (0.0100) | -0.021 (0.0163) | 14,701 |
| CZ | 0.035* (0.0157) | -0.012 (0.0134) | -0.008 (0.0099) | -0.022 (0.0164) | 14,643 |
| DE | 0.038* (0.0187) | -0.015 (0.0141) | -0.013 (0.0112) | -0.029+ (0.0176) | 12,577 |
| EE | 0.036* (0.0157) | -0.012 (0.0131) | -0.008 (0.0098) | -0.022 (0.0161) | 14,714 |
| ES | 0.040* (0.0165) | -0.014 (0.0143) | -0.003 (0.0093) | -0.024 (0.0174) | 14,709 |
| FI | 0.037* (0.0157) | -0.012 (0.0131) | -0.008 (0.0098) | -0.022 (0.0160) | 14,789 |
| FR | 0.035* (0.0178) | -0.001 (0.0121) | -0.006 (0.0113) | -0.008 (0.0128) | 14,606 |
| GB | 0.017+ (0.0090) | -0.020* (0.0091) | -0.012 (0.0110) | -0.032* (0.0126) | 14,994 |
| GR | 0.036* (0.0157) | -0.012 (0.0131) | -0.008 (0.0098) | -0.022 (0.0161) | 15,103 |
| HU | 0.035* (0.0159) | -0.011 (0.0132) | -0.008 (0.0098) | -0.023 (0.0163) | 14,839 |
| IE | 0.036* (0.0157) | -0.012 (0.0130) | -0.008 (0.0098) | -0.022 (0.0160) | 15,075 |
| IL | 0.040** (0.0146) | -0.010 (0.0130) | -0.006 (0.0094) | -0.020 (0.0159) | 15,143 |
| IS | 0.036* (0.0157) | -0.012 (0.0130) | -0.008 (0.0098) | -0.022 (0.0160) | 15,026 |
| IT | 0.038* (0.0161) | -0.010 (0.0146) | -0.011 (0.0106) | -0.022 (0.0185) | 14,718 |
| LT | 0.036* (0.0156) | -0.012 (0.0131) | -0.008 (0.0098) | -0.022 (0.0161) | 14,910 |
| LV | 0.036* (0.0156) | -0.012 (0.0131) | -0.008 (0.0098) | -0.022 (0.0160) | 15,120 |
| NL | 0.039* (0.0158) | -0.015 (0.0135) | -0.010 (0.0102) | -0.024 (0.0164) | 14,703 |
| NO | 0.035* (0.0158) | -0.012 (0.0132) | -0.008 (0.0099) | -0.022 (0.0161) | 14,662 |
| PL | 0.039* (0.0162) | -0.009 (0.0134) | -0.003 (0.0084) | -0.020 (0.0172) | 14,849 |
| PT | 0.035* (0.0159) | -0.012 (0.0136) | -0.007 (0.0099) | -0.021 (0.0167) | 14,806 |
| SE | 0.036* (0.0159) | -0.011 (0.0129) | -0.008 (0.0099) | -0.022 (0.0160) | 14,820 |
| SI | 0.036* (0.0157) | -0.012 (0.0131) | -0.008 (0.0099) | -0.023 (0.0161) | 14,871 |
| SK | 0.035* (0.0157) | -0.011 (0.0131) | -0.009 (0.0098) | -0.022 (0.0162) | 14,985 |

Notes: + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001. European Social Survey (Round 10). Analytical weights are applied. † Variables are centered to the group mean value of the country. Controls: Female, Age[†], Occupational status[†], Limited work contract, Contracted weekly working hours[†], Establishment size, Type of organization, Partner in household, Child in household, Internet access at work, Internet access at home, Supervisor at the same place, Telework, Change in telework.

Table A8. Jack knife estimations for hierarchical regression analysis: Interaction effects of communication and work-life supportive state policies.

| Without country | Jackknife estimations | | | | n |
|-----------------|-----------------------|--------------------|----------------------|---------------------|--------|
| | Policy#In-person | Policy#Via screen | Policy#Via phone | Policy#Via messages | |
| AT | 0.067*** (0.0143) | 0.010 (0.0237) | 0.051* (0.0204) | 0.040 (0.0286) | 14,778 |
| BE | 0.069*** (0.0137) | 0.010 (0.0234) | 0.049* (0.0210) | 0.038 (0.0286) | 14,859 |
| CH | 0.070*** (0.0144) | 0.009 (0.0254) | 0.048* (0.0209) | 0.034 (0.0294) | 14,701 |
| CZ | 0.069*** (0.0144) | 0.013 (0.0240) | 0.053** (0.0204) | 0.037 (0.0291) | 14,643 |
| DE | 0.062*** (0.0149) | 0.013 (0.0235) | 0.062*** (0.0188) | 0.046 (0.0290) | 12,577 |
| EE | 0.068*** (0.0141) | 0.010 (0.0238) | 0.051* (0.0205) | 0.039 (0.0285) | 14,714 |
| ES | 0.066*** (0.0142) | 0.011 (0.0235) | 0.052* (0.0207) | 0.038 (0.0284) | 14,709 |
| FI | 0.065*** (0.0146) | 0.012 (0.0237) | 0.049* (0.0216) | 0.041 (0.0294) | 14,789 |
| FR | 0.057*** (0.0158) | 0.003 (0.0242) | 0.020 (0.0176) | 0.025 (0.0277) | 14,606 |
| GB | 0.059*** (0.0095) | 0.017 (0.0247) | 0.050* (0.0210) | 0.048+ (0.0288) | 14,994 |
| GR | 0.070*** (0.0142) | 0.002 (0.0249) | 0.048* (0.0210) | 0.030 (0.0294) | 15,103 |
| HU | 0.067*** (0.0136) | 0.010 (0.0238) | 0.050* (0.0203) | 0.039 (0.0283) | 14,839 |
| IE | 0.068*** (0.0142) | 0.014 (0.0241) | 0.052* (0.0206) | 0.041 (0.0289) | 15,075 |
| IL | 0.076*** (0.0121) | 0.012 (0.0236) | 0.054** (0.0205) | 0.044 (0.0289) | 15,143 |
| IS | 0.067*** (0.0142) | 0.012 (0.0240) | 0.053* (0.0209) | 0.041 (0.0292) | 15,026 |
| IT | 0.066*** (0.0175) | -0.017 (0.0228) | 0.041* (0.0207) | 0.017 (0.0275) | 14,718 |
| LT | 0.067*** (0.0140) | 0.008 (0.0241) | 0.051* (0.0205) | 0.039 (0.0286) | 14,910 |
| LV | 0.068*** (0.0141) | 0.009 (0.0240) | 0.051* (0.0204) | 0.040 (0.0284) | 15,120 |
| NL | 0.072*** (0.0145) | 0.010 (0.0269) | 0.059** (0.0204) | 0.044 (0.0302) | 14,703 |
| NO | 0.063*** (0.0163) | 0.017 (0.0249) | 0.054* (0.0237) | 0.059* (0.0253) | 14,662 |
| PL | 0.067*** (0.0145) | 0.023 (0.0204) | 0.057** (0.0199) | 0.048+ (0.0276) | 14,849 |
| PT | 0.069*** (0.0145) | 0.009 (0.0242) | 0.051* (0.0203) | 0.039 (0.0283) | 14,806 |
| SE | 0.069*** (0.0172) | 0.000 (0.0272) | 0.051* (0.0246) | 0.033 (0.0347) | 14,820 |
| SI | 0.067*** (0.0143) | 0.007 (0.0245) | 0.047* (0.0207) | 0.039 (0.0297) | 14,871 |
| SK | 0.067*** (0.0145) | 0.012 (0.0239) | 0.051* (0.0205) | 0.039 (0.0285) | 14,985 |

Notes: + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001. European Social Survey (Round 10). Analytical weights are applied. † Variables are centered to the group mean value of the country. Controls: Female, Age†, Occupational status†, Limited work contract, Contracted weekly working hours†, Establishment size, Type of organization, Partner in household, Child in household, Internet access at work, Internet access at home, Supervisor at the same place, Telework, Change in telework, Organizational expectation of high work devotion.