

## Supplementary Materials

### Contents

Coding of variables .....	1
Descriptive Statistics – please consult coding for a more detailed overview .....	4
Table SA1. Descriptive statistics for variables used in analysis. ....	5
Table SA2. Correlation matrix for main variables used in analysis.....	6
Full models from main text including null models .....	6
Table SB1. Full models for dependent variable for women.....	6
Table SB2. Full models for dependent variable for men .....	7
Alternate specifications.....	9
Table SC. Income as Continuous Variable .....	
Graph SC1. Interaction effect of Household Income and Work–life Conflict on Job Satisfaction for Women	
Graph SC2. Interaction effect of Household Income and Work–life Conflict on Job Satisfaction for Men	10

### Coding of variables

#### ***Demographic variables (in alphabetic order)***

##### *Age*

Measured in years from 15 to 100. The calculation is based on year of birth and year of interview in the ESS. Please consult ESS study documentation for further details on calculation.

##### *Education*

based on variable “eduyrs”, years of full-time education completed

##### *Employment status*

Question: “Using this card, which of these descriptions applies to what you have been doing for the last 7 days?”. Only respondents that were “in paid work” were included in the analysis. (item mnactic)

##### *Household income*

Original question for most ESS rounds: “Using this card, please tell me which letter describes your household's total income, after tax and compulsory deductions, from all sources? If you don't know the exact figure, please give an estimate. Use the part of the card that you know best: weekly, monthly or annual income.” Measured in deciles, variable *hinctnta* in ESS capturing the respondent's household's total net income from all sources in deciles.

#### *Gender*

0 – “female”

1 – “male”

#### *Trade union membership*

Question: “Are you or have you ever been a member of a trade union or similar organisation? IF YES, is that currently or previously?” Only those that responded “yes, currently” were coded 1, all others were coded 0. (item *mbtru*)

#### *Type of contract*

Question “[Do/did] you have a work contract of (1) unlimited duration, or, (2) limited duration, or, do/did you have (3) no contract? (item *wrkctra*). We created a dummy measuring only limited and unlimited contracts, people with no contract were excluded. The dummy indicates:

1 “Unlimited contract”

0 “Limited contract”

#### *Type of organization*

Question: “Which of the types of organisation on this card {do/did} you work for?”. (item *tporgwk*)

1 “Central or local government”

2 “Other public sector (such as education and health)”

3 “A state-owned enterprise”

4 “A private firm”

5 “Self-employed”

6 “Other”

A dummy variable was created for working in the public sector, that includes answers 1 “central or local government”, 2 “other public sector (such as education and health)” and 3 “a state-owned enterprise”.

1 – “working in the public sector”

0 – “not working in the public sector”

### *Work hours*

Based on the variable measuring total hours normally worked per week in main job overtime included. (item wkhtot)

### *Part-time work*

We used work hours to create a dummy variable of part time work. If the respondent reported 30 hours or less per week, they were recoded into 1.

1 – “part time work”

0 – “not part time work”

### *Having a child younger than 14*

A dummy was created based on the people living in the household (item hhmmb). If the relationship between the respondent and the person was “son/daughter/step/adopted/foster”, they were considered to be the children of the respondent. (item rshipa1-13). And then based on their age, we included only children aged 14 or less. (item yrbrn2-13). The dummy captured:

1 – “Having at least one child younger than 14”

0 – “Having no children younger than 14”

### *Attitudinal variables*

#### *Feeling part of a team*

Question: “If you work in a team, how much do you feel like part of your team? Please choose a number from 0 to 10, where 0 means not at all and 10 means completely”. Those who were not part of a team were removed. 11-point scale was used. (item teamfeel)

#### *Work autonomy*

Question: “Please say how much the management at your work {allows/allowed} you to decide how your own daily work {is/was} organised?” From 0 – “I have/had no influence” to 10 – “I have/had complete control”. (item wkdcorga)

#### *Work from home*

Question: “How often do you work from home or from another place of your choice during your regular working hours?” (item wrkhome)

1 “Every day”

2 “Several times a week”

- 3 “Several times a month”
- 4 “Once a month”
- 5 “Less often”
- 6 “Never”

#### *Working extra*

Question: “If needed, how willing would you be to take on extra responsibilities at work without being paid more? Please choose a number from 0 to 10, where 0 means not at all willing and 10 means completely willing” (item wrkextra)

#### *Working longer*

Question: “If you work in an organisation, how often are employees in your organisation expected<sup>135</sup> to work overtime, whether at the workplace or at home?” (item wrklong)

- 1 “Every day”
- 2 “Several times a week”
- 3 “Several times a month”
- 4 “Once a month”
- 5 “Less often”
- 6 “Never”

### ***Independent variable***

#### *Work–life Conflict*

Question: “How often do you...”

Self-created index based on items:

trdawrk (feel too tired after work to enjoy the things you would like to do at home?)

jbprtftp (find that your job prevents you from giving the time you want to your partner or family?)

pfmfdjba (find that your partner or family gets fed up with the pressure of your job?)

These items were measured on a 5-point scale (“never”, “hardly ever”, “sometimes”, “often”, “always”). An item reliability test was run. The Cronbach’s alpha of 0.73 confirms that they form a common scale. We added the means and then divided by three, to get a scale ranging from 0 to 5.

### ***Dependent variable***

#### *Job Satisfaction*

Question: How satisfied are you in your main job? Use this card where 0 is extremely dissatisfied and 10 is extremely satisfied. 11-point scale as indicated in question (item stfmjob)

Descriptive Statistics – please consult coding for a more detailed overview

**Table SA1.** Descriptive statistics for variables used in analysis.

Variable			N		Mean		Std. Dev.		Min Max	
					(% for dummies)					
			Female	Male	Female	Male	Female	Male		
Dependent variable										
Job satisfaction			2082	2485	8.42	8.60	1.92	1.73	1	11
Main independent variables										
Household Income	income:	Low	2082	2485	0.09	0.09	0.28	0.27	0	1
Household Income	income:	Middle	2082	2485	0.39	0.37	0.48	0.48	0	1
Household Income	income:	High	2082	2485	0.52	0.54	0.50	0.49	0	1
Household income, deciles			2082	2485	7.26	7.35	2.25	2.33	1	10
Work–life Conflict			2082	2485	2.71	2.70	0.81	0.81	1	5
Control variables										
Years in Education			2082	2485	16.0	15.4	3.60	4.00	1	40
Age in years			2082	2485	44.0	45.0	11.0	10.0	15	90
Public/private organization			2082	2485	0.39	0.27	0.49	0.44	0	1
Unlimited/Limited Contract			2082	2485	0.89	0.93	0.32	0.25	0	1
Trade Union Membership			2082	2485	0.23	0.22	0.42	0.41	0	1
At least one young child < 14			2082	2485	0.34	0.42	0.48	0.49	1	1
Part-time work			1990	2485	0.22	0.04	0.41	0.20	0	1
Feeling part of a team			2082	2485	9.40	9.37	1.77	1.81	1	11
Work autonomy			2082	2485	8.20	8.10	2.80	2.90	1	11
Working extra			2082	2485	6.30	6.80	3.40	3.10	1	11
Work long			2082	2485	4.12	3.94	1.63	1.59	1	6
Oesch class schema										
Higher-grade service class			2082	2485	0.29	0.34	0.45	0.47	0	1
Lower-grade service class			2082	2485	0.28	0.21	0.44	0.41	0	1
Small business owners			2082	2485	0.03	0.05	0.05	0.07	0	1
Skilled workers			2082	2485	0.28	0.29	0.45	0.45	0	1
Unskilled workers			2082	2485	0.16	0.15	0.36	0.36	0	1

**Table SA2.** Correlation matrix for main variables used in analysis.

Variables	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
(1) Age	1.000								
(2) Years in education	-0.117	1.000							
(3) Household income	0.024	0.307	1.000						
(4) Work–life Conflict	-0.065	0.022	-0.032	1.000					
(5) Feeling part of a team	-0.011	0.031	0.097	-0.138	1.000				
(6) Work autonomy	0.082	0.157	0.223	-0.069	0.221	1.000			
(7) Working longer	0.063	-0.023	-0.048	-0.231	0.036	-0.006	1.000		
(8) Working extra	0.060	0.075	0.079	-0.110	0.174	0.239	-0.023	1.000	
(9) Job Satisfaction	0.059	0.0039	0.114	-0.287	0.407	0.229	0.105	0.254	1.000

Full models from main text including null models

**Table SB1.** Full models for dependent variable for women.

Predictors	Model 1				Model 2				Model 3			
	Estimates	SE	CI	p	Estimates	SE	CI	p	Estimates	SE	CI	p
(Intercept)	3.8	1.19	1.47 – 6.13	<b>0.001</b>	4.79	1.16	2.50 – 7.07	<b>&lt;0.001</b>	5.28	1.17	2.99 – 7.57	<b>&lt;0.001</b>
<i>Controls</i>												
Age	0.02	0.05	-0.09 – 0.12	0.771	0.03	0.05	-0.07 – 0.13	0.57	0.04	0.05	-0.06 – 0.14	0.484
Age Squared	-0.00	0.00	-0.00 – 0.00	0.723	0.00	0.00	-0.00 – 0.00	0.504	0.00	0.00	-0.00 – 0.00	0.413
Trade union member	-0.02	0.19	-0.39 – 0.36	0.932	0.01	0.19	-0.36 – 0.37	0.966	-0.01	0.18	-0.36 – 0.34	0.96
Public organization	0.15	0.15	-0.14 – 0.45	0.303	0.13	0.15	-0.16 – 0.42	0.38	0.13	0.15	-0.15 – 0.42	0.363
Part-time worker	-0.54	0.28	-1.10 – 0.02	0.057	-0.54	0.28	-1.08 – -0.00	<b>0.05</b>	-0.54	0.27	-1.08 – -0.00	<b>0.049</b>
Unlimited Contract	-0.12	0.18	-0.48 – 0.23	0.498	-0.18	0.18	-0.52 – 0.17	0.317	-0.19	0.17	-0.53 – 0.15	0.283
<i>Oesch class schema</i>												
Higher grade service class	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref
Lower-grade service class	-0.41	0.21	-0.83 – 0.01	0.058	-0.38	0.22	-0.81 – 0.05	0.086	-0.38	0.22	-0.81 – 0.05	0.082
Small business owners	-0.22	0.61	-1.41 – 0.97	0.716	-0.04	0.56	-1.15 – 1.06	0.938	-0.11	0.59	-1.26 – 1.04	0.852
Skilled workers	-0.20	0.20	-0.59 – 0.20	0.325	-0.15	0.2	-0.55 – 0.25	0.468	-0.13	0.20	-0.53 – 0.27	0.52
Unskilled workers	-0.04	0.25	-0.52 – 0.44	0.862	0.01	0.25	-0.48 – 0.49	0.982	0.00	0.25	-0.49 – 0.49	0.991
Years in Education	-0.02	0.02	-0.07 – 0.02	0.254	-0.02	0.02	-0.06 – 0.02	0.264	-0.02	0.02	-0.07 – 0.02	0.236
Work hours	-0.01	0.01	-0.03 – 0.01	0.391	0.00	0.01	-0.02 – 0.02	0.795	0.00	0.01	-0.02 – 0.02	0.878
Work autonomy	0.08	0.03	0.03 – 0.14	<b>0.003</b>	0.09	0.03	0.04 – 0.15	<b>0.001</b>	0.09	0.03	0.04 – 0.15	<b>&lt;0.001</b>

Work from home	0.08	0.04	-0.01 – 0.16	0.085	0.10	0.05	0.01 – 0.19	<b>0.024</b>	0.10	0.04	0.01 – 0.19	<b>0.025</b>
Work extra	0.13	0.02	0.09 – 0.17	<b>&lt;0.001</b>	0.12	0.02	0.08 – 0.16	<b>&lt;0.001</b>	0.11	0.02	0.07 – 0.15	<b>&lt;0.001</b>
Work longer	0.15	0.04	0.07 – 0.24	<b>0.001</b>	0.11	0.04	0.03 – 0.20	<b>0.009</b>	0.11	0.04	0.03 – 0.20	<b>0.008</b>
Feeling part of a team	0.35	0.05	0.25 – 0.44	<b>&lt;0.001</b>	0.33	0.05	0.23 – 0.42	<b>&lt;0.001</b>	0.33	0.05	0.23 – 0.42	<b>&lt;0.001</b>
One young child <14	0.07	0.15	-0.23 – 0.37	0.65	0.05	0.15	-0.25 – 0.34	0.76	0.01	0.15	-0.29 – 0.31	0.951
<i>Countries</i>												
Belgium	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref
Switzerland	-0.04	0.21	-0.45 – 0.37	0.861	0.02	0.2	-0.38 – 0.42	0.926	0.04	0.2	-0.35 – 0.43	0.846
Finland	0.20	0.19	-0.17 – 0.58	0.283	0.2	0.18	-0.16 – 0.56	0.269	0.2	0.18	-0.15 – 0.55	0.267
France	-0.37	0.19	-0.74 – 0.00	0.053	-0.4	0.18	-0.76 – -0.03	<b>0.032</b>	-0.39	0.18	-0.75 – -0.04	<b>0.029</b>
United Kingdom	-0.55	0.22	-0.99 – -0.10	<b>0.015</b>	-0.52	0.22	-0.95 – -0.10	<b>0.016</b>	-0.46	0.21	-0.88 – -0.04	<b>0.03</b>
Greece	-0.20	0.37	-0.92 – 0.52	0.591	-0.13	0.34	-0.79 – 0.54	0.708	-0.13	0.33	-0.78 – 0.52	0.696
Ireland	0.15	0.21	-0.26 – 0.57	0.471	0.21	0.21	-0.20 – 0.61	0.324	0.19	0.21	-0.22 – 0.59	0.371
Iceland	0.14	0.19	-0.24 – 0.52	0.469	0.1	0.19	-0.27 – 0.47	0.6	0.11	0.19	-0.26 – 0.48	0.556
Italy	-0.25	0.21	-0.66 – 0.16	0.228	-0.25	0.2	-0.64 – 0.15	0.221	-0.26	0.2	-0.66 – 0.13	0.189
Netherlands	-0.03	0.18	-0.38 – 0.32	0.874	-0.09	0.17	-0.42 – 0.24	0.604	-0.04	0.17	-0.37 – 0.29	0.799
Norway	-0.11	0.19	-0.48 – 0.26	0.569	-0.18	0.18	-0.54 – 0.17	0.312	-0.14	0.18	-0.49 – 0.22	0.46
Portugal	-0.36	0.22	-0.79 – 0.07	0.097	-0.41	0.21	-0.82 – 0.00	0.051	-0.4	0.21	-0.81 – 0.02	0.059
<i>Main effects</i>												
Work–life Conflict					-0.45	0.1	-0.65 – -0.25	<b>&lt;0.001</b>	-0.68	0.16	-0.99 – -0.37	<b>&lt;0.001</b>
Middle income					ref	ref	ref	ref	ref	ref	ref	ref
Low income					-0.18	0.25	-0.67 – 0.31	0.476	0.07	0.87	-1.63 – 1.77	0.936
High income					0.13	0.18	-0.22 – 0.48	0.453	-1.21	0.55	-2.29 – -0.13	<b>0.029</b>
<i>Interaction effects</i>												
Work–life conflict *									-0.10	0.35	-0.79 – 0.59	0.776
Low income Work–life conflict *									0.49	0.19	0.12 – 0.86	<b>0.009</b>
High income												
Observations		1903				1903				1903		
R <sup>2</sup> / R <sup>2</sup> adjusted		0.253 / 0.154				0.286 / 0.190				0.297 / 0.202		
AIC		8836.454				8757.225				8731.216		

Table SB2. Full models for dependent variable for men.

Predictors	Estimates	SE	CI	Model 1			Model 2			Model 3		
				p	Estimates	SE	CI	p	Estimates	SE	CI	p
(Intercept)	5.86	1.15	3.61 – 8.11	<0.001	6.7	1.14	4.47 – 8.94	<0.001	7.48	1.14	5.24 – 9.72	<0.001
Controls												
Age	-0.11	0.04	-0.19 – -0.03	0.005	-0.09	0.04	-0.17 – -0.01	0.031	-0.09	0.04	-0.17 – -0.01	0.032
Age Squared	0.00	0.00	0.00 – 0.00	0.013	0.00	0.00	-0.00 – 0.00	0.067	0.00	0.00	-0.00 – 0.00	0.069
Trade union member	0.11	0.17	-0.22 – 0.44	0.521	0.09	0.17	-0.24 – 0.41	0.598	0.09	0.16	-0.24 – 0.41	0.595
Public organization	0.28	0.12	0.04 – 0.53	0.024	0.25	0.12	0.01 – 0.49	0.043	0.25	0.13	0.01 – 0.50	0.045
Part-time worker	-0.27	0.38	-1.01 – 0.46	0.468	0.01	0.37	-0.72 – 0.75	0.972	0.01	0.38	-0.73 – 0.75	0.973

Unlimited Contract	0.43	0.21	0.02 – 0.84	<b>0.039</b>	0.43	0.19	0.05 – 0.80	<b>0.027</b>	0.42	0.19	0.05 – 0.80	<b>0.028</b>
<i>Oesch class schema</i>												
Higher grade service class	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref
Lower-grade service class	-0.08	0.16	-0.40 – 0.23	0.608	-0.08	0.16	-0.38 – 0.23	0.625	-0.08	0.16	-0.38 – 0.23	0.624
Small business owners	-1.13	0.46	-2.03 – -0.23	<b>0.013</b>	-1.29	0.54	-2.34 – -0.23	<b>0.017</b>	-1.29	0.54	-2.34 – -0.23	<b>0.017</b>
Skilled workers	-0.05	0.17	-0.39 – 0.29	0.763	-0.05	0.16	-0.37 – 0.27	0.766	-0.05	0.16	-0.37 – 0.27	0.766
Unskilled workers	-0.18	0.25	-0.67 – 0.31	0.474	-0.21	0.23	-0.67 – 0.25	0.375	-0.21	0.23	-0.66 – 0.25	0.375
Years in Education	-0.02	0.02	-0.07 – 0.03	0.402	-0.01	0.02	-0.05 – 0.03	0.572	-0.01	0.02	-0.05 – 0.03	0.571
Work hours	0.01	0.01	-0.00 – 0.02	0.154	0.02	0.01	0.01 – 0.04	<b>0.003</b>	0.02	0.01	0.01 – 0.04	<b>0.004</b>
Work autonomy	0.07	0.03	0.01 – 0.13	<b>0.015</b>	0.06	0.03	0.01 – 0.12	<b>0.025</b>	0.06	0.03	0.01 – 0.12	<b>0.025</b>
Work from home	0.03	0.04	-0.04 – 0.11	0.387	0.03	0.04	-0.04 – 0.11	0.388	0.03	0.04	-0.04 – 0.11	0.386
Work extra	0.09	0.02	0.05 – 0.13	<b>&lt;0.001</b>	0.09	0.02	0.05 – 0.13	<b>&lt;0.001</b>	0.09	0.02	0.05 – 0.13	<b>&lt;0.001</b>
Work longer	0.16	0.04	0.08 – 0.23	<b>&lt;0.001</b>	0.11	0.04	0.03 – 0.18	<b>0.006</b>	0.11	0.04	0.03 – 0.18	<b>0.005</b>
Feeling part of a team	0.31	0.05	0.22 – 0.41	<b>&lt;0.001</b>	0.29	0.05	0.20 – 0.38	<b>&lt;0.001</b>	0.29	0.05	0.20 – 0.38	<b>&lt;0.001</b>
One young child < 14	-0.05	0.13	-0.31 – 0.21	0.718	0.00	0.13	-0.25 – 0.26	0.976	0.00	0.13	-0.25 – 0.26	0.977
<i>Countries</i>												
Belgium	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref	ref
Switzerland	0.23	0.19	-0.14 – 0.61	0.222	0.18	0.19	-0.18 – 0.55	0.327	0.18	0.19	-0.19 – 0.56	0.334
Finland	0.27	0.16	-0.04 – 0.58	0.088	0.32	0.16	0.01 – 0.63	<b>0.042</b>	0.32	0.16	0.01 – 0.62	<b>0.041</b>
France	0.21	0.18	-0.14 – 0.55	0.235	0.15	0.17	-0.19 – 0.49	0.401	0.15	0.17	-0.19 – 0.49	0.401
United Kingdom	-0.29	0.19	-0.66 – 0.07	0.116	-0.29	0.19	-0.66 – 0.07	0.114	-0.29	0.19	-0.66 – 0.07	0.114
Greece	0.14	0.24	-0.34 – 0.62	0.574	0.03	0.25	-0.46 – 0.51	0.908	0.03	0.25	-0.45 – 0.51	0.908
Ireland	0.12	0.24	-0.36 – 0.60	0.618	-0.03	0.24	-0.51 – 0.44	0.891	-0.03	0.24	-0.51 – 0.44	0.894
Iceland	-0.17	0.23	-0.62 – 0.27	0.447	-0.32	0.22	-0.76 – 0.12	0.150	-0.32	0.22	-0.76 – 0.12	0.150
Italy	0.02	0.22	-0.41 – 0.45	0.934	-0.13	0.22	-0.56 – 0.31	0.564	-0.13	0.22	-0.56 – 0.31	0.564
Netherlands	0.20	0.16	-0.12 – 0.51	0.222	0.02	0.16	-0.30 – 0.34	0.905	0.02	0.16	-0.29 – 0.33	0.904
Norway	0.00	0.18	-0.36 – 0.37	0.986	-0.10	0.18	-0.45 – 0.26	0.594	-0.10	0.18	-0.45 – 0.26	0.592
Portugal	-0.16	0.23	-0.61 – 0.29	0.486	-0.35	0.22	-0.78 – 0.08	0.112	-0.35	0.22	-0.78 – 0.08	0.113
<i>Main effects</i>												
Work–life Conflict					-0.48	0.09	-0.65 – -0.31	<b>&lt;0.001</b>	-0.49	0.13	-0.74 – -0.23	<b>&lt;0.001</b>
Household Income: Middle Income					ref	ref	ref	ref	ref	ref	ref	ref
Low income					0.00	0.26	-0.50 – 0.50	0.990	-0.05	1.06	-2.13 – 2.02	0.962
High income					-0.16	0.14	-0.43 – 0.12	0.264	-0.19	0.45	-1.07 – 0.68	0.664
<i>Interaction effects</i>												
Work–life conflict * Low income									0.02	0.38	-0.72 – 0.76	0.964



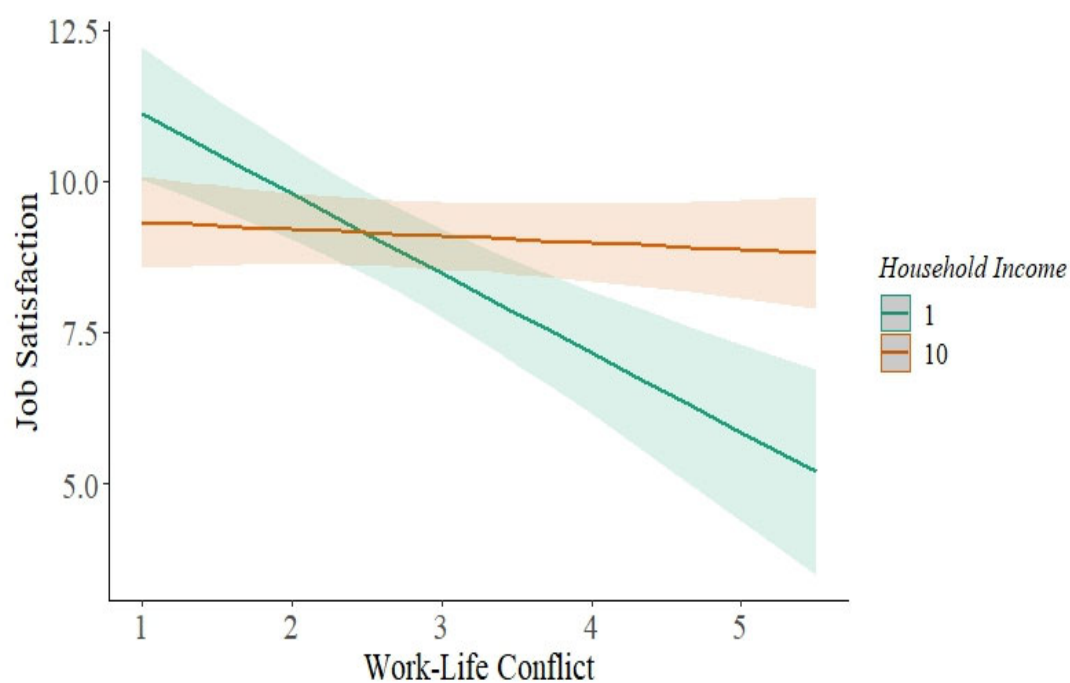
Work-life conflict * High income			0.01	0.16	-0.29 – 0.32	0.928
Observations	2060	2060			2060	
R <sup>2</sup> / R <sup>2</sup> adjusted	0.261 / 0.154	0.301 / 0.198			0.301 / 0.197	
AIC	9055.433	8948.272			8952.24	

Alternate specifications

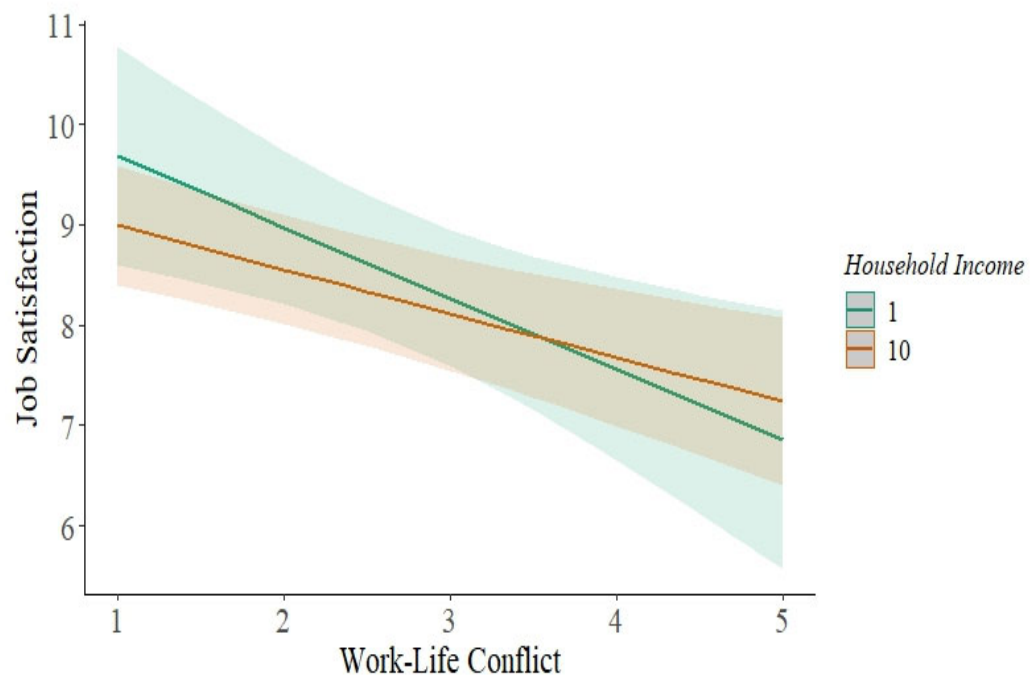
**Table SC.** HH Income as Continuous Variable.

<i>Predictors</i>	<i>Estimates</i>	<b>Female</b>		<i>Estimates</i>	<b>Male</b>	
		<i>CI</i>	<i>p</i>		<i>CI</i>	<i>p</i>
(Intercept)	7.81	5.07 – 10.55	<b>&lt;0.001</b>	8.26	5.60 – 10.93	<b>&lt;0.001</b>
Age	0.04	-0.06 – 0.13	0.459	-0.09	-0.17 – -0.02	<b>0.017</b>
Age Squared	0.00	-0.00 – 0.00	0.406	0.00	0.00 – 0.00	<b>0.039</b>
Trade union member	-0.01	-0.36 – 0.35	0.974	0.07	-0.26 – 0.40	0.685
Public organization	0.13	-0.16 – 0.43	0.366	0.25	0.00 – 0.50	<b>0.046</b>
Part-time worker	-0.64	-1.18 – -0.10	<b>0.020</b>	-0.16	-0.90 – 0.59	0.681
Unlimited Contract	-0.16	-0.50 – 0.18	0.348	0.37	-0.02 – 0.75	0.061
<i>Oesch class scheme</i>						
Lower-grade service class	-0.36	-0.79 – 0.07	0.098	-0.06	-0.37 – 0.26	0.728
Small business owners	-0.08	-1.12 – 0.96	0.880	-1.07	-2.01 – -0.13	<b>0.025</b>
Skilled workers	-0.07	-0.47 – 0.32	0.713	-0.01	-0.34 – 0.33	0.966
Unskilled workers	0.00	-0.49 – 0.49	0.990	-0.14	-0.62 – 0.34	0.571
Years in Education	-0.02	-0.07 – 0.02	0.238	-0.01	-0.05 – 0.03	0.650
Work hours	-0.01	-0.03 – 0.01	0.477	0.02	0.00 – 0.03	<b>0.031</b>
Work autonomy	0.1	0.05 – 0.15	<b>&lt;0.001</b>	0.07	0.01 – 0.12	<b>0.012</b>
Work from home	0.09	0.00 – 0.18	<b>0.043</b>	0.03	-0.05 – 0.11	0.438
Working extra	0.11	0.07 – 0.15	<b>&lt;0.001</b>	0.09	0.04 – 0.13	<b>&lt;0.001</b>
Working longer	0.33	0.24 – 0.42	<b>&lt;0.001</b>	0.29	0.20 – 0.38	<b>&lt;0.001</b>
Feeling part of a team	0.01	-0.30 – 0.32	0.936	0.00	-0.26 – 0.25	0.977
Work-life Conflict	-1.45	-2.05 – -0.84	<b>&lt;0.001</b>	-0.73	-1.29 – -0.18	<b>0.009</b>
Household income	-0.33	-0.54 – -0.12	<b>0.002</b>	-0.11	-0.29 – 0.08	0.266
<i>Countries</i>						
Switzerland	0.06	-0.34 – 0.46	0.768	0.20	-0.17 – 0.57	0.285
Finland	0.27	-0.08 – 0.62	0.131	0.33	0.02 – 0.63	<b>0.035</b>
France	-0.37	-0.73 – -0.01	<b>0.041</b>	0.08	-0.26 – 0.43	0.633
United Kingdom	-0.46	-0.88 – -0.04	<b>0.03</b>	-0.31	-0.68 – 0.06	0.096

Greece	0.01	-0.64 – 0.65	0.977	0.14	-0.36 – 0.64	0.585
Ireland	0.18	-0.24 – 0.60	0.40	-0.02	-0.49 – 0.44	0.924
Iceland	0.16	-0.22 – 0.53	0.415	-0.35	-0.78 – 0.09	0.122
Italy	-0.25	-0.65 – 0.14	0.204	-0.13	-0.57 – 0.31	0.550
Netherlands	-0.01	-0.34 – 0.32	0.949	0.01	-0.30 – 0.33	0.942
Norway	-0.12	-0.49 – 0.24	0.507	-0.10	-0.45 – 0.26	0.585
Portugal	-0.34	-0.76 – 0.08	0.108	-0.35	-0.78 – 0.08	0.113
<i>Interaction effect</i>						
Work–life conflict *						
Household Income	0.13	0.06 – 0.21	<b>0.001</b>	0.03	-0.04 – 0.10	0.399
Observations	1903			2060		
R <sup>2</sup> / R <sup>2</sup> adjusted	0.294 / 0.199			0.293 / 0.190		



**Figure SC1.** Interaction effect of Household Income and Work–life Conflict on Job Satisfaction for Women.



**Figure SC2.** Interaction effect of Household Income and Work–life Conflict on Job Satisfaction for Men.