Master Thesis

Millennials' Gender Ideologies and Experience of a Work-Family Conflict:

A Comparison of Dutch and German Millennials

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Abstract

The generation of Millennials reached the age, at which they have mostly entered the job market, started a family and maybe need to care for a frail relative. As Millennials tend to have more egalitarian gender ideologies compared to previous generations, their needs and values regarding their organization of work and family life may have changed compared to older cohorts. If they experience an interrole conflict of their work life with their family life (work to family conflict, *WFC*) or the other way around (family to work conflict, *FWC*), this can affect their health negatively and minimize accomplishments at the workplace. Thus, employers as well as political institutions need to consider the needs of this generation and eventually need to react with suitable policies that are in line with the needs of Dutch and German Millennials. This study investigated the following research question: *How do gender ideologies and the consequential experienced WFC and FWC differ between Millennials from Germany and the Netherlands?* A cross-sectional study design based on the data of the International Social Survey Programme 2012 was chosen and three multiple regression analyses, independent samples *t* tests and Chi-square tests of contingencies were conducted. It was found that gender ideologies of Dutch and German Millennials do not differ but that in general, women hold more egalitarian attitudes than men. Furthermore, gender ideologies predict FWC. Millennials with more egalitarian gender ideologies experience less FWC. Lastly, compared to German Millennials, Dutch Millennials experience less FWC. As Millennials tend to hold egalitarian gender ideologies, this needs to be incorporated in future work-family policies.

Introduction

The generation of Millennials which is born between 1981-1995 is increasingly entering the labour market (Stewart, Oliver, Cravens & Oishi, 2017). Worldwide, they have become more and more important for the overall workforce (Smith & Nichols, 2015). At the same time Millennials are starting or have started a family or need to care for a relative and need to think about how to combine work and family life. Due to the societal trend of changing gender ideologies, Millennials' needs and values regarding their organization of work and family life may have changed compared to previous generations. Previous research found that Millennials strive for a balance between work and family life (Buonocore, Russo & Ferrara, 2015), but are Millennials successful in combining these two areas of life without raising an interrole conflict (work-family conflict)?

A work-family conflict can degrade Millennials health and influences psychological well-being and life satisfaction negatively. Besides, Millennials accomplishments at the workplace can suffer as the experience of a work-family conflict raises feelings of being dissatisfied with one's job. This goes along with a higher fluctuation of employees because dissatisfaction leads to being less committed to the company. As companies rely on the workforce of Millennials, it is of great importance to sustain and raise Millennials productivity (Carlson, Kacmar & Williams, 2000; Grzywacz & Carlson, 2007). Thus, employers as well as political institutions need to consider the needs of this generation and eventually need to react with suitable policies in case Millennials experience a conflict.

Another aspect that might influence work-family conflict is gender ideologies. Gender ideologies are referred to as "opinions and beliefs about the ways in which family and work roles do and should differ according to sex" (Somech & Drach-Zahavy, 2007, p. 42). Previous research have analysed gender ideologies in different countries (e.g. Salin, Ylikännö & Hakovirta, 2018), but these earlier studies have not yet compared the gender ideologies of Millennials in Germany and the Netherlands in relation to work-family conflict. These neighbouring countries differ with respect to their institutional frameworks and existing work-family policies. This results in diverse ways how to support individuals coping with their work and family responsibilities (Grunow, Begall & Buchler, 2018). In response to this research gap, the aim of this study is to compare the gender ideologies of Millennials from Germany and the Netherlands and examine whether their attitudes have an impact on the experience of a conflict between work and family life.

Moreover, the current study aims to provide insights that would be helpful for designing practical recommendations to ultimately increase Millennials' health. A cross-sectional design

was chosen to compare two samples of Dutch and German respondents within the data from the International Social Survey Programme (ISSP) 2012.

Theoretical Framework and Development of the Hypotheses

Different theories and empirical findings provide an overview about the factors that are involved in how an individual wants to divide work and family responsibilities including household tasks and if this leads towards a conflict. The following section will elaborate on the different components that build the framework regarding gender ideologies and work-family conflict.

Characteristics of Millennials.

The current study focuses on the Millennial generation. According to generation theory and the socialization hypothesis, every generation is shaped and affected by the contemporary history, especially during their formative years which is the period between one's 16th and 24th year of life (Parment, 2013). An individual's identity, values and norms are developed within the socialization and are therefore a reflection of the conditions of their early adulthood. As a result, the early life of human beings is forming the personal development and influences one's future (Parment, 2009; Duffy, Shrimpton & Clemence, 2017; Bennett, Beehr & Ivanitskaya, 2017). Millennials were born within the years of 1981 and 1995 (Stewart et al., 2017), and important incidents during their formative years were the terrorist attacks of 2001 in the US, the proclaimed climate change and the financial crisis in 2008. Besides, growing up in an increasingly digitalized society, the dispersion of the internet and social media and the proceeding globalization were outstanding social influences (Klaffke, 2014; Hucke, Füssel, Goll & Dietl, 2013; Parment, 2009). Millennials were raised in a time where pluralistic family types including single mothers and patchwork-families were emerging (Parment, 2013).

As a result, Millennials are characterized to question existing conceptions which seemed to be self-evident and additionally are reflective about how to organize their future lives as they can choose from a variety of information and perspectives (Parment, 2013). Millennials are willing to take on risks and react flexibly towards changes but they also seek security and stability in times of on-going changes as this creates feelings of disorientation. Furthermore, Millennials differ from previous generations regarding their boundaries between work and private life. On the one hand, they want to work additional hours to strongly support an organization to be successful and are willing to perform some work-related tasks in the evening at home (Pfeil, 2017; Smith & Nichols, 2015). On the other hand, they attach great importance

to their private life and do not want it to suffer from occupational activities. Millennials greatly value family life, free time and leisure activities (Pyöriä, Ojala, Saari & Järvinen, 2017). Taking this into account, a balance between work and family-life is essential for Millennials throughout their work life (Smith & Nichols, 2015; Bennett et al., 2017).

Work-family conflict.

Greenhaus & Beutell (1985) define work-family conflict as "a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect. That is, participation in the work (family) role is made more difficult by virtue of participation in the family (work) role" (p. 77). A distinction needs to be made between a work to family conflict (WFC) and a family to work conflict (FWC). The former indicates that the work life raises a conflict for the family life, e.g. when too much time is spent on the job, so that there is not enough time to fulfil family responsibilities. The latter means restrictions in one's work life by the means of family life, e.g. if someone cannot concentrate at work because of family responsibilities (Frone, 2003; Bennett et al., 2017). Millennials value a balance of work and family domains. If one of the two domains interferes with the other, the chance of experiencing a WFC or FWC increases.

Different authors have identified that resources, like social support from the organizational supervisor, and time spent in work and non-work domains are important predictors of work-family conflict (e.g. Greenhaus, Collins & Shaw, 2003; Byron, 2005; Ford, Heinen & Langkamer, 2007). Besides, being satisfied with one's work and family life is also positively related to a reduced WFC and FWC respectively. If an individual is supported by family members or an organizational supervisor, this helps to reduce the experience of WFC and FWC (Frone, 2003). Other characteristics that have an impact on work-family conflict are an individual's sex, income and coping style (Byron, 2005).

Bennett et al. (2017) compared Millennials with the earlier generational cohorts of Baby Boomers and the Generation X. On the one hand, their study results show that Millennials experience the greatest FWC. It is assumed that this could be caused by the difficult life phase including starting a family, having a baby and caring for the offspring. On the other hand, Millennials experience more WFC than Baby Boomers but less than Generation X. This finding could be linked to the length of the career as working for a longer period of time comes with more advantages, e.g. more flexibility.

To conclude, within the current study, WFC and FWC of Millennials are the outcome variables, which will be conceptualised as an interrole conflict of one domain with the other.

Individual attitudes on gender ideologies.

Millennials are characterised to have more egalitarian gender ideologies than previous generations. Generally, there are several ideals about the division of paid and unpaid (care) work between partners which are reflected in current gender ideologies. These ideologies indicate how an individual approves the division of obligations in work and family life (Grunow et al., 2018). Different studies have found that younger people, women and especially Millennials tend to have more egalitarian attitudes towards the division of work and family tasks (Apparala, Reifman & Munsch, 2003; Salin et al., 2018; Hampsten, 2019). As gender ideologies express an individual's preference of how to fulfil work and family demands, this should have an impact on the experience of a WFC and FWC. Accordingly, the first hypothesis arises:

H1: Millennials gender ideologies determine their experienced WFC and FWC.

Individual gender ideologies can be explained by the social role theory. As individuals recognize how men and women fulfil their roles differently, this often makes them act according to existing role models. However, how people behave in their social roles as men and women is changing according to transformations in cultural values. The understanding and realization of social roles is an interdependence of a person, the social surrounding and societal influences. As a result, gender role expectations are presently changing in developed societies and can entail conflicting expectations (Eckes & Trautner, 2012; Barth & Trübner, 2018).

Previous research has identified different factors that predict gender ideologies. Individuals who are better educated, attend religious practice less frequently, are unmarried and whose mother was working for pay and due to a mother functioning as a role model, tend to hold more egalitarian gender ideologies. Women who are in paid work also have egalitarian attitudes, whereas married couples with various children tend to be more traditional but this effect tends to be stronger for women than for men (Walter, 2018; Davis & Greenstein, 2009; Boehnke, 2011). The theoretical framework leads to the second hypothesis:

H2: Compared to male Millennials, female Millennials have more egalitarian gender ideologies.

Country-level factors on gender ideologies.

Country-level factors also need to be considered when examining individuals' gender ideologies and work-family conflict, as they support particular family models (Notten, Grunow & Verbakel, 2017). In the past, the concept of the male breadwinner was very common. This

implied that men were financially responsible for their family and women were the main caretakers for the children and elderly and took care of the household (Schmidt, 2018). Whereas in Germany, the male breadwinner family is still visible, in the Netherlands, a one-and-a-half-earner model family is common (Lewis, Knijn, Martin & Ostner, 2008).

Nowadays, women have increasingly entered the labour market. In 2018, 62.4% of women of European countries who belong to the working age population were employed (OECD, 2019a). Regarding part-time work, women and men from the Netherlands are still a front-runner, as in 2012, 60.9% of Dutch women and 17.8% of Dutch men were employed part-time compared to 38% of German women and 8.6% of German men (OECD, 2019b). With an increasing rate of women participating in the labour market, it seems that the traditional family roles could lose their importance. As Millennials can be characterized to be flexible but also seek for security and stability, it is not yet clear, how they act in contemporary society, as they have become grown-ups who need to consider the combination of work and family life.

Study findings of Grunow et al. (2018) show that gender ideologies are multidimensional and can be operationalized in 'egalitarian', 'egalitarian essentialism', 'intensive parenting', 'moderate traditional' and 'traditional'. The results show that contemporary gender ideologies demonstrate how men and women ideally want to share paid and care work. It was found that 60% of Dutch and 52% of German women (compared to 48% of Dutch and 41% of German men) could be assigned to the 'egalitarian class' which represents an equal sharing of earning and caring. For the Netherlands, the second highest score was on the 'moderate traditional class' which entails no apparent assumptions on whether to share or set apart work and care opportunities of women but includes a modest degree of confidence in men regarding care and household tasks. 16% of Dutch women and 23% of men belonged to this moderate traditional class. Contrary, compared to all examined countries, West-Germany scored highest on the 'traditional class' with 9% of women and 12% of men. This class is characterized by a low level of trust in sharing work and care. 'Egalitarian essentialism' involves women taking care of the household and sharing of paid work and caring among men and women. Lastly, 'intensive parenting' implicates a stronger priority on family as on paid work and therefore opposes working mothers but approves men's contribution to caring and doing housework. Although previous research has shown that gender ideologies differ when comparing men and women from the Netherlands and Germany, up-to-date research has yet to investigate whether such potential differences would influence interrole conflict.

Country-specific family policies either support an equal division of paid and unpaid (care) work or not (Edlund & Öun, 2016). When looking at the work-family policies of

Germany and the Netherlands, it can be noticed that they differ in some respects. In the following, some of these differences are outlined. Firstly, where Dutch fathers have the right of two days fully paid paternity leave, no father-specific leave is available in Germany. Secondly, regarding parental leave, in the Netherlands the length of leave is "Twenty-six times the number of working hours per week per parent per child, to be taken up to the child's eighth birthday" (Groenendijk & Keuzenkamp, 2012, p. 192) and needs to be taken part-time unless the employer agrees to an up-take in full-time. Instead of a payment, parents are warranted a tax reduction of €723 a month (Groenendijk & Keuzenkamp, 2012). Different from the Dutch regulation, German parents can take parental leave until the child is three years old and get an income-related payment for 12 months (or two additional months if both parents take at least two months) which replaces their former income by 67% up to a maximum of 1.800€ per month (Blum & Erler, 2012). Thirdly, regarding flexible working, in the Netherlands employees who worked at least one year for the same employer, are by law allowed to adjust their working hours if this is in line with the employer's interests. In contrast, no flexible working arrangements are offered to German parents (Groenendijk & Keuzenkamp, 2012; Blum & Erler, 2012).

With attention to 'policy feedback theory', actual policies affect the concerns and attitudes of political elites and governments and in turn affect future policies. As a result, this also influences the society (Campbell, 2012). Generally, Dutch labour market policies have supported the acceptance of part-time work by adjusting the conditions of employment. On the contrary, in Germany part-time employment is often related to more negative conditions and is therefore more marginalized. Still, individuals in both countries and especially women, see part-time work as an opportunity to integrate both, work and care tasks (Fourage & Baaijens, 2006; Yerkes & Visser, 2006) but the division of paid and unpaid (care) work can be understood as "one of the challenges that Western countries are facing in the 21st century" (Salin et al., 2018, p. 1).

The influence of work-family policies can be emphasized by parental leave for fathers. Salin et al. (2018) found that if father-specific leave is available for more than three weeks, this increases the likelihood to endorse an equal division of paid work and unpaid care tasks compared to countries where no father-specific leave is existing. Furthermore, more egalitarian gender attitudes are dominant if parental leave is well-paid, childcare services for infants are approved by the public and the enrolment of mothers in the labour market is culturally endorsed. On the one hand, this ultimately leads towards a more equally divided enrolment in the labour market and working hours between women with or without children. On the other hand, the

longer the period of job protected leave, the higher the rate of mothers who interrupt their labour market participation (Boeckmann, Misra & Budig, 2013).

Lastly, as stated by Salin et al. (2018), transitions emerging from policy developments do not automatically lead to adjustments in the culture of gender roles. Despite the increasing number of employed mothers, many people are convinced that mothers should look after young children at home. Nowadays, individual attitudes often do not include mothers as the main earner and fathers as the main caretakers as the best option.

To conclude, when considering all the information from the literature review about Germany and the Netherlands, it is assumed that both countries differ regarding their gender ideologies. For a longer period of time, part-time work is common in the Netherlands, which is known for its one-and-a-half-earner model. Therefore, it seems that egalitarian gender ideologies should be more prevalent in the Netherlands than in Germany. Correspondingly, as more egalitarian attitudes imply an equal division of paid and unpaid work, it is predicted that German Millennials experience a higher WFC and FWC. Even though, German parental leave policies aim at promoting leave up-take of German fathers, it is assumed that this is not yet totally incorporated in the attitudes of German Millennials. Firstly, this is due to the still existing male breadwinner model, which is prevalent in Germany. Secondly, it takes time to see the impact of policy transitions on the actual behaviour and way of thinking on individuals. Ultimately, the following hypotheses arise:

H3: Dutch Millennials hold more egalitarian gender ideologies than German Millennials.

H4: German Millennials experience a higher WFC and FWC than Dutch Millennials.

Hence, due to assumed differences in Germany and the Netherlands according to parental leave regulations for fathers, the payment rate during leave up-take and diverging preferences of mother's enrolment in the labour market, research is needed to elaborate if and how this affects Millennials gender ideologies and experienced WFC and FWC. In this current study, it is not possible to test the direct effect of policies on Millennials attitudes but it still will be taken into consideration that this leads to differences between the two groups.

So far, there is a lack of research concerning whether Dutch and German Millennials experience a conflict when combining work and family tasks. No study was found that has investigated differences between Millennials in Germany and the Netherlands. Based on the presented findings, this thesis will make use of a theoretical framework for the determinants of

gender ideologies, WF and FW conflict, which were found in the literature and can also be tested with the available data from ISSP 2012 (ISSP 2012).

Current Research

The current study aims at investigating German and Dutch Millennials' gender ideologies and their experienced WFC and FWC. If Millennials experience a WFC and FWC, this decreases their health and also their accomplishments at the workplace. The findings are highly relevant in order to guide future research, especially regarding practical (policy) implications. The following research question with sub-questions are tested: *How do gender ideologies and the consequential experienced WFC and FWC differ between Millennials from Germany and the Netherlands?*

1)   How do the gender ideologies of Millennials from the Netherlands and Germany differ?

2)   How do gender ideologies of men and women differ?

3)   How do German and Dutch Millennials experience a WFC/FWC?

Based on the theoretical perspective and the empirical overview, the following hypotheses will be tested:

H1: Millennials gender ideologies determine their experienced WFC and FWC.

H2: Compared to male Millennials, female Millennials have more egalitarian gender ideologies.

H3: Dutch Millennials hold more egalitarian gender ideologies than German Millennials.

H4: German Millennials experience a higher WFC and FWC than Dutch Millennials.

Figure 1 represents the schematic relationships of the tested variables. It is assumed that the independent variables country and sex influence gender ideologies differently. Additionally, it is expected that country and gender ideologies have an impact on WFC and FWC.
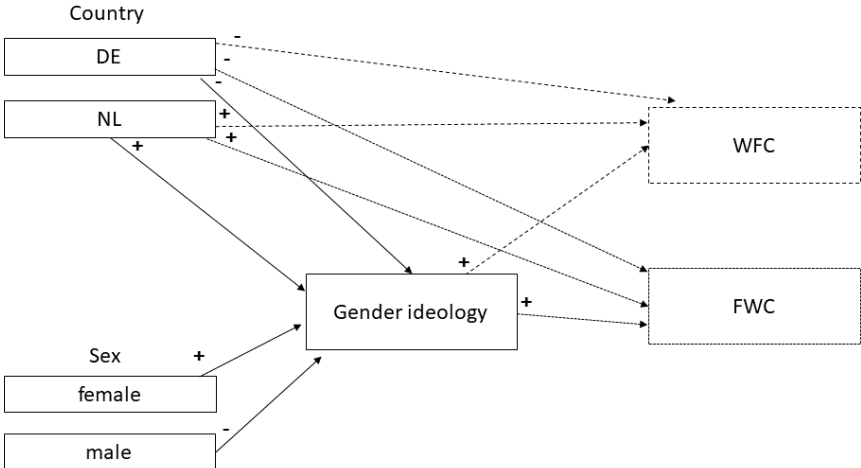
Figure 1. Conceptualisation of the determinants of gender ideologies, WFC and FWC.

Methods

Study Design and Procedure

The research question was examined by using a cross-sectional study design. This design allowed to compare the characteristic attitudes of Dutch and German Millennials at one specific point in time. Furthermore, it allowed to test associations between different variables (Liu, 2008). Accordingly, the current study used existing data from ISSP 2012 including the module "Family and Changing Gender Roles IV" (ISSP Research Group, 2016). The ISSP is a cross-national collaboration programme conducting surveys on different topics of social science research on a yearly base. In doing so, every participating country needs to follow the ISSP guidelines strictly when conducting the survey for its country and has to document how the data was collected. In the end, all data from the participating countries were included in one dataset, which allows cross-national comparisons. Like the data, the documentation on the procedure and data collection are freely available. The data for Germany was collected between April and September in 2012. In the Netherlands the data collection took place from February until August in 2013 (Ganzeboom & Shashi, 2014).

Participant Sample and Recruitment

For the surveys of the Netherlands and Germany, potential participants were selected by using a simple random sample in the Netherlands and a two-stage random sample in Germany. Whereas Dutch participants needed to fill in a stand-alone postal survey, German participants used a self-completion questionnaire and were attended by an interviewer. For the current study the population of interest were Millennials. Therefore, 337 German and 153 participants who were born between 1981-1993 were included in the analysis. In the German sample no participants were born in 1994 or 1995. The average age of Dutch Millennials was 26.86 years ($SD = 4.09$) and of German Millennials 24.23 years ($SD = 3.86$). Whereas the German sample was divided equally between men (49.6%) and women (50.4%), the Dutch sample consisted of more women (64.9%) than men (35.1%). Both, German (53.3%) and Dutch (65.8%) Millennials were mainly in paid work. All characteristics of the study participants are summarized in Table 1. The measurement of all variables regarding the demographic characteristics of the participants are explained in Appendix A.

Table 1

Characteristics of Dutch and German Millennials

Variable	Categories/range	The Netherlands (NL)	Germany (DE)	P
Age	18-33	26.86 (4.09)	24.23 (3.86)	< .001
Sex	Male	35.1 (54)	49.6 (167)	.003
	Female	64.9 (100)	50.4 (170)	
Hours worked weekly	3-65	34.63 (8.67)	36.54 (11.85)	.109
Partner's hours worked weekly	3-65	36.34 (9.08)	39.79 (9.67)	.015
Job satisfaction	1-7	5.26 (1.11)	5.14 (1.04)	.301
Family life satisfaction	1-7	5.72 (1.07)	5.58 (0.97)	.169
Number of children	0-4	0.46 (0.87)	0.43 (0.75)	.730
Hours on household	0-60	6.05 (4.70)	7.52 (7.03)	.007
Hours on family members	0-95	9.65 (20.91)	9.54 (19.72)	.957
Degree	0-3	2.14 (0.83)	1.83 (0.75)	< .001
Religion attendance	1-4	2.41 (1.04)	1.99 (1.05)	< .001
Main status	In paid work	65.8 (100)	53.3 (179)	.020
	Not in paid work	10.5 (16)	10.7 (36)	
	In education	23.7 (36)	36.0 (121)	
Mother working for pay	Yes	66.0 (97)	78.1 (253)	.005
before respondent 14	No	34.0 (50)	21.9 (71)	
Total		31.4 (154)	68.6 (337)	

Note. Sex, main status & mother working for pay before respondent 14 presented as % (n), other factors as means (SD). Percentages are valid percent, missing values excluded, therefore the sum of n is not always the sum of participants.

Variables

Dependent variables.

Gender ideologies.

Gender ideologies can be conceptualised as the idea on how men and women should fulfil the roles within work and family domains. The construct gender ideologies was operationalised by the degree to which an individual endorses traditional or egalitarian gender ideologies. To measure the dependent variable (DV) gender ideologies, six items from the ISSP questionnaire were used (see Appendix B *Table 1* for an overview of all items). Two examples of statements are *A job is alright, but what most women really want is a home and children* and *Both the husband and wife should contribute to household income*. Participants needed to indicate their level of agreement on a scale from 1 (strongly agree) to 5 (strongly disagree). If necessary, items were reverse-recoded and a mean score was calculated for the six question items. A higher score indicated a more egalitarian gender ideology, whereas a lower score indicated a more traditional view. The scale was reliable with Cronbach's alpha = .748. Only participants who answered all six questions were included in the analysis.

WFC.

WFC can be conceptualised as the experience of an interrole conflict of an individual's work life with the family life. The concept of WFC was operationalised as a construct ranging from experiencing no interference at all from the work domain with family life to experiencing a high conflict. Participants responded to the extent to which they agree with these statements: *I have come home from work too tired to do the chores which 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*. The scale of the answer categories which participants responded with varied from 1 (never) to 4 (several times a week). The scores of these two items were then averaged to compute a mean score of WFC, in which a higher average score represented a higher experience of a WFC. The scale was reliable with Cronbach's alpha = .710. To measure WFC, only respondents who answered both questions were involved in the analysis.

FWC.

FWC can be conceptualised as the experience of an interrole conflict of an individual's family life with the work life. The concept of FWC was operationalised as a construct ranging from experiencing no interference at all from the family domain with the work life to experiencing a high. Participants responded to the extent to which they agree with these statements: *I have arrived at work too tired to function well because of the household work I had done* and *I have found it difficult to concentrate at work because of my family responsibilities*. The scale of the answer categories which participants responded with varied from 1 (never) to 4 (several times a week). The scores of these two items were then averaged to compute a mean score of FWC, in which a higher average score represented a higher experience of a FWC. The scale is somewhat reliable as Cronbach's alpha = .676. To measure FWC, only respondents who answered both questions were involved in the analysis.

Independent variables.

Country.

Country was included as an independent variable (IV) to predict gender ideologies, WFC and FWC. As a categorical variable, country was measured with the answering categories "0" Germany and "1" the Netherlands.

Sex.

To predict gender ideologies, the categorical IV sex was measured with "0" male and "1" female.

Gender ideologies.

In order to predict WFC and FWC, the IV gender ideologies as described in the previous section, was included in the analysis.

Data Analysis Approach

The research question was investigated by using multiple regression analyses (MRA), independent samples *t* tests and Chi-square tests of contingencies in order to compare Dutch and German Millennials and to examine the hypotheses based on the described variables. All analyses were done within the statistical software IBM SPSS. Before running the MRAs, the assumptions for the analyses were checked (Field, 2009). In general, most of the assumptions for a multiple regression analysis were met. Some outliers were found above the critical chi-square value indicated by the maximum Mahalanobis Distance. Due to the reason that these cases did not have values > 1. for Cook's Distance, all cases were included in the regression analyses. Within the multiple regression on FWC, heteroscedasticity of the residuals was detected which will have an impact on the generalizability of the study results and will be addressed in the discussion.

For the multiple regression on gender ideology, three dummy variables were created to measure the level of education of participants. When testing the assumptions, multicollinearity was detected between these variables as the values for VIF > 10. Therefore, only the dummy variable measuring tertiary education was included in the final analysis.

Within all three multiple regression analyses, cases with missing data were deleted pairwise in order to increase power.

Results

This section summarizes the results of the analyses. Table 2 provides an overview of the means and standard deviations of all DVs.

Table 2

Descriptive statistics of the DVs

Variable	The Netherlands (NL)	Germany (DE)	P
Gender ideologies	3.75 (0.73)	3.76 (0.75)	.826
WFC	2.13 (0.87)	2.26 (0.89)	.186
FWC	1.18 (0.43)	1.38 (0.59)	< .001

Note. All DVs are presented as means (SD).

H1: Millennials gender ideologies determine their experienced WFC and FWC

An MRA was performed to test the hypothesis that gender ideologies and country, controlling for demographics, predict WFC. In combination, all IVs and control variables accounted for a significant 6% of WFC, $R^2 = .06$, adjusted $R^2 = .04$, $F (7, 264) = 2.46$, $p = .019$. The unstandardized (B) and standardized (β) regression coefficients and the standard error (SE B) for each predictor in the regression model are reported in Table 3. Based on the study findings, gender ideologies was not a significant predictor for WFC, $t(264) = -.42$, $p = .678$.

Table 3

Summary of the MRA regarding the effects of predictors on WFC

Variable	B	SE B	B
Gender ideologies	-.04	.09	-.03
Country	-.00	.00	-.27
(0 = DE)			
Age	-.00	.01	-.00
Sex	.22	.11	.13
(0 = male)			
Hours worked weekly	.02	.01	.19**
Job satisfaction	-.12	.05	-.15*
Country*Gender ideology	.11	.17	.21
Constant	2.72	1.09	*

Note. N = 252. *p < .05, **p < .01.

Another MRA was performed to predict FWC based on gender ideologies and country, controlling for demographics. In combination, all IVs and control variables accounted for a significant 15% of FWC, $R^2 = .15$, adjusted $R^2 = .10$, $F (10, 154) = 2.73$, $p = .004$. The unstandardized (B) and standardized (β) regression coefficients and the standard error (SE B) for each predictor in the regression model are reported in Table 4. The results showed that gender ideologies was a significant predictor of FWC. Millennials with higher egalitarian gender ideologies experienced less FWC ($\beta = -.32$).

Table 4.

Summary of the MRA regarding the effects of predictors on FWC

Variable	B	$SE\ B$	B
Gender ideologies	-.23	.07	-.32**
Country	-.01	.00	-1.31**
(0 = DE)			
Age	-.01	.01	-.06
Sex	-.09	.09	-.09
(0 = male)			
Number of children	-.02	.06	-.02
Family life satisfaction	-.02	.04	-.04
Hours on household	.01	.01	.07
Hours on family members	.00	.00	.02
Partner's hours worked weekly	.01	.01	.17*
Country*Gender ideology	.39	.14	1.23**
Constant	4.03	.86	**

Note. N = 144. *$p < .05$, **$p < .01$.

H2: Compared to male Millennials, female Millennials have more egalitarian gender ideologies

An MRA was performed to test the hypothesis that country and sex, controlling demographics, predict gender ideologies. In combination, all IVs and control variables accounted for a significant 21% of gender ideologies, $R^2 = .21$, adjusted $R^2 = .18$, $F (12, 381) = 8.4$, $p < .001$. The unstandardized (B) and standardized (β) regression coefficients and the standard error ($SE\ B$) for each predictor in the regression model are reported in Table 5.

One sub-question was how gender ideologies of men and women differ. Based on the study findings, sex was a significant predictor for gender ideologies, $t(381) = 3.58$, $p < .001$. The results showed that women have more egalitarian attitudes than men ($\beta = .20$). The interaction term Country*Sex was not significant, $t(381) = .08$, $p = .939$.

Table 5

Summary of the MRA regarding the effects of predictors on gender ideologies

Variable	B	SE B	β
Country (0 = DE)	.00	.00	-.08
Age	.02	.01	.10
Sex (0 = male)	.30	.08	.20**
Number of children	-.12	.04	-.12**
Mother working for pay before respondent 14 (0 = yes)	-.27	.08	-.16**
Tertiary education (0 = no)	.23	.09	.14**
Main status: Not in paid work (0 = no)	-.33	.12	-.14**
Main status: In education (0 = no)	.15	.09	.09
Religion attendance: frequently (0 = no)	-.65	.11	-.29**
Religion attendance: sev. times a year (0 = no)	-.14	.09	-.08
Religion attendance: less than once a year (0 = no)	-.21	.09	-.12*
Country*Sex	.01	.15	.01
Constant	3.53	.44	**

Note. N = 393. *p < .05, **p < .01.

H3: Dutch Millennials hold more egalitarian gender ideologies than German Millennials

One sub-question of this study was whether gender ideologies of Millennials from the Netherlands and Germany differ. The model of the multiple regression on gender ideologies showed that the relationship between country and gender ideologies was not significant, $t(381)$ = -.47, p = .64 (β = -.08).

H4: German Millennials experience a higher WFC and FWC than Dutch Millennials

The third sub-question was how German and Dutch Millennials experience a WFC and FWC. The model of the multiple regression on WFC showed that the interaction term Country*Gender ideology was not significant, $t(264)$ = .63, p = .529 (β = .21). An independent samples t test was performed to compare the average experienced WFC between Dutch (n = 122) and German (n = 231) Millennials. The t test was not significant, $t(351)$ = 1.33, p = .186. Dutch (M = 2.13, SD = 0.87) and German (M = 2.26, SD = 0.89).

The model of the multiple regression on FWC showed that the interaction term Country*Gender ideology was significant, $t(154)$ = 2.89, p = .004 (β = 1.23). Gender ideologies

affected FWC differently in the Netherlands and in Germany. Compared to German Millennials, Dutch Millennials experienced less FWC (β = - 1.31).

Furthermore, to test how Dutch and German Millennials experience a FWC, an independent samples *t* test was performed to compare the average experienced FWC between Dutch ($n = 121$) and German ($n = 234$) Millennials. The *t* test was significant, $t(311.36) = 3.61$, $p < .001$, thereby indicating that Dutch Millennials ($M = 1.18$, $SD = 0.43$) experience a lower FWC than German Millennials ($M = 1.38$, $SD = 0.59$).

Discussion

Nowadays, Millennials represent an increasing part of the overall workforce. Hence, it is important to raise their productivity and support them with combining work and family life so that no conflict arises and ultimately, Millennials health improves. The objective of this thesis was to assess how gender ideologies and the consequential experienced WFC and FWC differ between Millennials from Germany and the Netherlands. To elaborate the research question, existing data from the ISSP 2012 study was used. Based on the theoretical framework, it was expected that Millennials gender ideologies determine their experienced WFC and FWC (H1). This expectation was only partially supported. Although, Millennials' gender ideologies predicted FWC, gender ideologies did not determine Millennials experienced WFC. Those with greater egalitarian gender ideologies experience less FWC, which is in line with the conceptualization of egalitarian gender ideologies, namely an equal division of paid and unpaid (care) work between men and women. This indicated that family responsibilities were shared equally, so that a FWC can be reduced. An alternative explanation for the missing relation between egalitarian gender ideologies and a minimized WFC could be that this is more influenced by characteristics of the workplace like support from the supervisor and the possibility for flexible work arrangements (Frone, 2003).

Another expectation was that female Millennials have more egalitarian gender ideologies than male Millennials (H2). This hypothesis was confirmed by the results of the current study. These findings are in line with results of previous studies (e.g. Salin et al., 2018), which also showed that women are less traditional.

The third expectation was that Dutch Millennials hold more egalitarian gender ideologies than German Millennials (H3). The study results indicated that there is no (significant) difference between Dutch and German Millennials' gender ideologies. Therefore, the third hypothesis was not supported. Both groups can be described to have mainly egalitarian gender ideologies, which is in line with the findings of Grunow et al. (2018). In their study, most of the Dutch and Germans were assigned to be egalitarian. The third hypothesis was built on the concept of social role theory and policy feedback theory. As there are different policies in both countries which address the compatibility of work and family life, it was assumed that this would have a different impact on the gender ideologies of Dutch and German Millennials. Nonetheless, the current study did not generate evidence to support this prediction.

The last expectation was that German Millennials experience a higher WFC and FWC than Dutch Millennials (H4). This expectation was not completely supported. Even though, compared to Dutch Millennials, German Millennials experienced a higher WFC, the difference

was not significant. One explanation could be that Millennials individual coping strategies for work-related responsibilities have a greater impact on the experienced WFC than the national policies. This could be reflected in delegating tasks at work or prioritise, which would help to reduce WFC (Somech & Drach-Zahavy, 2007).

The hypothesis was confirmed when looking at FWC. German Millennials experienced a higher FWC than Millennials from the Netherlands. This could be related to the fact that German work-family policies aim to increase the involvement of fathers in taking care of their children, e.g. by the structure of the parental leave policy. Besides, in Germany the male breadwinner model is still visible, which could make it more difficult for fathers to manage work and family tasks at the same time. This could also implicate that mothers still take the leading role fulfilling family responsibilities which then causes feelings of family life interfering with the work life.

Strengths and Limitations

A strong point of this study is the focus on gender ideologies of Dutch and German Millennials. The findings also provide new insights into the experience of a WFC and FWC by comparing Millennials from Germany and the Netherlands. The literature review revealed that previous studies have not focussed specifically on Millennials from these two countries when investigating these concepts. As a result, new knowledge was generated, which contributes to the development and implementation of future work-family policies. Moreover, the findings can direct future studies.

When interpreting the findings from the current study, some limitations need to be considered. As stated earlier, not all assumptions of a multiple regression analysis were met due to heteroscedasticity for the variable measuring FWC. Additionally, in all multiple regression analyses, outliers were detected and continuous variables were not always normally distributed. Therefore, the findings can only be generalized to the larger population with caution. The second limitation refers to the operationalization of WFC and FWC and their predictors. The constructs of WFC and FWC were both only measured by combining two questions. Additionally, Cronbach's alpha for FWC was below .7. Greenhaus & Beutell (1985) indicated that strain-based, time-based and behaviour-based conflicts predict work-family conflict. Thus, more items would be helpful to measure all constructs included but were not provided by the ISSP 2012 dataset. Thirdly, the data for this thesis were gathered in 2012 and 2013, which means that it is not the most updated and family policies have changed during the last years in the Netherlands and Germany. Accordingly, the study results are not in line with today's

policies, which makes it difficult to generalize the presented findings to the current situation. To state an example, the Netherlands recently introduced a new parental leave regulation for fathers, which offers fathers the possibility to take five days of paternity leave.

Another limitation comes with the cross-sectional design. Firstly, this means that it reflects participants' attitudes at a certain point in time. It is not possible to investigate how Millennials' attitudes change over the life course. Secondly, a relationship between the variables of interest can be identified but this does not necessarily need to be a causal relationship.

Implications and Recommendations

The present study was the first to elaborate the relation of Dutch and German Millennials' gender ideologies and their experienced WFC and FWC. Hence, it is necessary to replicate it to verify the findings. Future research should include variables about the national work-family policies in their studies in order to test the relation between existing policies and the experienced WFC and FWC, especially as German Millennials seem to experience a greater FWC. Additionally, more variables should be considered when predicting and measuring the constructs of work-family conflict as this study only operationalised each construct by using two questions. To state an example, Greenhaus & Beutell (1985) used a more elaborate measurement when considering strain-based, time-based and behaviour-based conflicts in relation to work-family conflict. This would support a better validity and reliability. Generally, when predicting the DVs, the predictors only explained 6% - 21% of the variance. More research is needed to elaborate on additional predictors of gender ideologies, WFC and FWC.

Future research would also be important for policy makers in order to react with suitable policies. It is recommended that policies need to support the combination of work and family life in order to keep Millennials health high. As Millennials tend to hold egalitarian gender ideologies, this needs to be incorporated in future work-family policies, especially as Millennials with egalitarian attitudes experience less FWC. To state an example on how to support gender egalitarian work-family policies, it would be possible to adjust parental leave regulations, so that the same duration of leave is available for both, mothers and fathers. Furthermore, policy makers need to take into consideration that women hold more egalitarian gender ideologies than men. Policy makers could think about possibilities on how to support women in realising their egalitarian gender ideologies in everyday life. It also needs to be discussed by policy makers if future policies should extend measures in order to strengthen

egalitarian gender ideologies or not. Based on policy feedback theory, this would support egalitarian gender ideologies on the country level.

This study showed that the more satisfied Millennials are with their job, the less they experience a WFC. Thus, not only policy makers but also employers have an important role to keep the WFC low. Support from the organizational supervisor and the possibility for flexible work arrangements could help employees to minimize WFC.

Conclusion

The present study provided first insights into Dutch and German Millennials' gender ideologies and their experienced WFC and FWC. Overall, Dutch and German Millennials' gender ideologies are egalitarian. Women do have more egalitarian gender attitudes than men. Millennials experienced work-family conflict is relatively low, however, German Millennials experience more FWC. Even though, this study found that gender ideology predicts FWC, it does not predict WFC. The findings contribute to the existing knowledge about Millennials, provide ideas for future research and help to state policy recommendations.

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Appendices

Appendix A Measurement of the demographic variables

When studying the effect of the IVS on gender ideologies, different control variables were incorporated. Firstly, there was the categorical variable measuring whether the participant's mother was employed before the participant was 14 years old. Answer categories to this question were "0" yes and "1" no. In order to measure the participant's education, the original variable with seven answer categories was recoded into a dummy variable tertiary education: "1" means that the participant has a tertiary education and "0" means a lower education. Furthermore, participants were asked about their main status and could choose between nine answer categories. For this study, the dummy variables *main status: not in paid work* and *main status: in education* were created, "0" is indicating no and "1" is indicating that the answer is applicable. The last categorical variable measured attendance of religious services with eight answer categories. Therefore, the following three dummy variables were made: *religion attendance: frequently*, *religion attendance: several times a year*, and *religion attendance: less than once a year* with "0" indicating no and "1" indicating yes. The first dummy variable indicated that the participant was attending religious services between several times a week or more often, and once a month. The second dummy variable indicates that religious services were attended several times a year or once a year. The last dummy variable represents participants who attend religious services less frequently than once a year.

Besides two continuous IVs were included: Firstly, *age* was measured in years. Secondly, participants had to fill in two questions about (1) how many toddlers, meaning up until school age, and (2) how many children, meaning from school age until 17 years old, live in the household. To measure the total number of children living in the participant's household, the variable *number of children* was created by calculating a sum score.

With regard to WFC, different control variables were included in the analysis. Firstly, *age* and *sex*, which have already been operationalized in the previous section. Secondly, participants answered a question on how many hours they work every week. This was represented by the continuous variable *hours worked weekly*. Lastly, the question "All things considered, how satisfied are you with your (main) job?" measured *job satisfaction* with seven answer categories. On a scale from 1 to 7, 1 reflected completely satisfied and 7 completely dissatisfied. The answer categories were reversed, so that a higher score reflects a higher job satisfaction.

Finally, regarding FWC, seven control variables were included in the analysis. Like described in the previous section about WFC, it was controlled for *age* and *sex*, and stated in

the section on gender ideology, *number of children* was a control variable. Additionally, participants were asked about their hours spend on household work which is indicated by the variable *hours on household* and how many hours they spend on family members, summarized in the variable *hours on family members*. The control variables *partner's hours worked weekly* measured the weekly worked hours of the participant's spouse/partner. Finally, the question "All things considered, how satisfied are you with your family life?" measured *family life satisfaction* with seven answer categories. On a scale from 1 to 7, 1 reflected completely satisfied and 7 completely dissatisfied. The answer categories were reversed, so that a higher score reflected a higher family life satisfaction.

Appendix B Questions used from ISSP 2012 for the MRA's

Table 1

Items to measure gender ideologies

Variable name	Original Question from ISSP 2012	Recoded?
V5	Q1a A working mother can establish just as warm and secure a relationship with her children as a mother who does not work	x
V6	Q1b A preschool child is likely to suffer if his or her mother works	
V8	Q1d A job is all right, but what most women really want is a home and children.	
V9	Q1e Being a housewife is just as fulfilling as working for pay.	
V10	Q2a Both the man and woman should contribute to the household income.	x
V11	Q2b A man's job is to earn money; a woman's job is to look after the home and family.	

Note. Original answer categories were 1 Strongly agree, 2 Agree, 3 Neither agree nor disagree, 4 Disagree, 5 Strongly disagree, 8 Can't choose NL: don't know, 9 No answer.

Table 2

Items to measure WFC

Variable name	Original Question from ISSP 2012	Recoded?
V51	How often has each of the following happened to you during the past three months? Q23a I have come home from work too tired to do the chores which need to be done.	x
V52	How often has each of the following happened to you during the past three months? Q23b It has been difficult for me to fulfil my family responsibilities because of the amount of time I spent on my job.	x

Note. Original answer categories were 0 Doesn't apply, no job, no family responsibilities; 1 Several times a week; 2 Several times a month; 3 Once or twice; 4 Never; 8 Don't know, 9 No answer.

Table 3

Items to measure FWC

Variable name	Original Question from ISSP 2012	Recoded?
V53	How often has each of the following happened to you during the past three months? Q23c I have arrived at work too tired to function well because of the household work I had done.	x
V54	How often has each of the following happened to you during the past three months? Q23d I have found it difficult to concentrate at work because of my family responsibilities.	x

Note. Original answer categories were 0 Doesn't apply, no job, no family responsibilities; 1 Several times a week; 2 Several times a month; 3 Once or twice; 4 Never; 8 Don't know, 9 No answer.

Table 4

IVs and control variables

Variable name	Original Question from ISSP 2012	Answer categories
SEX	BVQ_01 DE: Sex coded directly by interviewer (without asking respondent) NL: Are you a man or a woman?	1 Male 2 Female 9 No answer
DEGREE[a]	DE: What general school leaving certificate do you have? (highest certificate) What vocational or professional training do you have? What is the highest polytechnical degree you have graduated with? NL: What is your highest completed education? If you are still in education: What is the education in which you are enrolled?	0 No formal education 1 Primary school (elementary school) 2 Lower secondary (secondary completed does not allow entry to university: obligatory school) 3 Upper secondary (programs that allow entry to university or programs that allow to entry other ISCED level 3 programs - designed to prepare students for direct entry into the labour market) 4 Post secondary, non-tertiary (other upper secondary programs toward labour market or technical formation) 5 Lower level tertiary, first stage (also technical schools at a tertiary level) 6 Upper level tertiary (Master, Dr.) 9 No answer
MAINSTAT[a]	BVQ_14 Which of the following best describes your current situation? DE: Which of the following best describes your current situation? If you are temporarily away from paid work because of parental or other leave, unpaid leave or some other similar reason, please answer according to your normal work situation. NL: What is at present your main activity? (Choose the answer that is most applicable to you).	1 In paid work 2 Unemployed and looking for a job 3 In education 4 Apprentice or trainee 5 Permanently sick or disabled 6 Retired 7 Domestic work 8 In compulsory military service or community service 9 Other 99 No answer
WRKHRS	BVQ_06 How many hours, on average, do you usually work for pay in a normal week, including overtime? DE: How many hours per week do you normally work in your main job including overtime? How many hours per week do you normally work in your less than part ('half') time employment? NL: How many hours per week do (did) you work on average?	0 NAP (code 2 or 3 in WORK) 1 One hour 96 96 hours and more 98 Don't know 99 No answer
SPWRKHRS	BVQ_17 How many hours, on average, does your spouse/ partner usually work for pay in a normal week, including overtime? DE: How many hours, on average, does your spouse/ partner usually work for pay in a normal week, including overtime? If he/ she works for more than one employer, or if he/ she is both employed and self-employed, please count the total number of working hours that he/ she does. NL: For how many hours per week is your partner employed?	0 NAP (code 0,2 or 3 in SPWORK) 1 One hour 96 96 hours or more 97 Refused 98 Don't know 99 No answer

ATTEND[a]	BVQ_24 Apart from such special occasions as weddings, funerals, etc., how often do you attend religious services? DE: As a rule, how often do you go to church resp. to the mosque, synagogue or to another house of prayer? NL: How often have you on average over the last years attended a ceremony or service of a religious community?	0 NAP, no (Christian) religion 1 Several times a week or more often (incl. every day, several times a day) 2 Once a week 3 2 or 3 times a month 4 Once a month 5 Several times a year 6 Once a year 7 Less frequently than once a year 8 Never 97 Refused 98 Don't know 99 No answer in Germany (DE): 3 Between one and three times a month
HHCHILDR	BVQ_30 How many children in household: children between school age and 17 years old DE: Please tell me what month and what year (person 1) was born in? NL: Please, we want know about all these other persons in your household, other than you and your partner, what is their sex and age, in which relationship they are to you and what their education and main activity are? Start with the oldest person and continue to the youngest person.	0 No children 1 One child 2 2 children 21 21 children 96 NAP (Code 0 in HOMPOP) 97 Refused 99 No answer
HHTODD	BVQ_31 How many children in household: Children up to the age of school age. DE: Please tell me what month and what year (person 1) was born in. NL: Please, we want know about all these other persons in your household, other than you and your partner, what is their sex and age, in which relationship they are to you and what their education and main activity are? Start with the oldest person and continue to the youngest person.	0 No toddlers 1 One toddler 2 2 toddlers 10 10 toddlers 96 NAP (Code 0 in HOMPOP) 97 Refused 99 No answer
V37	Q16a On average, how many hours a week do you personally spend on household work, not including childcare and leisure time activities?	0 None, no hours, does not apply 1 1 hour or less than 1 hour 2 2 hours 3 3 hours 95 95 hours and more 98 Don't know 99 No answer
V38	Q16b On average, how many hours a week do you spend looking after family members (e.g. children, elderly, ill or disabled family members)?	0 None, no hours, does not apply 1 1 hour or less than 1 hour 2 2 hours 3 3 hours 95 95 hours and more 98 Don't know 99 No answer
V56[a]	Q25 All things considered, how satisfied are you with your (main) job?	0 Doesn't apply, no job 1 Completely satisfied 2 Very satisfied 3 Fairly satisfied 4 Neither satisfied nor dissatisfied 5 Fairly dissatisfied 6 Very dissatisfied 7 Completely dissatisfied 8 Can't choose, NL: Don't know 9 No answer
V57[a]	Q26 All things considered, how satisfied are you with your family life?	1 Completely satisfied 2 Very satisfied 3 Fairly satisfied 4 Neither satisfied nor dissatisfied

		5 Fairly dissatisfied
		6 Very dissatisfied
		7 Completely dissatisfied
		8 Can't choose, NL: Don't know
		9 No answer
		in Netherlands (NL): 0 Not applicable
V59	Q28 Did your mother ever work for pay for as long as one year, after you were born and before you were 14?	1 Yes, she worked for pay
		2 No
		6 Doesn't apply, mother not present
		8 Don't know
		9 No answer

Note. [a] answer categories were recoded for the analyses

Appendix C Syntax

```
*change measurement of variables.
VARIABLE LEVEL V5 TO V11, V51 TO V58, V65 TO V65a, DEGREE, ATTEND (ORDINAL).
VARIABLE LEVEL V4, V30 TO V32, V59, V62, SEX, WORK, MAINSTAT, MARITAL (NOMINAL).

*deselecting all cases that have a year of birth <1981 and select cases if NL OR DE.
USE ALL.
COMPUTE filter_$=(BIRTH >= 1981 & (V4 = 276 | V4 = 528)).
VARIABLE LABELS filter_$ 'BIRTH >= 1981 & (V4 = 276 | V4 = 528) (FILTER)'.
VALUE LABELS filter_$ 0 'Not Selected' 1 'Selected'.
FORMATS filter_$ (f1.0).
FILTER BY filter_$.
EXECUTE.

*Recode variables for gender ideology.
DATASET ACTIVATE DataSet1.
RECODE V5 V10 (0=0) (1=5) (2=4) (3=3) (4=2) (5=1) (8=8) (9=9) INTO V5_REC V10_REC.
VARIABLE LABELS  V5_REC 'Q1a Working mom: warm relationship with children as a not working
mom' /V10_REC 'Q2a Both should contribute to household income'.
EXECUTE.

*Assign value labels to recoded variables.
VALUE LABELS V5_REC TO V10_REC
0 'NAP: ES'
1 'Strongly disagree'
2 'Disagree'
3 'Neither agree nor disagree'
4 'Agree'
5 'Strongly agree'
8 'Can not choose, CA:+NA, KR:DK, ref., NL:DK'
9 'No answer'.
EXECUTE.

*change measurement of recoded variables.
VARIABLE LEVEL V5_REC TO V10_REC (ORDINAL).
EXECUTE.

*Set 0,8,9 as user missing value.
MISSING VALUES V5_REC TO V10_REC (0, 8, 9).
EXECUTE.

*Compute mean over V5_REC, V10_REC, V6, V8, V9, V11.
COMPUTE GenderIdeology=MEAN(V5_REC,V10_REC,V6,V9,V8,V11).
EXECUTE.

*Compute mean with participants who filled in all 6 questions over V5_REC, V10_REC, V6, V8, V9,
V11.
COMPUTE GenderIdeology6=MEAN.6(V5_REC,V10_REC,V6,V9,V8,V11).
EXECUTE.

*change measurement of GenderIdeology6.
VARIABLE LEVEL GenderIdeology6 (SCALE).
```

EXECUTE.

*Set 0,8,9 as user missing value.
MISSING VALUES GenderIdeology6 (0, 8, 9).
EXECUTE.

*reliability for items measuring gender ideology.
RELIABILITY
 /VARIABLES= V5_REC V10_REC V6 V9 V8 V11
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /STATISTICS=DESCRIPTIVE SCALE CORR
 /SUMMARY=TOTAL.

*Recode variables measuring work family conflict.
DATASET ACTIVATE DataSet1.
RECODE V51 V52 V53 V54 (0=0) (1=4) (2=3) (3=2) (4=1) (8=8) (9=9) INTO V51_REC V52_REC V53_REC
    V54_REC.
VARIABLE LABELS V51_REC 'Q23a Too tired from work to do duties at home' /V52_REC 'Q23b
Difficult to fulfill family responsibility' /V53_REC 'Q23c Too tired from hh work to function in job'
/V54_REC 'Q23d Difficult to concentrate at work'.
EXECUTE.

*Assign value labels to recoded variables work family conflict.
VALUE LABELS V51_REC TO V54_REC
0 'Does not apply: no job'
1 'Never'
2 'Once or twice'
3 'Several times a month'
4 'Several times a week'
8 'Do not know'
9 'No answer'.
EXECUTE.

*change measurement of recoded variables for work family conflict.
VARIABLE LEVEL V51_REC TO V54_REC (ORDINAL).
EXECUTE.

*Set 0,8,9 as user missing value.
MISSING VALUES V51_REC TO V54_REC (0, 8, 9).
EXECUTE.

*reliability for items measuring WF conflict.
RELIABILITY
 /VARIABLES=V51_REC V52_REC
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.

*reliability for items measuring FW conflict.
RELIABILITY
 /VARIABLES=V53_REC V54_REC

```
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.
```

*Compute mean over V51_REC TO V52_REC to measure WF conflict.
COMPUTE WFconflict=MEAN.2(V51_REC,V52_REC).
EXECUTE.

*Compute mean over V53_REC TO V54_REC to measure FW conflict.
COMPUTE FWconflict=MEAN.2(V53_REC,V54_REC).
EXECUTE.

*Assign value labels to variables WFconflict and FWconflict.
VALUE LABELS WFconflict TO FWconflict
0 'Does not apply: no job'
1 'Never'
2 'Once or twice'
3 'Several times a month'
4 'Several times a week'
8 'Do not know'
9 'No answer'.
EXECUTE.

*change measurement of variables WFconflict and FWconflict.
VARIABLE LEVEL WFconflict TO FWconflict (SCALE).
EXECUTE.

*Set 0,8,9 as user missing value for variables WFconflict and FWconflict.
MISSING VALUES WFconflict TO FWconflict (0, 8, 9).
EXECUTE.

*Recode V56 and V57.
RECODE V56 (1=7) (2=6) (3=5) (4=4) (5=3) (6=2) (7=1) INTO V56Rec.
EXECUTE.

RECODE V57 (1=7) (2=6) (3=5) (4=4) (5=3) (6=2) (7=1) INTO V57Rec.
EXECUTE.

*Set 0,8,9 as user missing value.
MISSING VALUES V56Rec, V57Rec (0, 8, 9).
EXECUTE.

*Assign value labels to recoded variables.
VALUE LABELS V56Rec, V57Rec
1 'completely dissatisfied'
2 'very dissatisfied'
3 'fairly dissatisfied'
4 'neither satisfied nor dissatisfied'
5 'fairly satisfied'
6 'very satisfied'
7 'completely satisfied'.
EXECUTE.

```
*change measurement of recoded variables.
VARIABLE LEVEL V56Rec, V57Rec (SCALE).
EXECUTE.

*Compute sum over HHCHILDR and HHTODD to measure total number of children under 18 years
old.
COMPUTE numChildren=SUM(HHCHILDR,HHTODD).
EXECUTE.

*Set 0,8,9 as user missing value.
MISSING VALUES numChildren (96, 97, 99).
EXECUTE.

*change measurement of numChildren.
VARIABLE LEVEL numChildren (SCALE).
EXECUTE.

*Recode V56 and V57 into dummy variables.
RECODE V56 (1=0) (2=0) (3=0) (4=1) (5=1) (6=1) (7=1) INTO JobSatis.
EXECUTE.

RECODE V57 (1=0) (2=0) (3=0) (4=1) (5=1) (6=1) (7=1) INTO FamLifeSatis.
EXECUTE.

*Set 0,8,9 as user missing value.
MISSING VALUES JobSatis, FamLifeSatis (0, 8, 9).
EXECUTE.

*Assign value labels to recoded variables.
VALUE LABELS JobSatis, FamLifeSatis
0 'satisfied'
1 'dissatisfied'.
EXECUTE.

*change measurement of recoded variables.
VARIABLE LEVEL JobSatis, FamLifeSatis (SCALE).
EXECUTE.

*Independent sample t-test on GenderIdeology6, WFconflict and FWconflict comparing NL vs. DE.
DATASET ACTIVATE DataSet1.
T-TEST GROUPS=V4(276 528)
  /MISSING=ANALYSIS
  /VARIABLES=GenderIdeology6 WFconflict FWconflict
  /CRITERIA=CI(.95).

*Independent sample t-test on GenderIdeology6, WFconflict and FWconflict comparing male
vs.female.
DATASET ACTIVATE DataSet1.
T-TEST GROUPS=SEX(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=GenderIdeology6 WFconflict FWconflict
```

```
    /CRITERIA=CI(.95).
```

*Independent sample t-test on age, number of children, workig hours, hours worked by partner, job satisfaction and family life satisfaction, hours on household, hours on family members comparing NL vs. DE.
```
DATASET ACTIVATE DataSet1.
T-TEST GROUPS=V4(276 528)
  /MISSING=ANALYSIS
  /VARIABLES=AGE numChildren WRKHRS V56Rec V57Rec V37 V38 SPWRKHRS
  /CRITERIA=CI(.95).
```

*regression for WF-conflict.
```
DATASET ACTIVATE DataSet1.
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING PAIRWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT WFconflict
  /METHOD=ENTER GenderIdeology6 V4 AGE SEX WRKHRS V56Rec CountryGenderIdeology
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /CASEWISE PLOT(ZRESID) OUTLIERS(3)
  /SAVE MAHAL COOK.
```

*regression for FW-conflict.
```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING PAIRWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT FWconflict
  /METHOD=ENTER GenderIdeology6 V4 AGE SEX numChildren V57Rec V37 V38 SPWRKHRS
CountryGenderIdeology
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
  /CASEWISE PLOT(ZRESID) OUTLIERS(3)
  /SAVE MAHAL COOK.
```

*Recode DEGREE into dummy variables.
```
RECODE DEGREE (0=0) (1=0) (2=1) (3=1) (4=2) (5=3) (6=3) INTO DEGREERec.
EXECUTE.
```

*Set 8,9 as user missing value.
```
MISSING VALUES DEGREERec (8, 9).
EXECUTE.
```

*Assign value labels to recoded variables.
```
VALUE LABELS DEGREERec
0 'no formal education'
```

```
1 'secondary'
2 'post-secondary, non-tertiary'
3 'tertiary'.
EXECUTE.

*change measurement of recoded variables.
VARIABLE LEVEL DEGREERec (ORDINAL).
EXECUTE.

RECODE DEGREERec (1=1) (ELSE=0) INTO SecondaryEduc.
RECODE DEGREERec (2=1) (ELSE=0) INTO PostSecondary.
RECODE DEGREERec (3=1) (ELSE=0) INTO TertiaryEduc.
EXECUTE.

*change measurement of dummy variables.
VARIABLE LEVEL SecondaryEduc, PostSecondary, TertiaryEduc (SCALE).
EXECUTE.

*Set 8,9 as user missing value.
MISSING VALUES SecondaryEduc, PostSecondary, TertiaryEduc (8, 9).
EXECUTE.

*regression for gender ideology.
REGRESSION
 /DESCRIPTIVES MEAN STDDEV CORR SIG N
 /MISSING PAIRWISE
 /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE ZPP
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT GenderIdeology6
 /METHOD=ENTER V4 AGE SEX numChildren V59 TertiaryEduc NotPaidWork InEducation
AttendFrequently AttendSevYear AttendLessYear InterCountrySEX
 /SCATTERPLOT=(*ZRESID ,*ZPRED)
 /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)
 /CASEWISE PLOT(ZRESID) OUTLIERS(3)
 /SAVE MAHAL COOK.
EXECUTE.

*test assumption normality of continous variables for gender ideology.
EXAMINE VARIABLES=GenderIdeology6 AGE numChildren SecondaryEduc PostSecondary
TertiaryEduc
   NotPaidWork InEducation AttendFrequently AttendSevYear AttendLessYear
 /PLOT BOXPLOT STEMLEAF HISTOGRAM NPPLOT
 /COMPARE VARIABLES
 /STATISTICS NONE
 /CINTERVAL 95
 /MISSING LISTWISE
 /NOTOTAL.
EXECUTE.

*test assumption normality of continous variables for WF-conflict.
EXAMINE VARIABLES=WFconflict GenderIdeology6 AGE
```

```
   WRKHRS V56Rec
 /PLOT BOXPLOT STEMLEAF HISTOGRAM NPPLOT
 /COMPARE VARIABLES
 /STATISTICS NONE
 /CINTERVAL 95
 /MISSING LISTWISE
 /NOTOTAL.
EXECUTE.
```

*test assumption normality of continous variables for FW-conflict.
```
EXAMINE VARIABLES=FWconflict GenderIdeology6 AGE V37 V38
   numChildren V57Rec SPWRKHRS
 /PLOT BOXPLOT STEMLEAF HISTOGRAM NPPLOT
 /COMPARE VARIABLES
 /STATISTICS NONE
 /CINTERVAL 95
 /MISSING LISTWISE
 /NOTOTAL.
EXECUTE.
```

*Recode MAINSTAT into dummy variables.
```
RECODE MAINSTAT (1=1) (2=2) (3=3) (4=3) (5=2) (7=2) INTO MAINSTATRec.
EXECUTE.
```

*Set 99 as user missing value.
```
MISSING VALUES MAINSTATRec (99).
EXECUTE.
```

*Assign value labels to recoded variables.
```
VALUE LABELS MAINSTATRec
1 'in paid work'
2 'not in paid-work'
3 'in education'.
EXECUTE.
```

*change measurement of recoded variables.
```
VARIABLE LEVEL MAINSTATRec (NOMINAL).
EXECUTE.
```

```
RECODE MAINSTATRec (2=1) (ELSE=0) INTO NotPaidWork.
RECODE MAINSTATRec (3=1) (ELSE=0) INTO InEducation.
EXECUTE.
```

*change measurement of dummy variables.
```
VARIABLE LEVEL NotPaidWork, InEducation (SCALE).
EXECUTE.
```

*Set 99 as user missing value.
```
MISSING VALUES NotPaidWork, InEducation (99).
EXECUTE.
```

*Recode ATTEND into dummy variables.

RECODE ATTEND (1=4) (2=4) (3=4) (4=4) (5=3) (6=3) (7=2) (8=1) INTO ATTENDRec.
EXECUTE.

*Set 97,98,99 as user missing value.
MISSING VALUES ATTENDRec (97,98,99).
EXECUTE.

*Assign value labels to recoded variables.
VALUE LABELS ATTENDRec
1 'never'
2 'less frequently than once a year'
3 'once or several times a year'
4 'frequently (once a month or more often)'.
EXECUTE.

*change measurement of recoded variables.
VARIABLE LEVEL ATTENDRec (ORDINAL).
EXECUTE.

RECODE ATTENDRec (4=1) (ELSE=0) INTO AttendFrequently.
RECODE ATTENDRec (3=1) (ELSE=0) INTO AttendSevYear.
RECODE ATTENDRec (2=1) (ELSE=0) INTO AttendLessYear.
EXECUTE.

*change measurement of dummy variables.
VARIABLE LEVEL AttendFrequently, AttendSevYear, AttendLessYear (SCALE).
EXECUTE.

*Set 97,98,99 as user missing value.
MISSING VALUES AttendFrequently, AttendSevYear, AttendLessYear (97,98,99).
EXECUTE.

*chi-square to compare nominal variables between NL vs. DE.
DATASET ACTIVATE DataSet1.
CROSSTABS
 /TABLES=V4 BY SEX MAINSTATRec V59
 /FORMAT=AVALUE TABLES
 /STATISTICS=CHISQ PHI
 /CELLS=COUNT EXPECTED ROW COLUMN TOTAL
 /COUNT ROUND CELL
 /BARCHART.
EXECUTE.

* Mann-Whitney U Test to compare ordinal variables NL vs. DE.
NPAR TESTS
 /M-W= DEGREERec ATTENDRec BY V4(276 528)
 /STATISTICS=DESCRIPTIVES
 /MISSING ANALYSIS.
EXECUTE.

```
RECODE V4 (276=0) (528=1) INTO V4Dummy.
VARIABLE LABELS  V4Dummy 'Country'.
EXECUTE.

COMPUTE InterCountrySEX=V4Dummy * SEX.
EXECUTE.

COMPUTE CountryGenderIdeology=V4Dummy * GenderIdeology6.
EXECUTE.
```