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SUBJECTIVE WORK-FAMILY CONFLICTS:

The challenge of studying self-employed workers¹

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1. Introduction

The aim of this chapter is to place the debate on the transformation of self-employment within the Job Demands and Resources (JD-R) framework and analyse how different types of self-employed workers perceive different levels of work-family conflict. Firstly, we introduce the JD-R framework and how this theoretical approach can be applied to the heterogeneous working conditions that characterise self-employment, which range from genuine entrepreneurial positions to forms of independent jobs that hide dependent job positions. Secondly, we use the European Working Condition Survey (6th edition) (Eurofound 2017) to develop an empirical exercise aimed at analysing how subjective work-to-family (WtFC) and family-to-work (FtWC) conflicts vary across different types of self-employment, dependent employment, and informal work; and how different distribution of job-related demands and resources across working arrangements mediate subjective work-family conflict(s). In the last section we discuss our findings considering advantages and disadvantages of the JD-R approach and possible developments and directions for future research.

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2. Subjective work-family conflict and the JD-R perspective

Subjective work-family conflict can be defined as “a form of inter-role conflict” (Greenhaus and Beutell, 1985, p.77) that manifests itself when the energies and the expectations connected with work struggle with pressures and duties from family domains (Kossek and Lee, 2017). Conflict can move from the work to family role and vice-versa. Indeed, both occupational and family conditions can affect the perception of work-family conflict.

Originally designed to explain job-related well-being, the JD-R framework aims at identifying occupational and family conditions that either contribute to difficulties or solve problems that affect the equilibria between work and private life (Bakker and Demerouti, 2007, Bakker et al., 2011). In the JD-R framework, the excess of demands, pressures from job or household, and the lack of (job-)resources are mechanisms that foster the conflict between work and family roles (Bakker and Demerouti, 2007; Bianchi and Milkie, 2010).

Demands refer to individual or organisational factors that imply efforts (physical or mental) that subtract energies for other life spheres (Bakker and Demerouti, 2007). They are usually distinguished between time-based and strain-based demands. Time-based demands refer to the amount of time devoted to work and family roles. Strain-based demands relate to insecurity and psychological pressure, which can spill over from work to family or from family to work (Voydanoff, 2005). *Time-based work demands* are usually measured considering working hours and the quality of their distribution (i.e. work overtime or at short notice), while *strain-based work demands* are measured through indicators of job intensity, emotional and cognitive pressures, and job instability. *Time-based* and *strain-based family demands* are usually connected to the household structure (living with a partner, having dependent children in the household) and measured by time devoted to care for children and the elderly, partner support and household/partner agreement regarding time and economic issues, the level of labour market attachment of family members, and economic hardship (Fahlén, 2014).

Resources are individual and structural factors that support workers to cope with job and family demands. Job-related resources are usually captured by different forms of control of working time schedule (flexibility), autonomy and control over job tasks, supportive working conditions and environments, and are usually analysed as job resources. Household/family resources are usually measured by forms of

support to deal with family and private duties. They can be instrumental support like having a partner, receiving paid and informal help with domestic or care tasks, or emotional support, like having good relations with partner(s) and relatives, or having an active social life (Abendroth and den Dulk, 2011).

Typically, high levels of demands, from both work and family, fuel the conflict (Gallie and Russell, 2009; Nordenmark, Vinberg and Strandh, 2012). While differences and changes in work organisation have a greater effect on the subjective work-to-family conflict, family-to-work conflict is more connected with family-related demands (Crompton and Lyonette, 2006; Fahlén, 2012; König and Cesinger, 2015; Kossek and Lee, 2017). However, there is less agreement in the literature on the role of job resources. On the one hand, resources are associated with less interference between work and family (Parasuraman and Simmers, 2001a; Bakker and Demerouti, 2007; Schieman, Milkie and Glavin, 2009). Individual temporal, spatial and organisational control over the work sphere should buffer demands, reducing work-family conflict (Russell, O'Connell and McGinnity, 2009; Chung, 2011). On the other hand, other empirical studies stress the ambivalent role of job resources. Schieman and colleagues (2009) found that while resources like high autonomy and social support reduce work-family conflict, this is not the case for workers with more authority, decision-making latitude, skills, and economic rewards, who report higher levels of interference. From their perspective, as suggested by the work-family border theory, some job resources may increase border permeability between work and private roles, therefore favouring work to non-work interference (Clark, 2000; Glavin and Schieman, 2012). The same mechanism is also identified for the conflict that flows from family to work (Ashforth, Kreiner and Fugate, 2000). Thus, the issue is to understand under which conditions the interrelationship between job or family resources and job or family demands favours the balance between work to family roles and vice versa.

3. Self-employment and subjective work-family conflict in the JD-R framework

Much of the research on subjective work-family conflict focuses on dependent employment in large organizations (Annink and den Dulk, 2012; Glavin and Schieman, 2012). Self-employment tends to be overlooked by the literature, even if the recent growth of self-employed workers, especially without employees, and the diffusion of hybrid job positions that challenge the boundaries between dependent and independent employment, have generated interest to bring back the situations of self-employed workers within the JD-R framework.

The scholars that adapt the JD-R framework to self-employment subjective work-family conflict can be grouped into two main positions. The first defines self-employment as a job resource (König and Cesinger, 2015). According to this position, self-employment offers forms and levels of autonomy, control and flexibility that should allow a better balance between work and family duties, enjoying high working time flexibility, breaking free from bureaucratic control typical of dependent positions, deciding when, where, and how to work. Thus, job resources allow for the reduction of interferences that flow from work to family. But this is not the case for family-to-work conflict. On the contrary, higher autonomy and flexibility may make the boundaries between work and private life more permeable, favouring a higher pressure of family demands on the work sphere, fuelling family-to-work interferences (Clark, 2000; Reynolds and Renzulli, 2005; Glavin and Schieman, 2012). Adopting this perspective, Reynolds and Renzulli (2005) found that in the US context, working time flexibility and autonomy are the mechanisms through which self-employment reduces subjective work-to-family conflict, preventing work roles from interfering with family roles. Moreover, they find that because women experience a higher increase in control than men, when they move from a dependent to a self-employed position, self-employment has more benefits for women. König and Cesinger (2015), analysing subjective work-to-family conflict among high skilled workers, show that working time flexibility and job autonomy allow for a reduction in time-based work-to-family conflict for the self-employed, but it has no effect on the strain-based work-to-family conflict, which is higher for self-employed workers than for employees. Annink and den Dulk (2012) show that the self-employed who experience economic dependence from clients and few possibilities to adapt working hours and workload face higher levels of work-to-family conflict than the self-employed with low dependency on clients and high autonomy. The family-to-work conflict is instead less explored in the empirical literature. However, Renzulli and Reynolds (2005) found that family-to-work conflict is higher among the self-employed, therefore supporting the perspective that sees typical self-employed resources as a way to make the temporal and physical boundaries of work more tenuous.

The second position understands self-employment as a source of job-related demands. Working conditions of the self-employed are often characterised by a higher workload and working hours per week than the average for employees, especially among men (Hagqvist, Toivanen and Vinberg, 2015). Entrepreneurial activities request levels of job involvement and time commitment that can favour the conflict between work and family spheres in both directions (Parasuraman and Simmers, 2001; Gallie and Russell, 2009; Annink and den Dulk, 2012; König and Cesinger, 2015; Annink, den Dulk and Steijn, 2016; Hagqvist, Toivanen and Bernhard-Oettel, 2018). Overall, self-employment job demands are more

likely to invade all other spheres of life, resulting in blurred temporal, spatial and mental boundaries that increase both work-to-family conflict and family-to-work conflict. Empirical studies largely confirm that self-employed workers face higher work-to-family conflict and that the association between working arrangements and work-to-family conflict is mainly mediated by both time and strain-based job demands (König and Cesinger, 2015; Annink, den Dulk and Steijn, 2016; Hagqvist, Toivanen and Bernhard-Oettel, 2018). In relation to the family-to-work conflict, Hagqvist and colleagues (2018) show that time-related job demands significantly increase the risk of the self-employed perceiving higher family-to-work conflict, while strain-based job demands seem to have no effect, just like family-related demands.

To sum up, according to the perspective that stresses the role of job resources connected to self-employment, self-employed workers should be able to lower work-to-family conflict but face higher family-to-work conflict. The perspective that focuses on job-related demands instead sees self-employment as a source of conflict in both directions.

4. Self-employment heterogeneity and subjective work-family conflict in JD-R framework

Comparing studies on subjective work-family conflict is often problematic because of the extreme variation in the analytical design and measurement of work-family conflict (Kossek and Lee, 2017). However, the divergent results of the studies on work-family conflict for the self-employed are largely connected to the fact that the available data does not support an analysis of the heterogeneity of positions within self-employment (Bozzon and Murgia, 2021). Self-employed workers are, in fact, analysed as a single group or simply divided considering the presence (or absence) of employees, paying little attention to differences between business characteristics that define different types of independent jobs (Reynolds and Renzulli, 2005; Nordenmark, Vinberg and Strandh, 2012; König and Cesinger, 2015; Annink, den Dulk and Steijn, 2016; Hagqvist, Toivanen and Bernhard-Oettel, 2018). Such lack of evidences is mainly due to the lack of large-scale surveys that simultaneously collect both detailed information on self-employment business and subjective work-family conflicts.

In the empirical exercise proposed in this chapter, we use the detailed information on self-employment available in the last European Working Condition Survey (Eurofound, 2017) to show how the perceptions of work-family conflicts change when a wider typology of self-employment is considered (Bozzon and Murgia, 2021). More precisely, leveraging the work of Williams and Horodnic (2018) and using the same

dataset, we distinguish three types of self-employment: self-employed with employees, genuine solo self-employed, and dependent solo self-employed. The distinction between ‘genuine’ and ‘dependent’ solo self-employed workers allows us to identify a hybrid category of independent workers who are formally described as self-employed, but who own characteristics that place them closer to wage workers because they do not have employees, economic autonomy, or authority and/or control over how to run their business (William and Horodnic, 2018; Bozzon and Murgia, 2021).

The different business characteristics that define each group of self-employed workers lead us to ask how they balance job and family demands and job resources, and which scenario – self-employment as job-related resource vs self-employment as job-related demands – prevails in explaining their perceptions of work-to-family conflict and family-to-work conflict. Thus, the final objective of this exercise is to analyse how different types of self-employed workers perceive WtFC and FtWC in comparison with employees – both permanent and fixed-term – and informal workers, and to understand how differences in the perception of conflict are mediated by job-related demands and resources associated with different job positions.

If the perspective that stresses the role of job-resources connected to self-employment prevails, self-employment should be able to lower subjective WtFC only when they are characterised by high levels of flexibility, control and autonomy on their business activities, which are resources usually more available among ‘genuine’ types of independent jobs. By contrast, high flexibility control and autonomy could make the boundaries between work and private life more permeable, favouring the FtWC. Thus, hybrid self-employed types, with characteristics closer to dependent workers, should be more able to reduce their subjective FtWC than genuine forms of self-employment.

If the approach that stresses the role of job-demands prevails, traditional self-employed with a genuine entrepreneurial ethos and with a high involvement and commitment in their own business should be a type of self-employment exposed to a higher subjective WtFC and FtWC. On the contrary, in this perspective, dependent self-employed that are defined by a low economic commitment and lower authority on their business should be able to lower their perception of conflict in both directions.

5. Self-employment types and subjective work-family conflict: An empirical exercise

The empirical exercise proposed in this chapter is based on the European Working Conditions Survey 2015 (Eurofound, 2017). This survey allows us to overcome limitations in the data of previous research because it simultaneously includes: 1) a section on subjective work-family conflict; 2) several measures of job-related demands and resources and for the household domain; and, most important, 3) an ad hoc module on self-employment business characteristics. The main limit is that this information is available for only one point in time. Thus, no changes over time or causal relations can be explored, and mediation and moderation effects cannot be evaluated in a proper way in our analysis.

In the following, we briefly describe the step by step process of analysis. More precisely, we define the sample selection, the measures of work-family conflict, the main independent variables employed, and the strategy of analysis adopted in the empirical exercise.

5.1 Sample selection.

The analysis focuses on men and women aged 25-59 from the EU-28 countries who declared that they had a job at the time of the interview. The age selection should allow us to restrict the analysis to a set of respondents who are in a central phase of their life-cycle, when requests from work and private sphere should be higher, and the career trajectories are more consolidated but sufficiently far from the moment of retirement. The final sample includes 13,427 men and 14,571 women. In relation to countries, sample sizes range from N = 717 (339 men and 378 women) in the Netherlands to N = 2,807 (1,417 men and 1,390 women) in Spain.

5.2 Measuring subjective work-to-family conflict and family-to-work conflict.

Subjective work-life conflict is measured through five questions that register different forms of time-based and strain-based work-to-family interferences and vice versa. Using these five items we create two additive indexes, which measure respectively subjective WtFC and FtWC.

The WtFC index is a sum of three items which measure on a five-point scale (from never to always) time-based and strain-based conflicts that flow from work to family. The three items capture how often the respondents: a) found that their job prevented them from giving the time they wanted to their family; b) kept worrying about work when they were not working; and c) felt too tired after work to do some of the household jobs that needed to be done in the last 12 months (Cronbach's Alpha of 0.69).

The FtWC index is the sum of two items which measure on a five-point scale how often the respondents: a) found that their family responsibilities prevented them from giving the time they wanted to their job; and b) felt difficulty concentrating on their job because of their family responsibilities in the last 12 months (scale reliability coefficient 0.72).

The final indexes were re-scaled in order to range from 0 to 10. A higher score indicates a higher level of conflict. Figure 1 summarises the distribution of the WtFC and the FtWC by working arrangements in our sample selection.

5.3 Independent variables

According to the discussion in the first part of the chapter, the main factors under examination in the proposed analyses are: 1) the type of self-employment; 2) a selection of job-related demands and resources that define each job condition; and 3) family/household demands and resources. The survey contains detailed information on job quality and everyday working lives. Some of the questions focus only on employees and others only on self-employed. This implies that only a part of the questionnaire allows for a comparison between the working conditions of dependent and independent workers. Finally, since the survey aims at measuring differences in working conditions, the part on private lives is less developed.

5.3.1 Work arrangements

Work are distinguished between self-employed workers (with and without employees), employees (permanent or fixed-term), and informal workers (no employment contract). Among the self-employed without employees – namely solo self-employed workers (SSE) – we differentiated between ‘genuine’ and ‘dependent’ SSE, applying to the data the operationalization proposed by Williams and Horodnic (2018). More precisely, dependent SSE have at least two of these three characteristics: they only work for one client (or more than 75% of their income comes from the same client); they do not have the authority to hire staff if necessary; and they do not have the authority to make important strategic decisions about how to run their business. Table 1 summarizes the main distribution of the work arrangements for men and women in our sample selection.

TABLE 1 ABOUT HERE *

5.3.2 Job-related demands and resources

Within the frame of the demands and resources approach, we have identified a set of indicators of JD-R which characterise both self-employment and dependent employment. As job-related demands, we consider: working time demands (weekly working hours and quality of working hours distribution); indexes of job intensity or pace demands; emotional demands; and cognitive demands. Finally, as a proxy of job instability, we consider the perceived risk to lose a job in the next six months.

As job-related resources, we use a variable that measures forms of working time flexibility and the level of control over the working time schedule, an indicator that measures who works from home, and an index that summarizes the level of job autonomy and discretion. Moreover, as a proxy of job rewards, we use an indicator of self-perception of being adequately paid for the work done. Table 2 contains details of each index included in the analysis.

TABLE 2 ABOUT HERE *

5.3.3 Household/family-related demands and resources

Focusing on the private sphere, in the available data there are few questions that allow us to identify pressures and support connected to family roles and duties. In this case we use five dummy indicators that identify: a) who lives with a partner who works; b) who lives with a partner without a job; c) who lives with children; d) who has dependent children (aged 0-15) in the household; and e) who cares for children, grandchildren, elderly or disabled relatives daily or several times a week. Moreover, as proxy of the household economic situation we use a dummy measure of subjective income insecurity of the household, which identifies who answered that their household income is able to make ends meet ‘with difficulty’ or ‘with great difficulty’. As socio-demographics characteristics we consider age and level of education.

5.4 Analytical strategy

In order to determine how different self-employed workers perceive WtFC and FtWC the analysis has been organised in two main steps.

Firstly, we describe how job-related resources and demands and household demands are distributed across different working arrangements for men and women. In this way we explore – on a descriptive basis – how different types of self-employed workers – i.e. self-employed with employees, genuine SSE and dependent SSE – balance demands and resources, and how their situations differ from employees and informal workers.

Secondly, we analyse differences in the levels of subjective WtFC and FtWC reported by different types of self-employed in comparison to employees and informal workers, and how these differences are mediated by job demands and resources indicators. To this aim, we estimate a series of multilevel models (with individuals nested in countries) on the WtFC and FtWC indexes. The control variables are entered stepwise to investigate the role of household/family characteristics, job-related resources and demands in explaining the differences between the different types of self-employment and other job positions. We have also considered interactions between work arrangements and job-related demands and resources to test if and how their average effect on the measures of work-family conflict varies among different work arrangements.

Since we suppose that job-related demands and resources, as well as household circumstances, play different roles for men and women, we estimate separate models by sex.

6. Findings

6.1 Self-employment and JD-R indicators

Before deepening the relation between work arrangements – employment, self-employment, informal work – and subjective work-family conflict, this section briefly describes how the three types of self-employment differ according to the main JD-R indicators and family demands.

The comparison of the distribution of job-related demands (Table 3) and resources among different self-employment types highlights considerable differences between self-employed with employees and genuine SSE, on the one side, and dependent SSE on the other. As far as job-related demands are concerned (Table 4), self-employed with employees and genuine SSE are the most demanding job positions both as working time demands and pace, emotional and cognitive pressures. Differently from other self-employed types, dependent SSE are polarized between part-time (work less than 30 hours per

week) and over-time (work more than 50 hours per week) – especially among women – and pace, emotional and cognitive requests are generally lower. However, they share with the other self-employed the low quality of their working time distribution. Thus, differently from employees and informal workers, they work more frequently unsocial hours, overtime or at short notice. Job resources are instead generally more available among all types of self-employed. Even for dependent SSE, the level of resources is lower than other self-employed; they experience higher levels of autonomy and control over their everyday working lives and working schedule than employees. Therefore, while self-employed with employees and genuine SSE combine wider margins of control, autonomy and discretion on their everyday working life with high job pressures, the profile of dependent SSE is positioned almost halfway between the other self-employed and the employees.

TABLES 3 & 4 ABOUT HERE *

Finally, focusing on household and family characteristics by working arrangements, there is no clear pattern (Table 5). Generally, self-employed with employees and genuine SSE are defined by higher levels of family demands connected to the presence of children and the time involved in care activities for children, elderly and disabled relatives than dependent SSE. On average, care activities are more common among women independent of work arrangement. With respect to the indicator of household economic difficulties, self-employed with employees are less likely to face this situation. Dependent SSE and genuine SSE experience levels of economic uncertainty in the household similar to those of permanent employees, and less often than fixed-term employees and informal workers.

TABLE 5 ABOUT HERE *

6.2 Self-employment and work-family conflict: The role of job demands and resources

After having briefly examined the differences between the three self-employment types in terms of job-related resources and demands and family situations, we move to the core of our empirical exercise, which aims to understand how subjective work-to-family conflict (WtFC) and family-to-work conflict (FtWC) is experienced by different groups of self-employed workers.

Figure 1 shows the average level of WtFC and FtWC by work arrangement and sex. Focusing on WtFC, self-employed with employees and genuine SSE show the highest level of conflict, while dependent SSE

show a mean level of conflict closer to employees. Among women, dependent SSE perceive similar levels of conflict than employees. Among men, even if the subjective conflict progressively decreases, moving from self-employed with employees to dependent SSE, the average conflict is always significantly higher than for employees (both permanent and fixed-term) and informal workers. The picture changes for FtWC. On average, the FtWC is less common than WtFC (Kossek and Lee, 2017). In this case, all types of self-employed perceive more conflict than dependent and informal workers. There are no substantial differences in the average levels of conflict across self-employed types. The only exception are women genuine SSE, who are the group with the highest level of FtWC.

***FIGURE 1 ABOUT HERE ***

In order to detect if and how the differences in subjective work-to-family conflict and family-to-work conflict showed in Figure 1 are mediated by household demands and job-related resources and demands, we estimated multilevel linear models for individuals nested in countries separated for men and women. Country effects are modelled as random. The preliminary inspection of the empty models – the model with no variable included – shows that the unconditional interclass correlation due to country differences accounts for only 2.8% and 3.7% of the whole variance of WtFC and 2.2% and 2.7% of the whole variance of FtWC, for men and for women respectively. Thus, as shown in other empirical works (Chung, 2011), only a small amount of the variance in WtFC and FtWC can be attributed to national level features, and most of it is due to within-country variations in job-related demands and resources and household demands.

Tables 6 and 7 show the estimated models – separated for men and women – that analyse respectively the WtFC and FtWC for work arrangements and three groups of variables: a) family related demands; b) job-related resources; and c) job-related demands. Assuming that the effect of demands and resources could differ for different working arrangements, we tested interactions between work arrangements and all job-related demands and resources, and family demands variables, included in the analyses. This exercise points out significant differences across working arrangements only for individuals working from home and for the working schedule demands index. These significant parameters are summarized in Table 8.

***TABLES 6, 7, AND 8 ABOUT HERE ***

Starting from the role of household demands, our models in Tables 6 and 7 show that economic constraints and care pressures are more relevant than the household structure in affecting the level of WtFC and FtWC. Both for men and women, the high involvement in care activities with children and elderly, and experiences of economic insecurity in the household, are positively associated with WtFC and FtWC among adults aged 25-59. By contrast, the presence of a partner accounts for differences among men, but not among women. For men living with a partner, it is positively associated with both subjective WtFC and FtWC, independent of the partner's job condition. Finally, overall household demands do not change the parameters associated with the different work arrangements in affecting WtFC and FtWC (compare models M1 and M2 in Tables 6 and 7). This suggests that differences across work arrangements are mainly due to working conditions.

Models M3, M4, M5 in Tables 6 and 7 progressively control for information on job-related resources and demands.

Starting from WtFC (Table 6), models confirm that the highest level of conflict experienced by self-employed with employees and genuine SSE are largely due to differences in job-related demands and job-related resources (Chung, 2011; Henz and Mills, 2015).

For men, controlling for JD-R almost nullifies the coefficients related to SSE positions: M5 in Table 6 shows only a small positive effect associated to self-employed with employees among men. The higher conflict displayed by self-employed with employees, genuine SSE, and dependent SSE in Figure 1 is connected both to their more demanding job conditions in terms of time, pace of work, emotional and cognitive pressures, and to their job-related resources, especially their control over working time and working from home. While it is not surprising that long working hours and a demanding working schedule distribution – i.e. working unsocial or long hours, and at short notice – fuels the perception of conflict, the parameters associated to resources, such as the level of control on working schedule and job intensity, indicate that working time flexibility does not help men to reduce the perception of conflict, which rather increases. This is also the case of working from home, even if the interaction terms displayed in Table 8 suggest that this effect varies across work arrangements. In fact, it fuels the WtFC experienced by employees, but its effect is substantially null for self-employed and informal workers.

For women, demands and resources considered are not able to nullify the differences in the perception of WtFC across work arrangements. In fact, model 5 in Table 6 shows that – after controlling for household demands and job demands and resources – self-employed with employees and genuine SSE

continue to face significantly higher WtFC than dependent SSE, employees (both permanent and fixed-term) and informal workers. Thus, among women, forms of business that imply higher economic commitment and responsibilities towards employees and/or clients are more exposed to high levels of work-family conflict. As for men, the role of time-based and strain-based job demands is prevalent in capturing the level of subjective conflict. On the contrary, resources like autonomy and working time flexibility do not affect WtFC. The only exception is having complete control over the working schedule, which – different to men – decreases the level of conflict. Working from home positively affects WtFC but, again, the interactions in Table 8 suggest that this effect is significant only for employees and not for self-employed or informal workers.

Focusing on FtWC (Table 7), the models show that both job-related resources and demands moderate the perception of conflict, but with different dynamics for different types of self-employment. The greater resources associated with autonomous positions seem to be associated with the greater conflict perceived by dependent SSE, and in the case of men only, also by genuine SSE. For the self-employed with employees, the higher levels of conflict are mainly due to the higher job-related demands associated with these positions.

For men, the higher conflict displayed by self-employed with employees, genuine SSE, and dependent SSE is connected both to their higher job-related resources (control over working schedule and working from home) and to their more demanding job conditions in terms of time, pace of work and emotional pressures. Forms of flexibility and control over working schedules and working from home nullify the higher conflict displayed by genuine and dependent SSE workers. For self-employed with employees both job resources and job demands play a role in capturing variations in their FtWC.

For women, demands and resources considered in the models nullify the differences in the perception of FtWC associated with self-employed with employees and dependent SSE, but has no effect on genuine SSE, who experience levels of FtWC higher than all other work arrangements. Job resources have limited or no effects on FtWC, with the exception, on the one side, of working from home, which fuels the conflict especially for dependent SSE, and, on the other, of the perception of being adequately paid, which allows the perception of conflict among all workers to be reduced. Working time, pace and emotional demands are positively associated with the perception of FtWC and mainly affect the higher conflict recorded by self-employed with employees. Differently from WtFC, only the total number of

hours worked per week plays a role in fuelling the conflict between family and work, while the quality of the working schedule distribution does not seem to have a role in this dynamic.

7. Discussion

The empirical exercise proposed in this chapter contributes to the debate on how the heterogeneous category of self-employed workers experience work-family conflict. The adoption of a more detailed classification of self-employment – based on the level of economic independence in managing the business – within the frame of the JD-R approach allows us to address the heterogeneity within the wide category of self-employment as well as to identify differences in the subjective WtFC and FtWC.

In the case of WtFC, the differences across self-employment types and other work arrangements are mainly connected to variations in the levels of job-related demands associated with different positions, while job related resources have a limited role in the perception of conflict. Despite having the highest availability of autonomy and control over their job conditions, the self-employed with employees and the genuine SSE share such overwhelming job demands (job pressures, responsibilities and commitment over their business), that they end up increasing the perception of work-family conflict. Only dependent SSE, with job-related demands closer to those of employees, perceive a lower conflict, reaching levels of subjective work-to-family conflict similar to those of employees.

Our findings for WtFC are in line with the body of the literature that stresses the role of the demands related to self-employment – mainly high job involvement and time commitment – which favour a perception of conflict that is not counter-balanced by the available job-resources (Annink and den Dulk, 2012; König and Cesinger, 2015; Parasuraman and Simmers, 2001). The role of job-related resources is in fact ambivalent: resources such as job autonomy and working schedule flexibility or control have limited (or no) power in counteracting job-related time, task and work-load pressures. Job resources are therefore, in many cases, a source of conflict. This means that higher control, autonomy and flexibility over a job position do not mitigate the experience of conflict that flows from work to the private sphere as expected by those scholars who understand self-employment mainly as a resource. An interesting exception is the effect associated with having complete control over the working schedule. In the case of women, it helps to reduce the perception of conflict, while for men all types of working schedule flexibilities fuel the subjective perceptions of conflict that flow from work to family as well as from

family to work. This could be connected to the fact that it is still uncommon among men to challenge hegemonic masculinity practices at work by dedicating time to family responsibilities (Murgia and Poggio, 2013; Musumeci and Santero, 2018).

As far as the FtWC is concerned, while descriptive statistics do not point out significant differences across self-employed types, the estimated models show that job-related resources and demands play different roles according to the type of self-employment. In the case of self-employed workers with employees, the higher levels of FtWC are substantially connected to their higher job-related demands. In the case of SSE workers, both dependent and genuine, the higher perception of conflict is connected to job-related resources – mainly working from home and flexible working schedule – which make the boundaries between work and private life more permeable, favouring a spill-over effect of home pressures in the work sphere. An interesting exception to this picture is represented by women genuine SSE workers, for whom job-related resources and demands do not affect the levels of FtWC, which remain the highest, independent of job conditions. This could be related to a lack of support in the management of their activity, which is not as demanding as for self-employed women with employees, but which nevertheless probably implies a higher level of commitment than for dependent SSE women.

To summarise, in the case of FtWC, the perspective that understands self-employment as a job demand fits with the higher conflict experienced by self-employed workers with employees, while the perspective that stresses the role of job resources better fits the situation of solo self-employed, both dependent and genuine, with the exception of women genuine SSE workers. Moreover, different from what was expected by both perspectives, dependent self-employed – who are defined by a low economic commitment and lower authority and autonomy over their business – do not have a lower perception of family to work conflict than other types of self-employed workers.

8. Conclusions: Advantages and disadvantages of the JD-R framework applied to self-employment

The Job Demands-Resources model (JD-R model) has become highly popular with researchers over the last 20 years. It has its roots in the psychological debate that studies how job conditions of dependent workers in big companies predict well-being, burnout and performance at work (Bakker and Demerouti, 2007; Schaufeli and Taris, 2014). It has then also successfully entered into the sociological debate on work-life balance to analyse how the ongoing transformations of work (i.e. the proliferation of non-

standard and flexible work arrangements) and family (i.e. the growth of dual earner households) are challenging the boundaries between work and private spheres, and the interaction between work and family roles (Schieman, Glavin and Milkie, 2009; Drobnic and Guillén, 2011; Glavin and Schieman, 2012).

As highlighted by Schaufeli and Taris (2014), the reason for this success lies in the broad scope and flexibility of the JD-R framework. The basic assumption of this approach – according to which (un)balance between any positive (resources) and any negative (demands) job or family characteristics may affect health well-being and other work and life conditions – can, in fact, be applied to a wide variety of work settings, including self-employment.

The broad scope and flexibility of the JD-R framework has two main implications. Firstly, although this approach allows us to develop a fair description of the way demands and resources are associated with different kind of outcomes (work-family conflict, well-being, etc.), it provides limited insights about the mechanisms behind such relations (Schaufeli and Taris, 2014). Thus, on the one side, the JD-R approach has the advantage of explaining how demands and resources are related to relevant outcomes but, on the other side, it does not help to explain why this happens. Secondly, due to its broad scope and flexibility, the JD-R framework can be easily combined with other theoretical frameworks in order to overcome its lack of explanatory power. For example, it has been combined with the person-environment fit theory to analyse how the societal constraints affect preferences and options about work-life interferences (Voydanoff, 2005; Glavin and Schieman, 2012; Riva, Lucchini and Russo, 2019). A further example is its combination with the border theory to investigate how job-related demands and resources are connected with work-family conflict (Clark, 2000; Glavin and Schieman, 2012). The combination between JD-R framework and border theory has also been employed, as in the case of this chapter, to explain the relations between self-employment and work-family conflict (Reynolds and Renzulli, 2005).

From a methodological point of view, the application of the JD-R framework faces three main limits that represent a challenge for future researchers. Firstly, different empirical research has operationalized the main outcomes in different ways (Schaufeli and Taris, 2014; Kossek and Lee, 2017). In the specific case of the literature that analyses work-family conflict, for example, some studies measure work-family conflict as a composite index that summarizes every form of conflict, while others – as in the case study presented in this chapter – distinguish the direction of the conflict – from work to family and from family to work (Reynolds and Renzulli, 2005) – and also further distinguish the type of conflict (time-bases vs.

strain based) (König and Cesinger, 2015). The lack of consistency in the operationalization of work-family conflict across studies challenges and limits the effective comparability of different studies as well as the generalisability of results (Schaufeli and Taris, 2014; Kossek and Lee, 2017).

Secondly, the conceptual difference between job demands and job resources is not as net as it might seem at first glance. In many studies, the identification and configuration of demands and resources are bound to the specific research case study and to different research outcomes. In the empirical exercise proposed in this chapter, for example, we considered as resources different forms of control and flexibility on working schedule and working from home, because they are job conditions that should allow workers to be attached to the labour market and integrate them in the workplace. However, according to our findings, they produce negative consequences on the balance between work and family roles. Thus, they can hardly be considered as a ‘resource’ for work-life balance. From this perspective, an important effort in future research is to improve the definition and measurement of demand and resources, as well as our understanding about the cases in which specific job and family conditions can be considered to be resources or demands, and/or produce different consequences for different outcomes, such as the level of perceived work-family conflict (Schaufeli and Taris, 2014; Kossek and Lee, 2017).

Finally, the cross-sectional nature of the available data limits the quality of the analysis. The main implication is that research has to rely only on theory to establish causal relations (Glavin and Schieman, 2012). Therefore, longitudinal data is required to lead a more accurate analysis of the mechanisms hypothesized within the JD-R framework (Schaufeli and Taris, 2014; Kossek and Lee, 2017).

The empirical exercise proposed in this chapter shows that the limitations related to the data are even more serious when the focus of the study is on self-employment. Firstly, there is a lack of surveys that allow us to analyse the heterogeneity of working conditions within self-employment. Secondly, while the dimensions that define dependent job positions are more consolidated in the literature, the analyses on self-employment working condition are less developed. For instance, while for employees it is possible to rely on information on the support they receive in the work environment and in managing their activity, this is not the case for self-employment. Finally, the sets of variables that describe working conditions are in many cases targeted only on dependent or, alternatively, on independent workers, and this reduces the dimensions on which experiences of self-employed workers and employees can be effectively compared.

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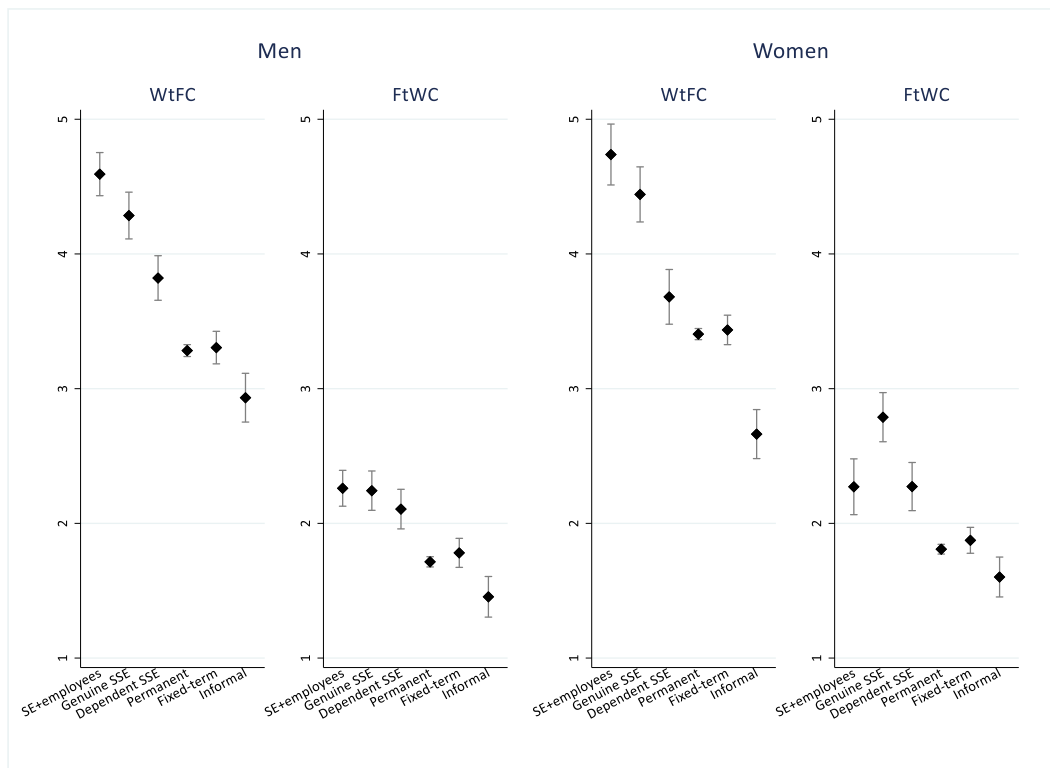
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FIGURES & TABLES

Figure 1. Work to Family Conflict index (WtFC) and Family to Work Conflict index (FtWC) by sex and work arrangements.



Source: Own elaboration on EWCS, 2015.

Table 1. Work arrangements. Men and women aged 25-59, EU28.

Work arrangement:	Male	Female	Total
SE with employees	6.2%	3.0%	4.6%
Genuine SSE	5.1%	3.1%	4.1%
Dependent SSE	5.8%	4.3%	5.1%
Permanent	71.1%	74.2%	72.6%
Fixed term	9.3%	12.2%	10.7%
Informal	2.5%	3.2%	2.9%
N.	13,427	14,571	27,998

Source: Own elaboration on EWCS, 2015.

Table 2. List of the job-related demands and resources indicators included in the analysis.

Job demands	
<i>Weekly working hours</i>	Usual number of hours worked per week. Weekly work hours were recoded into five categories: 1 = less than 30 h; 2 = 30–39 h; 3 = 40 h; 4 = 41–49 h; 5 = 50 h and more.
<i>Working time pressures index</i>	Standardized index based on six items that capture the frequency of working unsocial hours (Sunday and Saturday work, night work), overtime work (more than 10 hours per shift), and work at short notice (Cronbach’s Alpha = 0.6818). High values mean low quality in the distribution of the working hours and a high exposure to non-standard work rhythms.
<i>Pace demands (or job intensity)</i>	Standardized index based on three items: the extent to which respondents declared working at high speed (five-point scale); having to meet tight deadlines (five-point scale); or not having enough time to complete the tasks assigned to them (five-point scale) (Alpha C= 0.6746). Higher values imply higher job intensity.
<i>Emotional Demands</i>	Standardized index that summarized how often the job required working with people external to the organization (customers, service-users etc.) (five-point scale); handling angry clients, customers, patients, pupils, etc. (five-point scale); and being in situations that are emotionally disturbing or have to hide feelings (Alpha C = 0.6565). Higher values imply higher emotional demands/pressures.
<i>Cognitive demands</i>	Standardized index measuring the extent to which respondents have “to perform complex tasks”, “to solve unforeseen problems on their own”, “meet precise quality standards” and “learning new things” (often or quite often). (Alpha C = 0.7131). Higher values imply higher cognitive demands/pressures.
<i>Job insecurity</i>	Dummy indicator which measures how likely a respondent thinks they might lose their job in the next six months. 1= agree, strongly agree.
Job resources	
<i>Control on working schedule arrangement</i>	Categorical variable which distinguishes who does not have any control over working schedule and who has some forms of flexible working time arrangements: 1) flexibility fixed by the organization; 2) possibility to choose among different forms working time (flexitime); 3) and complete control over their working time.
<i>Working from home</i>	Dummy indicator which measures if the respondent works from home every day or several days every week or per month.
<i>Job discretion/autonomy</i>	Standardized index based on six items: the extent to which respondents declared they had influence over decisions at work (five-point scale); apply their ideas at work (five-point scale); contribute to improve the organization of work (five-point scale); control tasks (dummy); method of work (dummy); and pace of work (dummy) (Alpha C = 0.8023). Higher values imply higher job discretion/autonomy.
<i>Perception to be adequately paid</i>	Dummy indicator which measures how likely respondent thinks that considering all their efforts and achievement in their job they feel they are adequately paid (1= agree, strongly agree”).

Table 3. Job-related demands by working arrangements. Men and women aged 25-59, EU28.

	Men						
	SE with employees	Genuine SSE	Dependent SSE	Permanent	Fixed term	Informal	Total
<i>Weekly working hours:</i>							
- less than 30 h	4.7%	10.6%	15.6%	4.2%	13.9%	26.1%	6.7%
- 30–39 h	8.0%	12.7%	23.7%	28.9%	25.9%	25.9%	26.1%
- 40 h	18.2%	20.7%	20.1%	37.6%	36.5%	18.3%	34.0%
- 41–49 h	13.8%	13.7%	10.1%	14.7%	11.2%	9.2%	13.8%
- 50h and more	55.1%	42.2%	30.6%	14.6%	12.6%	20.6%	19.4%
<i>Working schedule demands (std index)</i>	0.487	0.354	0.303	0.001	0.030	0.200	0.074
<i>Pace demands (std index)</i>	0.142	-0.042	-0.031	0.123	0.112	0.071	0.105
<i>Emotional demands (std index)</i>	0.130	0.010	-0.073	-0.130	-0.213	-0.217	-0.114
<i>Cognitive demands (std index)</i>	0.283	0.295	0.072	0.147	-0.011	-0.249	0.134
<i>Work instability (%)</i>	7.6%	10.4%	14.1%	10.8%	40.9%	26.0%	14.0%
N.	874	716	751	9,174	1,339	573	13,427
	Women						
	SE with employees	Genuine SSE	Dependent SSE	Permanent	Fixed term	Informal	Total
<i>Weekly working hours:</i>							
- less than 30 h	7.8%	17.8%	32.4%	25.1%	36.0%	55.7%	27.3%
- 30–39 h	16.9%	22.6%	21.1%	32.3%	25.6%	23.0%	29.9%
- 40 h	20.7%	14.4%	15.7%	28.6%	25.3%	10.7%	26.3%
- 41–49 h	13.9%	16.6%	7.9%	9.2%	6.5%	4.0%	9.0%
- 50h and more	40.7%	28.5%	22.9%	4.8%	6.6%	6.5%	7.6%
<i>Working schedule demands (std index)</i>	0.274	0.213	0.154	-0.157	-0.074	-0.103	-0.108
<i>Pace demands (std index)</i>	0.007	-0.278	-0.130	0.033	0.052	-0.239	0.009
<i>Emotional demands (std index)</i>	0.215	0.169	-0.094	0.111	0.067	-0.219	0.091
<i>Cognitive demands (std index)</i>	0.278	0.118	-0.025	0.065	-0.180	-0.488	0.021
<i>Work instability (%)</i>	7.2%	11.3%	13.3%	9.0%	42.3%	20.9%	13.6%
N	407	499	599	10,703	1,716	647	14,571

Source: Own elaboration on EWCS, 2015.

Table 4. Job-related resources by working arrangements. Men and women aged 25-59, EU28.

	Men						
	SE with employees	Genuine SSE	Dependent SSE	Permanent	Fixed term	Informal	Total
<i>Working schedule control/flexibility</i>							
- Flexibility fixed by the organization	3.3%	3.7%	4.3%	9.0%	6.0%	4.9%	7.7%
- Worker can choose (flexitime)	9.9%	11.8%	15.9%	21.0%	14.9%	15.3%	18.8%
- Complete control	76.5%	81.0%	64.4%	5.8%	3.7%	16.5%	17.5%
<i>Work from home (%)</i>	38.6%	40.8%	40.5%	12.9%	8.5%	13.7%	17.1%
<i>Job discretion/autonomy (std index)</i>	0.675	0.621	0.290	-0.053	-0.283	-0.215	0.021
<i>Well paid job (perception) (%)</i>	56.0%	45.4%	47.7%	51.5%	44.1%	36.8%	50.2%
	874	716	751	9,174	1,339	573	13,427
	Women						
	SE with employees	Genuine SSE	Dependent SSE	Permanent	Fixed term	Informal	Total
<i>Working schedule control/flexibility</i>							
- Flexibility fixed by the organization	3.9%	2.5%	5.2%	10.7%	10.1%	3.9%	9.7%
- Worker can choose (flexitime)	10.4%	10.7%	17.6%	20.9%	14.2%	22.8%	19.3%
- Complete control	69.2%	80.2%	67.3%	4.3%	5.4%	19.0%	11.9%
<i>Work from home (%)</i>	34.9%	44.1%	52.0%	13.7%	13.2%	18.3%	17.0%
<i>Job discretion/autonomy (std index)</i>	0.618	0.612	0.345	-0.034	-0.297	-0.134	-0.014
<i>Well paid job (perception) (%)</i>	54.8%	48.6%	41.6%	49.8%	44.4%	41.9%	48.6%
	407	499	599	10,703	1,716	647	14,571

Source: Own elaboration on EWCS, 2015

Table 5. Household/family-related demands and resources by working arrangements. Men and women aged 25-59, EU28.

	Men						Total
	SE with employees	Genuine SSE	Dependent SSE	Permanent	Fixed term	Informal	
Single	19.3%	24.8%	32.7%	22.8%	42.3%	41.9%	25.6%
Living with a partner with a paid job	61.1%	50.4%	44.6%	58.4%	34.8%	29.5%	54.5%
Living with a partner out of job	19.6%	24.9%	22.7%	18.7%	22.9%	28.7%	20.0%
Living with children	57.7%	56.6%	46.6%	51.2%	33.9%	39.5%	49.7%
Living with dependent children (0-15)	40.4%	43.2%	34.2%	37.5%	26.7%	27.9%	36.5%
Care activities on daily/weekly base	47.8%	53.7%	41.7%	45.5%	32.7%	29.0%	44.2%
HH Economic insecurity	22.7%	41.6%	37.4%	29.9%	54.6%	63.4%	33.6%
N.	874	716	751	9,174	1,339	573	13,427
	Women						Total
	SE with employees	Genuine SSE	Dependent SSE	Permanent	Fixed term	Informal	
Single	19.9%	26.4%	23.5%	26.5%	32.1%	25.1%	26.8%
Living with a partner with a paid job	72.5%	64.2%	67.9%	64.4%	58.2%	61.6%	64.0%
Living with a partner out of job	7.6%	9.5%	8.6%	9.1%	9.7%	13.2%	9.2%
Living with children	63.7%	64.6%	60.4%	58.4%	54.5%	67.6%	58.7%
Living with dependent children (0-15)	40.1%	40.0%	38.0%	39.6%	41.2%	44.1%	39.9%
Care duties on daily/weekly base	61.3%	66.5%	54.8%	56.7%	53.8%	66.5%	57.0%
HH Economic insecurity	18.7%	36.9%	37.6%	33.4%	51.8%	60.5%	36.4%
N.	407	499	599	10,703	1,716	647	14,571

Source: own elaboration on EWCS, 2015.

Table 6. Work to Family Conflict (WtFC) – Multilevel models

	Men					Women				
	M1	M2	M3	M4	M5	M1	M2	M3	M4	M5
Work arrangement										
(Ref: Permanent)										
SE with employees	1.312***	1.342***	0.958***	0.544***	0.336**	1.320***	1.380***	1.509***	0.516***	0.618***
Genuine SSE	0.895***	0.857***	0.368*	0.489***	0.2	0.943***	0.927***	1.003***	0.622***	0.675***
Dependent SSE	0.445***	0.459***	0.035	0.332**	0.081	0.250	0.228	0.143	0.156	0.117
Fixed term	-0.087	-0.133	-0.119	-0.046	-0.04	-0.051	-0.110	-0.130	-0.101	-0.095
Informal	-0.513*	-0.558*	-0.681**	-0.428*	-0.504**	-0.901***	-0.936***	-0.957***	-0.332**	-0.366***
Job demands:										
<i>Weekly Working hours</i>										
(ref: less than 30h)										
- 30–39 h				0.243	0.237				0.466***	0.450***
- 40 h				0.298	0.321				0.618***	0.599***
- 41–49 h				0.615***	0.582***				0.969***	0.930***
- 50h and more				1.063***	1.026***				1.540***	1.467***
<i>Working schedule demands</i>				0.550***	0.534***				0.556***	0.524***
<i>Pace demands</i>				0.844***	0.823***				0.855***	0.831***
<i>Emotional demands</i>				0.579***	0.560***				0.530***	0.520***
<i>Cognitive demands</i>				0.166***	0.158***				0.211***	0.195***
<i>Job insecurity (perception)</i>				0.353***	0.359***				0.284***	0.270***
Job Resources:										
<i>Control over working time</i>										
(Ref: Defined by the company)										
- Choose between fixed working sch.			0.445***		0.216***			0.088		0.026
- Adapt working hours			0.331***		0.309***			0.017		0.084
- Entirely determined by self			0.474***		0.310**			-0.380**		-0.242**
<i>Working from home</i>			0.616***		0.298***			0.701***		0.396***
<i>Job autonomy</i>			-0.050		0.000			-0.010		0.055
<i>Well-paid job (perception)</i>			-0.622***		-0.389***			-0.761***		-0.380***
HH/family conditions:										
<i>Living with (Ref: Single)</i>										
- A partner with a job		0.386***	0.394***	0.337***	0.341***		0.091	0.063	0.121*	0.105
- A partner jobless		0.315***	0.362***	0.340***	0.365***		0.017	0.027	0.148	0.149*
<i>Children living in the HH</i>		-0.004	-0.013	-0.138	-0.136		-0.005	0.016	0.022	0.031
<i>Dependent children in the HH</i>		0.084	0.071	0.221*	0.207*		0.1	0.111	0.209	0.21
<i>Care activities on daily/weekly base</i>		0.227**	0.220**	0.223**	0.217**		0.238*	0.236*	0.263**	0.257**
<i>HH economic insecurity</i>		0.702***	0.564***	0.478***	0.409***		0.619***	0.423***	0.412***	0.334***
<i>Age</i>		-0.009**	-0.011**	0.002	0.000		0.002	-0.001	0.009*	0.007*
<i>Age squared</i>		-0.001***	-0.001***	0.000	0.000		0.000	0.000	0.001	0.001
<i>Tertiary education</i>		0.378***	0.233*	0.190**	0.103		0.633***	0.506***	0.362***	0.277***
Constant	3.290***	2.593***	2.798***	2.226***	2.349***	3.477***	2.708***	3.105***	2.206***	2.417***

Random part										
var level2 (Country)	0.136	0.124	0.118	0.072	0.07	0.196	0.162	0.144	0.096	0.088
var level 1 (Workers)	4.679	4.488	4.325	3.292	3.233	4.718	4.555	4.361	3.273	3.22
N.	13427	13427	13427	13427	13427	14571	14571	14571	14571	14571
Country	28	28	28	28	28	28	28	28	28	28
BIC	63315.2	62798.8	62321.8	58409.8	58158.4	60797.4	60392.3	59848.2	55910.0	55690.9
LL	-31619.59	-31318.61	-31051.60	-29081.33	-28950.86	-30360.34	-30114.68	-29813.86	-27830.75	-27716.01
df	8	17	23	26	32	8	17	23	26	32

Notes: * p<0.05, ** p<0.01, *** p<0.001.

Source: Own elaboration on EWCS, 2015.

Table 7. Family to Work Conflict (FtWC). Multilevel models

	Men					Women				
	M1	M2	M3	M4	M5	M1	M2	M3	M4	M5
Work arrangement										
(Ref: Permanent)										
SE with employees	0.535***	0.545***	0.329***	0.198**	0.047	0.427**	0.473**	0.494**	0.221	0.190
Genuine SSE	0.461***	0.419***	0.14	0.302***	0.099	0.919***	0.888***	0.863***	0.884***	0.797***
Dependent SSE	0.289***	0.284***	0.036	0.260**	0.079	0.357*	0.356*	0.238	0.429*	0.294
Fixed term	-0.025	-0.027	-0.007	-0.006	0.012	-0.071	-0.097	-0.147	-0.149	-0.040
Informal	-0.382**	-0.403**	-0.460***	-0.330**	-0.367**	-0.438**	-0.472***	-0.146	-0.188*	-0.504**
Job demands										
Weekly Working hours										
(ref: less than 30h)										
- 30–39 h				0.11	0.123				0.163	0.168
- 40 h				0.108	0.13				0.187***	0.196***
- 41–49 h				0.226***	0.218***				0.382***	0.368***
- 50h and more				0.388***	0.363***				0.511***	0.457***
<i>Working schedule demands</i>				0.205***	0.193***				0.078	0.056
<i>Pace demands</i>				0.542***	0.542***				0.523***	0.512***
<i>Emotional demands</i>				0.411***	0.391***				0.364***	0.364***
<i>Cognitive demands</i>				0.055	0.033				0.043	0.038
<i>Job insecurity (perception)</i>				0.297**	0.298*				0.370***	0.360***
Job Resources										
<i>Control over working time</i>										
(Ref: Defined by the company)										
- Choose between fixed working sch.			0.599***		0.466***			0.245*		0.215
- Adapt working hours			0.247***		0.246***			0.062		0.104
- Entirely determined by self			0.268**		0.213*			-0.054		0.045
<i>Working from home</i>			0.466***		0.306***			0.435***		0.326***
<i>Job autonomy</i>			-0.041		0.009			-0.077		-0.01
<i>Well-paid job (perception)</i>			-0.231***		-0.091			-0.334***		-0.142**
HH/family conditions										
<i>Living with (Ref: Single)</i>										
- A partner with a job		0.165**	0.170***	0.146**	0.148***		0.006	-0.011	0.011	-0.002
- A partner jobless		0.201**	0.222**	0.218***	0.224***		0.069	0.072	0.137	0.138
<i>Children living in the HH</i>		0.017	0.015	-0.043	-0.037		0.087	0.101	0.097	0.107
<i>Dependent children in the HH</i>		0.105	0.094	0.176*	0.163*		0.371**	0.370**	0.416***	0.409***
<i>Care activities on daily/weekly base</i>		0.223**	0.210**	0.221**	0.207**		0.265**	0.266**	0.270**	0.268**
<i>HH economic insecurity</i>		0.480***	0.434***	0.333***	0.332***		0.432***	0.340***	0.314***	0.289***
<i>Age</i>		-0.003	-0.004	0.003	0.002		-0.003	-0.004	0	-0.001
<i>Age squared</i>		-0.001***	-0.001***	-0.001***	-0.001***		0.000	0.000	0.000	0.000
<i>Tertiary education</i>		0.248**	0.124	0.126	0.026		0.366***	0.300***	0.226***	0.163**
Constant	1.680***	1.251***	1.256***	1.132***	1.076***	1.776***	1.108***	1.236***	0.915***	0.934***

Random part										
var level2 (Country)	0.083	0.101	0.095	0.08	0.078	0.092	0.101	0.102	0.085	0.089
var level 1 (Workers)	3.57	3.423	3.357	3.039	3.006	3.73	3.554	3.5	3.215	3.194
N.	13427	13427	13427	13427	13427	14571	14571	14571	14571	14571
Country	28	28	28	28	28	28	28	28	28	28
BIC	59276.6	58895.5	58670	57257.9	57110.7	57537.4	56959.8	56805.8	55657.9	55578.6
LL	-29666.4	-29366.9	-29225.7	-28505.4	-28427.04	-28730.4	-28398.4	-28292.7	-27704.3	-27569.9
df	8	17	23	26	32	8	17	23	26	32

Notes: * p<0.05, ** p<0.01, *** p<0.001.

Source: Own elaboration on EWCS, 2015.

Table 8. Multilevel models. Relevant interactions between working arrangements and job-related demands and resources (Working from home and Working schedule demands).

	WtFC		FtWC	
	Men	Women	Men	Women
<i>Working arrangement (Ref: Permanent)</i>				
SE+employees	0.604***	0.747***	0.124	0.187
Genuine SSE	0.314	1.037***	0.158	0.858***
Dependent SSE	0.258	0.321	0.081	0.414
Fixed term	-0.073	-0.068	0.040	-0.159
Informal	-0.382**	-0.243	-0.361**	-0.246**
<i>Working from home</i>	0.482***	0.567***	0.364***	0.328***
<i>Working arrangement* Working from home</i>				
SE+employees*home	-0.777**	-0.460	-0.216	0.018
Genuine SSE*home	-0.367	-0.924***	-0.160	-.127
Dependent SSE*home	-0.539*	-0.515*	-0.024	-0.232
Fixed term*home	0.430	-0.197*	-0.279	0.083
Informal*home	-0.876*	-0.689***	-0.041	0.328
Constant	2.317***	2.402***	1.064***	0.929***
N.	13427	14571	13427	14571
Country	28	28	28	28
BIC	58182.72	55735.47	57194.69	55665.44
LL	-28920.27	-27695.17	-28426.25	-27660.16
df	36	36	36	36
	WtFC		FtWC	
	Men	Women	Men	Women
<i>Working arrangement (Ref: Permanent)</i>				
SE+employees	0.253*	0.699***	0.031	0.258
Genuine SSE	0.157	0.612***	0.087	0.788***
Dependent SSE	0.076	0.067	0.067	0.230
Fixed term	-0.041	-0.070	0.013	-0.123
Informal	-0.396**	-0.306**	-0.349**	-0.170*
<i>Working schedule demands</i>	0.501***	0.431***	0.172**	-0.015
<i>Working arrangement* working schedule demands</i>				
SE+employees*Working schedule demands (std index)	0.203	-0.122	0.050	-0.125
Genuine SSE *Working schedule demands (std index)	0.153	0.460*	0.050	0.170
Dependent SSE *Working schedule demands (std index)	0.047	0.626***	0.060	0.543***
Fixed term *Working schedule demands (std index)	0.182	0.216*	0.106	0.275*
Informal *Working schedule demands (std index)	-0.478*	0.521***	-0.048	0.116
Constant	2.345***	2.406***	1.070***	0.923***
N.	13427	14571	13427	14571
Country	28	28	28	28
BIC	58217.37	55722.62	57197.33	55635.67
LL	-28937.6	-27688.75	-28427.58	-27645.27
Df	36	36	36	36

Notes: all models control for all the variable included in models 5 in tables 6 and 7.

* p<0.05, ** p<0.01, *** p<0.001.

Source: Own elaboration on EWCS, 2015.