

Friday, 24 June 2016

7:30 AM--9:00 AM

Breakfast and Special Interest Group (SIG) Meetings

- Table 1. Connecting Research to Practice – Kim Wells (U.S. Office of Personnel Management), Deirdre Anderson (Cranfield School of Management)
- Table 2. Cross-Country Comparisons – Jennifer Hook (University of Southern California), Karen Korabik (University of Guelph)
- Table 3. Disability, Employment, and Care – Lisa Stewart (CSUMB), Eileen Brennan (Portland State University)
Disability, Work, and Parenting – Lisa Stewart (CSUMB), Eileen Brennan (Portland State University)
- Table 4. Early Career Network – Caitlin Demsky (Oakland University), Ipshita Pal (Columbia University)
- Table 5. Economic and Public Policy – Heejung Chung (University of Kent), Rense Nieuwenhuis (Stockholm University – Swedish Institute for Social Research, SOFI)
- Table 6. Gender and Work-Family – Maura Mills (Hofstra University), Krista Minnotte (University of North Dakota)
- Table 7. Organizational Work-Life Policy; Structures & Outcomes – Lindsey Trimble O'Connor (California State University), Lori Wadsworth (Brigham Young University), Susan Case (Case Western Reserve University)
- Table 8. Parenting & Caregiving – Kelly Davis (Oregon State University)
- Table 9. Reorganizing Work – Erin Kelly (Massachusetts Institute of Technology), Lena Hipp (WZB-Berlin Social Science Center), Caitlyn Collins (Washington University at St. Louis)
- Table 10. Technology, Work and Family – Angela Grotto (Manhattan College), Ariane Ollier-Malaterre (University of Quebec in Montreal), Kaumudi Misra, Alexandra Beauregard (Middlesex University Business School)
- Table 11. Work-Life Issues Among Entrepreneurs – Kathy Kuschel (University of Seigen, Germany)
- Table 12. Youth (Un)Employment – Carrie Shandra
- Table 13. Aging, Work and Family
- Table 14. Work-Life Issues in the Academy – will meet with Table 7

9:00 AM-10:30 AM

Thematic Session: Labor Market Policies in Comparative Perspective

- *Trajectories of Public Policy Support for Caregivers: An International Perspective on the Influence of Advocacy Organisations* Sue Yeandle — University of Sheffield

ABSTRACT: This paper uses comparative international analysis to examine the link between two developments: - The emergence in some countries of targeted public policy support for caregivers (those caring unpaid for someone with a diminishing physical ability, debilitating cognitive condition or chronic life-limiting illness) in legislation and /or policy initiatives which address caregivers' needs and circumstances; - Organised policy advocacy on behalf of caregivers, now evident in a range of countries around the world, which found its earliest expression in the UK and today features alliances of national caregiver NGOs operating at the

international and pan-European scales. Motivation: Much public policy support focuses on sustaining carers' ability to care and on maintaining or increasing labour force participation, while caregiver advocacy has pushed primarily for policies to mitigate the negative financial, health and social consequences of long-term or intensive caregiving. Despite some differences of approach, this has meant that, for policy makers and advocacy organisations alike, much of the focus has been on people of working age. In the countries studied, recent developments have highlighted the financial impact of withdrawal from the labour market and the challenges and consequences, for employees and employers, of combining paid work with unpaid care. The gendered nature of both caregiving and labour force participation has been widely recognised in advocacy strategies, and some early policy and advocacy developments focused exclusively on female carers. However as 'work-care reconciliation' and 'gender equality in the labour market' emerged as policy fields, and research revealed the roles men play in caregiving, some campaigns and policy developments have adopted a more universal focus, claiming caregiving to be 'everyone's issue'. The paper is motivated by the need to analyse and explain similarities and differences in different countries' policy trajectories and to understand the part played by advocacy organisations in influencing these. Approach: The paper explores the impact of caregiver advocacy on policy making in international perspective, focusing on developments in Australia, Canada, Japan, Sweden and the United Kingdom. It is based on new research by the author in each of the countries compared: documentary analysis; comparison of legislative and policy developments; and personal interviews with key stakeholders. These sources have been used to trace policy trajectories and to examine legislative and policy change affecting the recognition of carers and their financial, employment and social situation. Summary of results: The analysis shows the universality of work-care reconciliation challenges, demonstrates the influence (in some countries) of caregiver advocacy on policy and legislation, and traces the international transfer of some policy ideas. However specific national developments are also shown to be an outcome of differences in cultural and political values and in employment, family and welfare systems. Conclusions: The conclusion assesses the interconnections and relative importance for the development of policy supporting caregivers of: organised advocacy; the international transmission of policy ideas; and differing cultures of work, family and welfare.

- *Labor Rights and Social Protections for Workers in the Informal Economy around the World: Evidence from 193 Countries* Willetta Waisath — World Policy Analysis Center, Jessica Louise Looze — World Policy Analysis Center, Amy Raub — World Policy Analysis Center, Jody Heymann — World Policy Analysis Center

ABSTRACT: Around the world, millions of people work in the informal economy. Yet little is known about what is being done on a global scale to protect these workers through national legislation. Motivation Many workers in the informal economy lack access to labor rights and social protections, as national legislation ensuring these protections is often limited to workers in the formal economy. Yet legislation can be structured to protect workers in the informal economy. To date, there has been no globally comprehensive analysis of labor legislation examining what rights and protections are afforded to workers in the informal economy. Approach Using data from the WORLD Policy Analysis Center (WORLD) at the University of California, Los Angeles, we examine the labor rights and social protections afforded to workers in the informal economy across all 193 United Nations member states. WORLD has recently expanded its globally comparative database on adult labor and working conditions to examine the rights of workers in the informal economy. In this paper, we present findings from this recently expanded database. We focus on six types of work that frequently involve workers that are not covered by all legislation: agricultural work, domestic work, homework, casual work, part-time, and self-employed workers. We concentrate on labor rights and social protections that are important to the health of workers and the health and well-being of their families, including: regulations on working time (i.e., weekly rest and annual leave), leave provisions following the

birth of a child, and leave from work in cases of workers' own illness or that of a child or other family member. We also examine variation in protections by region and country-income level. Brief Results Preliminary results suggest that while several countries explicitly extend labor rights and social protections to particular groups of informal workers, these guarantees are often not provided universally, leaving certain groups of informal workers without these protections. Moreover, oftentimes when countries guarantee protections to informal workers, they are less generous than those provided to workers in the formal economy. For example, countries may provide female workers in both the formal and informal economy with maternity leave, but only guarantee payment to women in the formal economy. Providing leave without payment makes it difficult, if not impossible, for women to afford to take leave from their jobs. Other countries provide paid leave to informal workers, but for a shorter duration than is guaranteed to formal workers. Variation in social protection guarantees across groups of workers, as well as by region and country-income level, will also be detailed in this paper. Conclusion The International Labor Organization's (ILO's) Resolution Concerning Decent Work and the Informal Economy (2002) pointed to legislation as "an important instrument to address the all-important issue of recognition and protection for workers and employers in the informal economy." It further argues that "...governments should be encouraged to review how employment relationships have been evolving and to identify and adequately protect all workers." This analysis provides a global overview of what governments around the world are doing through their national legislation to protect informal workers and ensure decent work is a reality for all workers, not just those in the formal economy.

- *Women's Employment and Poverty Rates in OECD Countries: Trends in the Past and Prospects for the Future* Rense Nieuwenhuis — Stockholm University - Swedish Institute for Social Research (SOFI), Wim Van Lancker — University of Antwerp, Diego Collado — University of Antwerp, Bea Cantillon — University of Antwerp

ABSTRACT: This paper examines the role of trends in women's employment in explaining poverty trends across developed welfare states. It is well established that employment at the micro level protects against the risk of living in poverty, yet that increasing employment rates at the macro level does not necessarily lead to less poverty. Moreover, we know that the employment increase of recent decades is predominantly due to women entering the labour market. Curiously enough, there is only sparse empirical evidence on the role of women's employment in explaining poverty outcomes across countries. The analyses presented here aim to fill that gap. Since we know that the increase in women's employment has led to less inequality between families, we expect women's employment to mitigate poverty rates as well. However, it could be that the impact of more women entering the labour market is offset by changes in other determinants of poverty outcomes, such as the level of pre- or post-distribution in a particular country. It could very well be the case that higher levels of female employment are not associated with lower poverty rates at the country level. E.g. Several developed welfare states report increasing levels of women's employment as well as increasing levels of poverty. To disentangle this, a more sophisticated analysis is warranted. In this paper, we draw on cross-country comparable LIS data and apply a Blinder-Oaxaca decomposition. Using this technique, we can separate the effect of (a.) more women entering the labour market, from (b.) changes in how strongly their income reduces their risk of poverty (that is, the association between employment and poverty). We answer the following research question: what is the impact of changes in women's employment in explaining changes in poverty at the macro level? The data allow us to investigate this question over a long time period across developed countries. The results will be discussed in terms of the future role of increasing women's employment to reduce poverty, given the fact that in some countries the trend of ever-increasing women's employment rates came to a halt.

9:00AM – 10:30AM: Thematic Session: Academic Womanhood: A Life Course - Career Perspective

Using a narrative identity frame, panelists examine the multiple interdependent spheres academic woman occupy across careers from Ph.D. student to nearing retirement. Narratives involve the impact of caregiving throughout faculty careers: consideration of whether or not to mother, unexpected motherhood, single parenting, chronically ill or disabled children, blended families, caring for parents, re-mothering grandchildren and adult infirm children late in one's career. Narratives turn barriers and constraints talk to ways academic jobs and care giving can mesh. Naming and framing shifts essential to advancing scholarship and altering policy around equality and work and family are discussed: *work-in-life integration over balance; life course* for complicated identities, rather than *pipeline*; and *life friendly*, rather than *family friendly*.

Panelists:

- Susan S. Case – Case Western Reserve University
- Angela Oetama-Paul – Case Western Reserve University
- Maike Philipsen – Virginia Commonwealth University
- Keimei Sugiyama – Case Western Reserve University

9:00AM – 10:30AM: Thematic Session: The Costs of Family Care Work

- *Women Giving Care to Their Elderly Parents: Dealing with the Contradictory Expectations* Radka Dudova — Academy of the Czech Republic - Institute of Sociology

ABSTRACT: Demographic transformations taking currently place in many societies including the Czech Republic lead to a deficit of available care for the elderly. Still, the care for elderly people is currently provided mainly in the informal sector, more often by women than men. Persons performing day-to-day care have to deal with competing obligations (paid work /employment; care for their elderly relatives and sometimes care for their children) and are running a greater risk of economic disadvantage and poverty. The expectations placed on the potential care-givers by different normative systems are often contradictory. The aim of the paper is to reveal how the issue of elderly care is framed in the public and political debates in the CR; what the experiences that constitute caregiving of Czech women for their elderly family members are; and how the caregivers' experiences, interpretations and their practical models of care interact with the political claims and discursive framings of public actors. The paper combines the methodology of political discourse analysis and the narrative sociological approach, using the technique of biographic interviews with people providing informal care to their elderly parents. We can conclude from the existing statistics as well as from the interviews with the informal caregivers that the informal caregiving is usually combined with some kind of economic activity. It concerned the women in pre-retirement age as well as women who were already retired, but for different reasons they continued in their economic activity. The possibility to combine work and care was thus crucial for them. The narratives of the women and men providing care show discrepancies between the expectations circulating in the public and political discourse and the real situation of providing care in the family. The discourse analysis reveals the contradictory nature of the public discourse framings and expectations, putting accent on the family responsibility in elderly care and the economic activity till later age, simultaneously. Although the interviewed persons shared the opinion that the responsibility for the care for the elderly should fall upon the family members and most of them thought that the care in the family is better than institutional care (therefore they shared the dominant framings of elderly care), they recognised that in practice the situation is not that straightforward as it could seem. Based on their individual situations, they accounted for many exceptions where the care in the family is neither possible nor the best solution (i.e. inability to combine care with paid work, health problems, absence of appropriate female carer in the family, single or divorced status, long geographical

distance). Institutional care thus constituted an acceptable option. The public support of accessible care institutions seems then to be the only way how to face the increasing need of elderly care.

- *Sibling Caregivers of People with Intellectual and Developmental Disabilities: Social Characteristics and Material Hardship Prevalence* Rajan Sonik — Brandeis University, Susan Parish — Brandeis University, Eliana Rosenthal — Brandeis University

ABSTRACT: People with intellectual and developmental disabilities are increasingly outliving their parents, or at least their parents' ability to care for them. Consequently, an increasing number of people with intellectual and developmental disabilities are primarily receiving care from adult siblings (Braddock, Hemp, Rizzolo, Tanis, Haffer, Lulinski, & Wu, 2013; Burke, Fish, & Lawton, 2015; Heller & Arnold, 2010). However, sibling caregivers have received little study. **Methods** We used data from the 2001, 2004, and 2008 panels of the Survey of Income and Program Participation (SIPP), a nationally representative survey of the non-institutionalized population of the United States. We identified individuals as sibling caregivers if (i) they were either the head of household or the spouse or partner of the head of household, (ii) they were 18 or older and did not have IDD themselves, (iii) they were either the biological, half, step, adopted, or "other" sibling of someone with IDD who lived in the household, and (iv) the relevant sibling with IDD was not living with a spouse or partner. We used bivariate analyses to compare sibling caregivers to all other working age adults on demographic variables, social characteristics, and measures of material hardship and public benefit program participation. **Results** Sibling caregivers were more likely to be female (67% versus 50%, $p=0.01$), non-White (45% versus 30%, $p=0.02$), lacking a high school diploma (19% versus 10%, $p=0.008$), never married (42% versus 20%, $p<0.001$), and childless (36% versus 23%, $p=0.06$) when compared to working age adults. Regarding material hardship, sibling caregiver households were more likely to experience at least some food insecurity (23% versus 10%, $p<0.001$), but not severe food insecurity; income below 300% (63% versus 45%, $p=0.008$) or 200% (38% versus 28%, $p=0.11$) of the federal poverty level, but not below 100%; and fair health (15% versus 8%, $p=0.04$), but not poor health. Finally, sibling caregiver households were much more likely to receive Supplemental Nutrition Assistance Program (SNAP) or Supplemental Security Income (SSI) benefits. **Implications** Our results suggest moderate material hardship among sibling caregivers is pervasive, though extreme material hardship was not more common among these caregivers than in the general population. This may be related to the higher rates of participation among these families in public benefit programs such as SNAP and SSI. These findings paint a picture of program participation which partially but incompletely alleviates barriers for these families, suggesting that sibling caregivers need additional supports to fully rise out of poverty and material hardship.

- *Women's Time Spent Providing Care: A Comparison of Native- and Foreign-born Women in the U.S* Brit Celeste Henderson — University of Minnesota

ABSTRACT: The literature on family care work has not taken immigrant status into account. Although many scholars (Pavalko and Artis 1997; Fredriksen 1996; Jenkins 1997; Lee, Yeonjung, Fengyan Tang, Kevin H. Kim and Steven M. Albert. 2015) document the unique and precarious role of women in the care-giving process within a life course framework, analyses to date have not examined possible differences based on nativity. This paper investigates differences in time spent care-giving by women in three age groups based on both their immigrant and employment status. We also examine how nativity and care-giving intersect in ways that predict differences in self-reported health outcomes. To do so, we draw on data from the IPUMS version of the 2003 -- 2014 waves of the American Time Use Survey. Our sample contains approximately 51,000 women who were between the ages of 18 and 64 at the time of the survey. We include both those in and out of the labor force. We also use a smaller sub-sample ($n = 10,788$) of women who

responded to the Well-being module fielded in 2010, 2012, and 2013. OLS regression was used to determine if native-born women spend more or less time providing different types of care on an average day, and whether this varies based on their employment status (full-time, part-time, not employed). Next we use logistic regression to determine if the interaction between nativity and care-giving is a significant predictor of negative health outcomes. Our preliminary findings suggest that while there are no overall differences in time spent providing adult care between native-born and foreign-born women, among those ages 18 to 34, employed immigrant women spend significantly more time providing care compared to their native-born, unemployed counterparts.

- *The Health and Pension Costs of Caregiving* Shirley Porterfield — University of Missouri, St. Louis, Huei-Wern Shen — University of Missouri, St. Louis

Many research studies have documented the balancing of work and family life among adults who have caregiving responsibilities. This balance is more tenuous when the care recipient has significant disabilities or special needs. While many parents reduce work hours while their children are young, the work force ties of those whose children have disabilities that affect functioning into adulthood remain weak for a longer period of time, moderated by lower health status among these caregivers, possibly having negative impacts on income saved for retirement. In the US, 70% of working-age adults with disabilities live with relatives; 55% with a parent who is age 60 or older. This paper examines the health and pension costs of caregiving, specifically whether women who are or have been caregivers are more or less likely to hold a pension in their own name, whether there is a significant difference in the value of private pension holdings, given age and health status, and whether these differences persist when total household pension values are compared among women who are, or are not, caregivers. Methods: Data for women aged 40-69, who have not yet retired, are drawn from the combined 2001, 2004, and 2008 panels of the Survey of Income and Program Participation (SIPP, n=40,552). Several health status, utilization, medical expenses, and caregiving questions are asked, for those providing care for no one, a minor child, elder, or non-elderly person with a disability. Pensions can be defined benefit or defined contribution (DC), though value is only reported for DC pensions. Data are analyzed using logistic regression and tobit models. Results: Nearly 50% of women own a DC pension, with an average value of \$46,453. Over two-thirds of women are in households with DC pension savings, with an average value of \$108,709. Women caring for disabled relatives are significantly more likely to report fair/poor health status (28%) and more sick days (13 on average), and are less likely to have pension savings (23.6% & 32.2% respectively) than those caring for children or no one (15% report fair/poor health; 49.5% have pension savings). In addition, the odd of owning and value of pensions held by those caring for non-elderly, disabled family members are significantly lower than those of other caregiver types, controlling for socio-demographic characteristics. Additional testing shows health status is a significant mediating factor, accounting for just over 26% of the effect of caregiving on individual pension value if caring for an adult with disabilities. Conclusions and Implications: Caregiving for a working-age adult with disabilities is associated with poorer health status and lower pension savings at both the individual and household levels. Newly adopted policies such as the ABLE Act in the US may provide some support for these families. Additionally, caregiving could be rewarded through the Social Security system, as it is in several European countries, improving the financial strain on these households in their retirement years.

9:00AM – 10:30AM: Thematic Session: Family, Work and Time Together across the Life Course through Time Diaries: Youth, Adulthood and the Encore Years

Organizer: Sandra Hofferth, University of Maryland

Presenter: Sandra Hofferth, University of Maryland

This **Presenter Symposium** summarizes recent research on family formation and processes from a life course perspective and based upon knowledge and research using actual diaries of individuals' time. It reviews theory, research and recent findings focusing on the second half of the ongoing gender revolution, particularly, changes in attitudes towards and actual involvement in the home and, particularly, men's and women's involvement in parenting of the ongoing gender revolution. The symposium is divided into papers on youth, adulthood, and aging and retirement. The discussant will focus on challenges to thinking about families and family change over the coming decade.

Since the 1960s, industrialized countries, including the United States, have experienced dramatic increases in the labor force participation of women, including married mothers. When women entered the public sphere formerly dominated by men, this "first half" of the gender revolution breached the structure of the separate spheres that had characterized the gender balance since the mid-nineteenth century, when the Industrial Revolution first took the majority of men out of the agricultural household economy. Women found that they could contribute more to their family's well-being by entering paid employment, particularly once the children began school, and increasingly by continuing in the jobs they had pursued before they had a family. This made preparation for employment (i.e., more education) increasingly important for female youth, and the slowing of men's wage increases meant that male youth need more socialization in domestic work at home as they come increasingly to depend on an earning spouse in adulthood. This has begun to place increased pressure on men to share in the domestic sphere, who, by joining women, complete the second half of the gender revolution. What are the changes in gender socialization reflecting these changed realities? What work/family changes are occurring in adulthood reflecting these changes in family roles? Finally, what are the implications for changes in domestic sphere in the encore years? With more shared tasks will couples spend more time together?

- *Gender Convergence in Socialization for the Households of the Future* Sandra Hofferth — University of Maryland

This paper addresses gender divergence/convergence in how boys and girls are reared in terms of household work and child care in their own families of origin. This convergence has implications for work and family patterns in adulthood. In what areas are boys and girls becoming more similar and in what ways are they still spending time very differently? The research draws from the increasing body of research on time spent by children and youth in a variety of home activities. The paper will draw heavily from research summarized in a newly released chapter by Hofferth and Goldscheider in the *Handbook of the Life Course, Volume 2, "Family Heterogeneity over the Life Course."*

- *Parents Work Schedules and Time Spent with Children and Teenagers* Katie Genadek — University of Minnesota, Rachel Hill — University of Minnesota

This paper investigates the relationship between flexible work schedules for parents and the amount of time they spend with their children. Many work places institute flexible scheduling and encourage working from home in order to promote productivity and employee commitment and wellbeing. One assumed benefit of flexible work time is that parents can adjust their schedules in order to care for their children and spend more time with them. Previous research has looked at the relationship between time spent with children and employment, hours worked, and standard and non-standard work schedules, but little research looks directly at jobs with work time flexibility and time spent with children. Using nationally representative time diary data

from the 2004-2005 American Time Use Survey merged with the 2004 Current Population Survey Work Schedules Supplement, this paper analyzes the actual time spent caring for children, which is related to the children's outcomes and parents' well-being and the characteristics of parents' work schedules.

- *Let's Grow Old Together: Time Spent with a Spouse in Encore Adulthood* Katie Genadek — University of Minnesota, Sarah Flood — University of Minnesota

There is evidence that couples' shared time is important for marital well-being and individual well-being. Yet, the emphasis of the limited literature is on working-age individuals, with a particular focus on the effects of paid work and parenthood for time spent with a spouse. The third age, or encore adulthood, defined roughly as the years between ages 50 and 79, is increasingly being recognized as a phase of life after the prime career- and family-building years but before the frailties associated with old age. There is good reason to believe that the work and, especially, the family demands that limit couples' shared time earlier in the life course would be different in encore adulthood. Investigations into couples' shared time during encore adulthood and well-being are timely as the large Boomer cohort enters this phase of adulthood. Compared to earlier cohorts, the Boomer cohort is larger, healthier, more likely to work later in life and more likely to be navigating two retirements per couple. With the bulge of individuals moving into and through this life stage and the positive relationship between marriage and individual well-being, it is important to understand how much time Boomer couples are spending with their spouses and how shared time is associated with individual well-being. Data will be drawn from the 2003-2014 waves of the American Time Use Survey. Our research will address two main questions:

- 1) How much time are couples spending together during encore adulthood?
- 2) How is spending time with a spouse associated with momentary assessments of well-being?

- **Discussant:** Frances Goldscheider, University of Maryland

Dr. Frances Goldscheider (frances_goldscheider@brown.edu) will be discussant. She will draw from her recent work in *Population and Development Review*, The Gender Revolution: A Framework for Understanding Changing Family and Demographic Behavior (41(2): 207–239, 2015). Goldscheider will help interpret the findings and draw implications for the future of work and family in light of this framework.

9:00AM – 10:30AM: *Workshop: Researchers as Change-Makers? Work-Family Scholarship at the Cutting Edge of OpenWork*

This session will introduce the new concepts associated with OpenWork to work-family scholars, encourage researchers to begin share ideas about the theoretical underpinnings, operational definitions, and measurement of OpenWork (such as the measurement of an OpenWork culture) through opensource platforms, and test out the feasibility of establishing OpenWork WFRN Interest Group.

Organizer: Kathleen Christensen, Alfred P. Sloan Foundation

- *Why Openwork?* Kathleen Christensen — Alfred P. Sloan Foundation

For the past few decades, there have been numerous observations made in the management literature about the turbulence of today's business environment and about fundamental shifts in workforce demographics. Furthermore, many experts have commented on the lag in policies and practices that could enable the contemporary workforce to thrive in this unpredictable

environment. Kathleen Christensen has noted that a culture of a “poverty of imagination” has constrained break through thinking about possibilities for transforming the workplace – with some small and some big changes – so that organizational policies and practices support enhanced employee performance and engagement.

Dr. Christensen will introduce the vision of OpenWork, the re-imagined workplace founded on the principles of trust, accountability, and flexibility/adaptability with the goal of innovative and solution-focused work structures. She will operationalize each of these constructs and will connect them to: the social contract at work, workplace relationships, work effectiveness, work design, work structures.

- *OpenWork as a Game Changer* Maia Germain — State Street

Ms. Germain will share her observations of programs and policies at State Street that have contributed to the organizations culture of OpenWork. She will highlight the goals and objectives for selected initiatives, such as the manager-initiated flexibility initiative, and will explain the beneficial outcomes for the organization as well as for the employees. Ms. Germain will discuss how State Street has built the case for specific components of OpenWork.

- *Closing the Gap Between Scholarship and Practice: A Structural Lag?* Marcie Pitt-Catsouphes — Boston College

Dr. Pitt-Catsouphes will provide a summary of the state of knowledge with regard to trust, accountability and flexibility/adaptability and will examine the research implications for innovation in talent management practices. For example, researchers have started to identify sets of factors that are associated with levels of employee trust in co-workers, managers and the organization overall, including perceptions of: concern for employees, a culture of openness and honesty, and trust as a normative core value for the organizations (for example, see Shockley-Zalabak, Ellis, & Winograd, 2000). Other scholars explored outcomes associated with trust, accountability and flexibility/adaptability, such as levels of employee engagement (for example see Agarwal, 2013). Dr. Pitt-Catsouphes will present examples of indices that have been used to measure the constructs of trust, accountability, and flexibility/adaptability (for example see: Andersen & Kovac, 2005; Brockner, Siegel, Daly, Tyler, & Martin, 1997; Spreitzer, & Mishra, 1999; Huff & Kelley, 2003; Paliszkievicz, Koohang, & Nord, 2014).

9:00AM – 10:30AM: Book Dialog Session: Scott Behson and Armin Brott: Modern Fatherhood, Work-Family Balance, and Other Challenges

Presenter: Jessica DeGroot, ThirdPath Institute

- *The Working Dad’s Survival Guide: How to Succeed at Work and at Home* Scott Behson — Fairleigh Dickinson University
- *The Expectant and First Year Father (The New Father Series), Positive Parenting Podcast & MrDad.com* Armin Brott — MrDad.com

9:00AM – 10:30AM: Book Dialog Session: Allison Pugh, Tumbleweed Society and Marianne Cooper, Cut Adrift

Presenter: Carrie Lane, California State University Fullerton

Panelists:

- Allison Pugh – University of Virginia
- Marianne Cooper – Stanford University

9:00AM – 10:30AM: Symposium: Implications of the Child Care and Development Block Grant Act of 2014 for Low-Income Parents' Employment and Early Care and Education Needs

Organizer: Julia R. Henly, University of Chicago

President: Alejandra Ros Pilarz, University of Wisconsin, Madison

Panelists:

- Gina Adams – Urban Institute
- Julia R. Henly – University of Chicago
- Pamela Josh – Brandeis University
- Hannah Matthews – CLASP
- Heather Sandstrom – Urban Institute

9:00AM – 10:30AM: Symposium: Showcasing Rosabeth Moss Kanter Award 2015 Finalists

Organizer: Jennifer Fraone, Boston College Center for Work & Family

- *Earnings Equality and Relationship Stability for Same-Sex and Heterosexual Couples* Kate Weisshaar — Stanford University

ABSTRACT: My paper tests competing theories about the relationship between partners' relative earnings and couple stability: the neoclassical theory of the household and the "doing gender theory." I demonstrate that among same-sex couples, partners having equal earnings stability increases stability, but for heterosexual couples, the opposite finding holds. This differential effect implies that the neoclassical economic theory of the household does not apply to same-sex couples. Instead, I argue that heterosexuals' instability from equal earnings is explained by the "doing gender" theory. When earnings power is separated from gender, as is the case of same-sex couples, equality in earnings promotes stability.

- *The Costs of Thinking about Work and Family: Mental Labor, Work-Family Spillover, and Gender Inequality Among Parents in Dual-Earner Families* Shira Offer — Bar-Ilan University

ABSTRACT: My study shows that although working mothers and fathers are almost as likely to think about family matters throughout the day, only for mothers is this type of thoughts associated with increased stress and negative emotions. I also find that fathers think more frequently about work matters but these concerns do not spill over into non-work domains. By contrast, mothers are often preoccupied with work during unpaid labor and free time. Overall, the results highlight the contribution of mental labor - a dimension of tasks and demands that is typically unaccounted for in current research - to mothers' emotional stress and gender inequality.

- *Class Advantage and the Gender Divide: Flexibility on the Job and at Home* Naomi Gerstel — University of Massachusetts Amherst, Dan Clawson — University of Massachusetts Amherst

ABSTRACT: Professionals have some control over work hours, whereas those in working class jobs face rigid schedules. What professionals do with flexibility differs by gender. Male doctors use it to make work a priority; women nurses use flexibility to insist on family friendly schedules. Both meet gender expectations, even if they have doubts about doing so. Working class women (CNAs) and men (EMTs) obtain little flexibility and thus have more trouble than professionals meeting traditional gender expectations even if they want to. These processes operate through organizational rules and cultural schemas but may undermine gender and class neutrality of family policies.

- *Job Displacement Among Single Mothers: Effects on Children's Outcomes in Young Adulthood* Jennie Brand — University of California at Los Angeles, Juli Simon Thomas — Harvard University

ABSTRACT: Given the recent era of economic upheaval, studying the effects of job displacement has seldom been so timely and consequential. Despite a large literature associating displacement with worker well-being, relatively few studies focus on the effects of parental displacement on child well-being, and fewer still focus on implications for children of single parent households. Moreover, notwithstanding a large literature on the relationship between single motherhood and children's outcomes, research on intergenerational effects of involuntary employment separations among single mothers is limited. Using 30 years of nationally representative panel data and propensity score matching methods, we report significant negative effects of job displacement among single mothers on children's educational attainment and social-psychological well-being in young adulthood. Effects are concentrated among older children and children whose mothers had a low likelihood of displacement, suggesting an important role for social stigma and relative deprivation in the effects of socioeconomic shocks on child well-being.

- *Changing Work and Work-Family Conflict: Evidence from the Work, Family, and Health Network* Erin L. Kelly — Massachusetts Institute of Technology, Phyllis Moen — University of Minnesota, J. Michael Oakes — , Wen Fan — Boston College, Cassandra Okechukwu — Harvard University, Kelly D. Davis — Oregon State University, Leslie Hammer — Portland State University, Ellen Ernst Kossek — Purdue University, Rosalind King — Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD), Ginger Hanson — , Frank Mierzwa — , Lynn Casperi

We utilize a group-randomized trial in which some units in an information technology workplace were randomly assigned to participate in an initiative, called STAR, that (1) trained supervisors on the value of demonstrating support for employees' personal lives and (2) prompted employees to reconsider when and where they work. We find statistically significant, although modest, improvements in employees' work-family conflict and family time adequacy, and larger changes in schedule control and supervisor support for family and personal life. We find no evidence that this intervention increased work hours or perceived job demands.

- **Discussant:** Shelley MacDermid Wadsworth, Purdue University

9:00AM – 10:30AM: Symposium: Boundary Management and Role-Blurring at the Work-Family Interface

- *A Comparison of Outcomes of Role Boundary Management Among Family and Non-Family Employees* Matthew M. Piszczek — University of Wisconsin Oshkosh, Sarah DeArmond — University of Wisconsin Oshkosh, Dale Feinauer — University of Wisconsin Oshkosh

ABSTRACT: Family businesses are the most common type of organizations in the world. Given their prevalence and importance in the global economy, understanding boundary dynamics in the context of the family firm is in and of itself important. But the study of boundary dynamics in family businesses also has implications for the understanding of boundary dynamics and work-family role management more generally as they provide a case of contrast in how role boundaries are formed and maintained relative to non-family businesses. Family businesses are uniquely situated in having family employees for whom work and family are closely intertwined. The purpose of this study is to compare boundary dynamics of family and non-family employees

in family firms in order to better understand how work-family boundaries and boundary preferences are created and managed. By contrasting the role boundary formation and management of family and non-family employees, we can learn more about the process through which these role boundaries are formed and maintained. The present study examines the work-family role boundary configurations of 42 family and 107 non-family employees in 26 different family businesses. We hypothesize that preferences to segment work and family role domains will be associated with higher work-family conflict and turnover intentions in the family business context, but that the relationship between segmentation preference and work-family conflict will be stronger for family employees while the relationship between segmentation preference and turnover intentions will be weaker for family employees. We also test for moderated mediation to examine whether the relationship between work-family conflict and turnover is also attenuated by family employee status. Results generally support these predictions, suggesting that there are fundamental differences in how family employees and non-family employees experience the family business context. Specifically, we find that family employees experience greater role conflict when their role boundary management preferences are mismatched to the integrative pressures more likely to be present in a family business. While we do not see a relationship between work-family segmentation preference and work-family conflict, this is due to the averaging out of the positive and negative relationship observed in family and non-family employees, respectively. On the other hand, family employee status buffers the relationship between mismatched preferences and turnover intentions. We discuss theoretical implications of these results. These results suggest a unique work-family role configuration among family employees in which the two domains are not just integrated but rather overlap in mental space. We explain how this unique work-family overlap fits within boundary theory. We also discuss practical implications for family businesses with a focus on retention of family employees. Primarily, we show that while mismatch of preferences is difficult for family employees, they are unlikely to quit as a result of holding them because of the close ties between the business and the family.

- *Organizational and Individual Antecedents of Boundary Management Behavior and Life Domain Conflict* Esther Palm — University of Innsbruck, Christian Seubert — University of Innsbruck, Juergen Glaser — University of Innsbruck

ABSTRACT: Digital technologies in the working environment enable work to be done almost anywhere and anytime. Among other aspects, these technological developments lead to an increasing dissolution of boundaries between work and nonwork domains. Subsequently, this is associated with a blurring of work and nonwork domains, as work may easily intrude the nonwork domain and vice versa (e.g., via smartphone, laptop). We define boundary management behavior (BMB) as the extent to which an individual's work behaviors interrupt his or her nonwork behaviors. While the number of studies on the effects of BMB on life domain balance/conflict is rapidly increasing, less attention is being directed towards potential antecedents of BMB. Furthermore, the influence of the organizational working context on individual BMB has been largely neglected so far. Integrating the theory of planned behavior (Ajzen, 1991) and the cross-level model of boundary management styles in organizations (Kossek & Lautsch, 2012), we analyze the interplay of individual attitudes towards boundary management (boundary management preferences), subjective organizational norms concerning boundary management (boundary management norms) and perceived behavioral control (boundary control) on actual BMB. We examine these organizational and individual antecedents of BMB in relation to life domain conflict. Data of 917 white- and blue-collar workers of diverse industries in a longitudinal questionnaire-based study (T1 + T2; time lag: one month) were analyzed through moderated mediation analysis, controlling for demographic factors (gender, age) and working hours. All measures were drawn from established multi-item survey scales. Psychometric properties (internal consistency, factor structures) of the adapted measures were

good. Results show a full mediation of the relationship between boundary management preferences and life domain conflict through BMB and a partial mediation of the relationship between boundary management norms and life domain conflict through BMB. Boundary management preferences and norms are both independently related to BMB. Boundary control moderates the relationship between boundary management preferences and BMB, but not the relationship between boundary management norms and BMB. Self-reported data and potential method biases have to be taken into account. This study strengthens theory by integrating boundary management concepts and the theory of planned behavior. Results shed light on individual as well as organizational antecedents of BMB. Beside personal preferences, both organizational context in terms of subjective organizational norms and boundary control as moderating influence play a crucial role for work behavior interrupting the nonwork domain. Constraints of self-reported data and potential method biases apply. In addition, further organizational antecedents of boundary management and their interaction with individual factors (person-environment-fit) need to be examined in order to overcome the unduly individualistic view of boundary management research.

- *Cross-Domain Communication and Work-Family Interface: The Mediating Role of Resource Loss and Gain* Min (Maggie) Wan — University of Wisconsin, Milwaukee, Margaret Shaffer — University of Wisconsin, Milwaukee

ABSTRACT: With the pervasiveness of laptops, smartphones and other electronic devices, employees are increasingly engaging in cross-domain communication to manage work and family demands (Currie & Eveline, 2011). Defined as the interactive connection between two domain-specific members for domain-specific purposes when the two communicators are not both in their specific domains, cross-domain communication provides flexibility for employees to deal with work and family responsibilities (Boswell & Olson-Buchanan, 2007). However, because cross-domain communication blurs work and family boundaries, one role may lead to the tradeoff of the other role (Day, 2010). Scholars have found that cross-domain communication has effects on both the negative and positive work-family interface (i.e., work-family conflict and enrichment) (e.g., Day, 2010). However, we know very little about how cross-domain communication contributes to different forms of the work-family interface. We propose that Conservation of Resources (COR) Theory can provide an elaborate explanation for this black box (Hobfoll, 1989). Although COR theory has been widely used in the work-family research literature, little research has attempted to theorize and assess perceived resource loss and gain, a concept that is at the core of this theory (Chen & Powell, 2012). In this study, we suggest that role resource loss and gain mediate the effects of cross-domain communication on work-family conflict and enrichment. Moreover, we investigate how the relationships between cross-domain communication from family to work and from work to family and role resource loss and gain will be contingent on external and internal factors (i.e., work/family role expectation for cross-domain communication, work/family relationship quality, and segmentation preference). We collected data from 200 corporate employees working and living in the United States. The average age of participants was 46.86, 48.8% were male, 60.2% were married and had children. Using bootstrapping methods, we found evidence to support the indirect links among cross-domain communication, role resource loss and gain, and work-family conflict and enrichment. Moreover, we found that with higher work (or family) role expectations, employees perceived more family (or work) resource loss when cross-domain communication from family to work (or from work to family) was higher. Also, three-way interactions showed that work/family relationship quality interacted with work/family role expectation and segmentation preference, respectively, on the direct relationship between cross-domain communication and role resource loss and gain. The study contributes to the cross-domain communication and work-family research literature in two aspects. First, by applying COR theory and identifying role resource loss and gain theoretically and empirically, this study provides evidence to understand the paradox

between cross-domain communication and positive and negative forms of the work-family interface. Second, this study demonstrates that cross-domain communication and role resource loss and gain are bounded by external and internal role-related factors. Findings of this study also provide useful information for HR practitioners. By implementing practices that reduce role expectations and develop high-quality relationships among employees, employees will be better equipped to balance work and family roles via cross-domain communication.

- *The Distracted Family Dinner: When Multitasking Undermines the Benefits of Eating Together* Scott Schieman — University of Toronto, Marisa Young — McMaster University, Melissa Milkie — University of Toronto

ABSTRACT: How often does your family eat the main meal together? The answer to this question reveals a great deal about social dynamics in the household and individual members' prospects for well-being. While the family meal typically occupies a small part of the day, it provides opportunities for communication and expression; it has symbolic meaning; and it has personal, social, and health benefits as well. Yet, in the contemporary context of feeling harried and a time famine, coordination of family time is increasingly challenging. Busy schedules, long work hours, non-standard work shifts, work travel--these and other structural arrangements thwart opportunities for family time. In the context of limited time and energy, the shared family meal might feel like a luxury--or even a hassle and source of agitation. By some accounts, the shared family meal seems like a leftover from long ago--a nostalgic relic. Norms about the "ideal worker" and their associated expectations and demands are the main culprits--especially when they require workers to blur role boundaries. When that occurs, work-family multitasking--the frequency that one engages in work- and family-related activities simultaneously while at home--emerges as a potential stressor. While some degree of work-family multitasking can help parents achieve role responsibilities, the simultaneous enactment of tasks associated with different roles can tax attention and undermine role performance. Distractions, interruptions, and interference--these might create a household climate that dampens the psychosocial rewards of eating together. Our study is unique because we assess the potential influence of one's spouse's work-family multitasking. That behavior might create tension around family activities, in general, and elevate the strains associated with the shared family meal. Spouse's multitasking might foster distractions and interruptions that violate expectations about quality family time. In this regard, spouse's multitasking might erode the potential benefits of the shared family meal. To test these ideas, we use data from a national sample of 6,000 working Canadians from across a range of occupations and job dimensions. We limit the analyses to individuals in dual-earning households to obtain the respondent's reports of his or her spouse's frequency of work-family multitasking. Findings indicate that sharing the family meal is negatively associated with anger; by contrast, spouse's frequent multitasking is positively associated with anger. More importantly, we document a statistically significant interaction between sharing the family meal and spouse's multitasking. This indicates that the positive interaction coefficient indicates that spouse's work-family multitasking attenuates the negative association between the frequency of the shared family meal and anger. Gathering together to share a meal can have psychosocial benefits. The sense of 'togetherness' associated with the family meal underscores the value of interpersonal bonds that help individuals feel valued and esteemed. By regularly coming together, even briefly, parents can gather details about the day's events, plan the future, and socialize values, attitudes, and behaviors. Collectively, these intimate bonds are essential for helping individuals neutralize negative affect. Our results indicate, however, that frequent multitasking can undermine the benefits of the family meal.

9:00AM – 10:30AM: Symposium: Work and Family in Relation to Health and Wellbeing

Organizer: Mara Aileen Yerkes, Utrecht University

Work and family issues are closely related to individual and family health and wellbeing (Bianchi, Casper and King, 2009). In this symposium, recent empirical evidence on the complex relationship between the work-family nexus and health and wellbeing will be presented and discussed. The topic will be approached from both a gender and organizational perspective.

- *Mothers' Perceptions of Time Pressure, Mental and Physical Wellbeing During the Preschool Years* Belinda Hewitt — University of Melbourne, Mara Aileen Yerkes — Utrecht University, Lyndall Strazdins — Australian National University

From a gender perspective, we look at the relationship between work-family demands and the health and wellbeing of mothers *and* fathers, a group often neglected in work-family research. Most working mothers value their jobs and want to work, but working while caring for young children can confront them with significant trade-offs that impact on their time, health and wellbeing. The first paper in the symposium examines whether and to what extent mother's health and wellbeing changes as their babies age and they transition back into the work force. The authors use 5 waves of an Australian longitudinal panel study, following mothers from when their babies were 6 months old until 4 years of age. Multiple indicators of mothers' wellbeing, including feelings of time pressure, mental and physical health, are taken into account. Preliminary results suggest mothers' feelings of time pressure diminish and mental and physical health significantly improve over time as children age. Moreover, mothers' employment status matters, where mothers who are working part-time are less likely to feel rushed all the time and have better physical health than mothers employed full time across all waves.

- *What Matters for Working Fathers? Job Characteristics, Work-Family Conflict and Enrichment, and Fathers' Postpartum Mental Health in an Australian Cohort* Amanda Cooklin — La Trobe University, Rebecca Giallo — Murdoch Children's Research Institute, Lyndall Strazdins — Australian National University, Angela Martin — University of Tasmania, Liana Leach — Australian National University, Jan Nicholson — La Trobe University

Work-family reconciliation can also have important repercussions for fathers' health. One in ten fathers experience mental health difficulties in the first year postpartum. In particular, unsupportive job conditions that exacerbate work-family conflict are a potential risk to new fathers' mental health given that most new fathers (95%) combine parenting with paid work. However, few studies have examined work-family conflict and mental health for postpartum fathers specifically. The aim of the second paper in the symposium is to discuss research on the particular work characteristics (e.g., work hours per week, job quality) associated with work-family conflict and enrichment, and fathers' mental health in the postpartum period. Findings from a nationally representative sample of Australian fathers contribute novel evidence that employment characteristics, via work-family conflict and work-family enrichment, are key determinants of fathers' postnatal mental health, independent from established risk factors.

- *How Do Women in Low-Wage Jobs Manage a Cancer Diagnosis? Examining Workplace Supports, Employee Benefits, Receipt of Cancer Care, and Mental Health and Employment Outcomes* Jennifer E. Swanberg — University of Maryland, Helen Marie Nichols — University of Maryland, Robin C. Vanderpool — University of Kentucky

Alongside the gender perspective, the symposium aims to explore the interface of work, family and health issues in the workplace. The third paper investigates workplace supports for female cancer patients in the US. There are currently 14.5 million living Americans who have survived at least one cancer diagnosis in their lifetime. Of those diagnosed with cancer each year, 40% are

working-age adults (i.e., between ages 18-65), and up to 85% of these individuals will return to work at some point during or after their cancer treatment. Low-wage jobs now employ more than 25% of all working Americans and 76% of those who work in the top ten largest low-wage jobs are women, yet the challenges facing women diagnosed with cancer in low-wage jobs have rarely been addressed in the cancer survivorship and work-family literature. Low-wage jobs are less likely to offer employee benefits that have been found to aid employed cancer survivors and women who hold these jobs are also less likely to take the recommended time off from work following a cancer diagnosis and are more likely to work during treatment. The authors of this paper use a national longitudinal dataset, the 2011 Medical Expenditure Panel Survey (MEPS), to analyze a sample of women employed since being diagnosed with cancer (N=485). They compare the employee benefits and workplace supports available to low- and higher-wage women to help them manage cancer and work and further examined whether or not receipt of cancer care was associated with differences in mental health and employment outcomes.

- *The Effect of Flexible Work Arrangements on Employee Health: A Longitudinal Case Study* Bram Peper — Tilburg University, Laura Den Dulk — Erasmus University Rotterdam, Claartje ter Hoeven — University of Amsterdam

The fourth and final paper of the symposium takes a broader perspective towards workplace supports in relation to work, family, health and wellbeing. The aim of this paper is to discuss the influence of flexible working arrangements (FWA) on employee health and wellbeing across time. While FWA's were introduced in the 1970s to enhance employee health and wellbeing, evidence on the effect of such arrangements on employees' health and wellbeing is inconclusive. Using data from a three-wave longitudinal study within a Dutch consultancy organization, this paper attempts to unpack the complex relationship between flexible work arrangements and health and wellbeing outcomes for employees.

9:00AM – 10:30AM: Symposium: Gender Inequality at Work and at Home

- *Europe's Mixed Progress to a Gender Egalitarian Equilibrium - Recent Trends in European Parental Working Practices* Sara Connolly — University of East Anglia, Matthew Aldrich — University of East Anglia, Margaret O'Brien — Institute of Education, Svetlana Speight — NatCen Social Research, Eloise Poole — Policy and Research Officer, Arts Council England

ABSTRACT: This paper takes a multiple equilibria approach (Esping-Andersen and Billari, 2015) in examining the working lives of European families across the first decade of the millennium. As female education and employment has grown in most affluent countries, traditional gender work roles and expectations have become unsettled, creating the potential for parents to combine economic independence and family care in different ways. Awareness of complexity in gender role change has led to the development of a multiple equilibria model (Esping-Andersen and Billari, 2015) where the household distribution of parental work time is an important indicator of gender dis/equilibrium: the historic stable equilibrium based on a traditional male breadwinner and female carer; an emerging gender egalitarian equilibrium with dual full-time earners; and an 'unstable' equilibrium associated with transition between the two, where household working patterns are more heterogeneous. We consider 8 European countries: two where the dual full-time earner model is well-established, Sweden and France; three where the sole male breadwinner formed the dominant household working pattern at the start of the century, Greece, Spain and Poland; and three strongly associated with the 1.5 earner model, Germany, Netherlands and the UK. We consider the extent to which changes in female educational attainment and the development of more supportive work-family policies have challenged the more 'traditional' models of household working practices (sole male breadwinner and the 1.5 earner model) and have resulted in new, more gender equal patterns of work and whether the

Great Recession has challenged male breadwinner norms. We test a range of hypotheses on parents' work patterns based on the multiple equilibria model using evidence from the EU Labour Force Survey 2001-2013. We identify a reduction in the male sole breadwinner, most notable in countries where it had dominated at the start of the decade, a growth in dual earner households, increasing hours of work of mothers in part-time work and a growing proportion of households with non-standard patterns. These trends suggest both a convergence in economic provisioning within parent couple households -- they are sharing the breadwinning -- and increased diversity, particularly in the post economic crisis period. Based on multinomial logit results we find that household employment patterns are strongly associated with maternal education and family size. The greater concentration of dual full-time earners amongst the better educated is evidence of a growing disparity between the education 'haves' and 'have nots' (OECD 2014) but employment patterns are becoming less sensitive to the age of youngest child indicative of a shift in the policy environment which is now enabling greater employment (longer part-time hours and full-time) for both parents of young children.

- *The Transition to Parenthood as a Critical Juncture for Gender Inequality in the Home and in the Labor Market - Comparing Heterosexual Couples to Female Same Sex Couples* Marie Evertsson — Stockholm University, Katarina Boye — Stockholm University - Swedish Institute for Social Research (SOFI)

ABSTRACT: Although gender equality in paid and unpaid work has increased, progress is slow and factors other than financially rational decision making are often of importance when couples decide how to divide the work. A critical juncture for the reproduction and augmentation of gender inequalities in the labor market is the transition to parenthood. Notably missing in most research on the topic so far are same-sex couples (SSC). By bringing female SSC into the study and comparing how the transition to parenthood influences parents' division of parental leave, we study the degree to which biological factors such as breast feeding, the social construction of gender (in relation to the sex of the partner) and relative resources influence parents' division of care work and paid work. In other words, this project asks how the formation of motherhood and fatherhood identities interacts with biology to produce a division of paid work and care work in families with small children. The division of paid work and parental leave among recent parents in SSC is compared to recent parents in heterosexual couples (HSC), when the two groups are matched on significant background characteristics of the SSC. By matching couples on factors such as the spouses' wage income before the birth of the first child, their education, age etc. we make them as similar as possible on observable characteristics in order to study to what extent the sex of the spouse is important for the division of parental leave and paid work within the couple. This study provides a sharp test of the relevance of theories such as the relative resource and the bargaining perspective (e.g. Lundberg and Pollack 1996), doing gender (West and Zimmermann, 1987) and specialization theory (cf. Becker 1985), for the division of paid and care work in the family. Studies on the division of work and the transition to parenthood in SSC is often based on small samples and/or qualitative data (e.g. Patterson, Sutfin and Fulcher 2004; Goldberg and Perry-Jenkins 2007). By using Swedish register data, we can study the full population of SSC in registered partnerships or marriages who have had a baby in the period from 1995 (when registered partnership was implemented) until 2012 and compare their division of care work (i.e. uptake of parental leave and leave to care for sick children) and paid work to that of parents in HSC with similar background characteristics. Partly due to gender socialization, we expect non-biological mothers in SSC to share work and care with their partner to a larger extent than fathers in HSC. We are also able to isolate the impact of biology and sex composition of the couple for biological mothers' parental leave uptake and work hours.

- *Comparative Analysis of the Impact of Parenthood on the Labor Market Performance of Men and Women: Do Family Policies Matter?* Ewa Cukrowska Torzewska — University of Warsaw

ABSTRACT: Statistical data report that countries significantly differ in the female labor force participation rates and the wage discrimination measured by the unexplained part of the gender wage gap (Weichselbaumer and Winter-Ebmer, 2005; OECD, 2015). Existing research moreover reports that there is high cross country variation in the labor market outcomes of men and women, who do and do not have children (e.g. Davies and Pierre, 2005; Budig et al, 2012). This country variation is primarily attributed to macroeconomic factors; some variation between the countries is however found even when they are accounted for. The remaining variation is thus attributed to institutions and family policies as well as cultural attitudes in particular. The aim of this research is twofold. First, it aims to complement existing literature on the labor market consequences of parenthood by providing the estimates of the impact of parenthood on men's and women's employment and wages for a broad set of European countries, including Central Eastern European economies. The estimated inequalities are then confronted with country specific institutional context and existing family policies in particular. Unlike previous research, the role of family policies in shaping motherhood related labor market inequalities is analyzed by examining the effects of single policies as well as their interactions. By doing so this research asks whether the combinations of leave policies and childcare availability impact the employment prospects and wages of women with children differently, affecting the gap between them and childless women as well. The identification of the parenthood gaps is based on country specific individual fixed effects and Hausman-Taylor models that account for unobserved heterogeneity. Next, following Budig et al. (2012) the relation between policies and gender specific parenthood gaps in employment and wages is assessed by pooling the data over the examined countries and investigating the coefficients on the interaction term between parenthood status and specific policy. The interaction effect of the policies for women is assessed by additionally interacting the coverage rate for small children and leave policies for mothers. The analysis is complemented by investigating the effects of policies on the subsample of mothers/fathers. The analysis is based on EU-SILC longitudinal data as well as country specific data on family policies from OECD Family Database and Multilinks (2011). The findings reveal that family policies are important instruments shaping motherhood induced labor market inequalities. Consistently with previous works, the research shows that greater availability of childcare increases mother's employment, lowering the employment gap between mothers and childless women. Leaves for mothers are also important, as long maternity leaves are found to decrease their employment. Leave policies and childcare availability however interact. When the childcare coverage is low, longer parental leaves contribute towards decreasing mothers' employability. Greater childcare coverage mitigates however the negative effect of long parental leaves. The interaction effect of policies is not found to be important for shaping wage inequalities. For men, family policies are found to play marginal role in shaping parenthood related labor market inequalities.

9:00AM – 10:30AM: *Symposium: New Directions in Gender and Work-Family Scholarship - Session sponsored by WFRN Special Interest Group on "Gender and Work-Family"*

This goal of this session is to encourage dialog about moving gender and work-family scholarship forward in new and interesting directions. This symposium session will be a panel discussion in which the panelists will offer insights into cutting-edge gender and work-family scholarship, with an eye towards identifying areas of research that stand to break new ground. Specifically, we hope to explore ideas that will move us beyond mere examinations of gender differences between men and women, towards more innovative approaches that offer greater promise for bringing about social change. The panelists represent a range of backgrounds from management to policy research. Each panelist will speak for about 10-15 minutes, highlighting 3 or 4 compelling ideas. Once each panelist has presented, the discussant will facilitate a larger conversation about new directions in gender and work-family scholarship.

Organizer: Krista Lynn Minnotte, University of North Dakota

President: Maura J. Mills, Hofstra University, New York

Panelists:

- Lotte Bailyn – Massachusetts Institute of Technology (MIT)
- Nicholas James Beutell – Iona College - Hagan School of Business
- Noelle A. Chesley – University of Wisconsin, Milwaukee
- Heidi Hartmann – Institute for Women's Policy Research

Discussant:

- Krista Lynn Minnotte, University of North Dakota

10:30 AM--12:00 PM

The Paid Leave and Sick Leave Policy Agenda

President: Brigid Schulte, The Better Life Lab/The Good Life Initiative

Panelists:

- Heather M Boushey – The Washington Center for Equitable Growth
- Vicki Shabo – National Partnership for Women and Families
- Benjamin C. Olinsky – Special Assistant to the President for Labor and Workforce Policy

12:00 PM—1:00 PM [LUNCH]

1:00 PM--2:30 PM

Author-Meets-Critics: Riché J. Daniel Barnes, *Raising the Race: Black Career Women Redefine Marriage, Motherhood, and Community.*

Panelists:

- Dawn M Dow – Syracuse University
- Tamara Mose Brown – Brooklyn College
- Allison Elias – Cornell University
- Riché J. Daniel Barnes – Smith College

1:00PM – 2:30PM: *Workshop: Professional Development Workshop - Designing Interventions for Combining Career and Care in Academia: Exploring the Paradox between "Time to Care" Allowances and the "Ideal Academic"*

Despite several decades of programmes and interventions to promote gender equity in research institutions, inequalities continue to exist between men and women in various measures of academic career success including tenure, promotion, and research funding. This professional development workshop is intended to assist both researchers and policymakers in discussing and designing evidence-based interventions to promote gender equity in research institutions.

Organizer: Claartje Vinkenburg, VU University Amsterdam

Panelists: Amit Kramer, University of Illinois, Urbana-Champaign; Jennifer Sheridan, University of Wisconsin; Claartje Vinkenburg, VU University Amsterdam; Catherine Didion, Formerly at National Academies USA; Jessie DeAro, National Science Foundation; Dana Britton, National Science Foundation; Sarah Dickinson, Athena SWAN Charter UK; Priyamvada Natarajan, Yale University; Jennifer Lundquist, University of Massachusetts

1:00PM – 2:30PM: *Symposium: Promoting the Voice of Men as Leaders in the Work-Family Conversation*

It is clear men are becoming more involved than ever in the conversation on work-family. However, men are not always front and center in the public discourse on work and family issues. As a result, some of the

nuances of work and family that relate specifically to men may not get sufficient attention, and the intersection of work and family can be seen as an issue that primarily affects working mothers. Because of these concerns, researchers and advocates, as well as leaders in media and the corporate world are actively promoting the voice of men as leaders in the work-family conversation. This panel represents all of these constituencies and will conduct a discussion touching on the following key points, while allowing plenty of time for audience Q&A:

- How do we motivate men to become more up-front and visible with their family concerns in workplaces, including competitive workplaces?
- How do men go beyond advocating for themselves and become leaders in role-modeling, changing cultures, and advocating for better policy?
- How can traditional and social media do a better job in highlighting the work-family concerns of men, while demonstrating that many men, especially millennials, are unapologetically living by a new set of life priorities?
- Considering some of the stigma attached to men who prioritize family over work, how do we reach more men in ways that overcome these barriers, using more informal means, as well as alternate media channels?
- What role does academic research play in better understanding and highlighting men's work-family issues?
- How can academic researchers, social policy advocates, the media and corporate leaders work together to advance the notion that work and family is an issue central to both genders?

Organizer: Scott Behson, Fairleigh Dickinson University

President: Scott Behson, Fairleigh Dickinson University

Panelists:

- Brad Harrington – Boston College - Center for Work & Family
- Maryella Goeckel – America's Flexibility Strategy Leader, Ernst & Young
- Simon Isaacs – Co-Founder and Publisher, Fatherly.com
- Russell W Clayton – Saint Leo University
- **Discussant:** Scott Behson, Fairleigh Dickinson University

1:00PM – 2:30PM: *Symposium: Family Leave Policy in the United States*

- *Paid and Unpaid Maternity Leave: Implications for Work-Family Conflict and Family Relationships* Nancy L Marshall — Wellesley College - Wellesley Centers for Women, Wendy Wagner Robeson — Wellesley College - Wellesley Centers for Women

ABSTRACT: More than three-quarters of women who worked during pregnancy return to work by the time their baby is 12 months old (US Census Bureau 2011). The 1993 Family and Medical Leave Act (FMLA) ensures up to 12 weeks of unpaid, job-protected leave after the birth or adoption of a child, but applies only to certain employees; 59% of workers reported there were eligible in 2012 (Klerman, Daley & Pozniak, 2012). Ineligible workers are sometimes able to take leave through other mechanisms. According to the U.S. Census Bureau (2011), 51% of women who worked during pregnancy in the 2006-2008 period took paid leave (including paid maternity, sick, and vacation leave, and other paid leave) and 42% took unpaid leave. This study uses data from the NICHD Study of Early Child Care and Youth Development, a prospective longitudinal study of 1,364 families from around the United States. The analysis sample was restricted to the 1137 women who were employed in the 12 months prior to their child's birth. The paper uses data from interviews with the mothers at 1-, 6-, and 15-months post-partum. These children were born in 1991, prior to FMLA. However, according to the U.S. Census Bureau (2011), the rates of women taking paid and unpaid leave have changed only slightly since the implementation of the FMLA (43% of women who worked during pregnancy in the 1991-1995 period took paid leave, compared to 51% in 2006-2008; 40% took unpaid leave in 1991-1995, compared to 42% in 2006-2008). The proposed paper builds on an earlier conference paper

(Marshall, 2009). We found that 45% of the women in the sample used paid leave and 35% used unpaid leave, comparable to the U.S. Census Bureau data for 1991-1995. We found that women were more likely to use formal paid leave if they were white, married, had higher levels of education, in professional or management occupations, and worked full-time during pregnancy. After adjusting for differences in pre-birth income, marital status, race, education, and other background factors, there were no significant differences in family incomes in the year following childbirth among women who took paid leave, formal unpaid leave, or informal unpaid time off. The proposed paper also builds on our published work on working conditions among employed mothers of infants, using the same dataset. We found that working mothers in poorer quality jobs, as well as working mothers who were single or whose infant's health was poorer than that of other infants, reported greater depressive symptomatology. The effect of job quality on depressive symptomatology was mediated by work-family conflict, whereas infant health and marital status had direct effects on depressive symptomatology. In the proposed paper, we will expand these analyses to examine the association of different parental leave arrangements (paid vs. unpaid) with women's reported levels of parenting stress and work-family conflict after returning to work, and the quality of the marital/couple relationship and the mother-child relationship at 6-months and 15-months after childbirth.

- *Building an Effective and Inclusive Family Leave Insurance Program in New Jersey: A Qualitative Study of Low-Income Parents* Curtis Skinner — Center for Children in Poverty, Columbia University, Suma Setty — National Center for Children in Poverty, Columbia University, Seth Hartig — National Center for Children in Policy

ABSTRACT: New Jersey is one of three states in the United States that has implemented a paid family leave insurance (FLI) program for workers to bond with their children or care for ill family members. Yet, out a state population of more than 8.8 million, only 158,000 claims were approved in the first five years since the program began in 2009. To date, however, there has been no in-depth exploration into workers' leave taking behavior, nor how the New Jersey Family Leave Insurance program affected families who did receive state family leave insurance. Motivation: A growing body of research demonstrates the positive outcomes associated with longer amounts of time that women stay at home with their newborns before returning to work. Despite this evidence, the United States is the only industrialized country that does not guarantee paid parental leave to care for a new child or attend to important family needs. Explorations into how family leave insurance programs affect the health, economic security, and well-being of low-income families can inform the development of evidence-based statewide and/or federal paid leave programs. Approach: Using purposive sampling, we recruited ~30 low-income fathers and mothers in Newark, Camden, and Trenton, New Jersey to participate in focus groups and in-depth interviews. Groups were separated by gender and whether or not they took up family leave insurance after welcoming a child to their families. The research team analyzed transcripts from focus groups and interviews using a grounded theory approach using Atlas.ti to organize major themes. By comparing the experiences of parents who took up leave with those who have not, we gained insight into the barriers to FLI program take up by low-income workers in New Jersey and how it affects those who did utilize FLI. Brief Results: Among those who did not utilize FLI, barriers included concerns about job security, lack of awareness, confusion over eligibility, and lack of employer support. For those that did take it up, while they experienced difficulty navigating the application process, FLI allowed them to bond with their babies shortly after their birth with additional financial assistance to pay expenses while taking leave. Recommendations to increase FLI take up include initiatives to improve program awareness and efforts to increase employer support for the program. Recommendations to improve FLI program administration include implementing online system for FLI applications and mechanisms to decrease waiting time for receiving benefits. Conclusions: New Jersey's FLI program has benefited low-income parents in allowing them to take leave from work to bond with their

newborns, but program administration needs improvement in order to meet their needs. Improving internal efficiency to process applications and increasing awareness has the potential to increase FLI take up and improve the economic security and well-being of low-income parents and their children. More evaluations of current paid family leave programs can inform national efforts to ensure that families do not have to go without a source of income while caring for a newborn or ill family member.

- *Assessing the Employment Effects of California's 2002 Paid Family Leave Law* Samantha Marie Schenck — University of Massachusetts, Amherst

ABSTRACT: In September of 2002, California made history when it passed the nation's first comprehensive paid family leave legislation, the California Paid Family Leave Act (CPFL). Proponents of the legislation argued that it would allow more families to take time off to care for a new child or an ill family member, which would reduce stress for families and increase economic security among low-income household. While paid family leave was immensely popular among the residents of CA, the law faced serious opposition from the business community. Opponents of paid family leave argued that businesses would likely have to decrease their employment levels due to increases in costs and reductions in worker productivity. Some also argued that the law could lead to an increase in statistical discrimination against women, since they are more likely than men to take family leave. While existing research has studied how the behavior of workers has changed under the new law (workers are taking more and longer leaves), there have been few studies on how this law impacted employment in California. If this piece of legislation was a "job killer" as opponents of the program argued, then we should see lower employment levels in California after the law was implemented when compared to establishments in states that do not have a paid leave law. I utilize a difference-in-difference approach using establishment level employment data taken from the Equal Employment Opportunity Commission's EEO-1 reports from 2000-2009. I compared California to the rest of the United States, as well as various other control groups using states with similar economic conditions during that decade. I also conducted a more local analysis using the US Census CA-NV Combined Statistical Area, which consists of several counties in CA as well as NV that have significant social and economic ties as well as substantial employment interchange. In most model specifications the implementation of the program is correlated with a positive and significant change to establishment level employment, and in some specifications the correlation is insignificant but remains positive. Therefore this study would indicate that at best the program was beneficial to employment and at worst a non-event for most California businesses. The study also found no indication that the law is correlated with any increase in statistical discrimination against women, and in fact some models indicate that the law may have actually reduced the incidence of discrimination against women in CA. This study is important given the current political climate surrounding a proposed national paid family leave law. While changing the Family and Medical Leave Act to include a paid provision is popular among the majority of workers and some politicians, it faces significant opposition among the business community. This study shows that a paid provision is unlikely to cause significant costs to businesses and is not likely to cause a decrease in employment.

- *Effect of State Parental Leave Policies on Parents' Subjective Well Being in the US* Ipshita Pal — Columbia University

ABSTRACT: While work-family reconciliation policies overall have not caught up to the changing demands of the family and the workplace in the US, three states have made important strides in that regard by implementing paid family leave insurance programs --California in 2004, New Jersey in 2009 and Rhode Island in 2014. I examine whether and how such state policies -- provisions that ensure benefit payments when parents take leave from work on account of

childbirth, thereby making the leave more accessible -- have had their desired positive effect on parental well-being. A number of well-designed studies have investigated the effect of paid parental leave policies on related measures of well-being, such as maternal employment and income, maternal and child health, and fathers' involvement, but have not found uniform effects across these different measures. To my knowledge, there is no existing published work that has investigated the effect of parental leave policies on parents' subjective well-being in the United States, while comparable international evidence is based on substantially more generous policies and sheds little light on the US case. The study is further motivated by the renewed emphases on using subjective measures to describe well-being and evaluate policies (Blau, 1998; Layard, 2006, 2010; Stiglitz, Sen and Fitoussi, 2010; Deaton and Stone, 2013). In the first part of this paper, I use data from the American Time Use Survey's Well Being modules (2010, 2012, 2013) as well as the ATUS Leave module (2011) and employ a modified difference in difference research design adapted from prior work on the effect of state level public policies (Washbrook, Han, Ruhm and Waldfogel 2011). This data allows me to identify potentially eligible mothers from individual level variation in child age and in availability of employer provided paid leave along with state level policy variation. In the second part of the paper, I use data on birth month of randomly selected household children over a 10 year period (2005 - 2014) from the Behavioral Risk Factor Surveillance System and employ a difference in difference in difference model to compare multiple self-reported measures of health and well-being --such as overall physical and mental health, feelings of worthlessness, hopelessness, stress and anxiety, adequate sleep, adequate energy, regular health check-up and flu shots, and having adequate social and emotional support -- of parents within 12 months of childbirth who had a birth before and after the state paid family leave insurance program became effective, and compare with similar parents who had births in states that would not have been affected at the same time. I do not find consistent effects across the two data-sets and subgroups of the population. In some models, I find no effect of parental leave policies on subjective well-being for parents overall, but positive effects for unmarried mothers and parents of low socio economic status. These results confirm expectations set by prior research on leave-taking that finds paid parental leave policies to be particularly useful for the relatively disadvantaged (Rossin-Slater, Ruhm, and Waldfogel, 2013).

1:00PM – 2:30PM: *Symposium: Gender and Race in Academia*

- *Misconceiving Merit: How Academic Science Devalues Mothers' Scholarly Production* Mary Blair-Loy — University of California, San Diego, Erin A. Cech — Rice University

ABSTRACT: Academics in science, technology, engineering, and mathematics (STEM) revere merit and believe that they can recognize it when evaluating colleagues, regardless of ascriptive and lifestyle characteristics. At the same time, women remain under-represented, and they often feel unwelcome and devalued in STEM fields. These ideological commitments and demographic realities create a paradox: How can academic science, which so highly values meritocracy and objectivity, reproduce these unequal outcomes? Drawing on mixed-method data on STEM faculty this paper focuses on the negative career consequences, net of their actual work devotion and academic productivity, for who are viewed as not fully manifesting these definitions of merit. Approach: We analyze these cultural schemas of merit among STEM faculty at one of the top public scientific research universities in the country. We combine university personnel data, our survey data, and interview data with faculty at this site. We amplify this information with a "productivity" database, which contains information on scholarly output, visibility, and research grant funds for each faculty member from an online bibliographic database. Brief results : We analyze two "cultural schemas" or shared understandings that shape scientists' definitions of merit: "work devotion" and "scientific excellence." We find that the work devotion schema valorizes single-minded devotion to the scientific vocation. Schemas of scientific excellence define particular traits (e.g. competitiveness, self-promotion, and risk taking) as markers of merit

in science. The belief that "work devotion" and "scientific excellence" define merit is widely shared across faculty from different demographic groups and disciplines. Although understood as objective and universal, these schemas are aligned with traits culturally associated with white, upper-middle-class, heterosexual masculinity. Other groups are often seen as less fully embodying merit and therefore less excellent. Our survey results show that mothers, on average, personally embrace work devotion at similar levels as other demographic groups. Our productivity data reveals that mothers generally have similar or higher levels of publications and grants than other colleagues (net of department and academic level). Despite their comparable levels of productivity and devotion, interview data illustrate that mothers are often viewed by their colleagues as deficient in work devotion and productivity. Some faculty try to avoid this family responsibilities stigma by keeping their family responsibilities hidden and avoiding or minimizing the use of university benefits for family accommodation. Indicating material consequences of these cultural biases, we find that, even controlling for productivity (e.g., log number of articles published), university advancement level, and other factors, mothers have a statistically significant pay penalty compared to similar colleagues. Conclusion The work devotion schema harms the individual scholars who are the subject of stigma. Further, the work devotion mandate is institutionalized into career tracks that largely deny the legitimacy of faculty's family responsibilities and justify processes that devalue mothers' scholarly production.

- *Work-Family Conflict, Organizational Support, and Well-Being Outcomes for Early Career Women in STEM* Samantha Chalupa January — Texas A&M University, Kathi N Miner — Texas A&M University

ABSTRACT: Work-family conflict (WFC) has become a widely discussed issue in the US workforce, particularly for employees in male-dominated work contexts which often demand long work hours and complete dedication to work. For example, Paul Ryan, the next speaker of the US House of Representatives, spoke out saying that he would only take the job if he was able to maintain a certain amount of work-life balance (Jalonick, M., & Werner, E. 2015, October 22). WFC is when participating in either a work/family role is made more difficult due to participation in the other role. WFC is composed of two dimensions: work interference with family (WIF) occurs when work interferes with family life and family interference with work (FIW) occurs when family life interferes with the work role (Greenberg, 2002). In the present study, we examine how WIF and FIW relate to occupational well-being outcomes for early career women in a male-dominated work setting: STEM (science, technology, engineering, and mathematics) academia. We also examine if these relationships differ for women based on their motherhood status (with or without children). We propose that an important aspect of balancing work and family demands is an individual's perceived organizational support (POS), which refers to global beliefs an individual holds about whether or not their organization values their contributions and cares about their well-being (Eisenberger & Rhoades, 2001). Past research has shown that those who feel high levels of POS tend to report less WFC and that POS may serve as a buffer against the negative impact of stressors (Casper et al., 2002). Based on the differential exposure perspective, we hypothesized that both forms of WFC would be related to negative well-being for early career women in STEM and that POS would buffer (attenuate) this relationship. We further hypothesized that these relationships would be especially strong for women with children compared to women without children. Data were collected as part of a workshop aimed at advancing the success of early career STEM women faculty (N = 80). Measures included WIF, FIW, job burnout, job satisfaction, job stress, and perceived organizational support. Moderated regression analyses were conducted to assess the moderating role of POS on the relationship between work-family conflict and occupational well-being. Overall, results supported the buffering effect of POS on the relationship between WFC and well-being such that as POS

increased, the effect of WFC on negative well-being outcomes decreased. Results further showed that these effects held only for women with children. This study documents the importance of providing high levels of POS for early career women in STEM who are balancing work and children.

- *More Than One Can Bear: Perceptions of Work-Life Balance Among Women Of Color Faculty Within a Striving Institutional Context* DeLois Kijana Crawford — Rochester Institute of Technology

ABSTRACT: Underrepresentation of women of color (WoC) faculty in STEM disciplines is an institutional reality in higher education across the U.S. Research indicates that WoC faculty face unique challenges based on the intersections of race, ethnicity and gender compared to their majority-group female counterparts. However, these factors only partially explain the relatively small number of tenure track women within the STEM disciplines. When considering additional factors contributing to this phenomenon, institutional advancement is found to play a crucial yet unintended role, as competition for research dollars engenders a striving institutional culture, consequently creating mission drift. A striving institutional culture places high value on enhancing prestige within the academic hierarchy, in turn fostering an environment of increased stress and competition that closely monitors the tenure clock, potentially causing the institution to drift away from its original mission, and failing to embrace the concept of work-life balance. As striving institutional cultures have been found to be male-centric, work-life balance tends to be virtually non-existent in these environments. Compounding this reality is the well-known fact that STEM disciplines are male-dominated perpetuating the notion that work-life balance is a gender issue. To date, existing research has not given in-depth consideration to the effects of striving and mission drift on the ability of WoC who work as faculty in STEM disciplines to balance work and life. The paucity of information provides impetus for the ADVANCE RIT project. Funded by the National Science Foundation (NSF), one of the objectives was to examine the underlying barriers to STEM WoC faculty's career success. Through the use of qualitative research methods, mission drift is found to have contributed to the perception of poor work-life balance in STEM WoC faculty, which in turn contributed to the said population's low retention and advancement rate. Moreover, research findings indicated a need for institutions of higher education to establish programs, specifically professional mentoring partnerships that consider changing institutional cultures in conjunction with STEM WoC faculty's unique needs. This article presents the findings of a qualitative study purposed for mitigating the effects of striving and mission drift on WoC faculty. The research has implications for individual and familial quality of life, and broadens the scope of knowledge related to the experiences of multiple marginality of WoC in academia.

1:00PM – 2:30PM: Symposium: Communicating Work/Life Challenges within the Family

Organizer: Katherine Jane Hampsten, St. Mary's University

Communication patterns within families reveal the ways in which family members frame and enact issues of work/family conflict. This session examines how family members understand and negotiate tensions that surround decisions about work and family. Specifically, these tensions include messages among young adults and their parents about the prioritization of work and family, new fathers deciding whether to take paternity leave, and dual earning couples navigating competing demands. Within each of these contexts, an examination of communication strategies provides insight into how modern families make sense of balancing work and family in their daily lives.

- *Uncovering Pathways to Support for Family Relocations: The Gendered Influence of the Divisions of Housework and Perceptions of Fairness* Shannon N. Davis — George Mason University, Julia Anderson — Institute for Women's Policy Research, Shannon Jacobsen — Rutgers University

Previous research on family relocation decisions has focused on spouses' economic opportunities, where support for family relocation reflects gender inequality in the labor market. This paper is the first to theorize possible relationships among the division of housework (as a measure of gender inequality inside the home), perceptions of fairness of the division of housework, and level of support for potential relocation due to spousal job opportunity. This analysis uses data from the Work and Family Survey (N = 94 women and N = 52 men), a telephone survey conducted in the United States in 2010. We find that the division of housework is a key factor predicting expected level of support for relocation, but that perceptions of fairness only explain men's expected level of support. The discussion highlights the importance of the findings for understanding marital dynamics, the interplay between work and family, and gender construction and performance at a time of economic insecurity.

- *Paternity Leave, Identity, and Fatherhood at Work* Scott Sellnow-Richmond — Columbus State University

While maternity leave has understandably received a significant amount of scholarly focus, paternity leave remains an under-studied concept in the United States. The decision of whether or not to take paternity leave functions as a key example of how fathers negotiate the relationship between their home lives and careers. The study of paternity leave, then, acts as rich topic through which to explore gender and work/life balance. This project is an examination how first-time fathers manager their decision regarding whether or not to take paternity leave. 18 new, first-time fathers were interviewed regarding what aspects of their identities were salient in regards to their paternity leave decision. The four frames of identity (personal, enacted, relational and communal) posited by the Communication Theory of Identity (CTI) were utilized as a framework to contextualize these salient identities. Results demonstrate that paternity leave is an important aspect of work/life balance. Specifically, the paternity leave decision makes salient many nuanced aspects of different identities for this project's participants.

- *It's About Priorities: Adaptation Strategies of Dual Military Couples* David Smith — U.S. Naval Academy

Managing and coordinating two work careers and a family is a complex task with potential role conflicts. Examining the decision-making process as dual career couples navigate role transitions in institutional structures can provide a better understanding of adaptation strategies employed to attain personal, professional, and family goals. Using grounded theory methodology, this study examines interview data of 23 dual military officer couples. Results show that work and family decisions are influenced by the organizational constraints as well as institutional and cultural norms. These couples adapt by employing work-family prioritization strategies, including family priority, career priority, lead and follow, and shifting priority. These strategies demonstrate how couples adapt strategically and employ human agency to develop pathways as they challenge and adapt to the institutional structures.

- **Discussant:** Elizabeth Fish Hatfield, University of Houston - Downtown

1:00PM – 2:30PM: *Symposium: Who Takes Leave and Why: Leave Use Patterns and Overcoming Barriers to Use*

Organizer: Julia Marie Goodman, Portland State University

Paid leave policies represent an important enabler for workers to take time to care for themselves or for family members, but they do not directly translate into leave utilization. Rather, the existence of state and federal leave laws influences the availability of leave and type of leave offered at the firm level, as well as eligibility for leave. In turn, employer and individual characteristics influence whether a covered woman uses available leave. In this symposium, panelists will discuss who uses available paid leave policies in the

U.S. and what factors influence these patterns, as well as the impact of practice design on policy utilization and success.

- *Paid Family Leave: Child- versus Elder-Care, and Women versus Men* Helen Mederer — University of Rhode Island, Barbara Silver — University of Rhode Island

In the first paper, Helen Mederer and Barbara Silver of the University of Rhode Island will speak about their state's experience with paid leave. In 2014, Rhode Island became the third state to enact paid leave legislation through its Temporary Caregiver Insurance (TCI) program, which offers up to four weeks of job-protected leave at 60% wage replacement for the arrival of a child or care for ill family member, including eldercare. The current investigators, with US DOL funding, evaluated first- and second- year impacts of the TCI program. Survey and interview data from over 1000 employees in Year 1 revealed gaps in program awareness and usage along various demographic lines, including gender and type of caregiving need. Year Two data from focus groups and targeted surveys add data on gender and type-of-caregiving differences.

The authors' findings show that in its first two years, TCI is used mostly by women and mostly for "bonding" leave for newborn care, despite equal awareness of TCI by men and women, and similar awareness of the program's coverage of different types of family care. For example, although program awareness was similar, men used leave less, for shorter time periods, and for different caregiving reasons. Their leave applications were denied more often, and their attitudes about aspects of their leave differed significantly from women's.

Analyses presented here further explore these gender and leave-type differences with regard to variations in caregiving needs, workplace cultures, and program structure. For instance, do Rhode Island's TCI rules about how leave can be taken (i.e. a minimum of one-week rather than one- or two-days per week) fit less well with ill family/elder caregiving than with newborn caregiving? Do men perceive their workplace culture as less accepting of caregiving leave? Data from Year 1 TCI users and focus group results from Year 2 data that compare newborn caregiving needs with ill family and elder caregiving needs, differences in men's and women's perceptions of leave necessity and impact, and workers' perceptions of workplace culture will be presented. These results can inform other states' design of paid family leave programs.

- *Laboring Until Labor: The Prevalence and Correlates of Antenatal Maternity Leave in the United States* Julia Marie Goodman — Portland State University

In the second paper, Julia Goodman of Portland State University will focus on the prevalence and correlates of leave taken during pregnancy (i.e., antenatal leave) in the United States. A majority of women in the United States is employed during pregnancy, and increasingly work until the month they give birth. Yet, published research does not include a national analysis of the prevalence of maternity leave taken during pregnancy, or antenatal leave (ANL), nor the correlates of such leave. This study uses two waves of Listening to Mothers, a national sample of English-speaking women, to examine whether state Temporary Disability Insurance (TDI) and Paid Family Leave (PFL) laws, as well as employer policies and individual characteristics, increase the likelihood that women will stop working at least one week before their due date. Sixty-three percent of employed women in this sample stopped working at least one week before their due date. State policies significantly influenced ANL, even after controlling for characteristics of women and their jobs: living in a state with only a TDI law increased the probability of ANL by .14 ($p < .01$) and living in a state with both TDI and PFL laws increased the probability of ANL by .23 ($p < .01$) relative to women living in states with no leave laws. Women who were employed full-time or self-employed were significantly less likely to take ANL, after controlling for covariates. Employer policies were not significantly associated with ANL use or duration. This paper sheds

light on an understudied policy area that has potential impacts on maternal labor market attachment and perinatal health.

- *Practice Makes Policy: How Effective Parental Leave Support Practice Influences Policy Adoption, Utilization, and Success - A Review of the RETAIN Parental Leave Coaching Pilot Program* Amy Maureen Beacom — Center for Parental Leave Leadership

Our final panelist, Amy Beacom, Founder and CEO of the Center for Parental Leave Leadership, will discuss her work and share the perspective gained through working as a parental leave consultant and coach both here and in Australia. As the developer of the RETAIN parental leave coaching program - a three phase transition framework and the only evidence-based parental leave transition coaching model known to exist - her work will help shed light on the full experience of the working parent before leave, during leave, and upon returning from leave within an organizational context. In her paper she will give an overview of the qualitative and quantitative results and related learning of the RETAIN pilot program in Australia as well as the modifications necessary to adapt the program to both the Australia and United States markets. This paper outlines the elements of practice and the culture and climate considerations found to be significant to the successful implementation of company-level parental leave policy.

1:00PM – 2:30PM: *Symposium: Family Effects of Job Insecurity and Labor Market Flexibilization*

- *Fragile Employment, Liquid Love: Employment Instability and Divorce in Israel* Amit Kaplan — Tel Aviv Yaffo Academic College, Anat Herbst — Bar-Ilan University

ABSTRACT: The study examines the interplay between two types of uncertainties typical of late modernity -- employment instability, and couple instability. Our study premises that families in general, and divorce in particular, are integral to the creation and deepening of socio-economic inequality (Esping-Andersen, 2009, 2015; McLanahan and Jacobsen, 2015). This inequality is reflected in various dimensions, such as class, education, employment stability, ethnicity, and gender. The current study focuses on one of the key aspects of employment inequality in contemporary society -- lack of employment stability. Employment instability, flexibility, and fragility are some of the hallmarks of the global class structure that developed in the last quarter of the 20th century with the implementation of neo-liberal ideology (Standing, 2011). Employment instability characterizes mainly the tier that Standing (2011) calls the precariat -- a growing group of workers lacking the security aspects of employment previously ensured in Europe and in Israel by the corporatist labor market (Mundlak, Saporta, Haberfeld and Cohen, 2013). At the same time, the family experience throughout the life course has become more fluid, complex, or as Bauman (2003) defined it, liquid (Amato, 2010; Beck-Gernsheim, 1998). To identify the mechanisms that explain the link between employment instability and divorce, this study will focus on two research questions: First is the extent to which this effect varies between men and women, i.e., is essentially gendered. Marriage and divorce are part of the construction of distinct gender-based social expectations (Sayer et al., 2011), as well as a locus of power relations between women and men (Hartmann, 1981; Hobson, 1990). Accordingly, men's employment instability has differing meaning and effects from women's employment instability (Hansen, 2005; Sayer et al., 2011). The second research question is the extent to which employment instability impacts the risk of divorce mediated by financial resources, i.e., mainly related to economic pressures (Eliason, 2012; Hansen, 2005; Jalovaara, 2003). These two research questions are tested for two aspects of employment instability: spouses' employment instability, and the duration of each partner's employment instability. Data is derived from combined Israeli census files for 1995-2008, annual administrative employment records from the

National Insurance Institute and the Israeli tax authority (via the ICBS), and data from the Civil Registry of Divorce. This unique database provides longitudinal panel information on each individual with regard to our main research variables -- namely marital status, and employment history -- which is highly suitable for understanding the dynamics between these variables. Findings indicate clear gendered patterns in how employment instability is related to divorce: Husbands' employment instability, especially when wives have stable employment, increases the likelihood of divorce. Continuous employment instability had an opposite gender effect on the risks of divorce: While the wife's continuous employment increases the likelihood of divorce, the husband's continuous employment instability increases it. Employment instability's gendered patterns remains the linchpin of divorce even after taking into account the economic resources of the household.

- *Linking Job Insecurity with Work-Family Conflict: Do Gender and Breadwinning Status Matter?* Jack Lam — University of Queensland, Wen Fan — Boston College, Phyllis Moen — University of Minnesota

ABSTRACT: Perceived job insecurity is a prevalent work stressor, afflicting almost a fifth of the U.S. workforce in 2014. Is perceived job insecurity associated with a sense of overwork, as workers attempt to portray themselves as valuable workers? And does job insecurity in turn cross over to engender a sense of work-family conflict? How do these relationships differ by gender and breadwinner status? Using General Social Survey data from 2006, 2010, and 2014, we examine the associations between job insecurity, overwork and work-family conflict among U.S. workers. We find respondents with higher job insecurity report higher work-to-family conflict. This is the case especially for women, as well as for men who express traditional gender values. Across breadwinner statuses, we find that the link between job insecurity and work-family conflict is magnified for women who contribute roughly half of the household income, as well as for those who are not the breadwinners of the household. For working women whose partners are the main breadwinners, the relationship between job insecurity and work-family conflict is mediated by a sense of overwork. We explain our findings drawing on theory informing the division of domestic labor theorizing household members as negotiating housework and caregiving in light of gender expectations and relative economic contributions. Therefore, working but not main breadwinning wives whose jobs feel insecure may be particularly vulnerable, contributing to a sense of overwork even as their greater domestic responsibilities lead to higher work-family conflict. With a few exceptions, research examining antecedents of work-family conflict have primarily focused on objective work demands (such as work hours, and workload), and family demands. Our study contributes to existing literature by showing that perceived job insecurity, an increasingly prevalent contemporary work stressor, may also promote a higher sense of conflict between work and family domains, but that this is shaped by gender and breadwinning status within the household.

- *The Private Consequences of Labour Market Flexibilization: Effects of Non-Standard Employment on the Risk of Union Dissolution in Germany* Inga Lass — Bielefeld University

ABSTRACT: During the past decades, Germany has seen several changes in labour legislation that gave rise to different forms of non-standard employment -- among them fixed-term contracts, temporary agency work, part-time work and marginal work. While the economic consequences of this development, e.g. for income and career prospects, have received much attention in prior research, the effects on the private lives of employees have not been explored sufficiently. The paper aims at filling part of this gap by investigating how non-standard employment affects the risk of union dissolution compared to standard employment. In the face of rising divorce rates and high poverty risks of divorced women and lone mothers in Germany, the question which factors contribute to the (de)stabilization of unions seems crucial for

individual and family wellbeing. Moreover, the rising share of non-marital cohabitations raises the question whether the stability of this type of unions might be affected differently by the partners' employment situation than marriages. Theory provides us with contradicting arguments concerning the effects of non-standard employment on union dissolution: Non-standard employment often involves specific strains like job insecurity and mobility requirements. These strains can reduce partnership quality, which - according to Social Exchange Theory -- should in turn lower union stability. Otherwise, part-time and marginal work among women often indicate a partially specialized division of labor, which -- following the New Home Economics -- increases the mutual dependency of the partners and the gains from the partnership. The research question is explored using event history analyses on cohabiting and married couples from the German Socio-Economic Panel Study for the period 2001-2013. Besides investigating the effect of each partner's individual employment situation on union dissolution, the study also looks at the effects of different employment constellations within couples. All in all, the study provides evidence that some forms of non-standard employment, especially temporary agency work, contribute to the destabilization of unions. However, the results also stress the diversity of the effects of non-standard employment: The effect not only varies by the specific employment form and gender but also depends on the question of whether we look at cohabiting unions or marriages. Moreover, it turns out that the effect of the employment form differs with regard to the employment situation of the other partner, suggesting a closer look at employment constellations in future dissolution research.

- *The \$15 Minimum Wage: Effect on Family Work Hours and Poverty Rates* Christine Donofrio — NYC Center for Economic Opportunity

ABSTRACT: The \$15 minimum wage law has already been enacted in several cities; proposals for further implementation are circulating at the federal, state and city level. Most of the public discourse has centered on the economic impact on businesses and local economies. Less attention has been paid to the effect on workers and working families. This paper proposes to explore the effect of the higher minimum wage on families using two metrics: The change in family poverty rates and the change in work hours needed to rise above the poverty threshold. The Center for Economic Opportunity (CEO) issues an annual, alternative poverty measure for New York City. As part of that effort we develop a rich annual dataset that allows us to look at shared resources within the family; work hours; wages and a more realistic measure of the poverty threshold that incorporates local housing costs. Our definition of shared resources includes benefits such as tax credits, SNAP, TANF and housing subsidies. Using New York City as a case study, we find all workers with children are in poverty under the current minimum wage. We also find many work weeks are greater than forty hours as parents work multiple jobs and extra shifts. A \$15 minimum wage puts a 2 adult, 2 child household near the CEO poverty threshold. It also is a wage roughly two thirds greater than current NYC minimum wage. This paper combines these facts with estimates of labor supply elasticities and the number of work hours needed to stay above the poverty threshold. In recognition that the threshold represents a minimal level of subsistence, we also look at the change in work hours needed to be comfortably over the poverty line, at 150 percent of the threshold. The results are an estimate of "freed up" work hours potentially available to families. As a corollary, we recognize the \$15 minimum wage has strong implications for the poverty rate: Increased earnings can mean the loss or diminution of benefits such as SNAP, but increase other benefits such as tax credits. Alternatively, the net change in household income may obviate the need for benefits. Preliminary research has shown us the latter is the case for a majority of households. This paper will also examine benefit cliffs relative to wage replacement in total family income. The paper will also examine differences between one and two wage earner families, as well as extended families with multiple wage earners contributing to household income.

1:00PM – 2:30PM: *Symposium: Beyond the Individual: Crossover Processes in Work and Family Domains*

Organizers: Marisa Matias, Porto University; Sara Tement, University of Maribor

Work-family research has established that difficulties in reconciling responsibilities from the workplace and the family are associated with strain. This strain has detrimental effects on individual health and wellbeing (Allen et al, 2010), on the quality of close relationships (Mathews et al., 2006) and on gender equality (European Union, 2014). To effectively protect individuals from such detrimental effects, the mechanisms underlying the impact on individual health, family, well-being, and on gender inequality need to be better understood. Core processes are expected to be linked to how individuals succeed to manage these strains, but also linked to how individuals' relational partners contribute to this management (i.e., crossover processes; Westman, 2001). In fact, individuals exist within relationships and are therefore reactive and responsive to inputs from coworkers, friends, partners, and children (Saxbe & Repetti, 2010).

Researchers have claimed that the individual point of view is too narrow to understand such a complex phenomenon as the work-family fit and a dyadic level of analyses has been recurrently advocated (e.g., Bakker & Demerouti, 2013). This symposium tackles therefore this research gap and moves beyond the individual focus to address the dyadic and crossover processes with six empirical papers. In general, the contributions focus on the crossover processes that occur within the family (within dual-earner couples), but also address a neglected aspect of crossover that occurs within the workplace (namely between coworker dyads). Additional gaps covered by this symposium refer to uncovering the mechanisms that sustain this crossover process. Intimacy and responsiveness within couples, similarity between couples in work-family experiences and the decision-making processes are examples of these mechanisms. The contributions address negative as well as positive mechanisms and thus correspond to a recent call for a balanced view on crossover processes (Bakker & Demerouti, 2013). The use of diverse research approaches, namely cross-sectional, longitudinal and experience sampling designs, and samples from different countries also represent a much-valued addition to research and practice.

- *Work, Family and Couples Wellbeing: The Role of Partner Responsiveness and Crossover Process* Marisa Matias — Porto University, Tiago Ferreira — Porto University, Joana Vieira — Porto University, Anne Marie Fontaine — University of Porto, Paula Mena Matos — University of Porto

The proposal by Matias et al. uses a longitudinal design and applies the Actor Partner Interdependence Mediation Model (APIMeM; Ledermann, Macho, & Kenny, 2011) to address how partner responsiveness mediates the impact of WFC on own and partner relationship satisfaction, finding evidence for a mediation. Moreover, gender aspects were also highlighted as women's WFC associated with both own and partner perceived responsiveness, which in turn influenced own and partner's relationship satisfaction.

- *What Happens at Work Does Not Stay at Work: An Examination of Event Disclosure and Partner Responsiveness on State Affect* Malissa Clark — University of Georgia, Melissa Mitchell — University of Georgia

Clark and Mitchell also address the role of couple intimacy using a diary data design. Their preliminary findings suggest a different process deriving from different types of negative work events: negative coworker events were related to likelihood of disclosure and negative supervisor events were related to increased reports of partner responsiveness.

- *Flexible Work Arrangements and Work-Family Conflict among Dual Earner Couples: Looking at Spillover and Crossover Effects via Psychological Detachment* Bettina Kubicek — University of Vienna, Sara Tement — University of Maribor, Katarina Katja Mihelic — University of Ljubljana

Kubicek et al., also using APIMeM, explore how flexible work arrangements (FWA) influence WFC for both members and propose that psychological detachment from work serves as a mediator. They find, again, evidence for gender differences: women's use of FWA associates with men's time base WFC, while men's use of FWA is linked to women's strain based WFC, through psychological detachment.

- *Misery Loves Company: An Investigation of Employee and Significant Other Similarity in Family-to-Work Conflict* Kelly Wilson — Purdue University, Heidi Marie Baumann — Bradley University, Remus Ilies — National University of Singapore, Ellen Ernst Kossek — Purdue University, Fadel Matta — Michigan State University
- *Upward Career Goals, Work-Life Conflict and Well-being: Examining Longitudinal Cross-over Effects in Dual-Earner Couples* Joni Delanoëje — KU Leuven, Marijke Verbruggen — KU Leuven
- *The Intra- and Interpersonal Outcomes of Positive and Negative Home Event Disclosure at Work: Should You Really Keep Your Personal Life Private?* Sara Tement — University of Maribor

Tement addresses a frequently neglected side of the work-home interface, by examining positive and negative home events disclosure at work. Bringing one's private life to work is proposed to be associated with intra-as well as interpersonal outcomes. By integrating affective events theory and the literature on crossover processes, it is assumed that sharing positive or negative home events is linked to a specific affective state, which in turn affects employee's own as well as colleague's work performance. It should be noted, however, that this data collection is still in progress and will be finished by the end of 2015.

1:00PM – 2:30PM: Symposium: Workplaces and Workers' Health

- *Comparing Occupational Health Interventions Across Disciplines: A Meta-Analysis* Rebecca Jean Thompson — University of Baltimore, Shareese A. Williams — University of Baltimore, Symone Alexis Duarte — University of Baltimore, Fresia B. Jackson — University of Baltimore

ABSTRACT: Growing concerns with employee well-being have led to an increase in research examining how various occupational health interventions can improve workplace interests (Kossek, et al., 2014; Lamontagne et al., 2014). Accordingly, many types of policies have been examined as mechanisms for improving employee health and well-being (e.g., flexible work arrangements, reduced workplace stressors, physical health initiatives; Anger et.al, 2014). Correspondingly, many approaches have emerged to address these issues within and across research disciplines (Quick, 1999). However, there is a surprising lack of interdisciplinary work that informs much of the occupational health intervention research. The purpose of the current meta-analysis is to examine studies from relevant research streams in order to compare and contrast findings and methodologies to inform future occupational health research. Due to the multitude of targets of change of occupational health interventions, many streams of research have examined these initiatives from various perspectives (e.g., medicine, sociology, psychology; Quick, 1999). Similarly, researchers have defined and operationalized occupational health interventions in a variety of ways. However, there is often a lack of cross-discipline awareness and inclusion of specific occupational health research that may inform and enhance ongoing and future studies. Nontrivial distinctions in research domains can make interdisciplinary research problematic and tedious. For example, various disciplines utilize unique methodologies in addressing similar research questions as well as examine relatively specific outcomes (e.g., turnover intentions vs cortisol levels; LaMontagne et al., 2014). Differences in design and approach may create difficulties for researchers to examine the effectiveness and generalizability

of certain occupational health interventions. As important as interventions are for employee well-being, there are few workplace interventions that outline a holistic approach to targeting employee and organizational health in the literature. Therefore, the current meta-analysis seeks to examine occupational health interventions across relevant research disciplines in order to compare research questions and findings, methodological distinctions, and to further future research investigating these research questions. To collect both published and unpublished studies from relevant research disciplines, an expansive search was conducted in a wide range of electronic databases (e.g., ERIC, EBSCO, PsycINFO, JSTOR) using keywords derived from literature reviews. Ongoing efforts are being made to identify unpublished manuscripts through listservs. Criteria for inclusion were that (1) the study must have met the operational definition of an occupational health intervention and (2) must include effect sizes or information to compute effect sizes for all existing variables (e.g. chi square, r values). Eighty four studies have currently been identified that meet the criteria for inclusion. The studies are being assessed using the meta-analytic techniques described by Hunter and Schmidt (2004). Comparisons will be made across research disciplines in order to identify similarities and distinctions in methodology and patterns in findings. This meta-analysis will provide insight into how occupational health interventions are examined across multiple streams of research, clarifying pathways of collaboration and intersection across research domains. In addition, the current meta-analysis answers the call for cross-disciplinary work that bridges the gap between fields (Bailyn, Bookman, Harrington, & Kochan, 2006).

- *Work-Family Concerns and Total Worker Health* Jeannie A Nigam — National Institute for Occupational Safety and Health

ABSTRACT: About 60% of Americans are plagued by occupational stress but young Americans, parents, and those earning less than \$50,000 per year are disproportionately unable to manage demands effectively and report that stress significantly interferes with their efforts to achieve their well-being goals (APA, 2015). This paper will summarize trends in levels of work-family conflict (WFC) across the lifespan and will examine specific work organization predictors of WFC, and associated outcomes. Furthermore, Total Worker Health will be presented as a lens for designing work to prevent WFC. Procedures / Analyses The Quality of WorkLife Survey (QWL) is a national survey of U.S. workers that tracks facets of work organization and their association with health and safety outcomes. The data from four administrations of the QWL are being analyzed using descriptive statistics and regression analyses to report on the prevalence of workplace psychosocial risks and how those contribute to physical health, mental health and overall well-being. We address risks that emanate at the job level (i.e., workload, skill utilization, repetitive motions, resource adequacy), organization level (i.e., training, layoffs, safety & health), reflect psychosocial interactions (i.e., teamwork, fairness) and outcomes that could be traditionally described at the individual level (i.e., WFC, general health, sleep quality, injury) but which also have implications for, and affect outcomes of interest to organizations (i.e., performance, satisfaction, commitment, intent to leave). Preliminary Results Around 20% of workers report that work frequently interferes with their ability to manage family demands. Preliminary results confirm that work organization risks represent a significant hazard for workers and have further consequences for employee injury, physical health, and mental well-being. A Total Worker Health (TWH) Approach TWH is an occupational safety and health strategy that reflects integration of policies, programs, and practices that protect against work-related safety and health hazards with those that promote injury and illness prevention efforts in order to advance worker well-being (NIOSH, 2015). WFC represents individual perceptions that result from organizational policies and constraints that affect workers` time, energy, health and overall capacity to meet goals and demands outside of work. TWH interventions are designed through collaborative processes that include leaders from a range of organizational programs, include input and engagement from employees, and are supported by management at multiple levels.

The speaker will describe the rationale for promoting worker well-being using a TWH approach and in particular how TWH can be used to address specific facets of work organization in order to prevent WFC. Conclusion Better understanding of how work organization affects propensity for WFC and its associated poor health outcomes will shed light on the mechanisms by which work affects well-being. Most importantly, there is a need for interventions that reduce WFC and promote comprehensive employee well-being. TWH mandates that employers first provide a safe and healthy work environment and recognizes that modification of work practices is a key facet of this effort. Therefore we believe that TWH holds promise for design of workplace practices to prevent WFC and support work and family well-being.

- *Work and Mental Health: Introducing a Measure of Mental Health Literacy in the Workplace* Mona Zanhour — California State University, Long Beach, Sandra Moll — McMaster University, Scott Patten — University of Calgary, Heather Stuart — Queen's University

ABSTRACT: Mental health problems are becoming increasingly prevalent in the working population (OECD, 2012), and this is driving the need for workplace mental health interventions (La Montaigne, et al., 2014). Many workplace interventions involve education or training to increase mental health literacy (MHL). MHL is defined as "knowledge and beliefs about mental disorders which aid their recognition, management or prevention" (Jorm et al., 1997, p. 182). MHL is an important prerequisite for seeking help (Hom et al., 2015). Thus far, the majority of MHL measures compare the respondents' knowledge with health practitioners' knowledge, particularly with respect to diagnosis (O'Connor, Casey, & Clough, 2014). One of the problems with this approach is that it is rooted in a medical model, emphasizing diagnosis and medical treatment. It does not consider the workplace context where employees should be focusing on how to support workplace performance, rather than diagnosing their colleagues. In this study we explore the psychometric properties of a new mental health literacy measure (MHL-W) that is customized for the workplace. MHL-W is a vignette-based tool that is specifically tailored for the workplace context. . It includes four vignettes featuring different issues that may present in the workplace (e.g. social withdrawal, reduced productivity, errors). Each vignette is followed by four specific questions, asking the respondent to rate his/her ability to identify the issue, prevent problems from occurring, reach out to provide help and identify relevant resources. In order to establish the psychometric properties of the tool (reliability, validity, responsiveness to change), we utilized data from a larger workplace mental health intervention project Study participants (N=191) were employees in two multi-site hospitals located in Southern Ontario. Baseline data were collected prior to the start of the mental health intervention and again following the completion of the program. Factor analysis indicated a one-factor solution that accounted for 61% of the items' variance (eigenvalue= 9.8). MHL-W demonstrated high reliability (internal consistency) ($\alpha = .95$). The overall score correlated positively with a single question related to perceived mental health knowledge ($r=.72, p<.000$), and to a question regarding perceived confidence in helping someone with mental health problems ($r=.67, p<.000$). It correlated negatively with stigmatizing attitude ($r=-.51, p<.000$). In order to examine the scale's responsiveness to change, we used a paired t test to match data from the pre-intervention survey and the post-intervention survey. Complete data were obtained for 50 participants. The t test was found to be statistically significant, $t=-9.14, p<.0001$. There was a significant improvement between the participants' mental health literacy at baseline ($M= 3.2, SD=.88$) and time 2 ($M= 4.2, SD= .45$). The MHL-W offers a promising alternative to current MHL measures. It includes workplace-specific vignettes, and has strong internal consistency. MHL-W scores correlated with knowledge, confidence, and attitude. Results indicate that the scale is sensitive to change and demonstrated no ceiling effect.

- *Racial Differences in Obesity Trends by Industry of Employment, 2004 to 2011* Chandra Jackson — Harvard University - Medical School, Christina C. Wee — Harvard University - Medical

School, David Hurtado — Oregon Health & Science University, Frank B. Hu — Harvard University - School of Public Health, Ichiro Kawachi — Harvard University - School of Public Health

ABSTRACT: Obesity is associated with increased morbidity, occupational injuries, work-related loss in productivity, and premature mortality. Obesity also disproportionately affects blacks and socioeconomically disadvantaged workers. However, few studies have evaluated national trends of obesity by employment industry overall and especially by race. Methods: Using a nationally representative sample of 136,923 US adults in the National Health Interview Survey from 2004 to 2011 who self-reported their weights and heights, we estimated prevalence ratios for obesity in black women and men compared to their white counterparts for each industry of employment using adjusted Poisson regression models with robust variance. Results: Participants' mean age was 47 years, 50% were women, 13% were black, 30% were obese. The prevalence of obesity appeared to increase for men and women over the study period across all employment industries, and the healthcare industry had the highest overall prevalence (30%). Black women (44 vs. 25%) as well as black men (34% vs. 28%) were more likely to be obese than their White counterparts. Black women had a significantly higher prevalence of obesity than white women across all industries of employment with a range from 15% (95% confidence interval (CI): 1.01,1.31) in Professional/Management to 45% in the Education sector (95% CI: 1.30,1.62). Obesity prevalence was higher among black than white men for Healthcare (prevalence ratio (PR)=1.28 [95% CI: 1.05,1.56]), Education (PR=1.24 [95% CI: 1.05,1.47]), Public Administration (PR=1.22 [95% CI: 1.10,1.36]), and Manufacturing (PR=1.09 [95% CI: 1.02,1.16]) while non-significantly higher in most other industries. With no indications of a decrease in obesity from 2004-2011 among women, white women had a significantly higher prevalence in Finance (22% vs. 27%) and Healthcare (27% vs. 31%) industries while black women experienced an increase in Food/Accommodation services (37% vs. 51%). Black men had a significantly higher prevalence in obesity over time in Professional/Management industries (22% vs. 41%) and a suggested decrease in Healthcare while white men had increases in Agriculture (28% vs. 32%). Conclusions: Obesity trends varied substantially overall as well as within and between race-gender groups across employment industries. Further research is needed to address racial and sociocultural influences on obesity alongside interventions prioritizing workers employed in certain industries with high or increasing obesity rates.

1:00PM – 2:30PM: *Symposium: Capturing Employment and Work Hours Instability in New, National Polling Efforts: Insights and Implications*

- *Worker Voice and New Forms of Organizing* Peter Berg — Michigan State University
- *Quantity Control: The Struggle to Manage the Amount of Time Devoted to Paid Work* Lonnie Golden — Penn State University - Abington College, Elaine McCrate — University of Vermont, Jeremy Edward Reynolds — University of Georgia
- *Measuring Precarious Work Schedules* Susan Lambert — University of Chicago, Julia R. Henly — University of Chicago
- *Estimating the Prevalence of Workplace Violations* Ruth Milkman — CUNY - Graduate Center

1:00PM – 2:30PM: *Symposium: Lessons Learned: the Potential and Pitfalls of Cross-Country Comparison -- Session sponsored by WFRN Special Interest Group on "Cross-Country Comparisons"*

This session includes panelists using a variety of methods -- those using innovative approaches to analyzing secondary data across countries as well as panelists who are involved in pioneering cross-national data collection efforts. The panelists will speak to the considerations, problems, solutions, and promise of different approaches to cross-national research. We envision this as a first step towards creating a vibrant SIG on cross-country comparisons.

Organizers: Jennifer Hook, University of Southern California; Karen Korabik, University of Guelph

Presiders: Jennifer Hook, University of Southern California; Karen Korabik, University of Guelph

Panelists:

- Marie Evertsson – Stockholm University
- Donna S. Lero – University of Guelph
- Rense Nieuwenhuis – Stockholm University - Swedish Institute for Social Research (SOFI)
- Ariane Ollier-Malaterre – University of Quebec in Montreal

2:30 PM--4:00 PM**Author-Meets-Critics: Making Work and Family Work: From Hard Choices to Smart Choices**

Organizer: E. Jeffrey Hill, Brigham Young University

Panelists:

- Tammy Allen – University of South Florida
- Stephen Sweet – Ithaca College
- Ariane Ollier-Malaterre – University of Quebec in Montreal
- Marcello Russo – Kedge Business School
- Caroline Gatrell – Lancaster University Management School

Discussants:

- Jeffrey H. Greenhaus, Drexel University
- Gary Powell, University of Connecticut and Lancaster University Management School

2:30PM – 4:00PM: Thematic Session: Consequences of Flexible Working - Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes"

Organizer: Heejung Chung, University of Kent

President: Heejung Chung, University of Kent

With the increase of women in the labour force, and consequently dual earner families, work-life balance is an issue that affects a large population across the Globe. Flexible working, that is providing workers control over when and where they work is increasingly becoming a popular win-win solution to tackle work-life balance needs of employees while keeping costs down and potentially increasing productivity for employers (Goodstein, 1994). Increasing number of companies are making use of flexible work arrangements and more governments are now providing the right to request flexible working as a part of their family friendly policies (Hegewisch, 2009). For example, in 2014 the UK government has expanded the right to request flexible working to all of its workers – a right that has previously been restricted to parents with children. Providing workers with control over when and how long they work, as well as where they work can have a positive impact on worker's work-life balance (see for a review, Michel et al., 2011; Possenriede and Plantenga, 2011; Allen et al., 2013), work commitment (Gallie et al., 2012) and health (Ala-Mursula et al., 2004). However, it can also have negative outcomes, with increased working hours (Golden, 2001; Burchell et al., 2007; Gambles et al., 2006) and work intensity (Kelliher and Anderson, 2010) being among the most problematic. This session brings together papers that deal with flexible working and its consequences. The first two examine data from Europe and the US examining how the consequences of flexible working may have different implications depending on the gender, family and occupational/work contexts. The third paper examines anticipated and valued consequences of flexible scheduling of Dutch nurses, focusing on the importance of professional subculture. The final paper examines the concept of organisational agility to examine whether this can provide a new approach to overcome some of the issues of increased flexibility in organisations. The session will end with a 20 minute discussion to bring together the issues raised and to examine policy solutions.

- *Flexible Working and Consequence for Work-Life Balance: Importance of Gender Occupation and Family Context* Heejung Chung – University of Kent
- *Wages and Job Flexibility in Care Occupations: Perquisites or Tradeoffs?* Nancy Folbre – University of Massachusetts, Amherst, Kristin Smith – University of New Hampshire

- *The Impact of Nurses' Professional Subculture on the Adoption of Flexible Scheduling: A Balanced Fit Perspective* Lizette Engelen — Radboud University, Pascale Peters — Radboud University, Beatrice Van Der Heijden — Radboud University, Ria Nijhuis-van der Sanden — Radboud Medical Center
- *Organisational Agility: Achieving Flexibility for Employers and for Employees?* Clare Kelliher — Cranfield University

2:30PM – 4:00PM: **Thematic Session: Later Life Course Transitions**

- *Promoting Gender Equality and Protecting Vulnerable Workers through Pension Programs around the Globe: Evidence from 193 Countries* Willetta Waisath — World Policy Analysis Center, Jessica Louise Looze — World Policy Analysis Center, Amy Raub — World Policy Analysis Center, Jody Heymann — World Policy Analysis Center

ABSTRACT: Population aging has been identified as one of the most significant trends of the 21st century. This demographic shift is happening across all regions and country income levels. However, the world's aging population is not a homogeneous one, and certain groups, such as women and workers in the informal economy, are more vulnerable to poverty in old age. Longer lifespans and a lifetime's involvement in a gender-biased labor market leave women at increased risk of poverty in old age, while workers in the informal economy routinely engage in physically demanding jobs past conventional retirement age without access to savings or formal pension systems. Motivation As the world's population ages, countries must ensure that old-age pension systems provide all persons with adequate, reliable income. However, the design of traditional contributory old-age pension systems often reinforce disadvantage accumulated over a lifetime. Around the world, evidence at the national-level demonstrates that old-age pension programs can be successfully structured to protect the most vulnerable and promote gender equality across the life course. Yet, there has been no globally comprehensive analysis of how pension programs are addressing these challenges. Using data from the WORLD Policy Analysis Center (WORLD) at the University of California, Los Angeles, we examine the quality of income protection guaranteed to older adults through contributory and non-contributory pensions across all 193 United Nations member states. WORLD has recently expanded its globally comparative database on old-age pensions to examine aspects relevant to vulnerable groups, including: caregiver credits, reduced eligibility requirements for workers in arduous and unhealthy work, and gender equality in survivor pension benefits and eligibility criteria. In this paper, we present findings from this recent expansion, focusing especially on pension provisions for the most vulnerable workers. While 163 countries have some form of government-provided pension system in place, just over half (83) of these have only a contributory system. Evidence shows that non-contributory systems act as an important safety net for women and informal workers in old-age, but only 74 countries guarantee both contributory and non-contributory benefits. In countries that lack non-contributory systems, women who have spent much of their adult life in unpaid carework often rely on survivor pensions after a spouse passes away. However, survivor benefits are typically set at lower levels than the full benefits to which the deceased was entitled. Preliminary results suggest a non-trivial prevalence of disparate eligibility criteria for survivor pensions between male and female survivors, which often reinforces traditional gender roles in caregiving and work. Findings on contributory requirements for workers in arduous and unhealthy work, eligibility criteria for reduced pensions, and caregiver credits will also be presented. All persons deserve to live with dignity and security in old age. Our results show that there are countries across regions and income levels that have taken steps to ensure income security for vulnerable groups in old age. While substantial gaps remain, these findings demonstrate the feasibility of strong pension design in an aging world, and should serve as a model for other countries in the future.

- *Taking Up Retirement: Does Family Matter?* Hanna van Solinge — Netherlands Interdisciplinary Demographic Institute (NIDI)

ABSTRACT: Labor market behavior interacts with the other roles that people play within society, particularly the marital and family role. There is an abundant literature on how marital and family trajectories interact with occupational trajectories, and more specifically on how one's spouse's occupational experience may influence an individual's own career experience. Most studies of what has been called 'coupled careers' focus on the mid-career period. Collectively this research illustrates that women's careers follow different paths than men's due to the differential impact of family and domestic responsibilities, and that women's career decisions are much more often made in relation to the needs of others. In this research, I examined the role of the family in retirement decision making. Leading question is: does family matter? Retirement does not take place in a social vacuum. Leaving the workforce by one of the members of a couple will have implications for the other. As such, it may be argued that preferences and needs of the spouse are taken into account in the retirement decision making process. In the scientific retirement literature, the primary focus is on individual characteristics, such as human capital, and work-related factors, such as job demands and resources. In this study, I additionally look at family influences. My hypothesis is that older workers will be more inclined to retire, whenever their spouse is (already) out of the laborforce, or whenever other changes and challenges occurred in the family domain, such as health problems, becoming grandparent, and care obligations. In addition, I expect that spousal preferences for early retirement may accelerate the older worker's exit from the workforce. This research based on data from the Netherlands Interdisciplinary Demographic Institute (NIDI) Work and Retirement Panel, a longitudinal survey of older workers (50 years and over) in the Netherlands and their partners that started in 2001. Respondents have been followed over a period of ten years and were questioned in 2001, 2006 and 2011. The longitudinal and multi-actor character of this study provides the opportunity to follow older workers in their transition into retirement in relation with behavior and attitudes of their partners, as well as relevant changes and challenges in the family domain. This study is based on information of N=1,211 couples for which complete information was available on labor force participation for the two first waves. The results of the logistic regression explaining the transition into retirement between study the first study waves clearly provides support for the hypothesis that family matters in the retirement decision making process. Older workers tend to be more inclined to retire whenever their partner experienced a health deterioration, whenever their spouse was already out of the labor force or made this transition between the study waves, and whenever their spouse had a stronger preference for early retirement. In contrast to the expectations being or becoming a grandparent and being involved in informal care activities did not had a significant impact on the retirement transition.

- *Older Workers in Precarious and Secure Occupations: A Gendered Life-Course Analysis* Aine Ni Leime — Case Western Reserve University

ABSTRACT: The USA (in common with many other countries) has introduced policies designed to extend working life (EWL)-- increasing Normal Retirement Age, penalizing early retirement and rewarding 'late' working (Foster, 2012). Therefore longer working lives are increasingly becoming a reality for older workers. However, there has been inadequate consideration of the differentiated gender impacts such policies may have, given the very different work-life trajectories of men and women (Estes, 2004). Furthermore, there has also been relatively little research attention paid to the different implications of being required to work longer, for workers engaged in heavy labor and/or for those in precarious employment as opposed to workers engaged in sedentary occupations and in secure forms of employment. There is evidence of existing gender inequalities in relation to earnings and pension provision for older workers and it appears that the EWL policies that have been introduced may exacerbate these

inequalities (Estes, 2004, Harrington Meyer, 2013). In order to gauge the impact of these policy changes for individual men and women, there is a need to ascertain the perspectives of older workers themselves who are experiencing and negotiating the effects of the policy reforms (Cranford, Vosko and Zukewich, 2003). This paper uses a political economy of aging and a life-course approach to analysis (Dannefer, 2003). It draws on data from a qualitative study of forty workers in the USA, conducted in 2015. The research participants are aged fifty and over; there are twenty men and twenty women, ten of each in precarious and in secure occupations. Work-life biographies were elicited from the research participants focusing on their work-life decision-making, the constraints and opportunities they faced throughout their working lives and the ways in which this intersected with their non-working lives (including care-giving). The paper discusses the differentiated employment and pension situations and prospects of these workers and the strategies adopted by men and women in precarious (cleaning/caring/construction) and secure occupations (government/local government) as they negotiate their work-life trajectories. It considers the extent to which gendered work identities and structures such as segregated labour markets shape work-life trajectories and employment and pension outcomes.

- *The Relationship between Working Conditions and Health among Middle-Aged German Working Women* Silke Topfhoven — Institute for Employment Research

ABSTRACT: In my paper, I examine the relationship between working conditions and health among older women. For Germany, a particular focus on the situation of the growing proportion of older working women's health is missing so far. Women are more often than men embedded in multiple roles. Thus, when examining the relationship between work and health status among female workers, not only working conditions have to be considered but also the private life circumstances. Furthermore, the interplay of professional and personal tasks can result in a perceived work-family conflict, another possible risk factor for poor health. Moreover, with increasing age, work demands as well as domestic and family tasks might change and are experienced differently. I make use of the first two waves of the "IidA study. German Cohort Study on Work, Age and Health" which were conducted in 2011 and 2014 and were combined with information on the previous employment history from administrative data of the German Federal Employment Agency. Different measures of physical and mental health as well as several scales and variables to map working conditions and private life circumstances are available for two points of time: at baseline and three years later, for about 2,000 women. Different statistical methods are employed to predict and explain changes in health status. The analyses are stratified by current extent of work as well as by previous employment history. The results show the different relevance of the examined dimensions of working conditions for health. Furthermore, several differences can be observed between full-time and part-time working women.

- *Disability and the Differential Impact by Age and Sex on Work: A Portrait of Older Persons Working with a Disability* Samantha Sterns Cole — U.S. Census Bureau

ABSTRACT: Research shows that the prevalence of disability increases with age and that people with disabilities tend to receive lower earnings and tend to work in less professional and managerial professions than those without any disability (Brault, 2012; He & Larsen, 2014; Kaye, 2009). The Americans with Disabilities Act (ADA) mandates that people with disabilities be given accommodations at work. Some disabled persons are able to remain employed, keeping their jobs through assistive technology and other methods. Others may stop working by choice, or as a result of work discrimination, or because, even with accommodations, they are unable to meet the physical or social challenges associated with the job. Although research by the U.S. Census

Bureau, BLS, and others, has documented the impact of disability on work, there is far less research on how the type of disability relates to these factors as mediated by age or sex. Given that older age is associated with more retiring or transitioning to different work, we expect both having a disability and being older will have an even greater impact on both the decision to work and on job duties. Also given the different work histories of men and women for the current older population, we would expect that a disability would impact work decisions of men and women differently. This research looks at the impact of disability on work, as mediated by age and sex, among the population aged 50 and over, and asks two research questions. First, what share of people with sensory loss, ambulatory difficulty, or cognitive impairment participates in the labor market, find employment, or remain unemployed, and how does this vary by age and sex. Second, among the employed older population living with a disability, what type of work do they do, and how does this vary for the 50 and over male and female population and for the 70 and over population. Data from the 5-year 2010-2014 American Community Survey file will be obtained on those aged 50 and over to determine by age and sex, labor force participation, employment rate and the share working in different occupations among those with impaired vision and hearing, dual sensory loss, ambulatory difficulty and cognitive impairments. In addition to looking at the older population aged 50 and over, this research also focuses on the 70 and over population due to both higher disability prevalence in this age group and relatively low labor force participation rates. I hypothesize that people in this age group would be concentrated in jobs that could better accommodate their specific disability and that are more common for the 70 and over population in general.

2:30PM – 4:00PM: Discussion Forums

Table 1. [Thematic Session:] Discussion Forum: Couples and Careers

- *Home Blurred Boundaries and Work-Family Conflict in Dual-Earner Couples: The Moderator Role of Career Orientation* Marisa Matias — Porto University, Tiago Ferreira — Porto University, Joana Vieira — Porto University, Paula Mena Matos — University of Porto

ABSTRACT: Absence of work-family boundaries expressed in bringing work home and dealing with work-related issues while at home is considered an important stressor to the individual and his/her family engagement. Having blurred boundaries is associated with work-family-conflict, due to the interference of work issues in family time and family engagement. Nevertheless, individual's differences in this process such as the meanings associated to the work role (career role orientation) may contribute to further understand this association. This work uses a dyadic-longitudinally study using two-waves of data from 119 dual-earner couples with preschool-aged children. The participants responded to measures related to home blurred boundaries, career role orientation and work-family-conflict. Waves 1 and 2 were approximately 1 ½ year apart. Structural Equation Modelling has been used to model the Actor-Partner moderated effects across time and to test patterns of moderating effects (Garcia, Kenny & Lederman, 2015). Results showed that controlling for WFC at time 1, fathers' and mothers' HBB predicted positively fathers' and mothers' WFC at time 2 (only actor effects). Mothers' and fathers' career orientation did not have a main effect on either mothers' or fathers' WFC. An interaction effect was found between mothers' HBB and father's career orientation: mothers' HBB predicted higher mothers' WFC when fathers are less career oriented. Another interaction effect was found between mothers' HBB and mother's career orientation over fathers' WFC: mothers' HBB predicted higher fathers' WFC when mothers are less career oriented. Findings suggest that mothers' blurred boundaries interacts with both their own and their partner career role orientation. Fathers' low career orientation may act as an important intensifier of the negative effects of blurred boundaries in conflict, in particular to mothers. Mother's low career orientation also acts as an important intensifier of the negative effects of blurred boundaries of

mothers in fathers' conflict. These evidences of couple interactions in regard to career salience points to the need of more systemic analyses of the work/family boundary management process. Our two-wave longitudinal design overcomes recurrent methodological limitations of work-family research.

- *Equal Opportunities at the Workplace, Equal Responsibilities at Home? How the Workplace Matters for Couples' Role Arrangements* Janine Bernhardt — WZB - Social Science Research Center Berlin, Lena Hipp — WZB Berlin Social Science Center

ABSTRACT: Managing work and family is a highly and enduringly gendered issue in Germany. Notable changes in employment laws and family policies, such as the right to work part-time and parental-leave reforms, have indeed increased the number of working mothers and leave-taking fathers. Notwithstanding, fathers have remained full-time working breadwinners, while mothers still take the main responsibility for child care and housework. Empirical evidence suggests that income differences, the availability of child care and gender role attitudes are important determinants of how couples divide their time between paid and unpaid work. Opinion research, in fact, indicates that many couples desire a more balanced division of labor. Several surveys show that a large proportion of working fathers would like to spend more time with their children and less on their jobs than they actually do, whereas a significant proportion of working mothers would like to increase their working hours. As workers negotiate their working hours with their employers, workplace organizations are likely to have a crucial impact on whether workers can and will indeed increase or decrease their working hours as desired. This paper examines the role of the workplace context for the division of paid and unpaid labor in different-sex couples with young children in Germany. Previous research, mainly based on case studies and experiments in the German and U.S. context, suggests that workplace cultures play an important role for how organizations deal with the special needs of their employed mothers and fathers. Based on these studies we can expect that the extent to which both partners equally share work and care responsibilities partly depends on the working time norms in organizations, which are likely to influence organizational decisions on working times, pay rises, and promotions. This study examines how ideal-worker norms and gendered (time) cultures in employer organizations are associated with couples' role arrangements. The study draws on two data sources: semistructured couple interviews conducted between November 2014 and January 2015 and unique representative survey data based on individual telephone interviews with both partners, which were collected in summer 2015. The data collection was part of an ongoing research project at the WZB Berlin Social Science Center in collaboration with the DJI in Munich and was funded by the Federal Ministry of Family Affairs. The results will inform us about whether and how equal opportunities at the workplace may foster an equal division of labor at home.

- *The Relationship between Spouse Family Resources and Expatriates' Work-Role Adjustment: The Mediating Role of Family-Role Adjustment* Mina Westman — Tel Aviv University, Mihaela Dimitrova — Oakland University, Shoshi Chen — Tel Aviv University, B. Sebastian Reiche — IESE Business School, Mila Lazarova — Simon Fraser University, Olivier Wurtz — Vaasa

ABSTRACT: Studies on relocation have found that spouses' and expatriates' inability to adjust to living in the host country is the most common reason for international assignment failure. Therefore, spousal adjustment is one of the most critical determinants of expatriate success. While most studies have focused on expatriates and their spouses' cross-cultural adjustment, there is little research on the role of spouses' resources and their family-role adjustment on expatriates' work-role adjustment. In this study we focus on two kinds of adjustment; family-role adjustment and work-role adjustment. The main aim of the study is to explore how spouse resources affect expatriate work adjustment through spillover and crossover processes. Spillover

effects refer to the influence of expatriates' experiences and attitudes in a particular domain (e.g., family) on their experiences and attitudes in other domains (e.g., work), whereas crossover effects refer to the influence of spouses' experiences and attitudes on expatriates' attitudes. We hypothesize that (a) spouse family resources (i.e., emotional and instrumental support) are positively related to spouse family adjustment; (b) spouse family adjustment crosses over and affects expatriate family adjustment; (c) expatriate family adjustment spills over to expatriate work adjustment and (e) the family adjustment of both partners mediates the relationship between spouse family resources and expatriate work adjustment. We tested our hypotheses on a sample of 215 expatriates and their spouses. The sample was comprised of corporate expatriates, self-initiated expatriates, and foreign diplomats who come from a variety of countries. The couples were married or in a committed relationship. Both the expatriates and their spouses completed separate questionnaires with items relating to emotional and instrumental support, family-role adjustment and work-role adjustment, as well as demographic data. The hypotheses were tested using path analytic procedures with bootstrapping analysis to estimate indirect effects. We found that spouse family instrumental and emotional support influenced spouse family adjustment. We further found a crossover of spouse family adjustment to expatriate family adjustment and that expatriate family adjustment spilled over to expatriate work adjustment. Furthermore, we detected serial mediation from spouse family emotional and instrumental support to expatriate work adjustment through spouse family adjustment and expatriate family adjustment. Our results support principles of positive psychology demonstrating that resources have a positive influence on expatriates and their spouses. Results also support spillover theory as we found that expatriates' work adjustment is influenced by their family adjustment. We further support the crossover model in that the spouse family adjustment crosses over and influences expatriate adjustment to work in the host country. Because global assignments are important for both individuals' and organizational success, identifying predictors for expatriate work adjustment is critical. Since work adjustment has been documented to predict performance, our results have an important contribution. Specifically, those who are adjusted to their work role, and by extension to their family role, are likely to perform their tasks and duties more effectively. Organizations are advised to develop programs to enhance spousal social support by assisting them in establishing social support networks and by providing direct instrumental support.

Table 2. Fathers Caregiving/Identity

- *Fathers At Work: How Do Men Combine Child Care With Paid Employment?* Natasha Lesia-Ann Stecy-Hildebrandt — University of British Columbia

ABSTRACT: It is widely recognized that workplace norms present a significant barrier to fathers' participation in child care. Yet, while research has been done on women's care in the workplace, little research to date has examined men, and their care, in this milieu. I aim to address this gap by examining fathers and their care routines in the context of a unionized public sector Canadian organization. This setting is unique in work-family research for both its public sector status and its nationally and provincially specific family policies. Within this context, I interview fathers, as well as their coworkers and supervisors, to understand how men's care is constructed and constrained at work. I aim to get a broader understanding of this unique context, and how it shapes fathers' care, by observing meetings on work-family issues, conducting focus groups with employee fathers, interviewing key union representatives, and analyzing organizational data on family policy use. I consider results in light of two competing sets of cultural pressures on men -- ideal worker and breadwinning norms on the one hand and the pressure to be an involved father on the other.

- *Construction of Caring Fathers in the Nordic Countries: Policies and Practices* Guðný Björk Eydal — University of Iceland, Tine Rostgaard — University of Aalborg

ABSTRACT: The Nordic welfare model is known in academic literature for its explicit support of and achievements regarding gender equality in both family and gender equality policies. During the 1970s and 1980s, the campaign for gender-equality called for women's active participation in the labour market and all the Nordic countries adopted a new set of policies to promote gender equality. These included offering a wider range of day-care services and paid parental leaves. The importance of providing equal opportunities for men and women was an argument for developing public care policies. Hence an important part of the Nordic gender equality model is the facilitation of the labour market participation of both parents and that they both are ensured opportunities to care for their children, often referred to as the dual earner /dual carer model. According to Leira (1999), the legal acknowledgement of the role of fathers as caregivers is a significant milestone in the development of care policies because it signals that public authorities consider the obligation of both parents to take care of their children more important than the demands of the workplace. This legal acknowledgement also represents an attempt to reconstruct gender relations. Studies have established that fathers in the five Nordic countries participate in household chores and care for their children and that they do use their individual non-transferable 'use-it-or-lose-it' entitlement to paid parental leave, also known as the 'father's quota'. Yet at the same time, our knowledge of both policies and policy outcomes, remains fragmented. While there is extensive literature on paid parental leave policies and outcomes the picture of how the Nordic welfare state frame and support fatherhood remains fragmented. In a recent book project authors from all five Nordic countries contributed with chapters about their research on both policies and practices. The book hence contained chapters about different spheres of family policies, family law, family benefits and paid parental leave, asking how they framed fatherhood (Eydal and Rostgaard, 2014). The paper takes stock of these results and asks how the policies have contributed to shaping the practices of caring fathers in a diversity of family settings. The paper asks if the five Nordic countries have developed a coherent set of policies on fatherhood or if they have taken different paths. The paper also discusses how Nordic fatherhood is shaped in interaction between policies, cultures and the daily practices of fathers-highlighting both similarities and differences within the Nordic region.

- *The Transition to Fatherhood: Men's Narrative Identity Work on the Path to Working Father* Christine D. Bataille — Ithaca College, Melinda M. Carlison — Ithaca College

ABSTRACT: As North American women become progressively invested in their education and careers (Davidson & Burke, 2011), and the male breadwinner/female homemaker model of family life continues to wane, motherhood and fatherhood roles and identities are shifting. However, we know little about how men construct their father identities in this complex social context. Prior research has revealed that developing a fatherhood identity is one of three main difficulties men face in becoming fathers (Genesoni & Tallandini, 2009). Further, how men view themselves before and after the birth of their first child has significant implications for their participation in child-care activities (Strauss & Goldberg, 1999). Therefore, the goal of the present study is to investigate how men conduct identity work, defined as, "forming, repairing, maintaining, strengthening or revising the constructions that are productive of a sense of coherence and distinctiveness" (Sveningsson & Alvesson, 2003), as both expectant and new fathers. As noted by Petriglieri and Petriglieri (2010), individuals are most likely to engage in identity work during times of significant transition. Accordingly, I investigate men's identity work in the context of the transition to fatherhood by addressing the following research questions: *What kinds of identity work do men engage in as they prepare to become fathers, and after the birth of a first child? *What constraints do professional/managerial men face in becoming the kinds of fathers they would like to be? *What adjustments do men plan to make/actually make

(if any) in their approach to work/career after the birth of a first child? In this study, I employ a qualitative, interview-based methodology to elicit personal stories that reveal narrative identity work. My target sample is professional/managerial men in dual-career couples. I am currently conducting a pilot study with 5-6 expectant fathers and 5-6 new fathers in order to test and revise the interview protocols for both Interview 1 (pre-birth) and Interview 2 (post-birth). In the larger study, I will conduct initial interviews with 30-35 first-time expectant fathers, followed by a second interview 6-12 months after their spouses/partners give birth. My research aims to uncover how men construct, adapt and/or preserve their identities as they transition from childless professionals/managers to new fathers faced with balancing career and family responsibilities.

- *Child Care by Nonresident Fathers: Does it have Positive Impacts on Reducing Child Care Problems for Employed Mothers?* Yeongmin Kim — University of Wisconsin-Whitewater

Motivation and Problem Statement: Prior research shows that the majority of mothers with young children use non-maternal child care regularly. Prior research has also examined the impacts of the different characteristics of child care on mother's employment. However, studies of child care use among single mothers have ignored a potential source of care. For a mother of children whose father lives elsewhere, direct child care by the nonresident father can be another important resource for the mother. There is little evidence on whether nonresident fathers provide care or on whether such care by nonresident fathers can help mothers to deal with various child care problems in her employment. To begin to fill this research gap, this study aims to answer two related questions: 1) Do nonresident fathers provide direct child care? How is this provision related to mother's utilization of other types of child care arrangements? 2) Does nonresident father's child care reduce child care problems (i.e., missing work caused by difficulties in accommodating childcare to work schedule) for employed resident mothers? Approach and Brief Results: The study uses data from the mother interviews in the Fragile Families and Child Wellbeing Study. The data follows a cohort of nearly 5,000 children born in large U.S. cities between 1998 and 2000 and collects a variety of information about the child and both parents at the child's birth and again when children are ages one, three, five, and nine. To capture nonresident father's child care, the current study uses questions that ask how often the father looks after the child and whether the mother can count on the father for help when she needs someone to look after the child. Using these variables, the study first documents overall trajectories of nonresident father's child care over different ages of the child, and explores how nonresident father's child care is related to other types of child care arrangements. Then, this study examines the role of nonresident father's child care in mother's dealing with child care problems. Specifically, logit models examine the association of nonresident father's child care with: (a) the extent to which the mother experience difficulty in dealing with child care problems during working hours and (b) work absenteeism caused by unreliability of the main child care arrangements. Preliminary results show that about 40% of resident mothers have nonresident fathers who provide child care at the child's age of three and also suggest that nonresident father's child care help mothers to reduce child care problems. Conclusions: This is one of the first studies of nonresident father's child care and its role in mother's child care and employment; it also extends our general understanding of nonresident fathers' involvement. The study concludes with a discussion of the implication on child care policy and child support policy to better serve parents and children in vulnerable and complex families.

Table 3. Impact of Supervisors and Co-workers on Employees' Work-Family Interface

- *Sharing More Than A Printer and a Parking Lot: How Team Culture and Coworkers Influence Work-Family Boundaries* Samantha K Ammons — University of Nebraska, Omaha

ABSTRACT: Work-family boundary scholars often examine whether individuals integrate or segment work and family realms, and the implications of their boundary strategies for health and well-being. However, less is known about how important "others" shape work-family boundaries. How do the people we work closely with influence how we bound work and family? Twenty-three respondents from two teams employed at a large Fortune 500 company were studied before, during, and after their teams underwent a cultural change initiative that sought to loosen workplace norms and allow employees more autonomy to decide when and where they performed their job tasks. Using data from organizational charts, seating charts, networks of choice (friendships), networks of necessity (reliance networks), as well as interview and observational data, I find evidence of boundary "teaming effects." Team culture and coworker relationships influenced the boundaries workers desired, and the boundaries they enacted. While some mimicked the boundaries of their coworkers, others were able to enact certain boundary strategies partly because others on their team had contrasting strategies. My findings support a "linked lives" approach, and suggest the need for additional studies that address how structural and cultural factors influence how individuals bound work and family.

- *The Spillover-Crossover Model: The Impact of Managers' Work to Family Interface on Followers-A Research Agenda* Mina Westman — Tel Aviv University, Shoshi Chen — Tel Aviv University

ABSTRACT: Crossover and spillover are two ways in which stress or strain is carried over within and across individuals and domains (Bolger, DeLongis, Kessler, & Wethington, 1989). Spillover is the within-person trans-domain transmission of experiences, from work to home and from home to work for the same individual (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005). In contrast, crossover is defined by Bolger et al. (1989) as the interpersonal process that occurs when job stress or psychological strain experienced by one person affects the level of strain of another person in the same social environment. Recently, Bakker and Demerouti (2013) developed the Spillover--Crossover Model (SCM), aiming to gain a better understanding of the processes that link work and family domains for the individual and the couple. According to SCM, experiences built up at work first spill over to the home domain, influencing behavior at home, and then cross over to our partner's well-being. Evidence for this "double transmission" of experiences has been found in several studies (e.g., Rodríguez-Muñoz, Sanz-Vergel, Demerouti, & Bakker, 2014). All these studies looked for the SCM processes among couples and team members. However, crossover between managers and followers has seldom been investigated. Carlson et al. (2011) looked at crossover but not at spillover. They found that supervisors' work to family enrichment but not family to work enrichment crossed over to their subordinates. Ten Brummelhuis, Haar, and Roche (2014) investigated whether leaders' family-to-work conflict (FWC) and enrichment (FWE) influence first their own well-being at work (i.e., job burnout and work engagement) and consequently the well-being of their followers due to crossover processes. They found that leader FWC at Time 1 was positively related to leader's burnout 4 weeks later, consequently enhancing follower feelings of burnout five weeks after Time 1. Similarly, leader FEW had a positive relationship with follower engagement, through leader enhanced engagement. These results underscore that leaders' family life matters at work, influencing not only their own well-being but also how they crossover burnout and engagement to their followers. Ten Brummelhuis et al. findings support the SCM; leaders' family matters first spill over to the work domain, affecting leaders' well-being, and these outcomes cross over to the followers. Their results underscored that leaders' family life affects work, influencing not only their own well-being but also how they motivate and support their followers, and ultimately influences their followers' burnout or engagement as well. We propose to focus on SCM processes between managers and followers; the process where managers' experiences built up at home, first spill over to their work domain, influencing their behavior at work and then cross over to followers' well-being at

work. In the next stage the focus should also be on the crossover of employees' burnout and engagement to their partners at home. Understanding these processes may lead to interventions at the managers' level and at the employees' level and these interventions may also include partners. Such interventions may help increase well-being of all people involved in these processes.

- *Family Supportive Supervisors: Simply Effective Managers? A Correlational Study of the FSSB-4 with Hamlin's Taxonomy of Effective Managerial Behaviors* Barbara A.W. Eversole — Indiana State University

ABSTRACT: There is evidence in management literature that work/life conflict, left unresolved, can lead to poor work outcomes (Pitt-Catsouphes, Matz-Costa, & MacDermid, 2007). Studies of workplace efforts to reduce the amount of work/life conflict experienced by employees have focused on programs offered (Chalosfsky, 2008; Smith & Gardner, 2007), strategies employees can use to reduce conflict (Kaspar, Meyer & Schmidt, 2005), and the influence of top managers in setting a family-friendly culture (Eversole, Gloeckner, & Banning, 2005). Recently, studies have focused on the manager or supervisor who usually has discretion to either allow or not allow a personal accommodation to occur (den Dulk & de Ruijter, 2008; Lauzun, Morganson, Major & Green, 2010; Poelmans & Beham, 2008). Managers and supervisors who are supportive of their direct reports' nonwork needs are known as family-supportive supervisors (Breugh & Frye, 2008; Muse & Pichler, 2011; Straub, 2012). Scholars have researched the importance of line manager attitudes (McCarthy, Darcy & Grady, 2010) and roles in work-life policy implementation (Maxwell, 2005). According to den Dulk and de Ruijter (2008), managers consider both disruptiveness and dependency when making work/life allowance decisions. Smith & Gardner (2005) noted the importance of supportive cultures on the utilization by employees of work/life policies at their organizations, and that utilization of initiatives was positively related to a reduction in work-life conflict. In order to understand the effectiveness of managers in general, researchers have developed behavioral models or taxonomies (Borman & Brush, 1993; Fleishman, et al, 1991; Luthans & Lockwood, 1984; Morse & Wagner, 1978; Yukl, Gordon & Taber, 2002; Yukl & Van Fleet, 1992). Most past research has been quantitative using surveys; few researchers have conducted qualitative studies of employees' perceptions of effective and/or ineffective managerial and leadership behavior 'within' organizations, or 'across' organizational sectors or countries. One 'within' organization qualitative study that was done was by Cammock, Nilikant and Dakin (1995), who explored managerial effectiveness in a large New Zealand public sector organization. Hamlin and Patel (2011) completed a multiple-cross-case and cross-nation comparative analysis of findings in the European Union, and Hamlin, Patel, Ruiz and Whitford (2012) recently published a taxonomy of effective and ineffective managerial behaviors. Although it has been shown that work/family conflict is reduced by allowing work/life accommodations in the workplace, many managers are still reluctant to allow their direct reports to utilize them (den Dulk and de Ruijter, 2008). In order to understand why this may be the case, a correlational study between items on instruments measuring family-friendly supervisory behaviors with items measuring effective supervisory behaviors was undertaken. Surveys including the four items from the FSSB-4 (Hammer, Kossek, Bodner & Crain, 2013) and Hamlin et al's (2013) 16-item taxonomy were sent to both public and private organizations in Europe and New Zealand as part of the author's sabbatical research. Pearson's R correlations were performed between all items. The correlations were presented and implications discussed.

- *Domestic Employer-Employee Work-Family Crossover: An Empirical Examination* Courtney Masterson — University of Illinois, Chicago, Jenny Hoobler — University of Pretoria, South Africa

ABSTRACT: Millions of individuals worldwide earn their living from domestic employment-- be it as nannies, maids, or home healthcare workers. The International Labour Organization (2013)

conservatively estimates that, in 2010, there were either between 52.6, or--nearly double that--100 million domestic workers worldwide. In many cases, individuals engaged in this line of work are not recognized to be in formal legal employment relationships, and, therefore most often not privy to employment protections such as living wages, healthcare benefits, or job security, nor are they guaranteed safe working conditions (International Labour Organization, 2013). So getting a handle on the size of this workforce is a difficult undertaking. Many members of this "invisible workforce" spend their lifetimes tending to the needs of others, often at the expense of their own family's care and well-being (Nadasen & Williams, 2010). Despite the rise in domestic employment, it has been treated cursorily by management researchers. Most often, it is positioned as having a direct (cf Aryee, Srivinas, & Hoon Tan, 2005) or moderating effect (cf Fu & Shaffer, 2001; Spector et al., 2007) on those who hire domestic workers' work-family conflict or balance, as one type of instrumental family support. Or, as in Aryee, Fields, and Luk (1999) and Weigt and Solomon (2008), the affordability and/or cultural receptivity to hiring outside help is noted as one of various societal-level, "background" factors that may explain differences in work and family models across cultures. We argue the opportunity remains to delve more deeply into the dynamics of domestic employment to examine the quality and implications of these relationships for both the employer and employee's work-family management and well-being. In this study, we examine the nature of and complexities embedded in this type of employment arrangement, and the paths to achieving a high-quality domestic employment relationship. Building upon existing psychological crossover models and theories of work-family conflict and work-family enrichment, we empirically investigate how constraints (e.g., negative affect) and resources (e.g., skills, psychological resources) are shared between domestic employers and their employees (and vice versa) and the associated well-being outcomes (e.g., burnout, stress, physical energy) for each relationship partner. Additionally, we attempt to identify moderating factors at the individual (e.g., empathy) and dyadic-level (e.g., relationship closeness) that shape the magnitude and direction of these crossover effects. To examine these issues, we are currently conducting a dyadic study of domestic employers and their employees in South Africa. Specifically, we are conducting an online survey of working women who employ a domestic worker full-time in their homes, as well as in-person interviews of their domestic employees.

Table 4. Work-Family Conflict/Balance/Roles in Various Contexts

- *Work/Life Balance among Medical Residents in a Family Medicine Program* Ellen E. Hampsten — Texas Tech University Health Sciences Center School of Medicine, Katherine Jane Hampsten — St. Mary's University

Problem Statement: The medical residency is a period of intense work and stress, which may lead to burnout during the program. Nationally, the current and anticipated need for family doctors is high, with fewer medical students choosing family medicine. This shortage is cause for concern for family medicine educators. At the same time, medical residency demands intensive amounts of time and energy on the residents' behalf. The residency experience leaves many new physicians experiencing stress and burnout early in their careers and may deter potential physicians from the field of family medicine. **Motivation:** The stresses of residency programs on residents have been well-documented. Residency leaves many physicians feeling emotionally exhausted, cynical, and depressed. These "residents in trouble" create increased demands for residency programs, which are tasked with creating better patient care and physician training. Researchers point to the role that work-life balance may play in alleviating some of these problems for residents. For example, research supports shifting the discussion away from resident burnout to "wellness" instead. Well-being for medical residents is positively associated with time spent in daily wellness activities, such as restful sleep and nurturing relationships. Although levels of attention to residents' psycho-social needs have increased over time, specific attention to work-life balance needs further attention. Increased attention to how residency

programs assist residents in managing work-life demands may help programs to attract and retain physicians in these programs. Initial research suggests that more attention to resident psycho-social programs, such as work-life balance, may make family medicine more appealing. However, additional research is needed to understand the specific experiences of work-life conflict residents experience, as well as to understand the most effective (and ineffective) management strategies from which residents may choose. Approach: This study uses data from in-depth interviews with current and recent medical residents. From this data, key themes about medical residents' experiences are identified and analyzed. Brief Results: Preliminary results suggest that residents do experience serious tensions between work/life during the medical residency. These tensions lead some to question their commitment to this career and whether it is the best "fit" for them personally. Conclusion: This study aims to help family medicine residents identify coping and management strategies for work/life balance, while also developing a series of best practices for residency programs to follow.

- *Work-Family Research Progress in Tourism and Hospitality* Xinyuan Zhao — Sun Yat-Sen University - Business School, Richard Ghiselli — Purdue University

ABSTRACT: The circumstances under which tourism and hospitality employees work can be less than family-friendly in that their schedules often include long working hours, split shifts, holidays/weekends, overtime, and irregular work schedules. Academic research on work-family relationships of tourism and hospitality employees has changed dramatically in the last twenty years. But the findings have been inconsistent so that scholars and practitioners have to try hard to make research and practical implications more meaningful. A review may help clarify the findings and provide an up-to-date assessment of the research. The present study is a comprehensive review of work-family research among tourism and hospitality employees. Extensive electronic and manual searches were conducted for empirical studies published in or before 2015. Then, this paper used a mixed-method approach to synthesize work-family research in tourism and hospitality occupations. The findings of the narrative literature review on 73 papers first identified research progress and trends in terms of publication outlets, research methods, participants, contexts, theories, and terminology. Meta-analytic techniques at the second step were used to describe the relationships between work-family conflict and some of factors that may affect it. The main findings are: (1) Work-family relationship has been an increasingly interesting research area in tourism and hospitality. Research methods often times were exploratory rather than explanatory. Macro levels and cross-level influences have been rarely examined and explained theoretically. (2) Frontline employees in hotels were most frequently investigated. Service jobs have long working hours and high turnover. But the relationships between demographic variables and work-family conflict were not found as statistically significant as scholars often expected. (3) Work-family conflict reduces job and career satisfaction and generates turnover intentions. In addition, work overload and intrinsic motivation relate to work-family conflict among tourism and hospitality employees. Supervisors and organizational support are effective in helping employees balance work and family demands. (4) Life satisfaction relates to WIF instead of FIW. Emotional exhaustion has positive correlations with WIF. Positive and negative affectivities have different associations with work-family conflict. (5) The findings on the relationships among work-family conflict and facilitation dimensions were not consistent with previous framework and study. The consistent and controversy information in previous findings indicate spacious room of diverse research questions for future work-family studies. Future research should not focus on family demands of married employees, but extend research scope to include single employees' life demands and quality of life. Future research may

also consider to use a mixed-method approach, and conduct qualitative observations among tourism and hospitality employees. Practically, work-family conflict significantly influences employees' work, family and life attitudes. But no evidence has been shown that work-family conflict vary across different types of employees such as males vs. females, married vs. single, and old vs. young. Tourism and hospitality managers have to avoid stereotyping, preconception, and/or prejudice on subordinates during daily management. Social support at workplace is necessary for employees to balance work and family demands.

- *Change in Chinese Female Employees' Work-Family Conflict Experience in The Past Twenty Years* Lai-Kuen Shirley LAW — Hong Kong Shue Yan University

ABSTRACT: With China's reform and opening up, Chinese politics, economy and culture have undergone major change in the past thirty years. Employment opportunities have dramatically increased, particularly with the unique characteristics of "Chinese Socialism", which encourage both men and women to participate in the workplace. Further, as China is celebrating the twenty-year anniversary of the Beijing Declaration and Platform for Action, which address the gaps and disparities in gender equality and women's empowerment, and to promote the balance of work and domestic responsibilities for women and men, it is important to know the current social status of Chinese women, especially their achievements and the challenges they are facing at work and at home. Is gender equality in current Chinese female employees granted high priority? In particular, can they really achieve a balance between work and family? Extensive Western studies have revealed that people are now facing a clash between their work and family. Several factors may have accounted for differences in respondents' levels of work-family conflict, such as different socio-economic status, employees' working hours and social support from organizations and the government. Meanwhile, what is the work-family situation of the contemporary Chinese female employees? Thus, in this research, a longitudinal study with intervals of ten years and twenty years after the implementation of the Beijing Declaration and Platform for Action was conducted to determine Chinese female employees' actual work-family conflict experience, career development and equal opportunities strategies in these two periods. The research has combined findings derived from extensive quantitative questionnaire surveys and qualitative in-depth interviews. In particular, as work-family issues are closely related to personal issues, qualitative interviews were conducted to reflect on the wider reality with explanations for female workers' work-family conflict experience. Over sixty interviews with female employees were conducted to determine how female employees experienced their work-family conflict in these two intervals. Empirical findings showed that respondents from both periods had claimed to experience different levels of work-family conflict, but their explanations were different. In particular, interviewees in the most recent period emphasized the antecedents of their work-family conflict through the economy and social-cultural issues, educational background and the change in the nature of the competitive working atmosphere over time. Surprisingly, the one-child policy was cited to emphasize their work-family conflict. In brief, this research makes a significant contribution by clearly indicating that Chinese female employees today are still facing work-family conflict. This research, as an Eastern study, has also enhanced the development of human resource policies in the Asia-Pacific region. It has determined the antecedents for their conflict. This information is particularly important to the central authority and to business practitioners. Through an understanding of the sources of female employees' stress, corresponding social support can be proposed to lesson female employees' difficulties. With support from different parties, the incredible potential and talent of Chinese female employees can be expected to be released without barrier.

- *Individual Work-Family Role Construction in Family Firms: Integrating Organizational and Family Theories* Matthew M. Piszczek — University of Wisconsin Oshkosh, Sarah DeArmond — University of Wisconsin Oshkosh, Barbara Rau — University of Wisconsin Oshkosh

ABSTRACT: One area of family business research in need of further theoretical development is the construction and management of work and family role identities in family and non-family employees (i.e., employees of the firm who are and are not, respectively, part of the family that runs the firm). Theorization of work-family role management in the family business context is primarily at the organization level; individual and multilevel aspects of work-family role management in family businesses remain poorly understood. This is problematic as employees' reactions to identity management can be complex. In the family business, these interactions may be more complicated. Family businesses vary in the extent they highlight the family aspect of the business, which may have unique effects on individual role construction. Even for non-family employees, the family nature of the organization may affect individual role boundary dynamics. This paper builds multi-level theory linking organizational characteristics to individual work-family role construction and management with an emphasis on aspects of role identity unique to family businesses and their employees. We draw upon multidisciplinary theories to contrast role construction in family and non-family employees. Specifically, we explore the cognitive sociological roots of boundary theory and integrate the processes of "lumping" and "splitting" in mental space with the circumplex model of marital and family systems, which describes family systems along the dimensions of cohesion, adaptability, and flexibility. This combination allows us to investigate precisely how the context of the family may affect an individual's lumping and splitting of work and family roles. Moreover, we draw upon the circumplex model and boundary theory in order to build theory connecting organization-level identity configurations to individual identity configurations and contrast these connections among family and non-family employees. By applying work-family and family system theories to the family business context, we contribute to a clearer understanding of how family and non-family employees construct and manage their work and family role boundaries. We also build upon studies that address firm-level segmentation and integration by indicating how this may affect individual employees. By focusing on the cognitive sociological processes of lumping and splitting at the individual level, we contribute to work-family theory that often assumes disparate work and family roles without leaving much room for their overlap. Understanding the aspects of role construction and management unique to the family firm will increase understanding of how roles are constructed and managed more generally. Consideration of the circumplex model will also help explain the lumping and splitting processes and provide insight into the mechanisms through which organization and family systems influence individual work-family role boundary construction and management. Finally, we discuss the practical implications for human resource managers as well as leaders in family businesses. We argue that flexible work practices are important for family firms and have important but potentially different implications for the succession and well-being of rising family and non-family employees. We provide recommendations to identify and understand potential tradeoffs associated with different identity configurations as well as to encourage healthy boundary work tactics among all employees.

Table 5. Gendered Perspectives on Work and Family

- *"Gender Equality" as an Empty Signifier? Understanding the Majority Support for Gender Equality in a Country with the Largest Gender Pay Gap in Europe* Triin Roosalu — Tallinn University

ABSTRACT: If 90% of population agrees gender equality is good for a country, then how is gender equality understood and what are the dominant frames that individuals rely on to make sense of it? To answer this question in the light of numerous existing research on political discourses and frames on gender equality, this paper relies on results of the innovative factor and cluster analyses conducted based on the nationally representative survey of gender equality in Estonia in 2013. The analysis was performed on the attitudes towards gender traditional and gender innovative issues, and it revealed that people cannot be divided into pro-equality and anti-equality groups. At least six groups need to be distinguished, whose members make sense of

"gender equality" in a slightly different manner. In a gender-progressive country where women are participating in labour market fulltime on equal par with men (and outperform them in education), where during the first 18 months of gender neutral parental leave the state continues to pay the stay-at-home parent the salary they used to get before staying home (while ensuring the employer keeps the job open for the said parent); and where state provides high quality public childcare (and compensates if private care is used), these groups enact different understandings of the ideal of gender equilibrium: 1) Supports gender equality in all aspects (22% of population) 2) Points out gender differences while supporting equality and valuing women's role in both private and public sphere (9%) 3) Unequal (sometimes intolerant) attitude towards different genders in private life, equal in public sphere (21%) 4) Supports equality in private life, but not in public sphere (29%) 5) Stresses gender differences and wishes to expand hegemonic masculinity in private life and raising children (10%) 6) Stresses gender differences, but does fundamentally not wish for equality in either private or public sphere (9%) The fact that representatives of all these six types can be found in all social-demographic groups, is an especially important result. Thus, the coalitions formed by attitudes towards gender equality cover the members of different social groups, including both men and women. To be sure, the intersection of worldviews which forms the semantic field of gender equality is made up of conventions and compromises, so (unlikely) compromises may occur. Looking at single dimensions, it seems that in the Estonian context gender equality as a shared value mainly means a combination of three areas: (1) Norms -- equality is fundamentally good; (2) Labor -- women could be leaders; women and men should receive equal pay for the same amount of work; men should use the right of parental leave to stay home with a child; (3) Family -- fathers should take parental leave; men should do household chores; women also ensure that the family is coping economically; boys and girls should be taught similar skills. This is the common core of the notion of gender equality that majority would sign to. Anything beyond this requires further intervention to bring about norm innovation and social change.

- *Work-Life Supports and Gender Diversity in the Federal Government* Shirley Adelstein — U.S. Office of Personnel Management

ABSTRACT: It is often argued that work-life programs are important for promoting gender equality, but whether and how work-life programs benefit women is the source of considerable debate. According to the theory of representative bureaucracy, gender diversity is especially important in the public sector because diversity lends legitimacy to public institutions, and women are thought to better represent women's policy interests. Yet the argument that work-life programs benefit women's bureaucratic representation is often assumed and rarely tested, and studies of gender diversity are often limited by a focus on proportion outcomes alone. This study evaluates whether work-life supports advance the goal of gender diversity in the federal government using federal employee survey data and Office of Personnel Management data on agency characteristics. The results for all federal agencies show that work-life support, particularly managerial support for work-life, is associated with improvements in STEM gender diversity over time and, to a lesser extent, with improvements in overall gender distribution and occupational category segregation. Bivariate analysis of agency subgroups also provides some evidence that work-life supports promote gender diversity in different ways depending on institutional pressures associated with agency demographics. Differences across diversity metrics reinforce the importance of using theoretically grounded measures of diversity.

- *Profiles of Work-Family Attitudes in Sweden - Differences Between Mothers and Fathers* Eva M Bernhardt — Stockholm University

ABSTRACT: Building on the Holland and Kaizer paper (2015), which analyzed the transition to parenthood in Sweden among different latent family attitude categories, this paper will

investigate work-family attitudes among Swedish men and women who have already become parents. We will use Latent Class Analysis to identify latent groups, and then analyze what background factors that predict class membership. We will use data from the 2009 wave of the Young Adult Panel Study. About 1100 of the respondents have become parents and are currently cohabiting or married. No doubt the overwhelming majority of Swedish women (maybe also men?) belong to what Hakim (2000) calls women with `adaptive work-lifestyle preferences` who want to combine work and family (Oláh and Bernhardt 2008). Holland and Kaizer (2015) found that Swedish young adults, while they are still childless, do not perceive pursuing economic activities or professional careers as competing with family life. This could however look quite different once they have become parents and are facing the realities. One could also hypothesize that, even in gender-equal Sweden (Oláh and Bernhardt 2008, Nyberg 2012, Global Gender Gap Report 2014), women and men may view the challenge of reconciling family and work life in quite a different manner. The absence of marked gender differences in this respect would testify to the success of the gender equality policies, the aim of which is to ensure that women and men enjoy the same opportunities, rights and obligations in all areas of life. Moreover, the overarching principle is that everyone, regardless of gender, has the right to work and support themselves, and to balance career and family life. Preliminary analysis with a set of attitude items from the YAPS 2009 survey identified six latent classes, which we could tentatively label `weak career, strong family` (23,8%), `weak career, moderately strong family` (14,2%), `weak career, weak family` (16,6%), `moderately strong career, weak family` (12,2%), `moderately strong career, moderately strong family` (14,9%), and `strong career, strong family` (14,2%). Background factors that may influence class membership will then be investigated, such as gender, partner status (cohabiting, married), number of children, age of youngest child, own and partner's education, and work status. The primary focus will be on gender differences, for example if fathers are more likely than mothers to belong to the groups with (moderately) strong career ambitions. Creating a typology of work-family attitudes will shed some light on the life goals of mothers and fathers in today's Sweden and the extent to which work commitment and family orientation are perceived to be compatible or contradictory.

Table 6. Determinants of Job Satisfaction

- *Do Atypical Individuals Make Atypical Choices? Examining Gender, Personality, Occupational Choice and Job Satisfaction in Five Professions in Sweden* Anne Grönlund — Umea University, Charlotta Magnusson — Swedish institute for social research (SOFI)

ABSTRACT: Over the years, gender differences in personality traits have attracted considerable scholarly attention. Personality traits, such as self-esteem or the 5-factor model of personality (Big 5) have also been linked to several labour market outcomes including job performance and wages as well as job satisfaction. Presumably, then, personality differences could contribute to explain the persistent gender inequalities in the labour market. Many of these inequalities, in wages and careers as well as work conditions, are related to the occupational gender segregation which remains a prominent pattern throughout the OECD. However, as gender roles are changing new puzzles emerge. Although women now invest heavily in education and increasingly enter prestigious male-dominated occupations a tangible gender pay gap remains. This gap is found also in countries strongly promoting gender equality, notably Scandinavia. To shed further light on these complexities, it seems relevant to explore more closely the link between gender, personality and occupation, particularly in the modern context of high-educated individuals in a dual-earner society. This paper is based on a new survey directed to Swedish men and women that recently graduated from five higher educational programmes leading to a professional title (civil engineers, lawyers, psychologists, social workers, police officers). The motivation for choosing these programmes was to obtain a close-up picture of gender and occupational choice. First, the programmes are similar in the sense that they all lead to a professional title. Thus, in

contrast to more general academic programmes, individuals applying for these programmes have already made an occupational choice. Second, the programmes display clear differences in their gender-mix. Finally, the sample was stratified so that an equal number of men and women were included from each occupation. In sum, the dataset allows us to compare men and women under conditions of maximum similarity (same education, occupation, cohort and career stage) to expose the impact of gender. Moreover, the study is set in Sweden, a country known for its well-entrenched policies promoting gender equality and dual-earner families. The aim of this paper is two-fold. First, we examine if personality traits vary among men and women between and within occupations. In particular, we are interested in whether individuals in gender-atypical occupations score differently on personality measures in comparison with those in gender-typical occupations, and if gender differences are smaller in the former case. Second, we investigate the link between gender, occupation and job satisfaction. Again, we are interested in whether satisfaction differs between individuals who have made more gender-atypical occupational choices compared with those who made more gender-typical occupational choices, if such patterns vary between men and women and whether differences can be explained by personality traits. To measure personality we use validated items including Big five, self-esteem and professional self-efficacy. The data also allows us to control for a range of factors related to work and demographics.

- *The Health Behavior Predictors of Job Satisfaction, Marital Satisfaction, Family Satisfaction, and Happiness* Leslie Ramos Salazar — West Texas A&M University

ABSTRACT: Poor health decisions often lead to issues of obesity, unhealthy eating choices, lack of exercise, and a lack of adequate sleep, which can affect individuals' quality of work and family life (Campbell, 2003; Wickrama, Conger, Lorenz, & Matthews, 1995). Health behaviors have been shown to be positively correlated with job satisfaction (Barnett & Marshall, 1993; Cooper, Kirkcaldy, & Brown, 1994), quality of marriage (Marcenes & Sheiham, 1992; Kiecolt-Glaser & Newton, 2001; Wickrama et al., 1995), and family satisfaction (Proulx & Snyder-Rivas, 2013). Individuals who report being satisfied with their children, spouse, and their family life may adopt healthier choices such as eating healthier and exercising daily (Proulx & Snyder-Rivas, 2013; Schrodt & Afifi, 2007). Also, job satisfaction has been shown to lead to life happiness (Bassi, Bacher, Negri, & Delle Fave, 2013; Rodríguez-Muñoz & Sanz-Vergel, 2013). Witmer, Sweeney, and Myer's (1998) wheel of wellness theory's creative self (e.g., work life), physical self (e.g., diet, exercise) and the social self (e.g., relationships) guided the hypotheses in this study. In addition, Greenhaus, Collins, and Shaw's (2003) work-family satisfaction balance approach was used to ground the value of expressing satisfaction across an individual's work and family life, which may lead to enhanced quality of life. Individuals' health decisions in terms of diet, exercise, and sleep were hypothesized to predict work, marital, and family satisfaction. In addition, job satisfaction was also hypothesized to predict happiness with life. A survey methodology was used by providing participants mail back questionnaires and the data set was collected from a national work and family life study (for more details, please see Booth, Johnson, Amato, and Rogers, 2010). The analysis yielded a national sample of 1,031 adults (59.3% female, 34% male). They included 83.3% married, 10% divorced, 5.7% widowed, and 1% separated. Participants' ages ranged from 38 to 76 years ($M = 55.30$, $SD = 8.89$). Participants also reported on measures about their health (e.g., sleep, diet, and exercise), job satisfaction, marital satisfaction, family satisfaction, and degree of happiness. A series of multiple regression models and a correlational analysis were used to investigate the hypotheses of this study. The results showed that only eating healthy at work was a predictor of job satisfaction, marital satisfaction, and family satisfaction. The results also showed that job satisfaction was a predictor of the perceived degree of happiness with one's life. On the other hand, getting regular physical exercise and getting enough sleep were not effective predictors in any of the models. There are several implications discussed in this study. First, this study suggests that eating healthy at work

can affect one's perceived job satisfaction. Second, employees who eat healthy at work may report feeling more satisfied in their marital and family relationships. Third, employees' job satisfaction impacts employees' degree of happiness with their life. Thus, eating healthy may benefit one's satisfaction with one's job, marital, and family life. These implications can help employees and supervisors understand the importance of eating healthy to sustain employees' satisfaction in their working and personal lives.

- *Social Comparisons and Satisfaction with Work* Jessica Halliday Hardie — CUNY - Hunter College

ABSTRACT: How do Americans feel about their jobs when they do not attain their goals, when they fall short of their parents' or siblings' attainment, or when their jobs do not match up with their educational qualifications? According to relative deprivation theory (Merton and Rossi 1968; Runciman 1966), people judge themselves relationally, either in comparison to others around them or to some standard they set for themselves, and their wellbeing fluctuates in response to these comparisons. Some research supports this perspective, showing that among middle-aged women (Carr 1997) and young adults (Hardie 2014), falling short of occupational aspirations is associated with lower wellbeing. These studies used limited populations, however, and did not examine other forms of "falling short", such as attaining less than one's parents, siblings, or others with similar educational attainment. Thus, we do not know whether the gap between these goals and outcomes simply reflects other comparisons at play (e.g. comparison to one's parents) or a true comparison point, and whether the negative effects of falling short--or the positive effects of meeting or exceeding one's standards--persists or dissipates over time, as individuals set new standards. The current study examines whether job satisfaction is a function of four social comparisons: 1) the gap between occupational aspirations in adolescence and attainment in adulthood, 2) the gap between parents' occupational attainment and respondent's attainment, 3) the gap between siblings' occupational attainment and respondent's attainment, and 4) the gap between predicted occupational attainment based on educational attainment and actual attainment. To do this, I use 24 waves of data from the National Longitudinal Study of Youth 1979 (N=8,590), which span the life course from age 15 to 53. Gaps between occupations (e.g. one's current and earlier aspired occupation, one's current occupation and the highest parental occupation at age 14) are indicated by differences in occupational prestige scores and converted into three categories (fell short, matched, and exceeded). Job satisfaction is indicated at every year between ages 20 and 53 as a 1 (very satisfied) or 0 (less than very satisfied). Associations between the four types of gaps and job satisfaction, along with a host of control variables, are assessed using random- and fixed-effects regression. Findings are consistent across analytical strategy and reveal job satisfaction is negatively associated with both falling short and exceeding one's aspirations and falling short of one's predicted occupational attainment. Exceeding one's parents' attainment is associated with higher odds of job satisfaction, but falling short is unrelated with this outcome. Tests of differences by gender revealed that these findings are consistent across men and women. I plan to test for differences in the association between social comparisons and job satisfaction at different ages in future analyses. Sibling comparison analyses are ongoing.

- *Examining Work-Family Conflict and Family-Work Conflict as Mediators to the Work-Life Predictors of Job Satisfaction in Health Care Workers* Leslie Ramos Salazar — West Texas A&M University

ABSTRACT: As work-life conflict increases, employees' morale drops, retention rate drops, and absenteeism increases (Amstad, Meier, Fasel, Elfering, & Semmer, 2011; Greenhouse & Burke, 1990). When employees are dissatisfied with the time inadequacy, lack of working schedule flexibility, and organizational work-life climate, this may lead to negative effects such as stress, burnout, and turnover (Grzywacz, Carlson, & Shulkin, 2008; Hardy, Woods, & Wall, 2003). Job

satisfaction is still an important outcome in positive organization behavior research (Wright, Abendschein, Wombacher, O'Connor, Hoffman, Dempsey, Krull, Dewes, & Shelton, 2014; Carmon, Miller, & Brasher, 2013; Kirby, 2000). Job satisfaction is conceptualized as the positive emotions such as joy, happiness, and excitement that an individual employee feels in their working environment. Family systems theory (Day, 1995) served to investigate the mediating role of work-family conflict (work-to-life and life-to-work) on the work-life issue predictors of job satisfaction in health care workers. More specifically, this study explored the mediators that impact the work-life predictors (e.g., work-life climate) of job satisfaction. Thus, the main purpose of this study was to examine work-life conflict (work-to-life and life-to-work) as a mediator to the work-life predictors (e.g., work-life climate, schedule flexibility) of job satisfaction in health care workers. This study employed a survey methodological approach and it included a national data set provided by the Work, Family and Health Network in 2015. A total of 4,813 health care employees were recruited from a health care organization in the nursing department. After IRB approval, employee participants were invited to complete a series of online self-report questionnaires via a computer-assisted personal interview (CAPI) process. Participants were asked questions relevant to their work-family conflict, family-work conflict, work-life balance issues (e.g., control over hours, time adequacy, and work-life climate), and their overall job satisfaction level. Path analyses with a series of multiple regression analyses were performed to investigate the hypotheses. The study found that work-to-family conflict mediated the relationship between control over work hours and job satisfaction, and it also mediated the relationship between time adequacy and job satisfaction. However, it did not mediate the relationship between organizational work-life climate and job satisfaction. In addition, the study also found that family-to-work conflict mediated the relationship between control over work hours, time adequacy, and organizational work-life climate on employees' job satisfaction. This health care study offers several implications on employees' job satisfaction. First, this study suggests that work-to-family conflict serves as a mediator in the relationship between control over work hours and time adequacy of health care employees' perceived job satisfaction. Second, this study suggests that family-to-work conflict serves as a mediator in the relationship between control over work hours, time adequacy, and organizational work-life climate of employees' perceived job satisfaction. This implications can help health care employees and managers understand the important role of both work-to-family conflict and family-to-work conflict on employees' perceived job satisfaction. As a result, employees and managers may need to consider the value of time, work hour flexibility, and work-life climate in a health care organization to promote employees' job satisfaction.

Table 7. Women's Experiences of Work in Various Contexts

- *Whatever Happens To Women's Employment in Southern Europe? Work-Family Trajectories Through Historical Time* Christiana Ierodiakonou — University of Cyprus

ABSTRACT: In her comment concerning continuity and change in gender, work, employment and society, McDowell (2014: 833) discussed that 'a key area of analysis in the future will be the effect of the cuts and the austerity programme, especially for women...', noting that 'whatever happens to employment in southern Europe' is a key focus of research in the next years. Nonetheless, to depict how employment trajectories may change in the future, we need to develop a thorough understanding of the broader context within which individuals are socialised and make decisions about education, work and family. Theories of the welfare state highlight that existing institutional structures influence women's work-family options and decisions and therefore provide a useful framework for placing individual agency within the broader context. The distinctive southern European welfare regime, however, is under-explored; in Cyprus in particular, we know nothing about women's work-family behaviour. In turn, I collected socio-biographical interview data from Cypriot women across three birth cohorts, which I analysed

through a critical realist approach to understand the complex interrelations between individual agency and broader structures over time. Specifically, I aimed to understand the key influences on women's work-family trajectories and the ways in which their relative impact has changed across birth cohorts. Through this historical perspective of socio-structural developments, I gain insights to discuss how female employment paths may be influenced in the future given the socio-structural changes initiated by the austerity programme. Looking at the patterns that emerged through the transitions women in my sample made over their lives, I conclude that women's agency remains constrained by structures. No evidence emerged that women's work-family trajectories become individualised over time. Instead, younger women's trajectories largely resembled those of older women's, indicating that changes in patriarchal structures did not bring about the 'gender transformations' that Walby (1997) identifies in westernised countries. Against preference theory arguments, women's preferences and decisions are structurally affected, preferences are irreducible to outcomes and are dynamic over historical and biographical time and that social change does not eliminate structural effects; it simply changes them. These aspects of structural change and continuity create distinct challenges for the future of women's employment patterns in Cyprus. Most participants followed trajectories that are becoming less accessible because of austerity measures. Additionally, financial pressures will probably prevent the state from increasing its participation in care provision, even though the current generation of working women will not be as able to provide the intergenerational support that they typically received from their mothers. Since financial need is likely to keep women in the labour market, women's lives will probably diverge from preferences. This could create an intense polarisation based on social class therefore increasing the importance of social capital vis-a-vis human capital. If both the employment and childcare options of women are limited in the future, women's involvement in public areas could be undermined by institutional structures. Consequently, this study raises serious concerns about the applicability of modernisation theories across contexts and adds to concerns about the future of southern European welfare states.

- *Career Pathways into Retirement: Linking Older Women's Pasts to the Present* Joanne Duberley — University of Birmingham, Fiona Carmichael — University of Birmingham

ABSTRACT: Longer life expectancy, rises in the statutory pension age, the removal of the default retirement age and changing regulations regarding workplace pensions and the ways in which pension income can be paid are changing the context and meaning of retirement. The experience of work has also changed as a result of globalisation and economic turbulence which have reduced security of employment in most sectors and impacted on income security in older age (Blossfeld, et al. 2011). In addition, rising female participation in the labour market has been associated with more diverse career forms and has highlighted the interplay between paid, voluntary and domestic work (Duberley et al, 2014). In parallel to these changes, there has been a discursive shift away from the portrayal of old age as a period of dependency and decline towards a contemporary discourse which accentuates active and productive ageing -- in particular economically productive ageing (Laliberte Rudman, 2006; Simpson, Richardson and Zorn, 2012) as longer, healthier lives provide opportunities for people to enact being 'old' in new and different ways (Angel and Settersten, 2013). The combination of these factors has been argued to have resulted in greater individualisation of the life course with a corresponding de-standardisation of retirement (Sargent et al. 2013). Academic research (Kim and Moen, 2002; Szinovacz, 2003; Loretto and Vickerstaff, 2013; Price and Nesteruk, 2010) is catching up with these social trends and emphasises the contextual embeddedness of retirement. However it has been argued that studies have failed to take sufficient account of women's more fragmented and heterogeneous patterns of employment and insufficient attention has been given to gaps in occupational histories, career transitions, domestic context and other related experiences over the life-course (Loretto and Vickerstaff, 2011; 2013; Lovejoy and Stone, 2012; Wong and Earl

2009). As noted by Green (2009:57) there is 'a need for more research on 'how the employment to non-employment transition of older people fits alongside other life course transitions'. This paper aims to help fill this gap in knowledge by examining the link between career history and expectations and experiences of retirement. As we will discuss, this is particularly important, given the increased precariousness and discontinuity of careers for both men and women (Rubery 2015). We utilise an innovative mix of quantitative and qualitative methods to examine the link between career histories and expectations and experiences of retirement. Analysis of life history calendars data capturing the long working lives of a sample of older women identifies five different pathways into retirement. We explore these trajectories in detail to determine how they are shaped and their links to different outcomes in later life. The analysis shows how different career histories unfold and how they shape expectations and experiences of retirement. Long, professional career pathways leave women feeling enabled in retirement, women following more fragmented pathways are more constrained and some trajectories, including pathways involving transitions into professional careers in later life, can leave older women financially and emotionally vulnerable in older age.

- *The Transformation of the Work Family System and the Reshaping of the Gender Relationships: The Dynamics of the Change and the Role of the Policies. A Comparison Across Europe and the U.S.* Mauro Migliavacca — University of Genoa (Italy)

ABSTRACT: During the last decades the socio-economic structure of Western society, also as a result of the overlap between demographic and economic changes, has seen important transformation that have eroded guarantees and safety, destabilising the principal mechanisms of socio-economic regulation. All of this has occurred in a context in which the welfare systems are not able to provide a social safety net to protect those who are most affected by the negative situation and by the consequent risk of marginalisation. The recent crisis has worsened an already difficult situation, causing imbalances in the distribution of resources and opportunities. Family and work represent two of the main dimensions, to understand the contemporary social changes. At the same time, the analysis of the relation between family and work offers a possibility to understand the capacity of the families to respond at the crisis situations, in a scenario where the work-family policies are often the weak link of the welfare systems. The different cultural frames, the different labor market structures and the role played by the public policies in achieving a better balance regarding the satisfactory support to families and ensuring gender equality, represent a fundamental issue to understand these new inequalities. This paper aims to analyze the transformations of the relationship between family structure and employment status highlighting the different gender asymmetries inside family, in contexts that, in labor market structure, in welfare system and cultural background, are deeply different as: Italy (as a representative of southern Europe), Netherlands (for northern Europe) and the US. Some scholars, referring to the difference in family policy in US and in Europe, remind the specificity of European policy supports for working parents, especially in the northern and western Europe countries. At the same time, other scholars remind that there are profound and radical cultural and anthropological differences that characterize the specificity of the different models, in particular, as regards Southern European countries. For these reasons, the comparison proposed in this paper, is relevant for the debate. The analysis proposed in this paper used the mains European and American dataset to understand the transformations of the work family models and the different role played by the policies. In particular the analysis is based on OECD data (comparative databases on social policy and family policy in Europe and in the US) and on EUROSTAT and US CENSUS data, in order to analyze the work family models using a typology that recombines the families, starting from the different occupation of both the members inside the couples. The topics proposed in this paper, consider at the same time, the analysis of the different models of the work family organization and the different role played at

the protection of the policies, in order to understand which are the main topics that define the gender asymmetry inside the families (in Europe and in the US).

Table 8. Discussion Forum: Work-Family Conflict and Fit Among Faculty and University Staff

- *Higher Education Work-Life "Fit" Policies for Faculty: Where Is it? Why Create It? What are the Details of a Policy?* Kathrine Gutierrez — University of Oklahoma

Objective/Focus: This theoretical/ conceptual paper is grounded in educating women and other stakeholders about work-life for female faculty employing personal reflection, citing institutional policy through literature, and examination of higher education policies on work-life `fit` issues. The author examines/discusses higher education policy broadly citing to literature, and citing to/describing exemplar institutions that have a clearly written work-life policy. The author also reflects on her journey at her institution as faculty work-life policy is created specific to female faculty to have a successful career trajectory on the tenure-track process. Relevance: The paper specifically discusses work-life `fit` policies for women in academia, and the proposed presentation aims to speak to and with women, other stakeholders about work-life issues in academia grounded in institutional policy that can afford opportunities for female faculty to succeed through the tenure-track process. The paper connects to WFRN 2016 conference specifically describing: (a) work-life `fit` issues particular to academia, and (b) ways higher education institutional policy can serve to encourage a successful career trajectory -- hence, discussing/describing the advocacy component of policy that addresses work-life/ work-family `fit` in academia. Perspective: The paper is informed by the author's perspective described in the original writing "Navigating the Terrain of the Three Selves: Work-Self, Family-Self, Personal-Self", and the author's continued journey/experiences towards tenure review. In this paper, the author discusses pieces of her original story and then compares/contrasts lived experiences in the original story to changes in her present day navigation/negotiation of work-life `fit` issues as new institutional policy on women issues promoting faculty life and family unfold at her institution. The author's perspective provides background to the matter of institutional faculty work-life policies as posed in this paper title: Higher Education Work-Life "Fit" Policies for Faculty: Where is it? Why create it? What are the details of a policy? Method/data sources: Autoethnography is used as a means to "make research" on faculty work-life `fit` issues both reflective and personal. The paper examines literature on faculty work-life issues (such as: COACHE, 2008; Drago & Colbeck, 2003; Marshall (Ed.) 2012; Ward & Wolf-Wendel, 2005; Wolf-Wendel & Ward, 2006), examines key literature on work-life initiatives/policy (such as: Kossek & Distelberg, 2009; Kossek, Lewis, & Hammer, 2010) and reviews higher education policy (such as: Iowa State's part-time faculty work load; Michigan State's Work/Life Guide, etc.) as juxtaposed to the author's experience and as a means to promote the viewpoint that more advocacy is needed for faculty work-life `fit` policies to provide opportunities for women faculty to succeed in tenure-track positions. Warrants of viewpoints/importance of the work: Faculty work-life `fit` continues to be an issue given the apparent and perceived non-uniformity of institutional policy that can provide opportunities for female tenure-track faculty to succeed. The paper ideas are important to note as institutions seek to grow their faculty in ways that reflect and encompass diverse scholars, inclusive of cis-genders and inclusive of multiple ethnicities and cultures, and as the work of an academic is affected by institutional policy that is shaped by global perspectives on higher education.

- *Does Exercise Help Reduce Work-Family Conflict for Academics?* Mark Julien — Brock University, Russell W. Clayton — Saint Leo University, Micheal Stratton — University of North Carolina (Asheville)

ABSTRACT: For many years, researchers have documented the challenges of employees trying to balance work and family responsibilities (e.g. Julien, Somerville & Culp, 2011; Michel, Kotrba, Mitchelson, Clark & Baltes, 2011). High levels of work-family conflict have been associated with poor physical health (e.g., Thomas & Ganster, 1995), exhaustion (e.g., Lo, 2003), stress (e.g., Anderson, Coffey, & Byerly, 2002), and lower job satisfaction (e.g., Adams, King & King, 1996), and higher turnover intentions (e.g., Boyar, Maertz, Pearson, & Keough, 2003), among others. Due to the negative outcomes associated with work-family conflict, many researchers have focused on ways to reduce conflict between work and family. One initiative has explored the role that regular exercise plays in helping employees cope with high levels of work-family conflict. It may seem paradoxical that adding another responsibility on a regular basis would be associated with lower levels of work-family conflict but recent work has been encouraging (e.g. Clayton, Thomas, Singh & Winkel, 2015; Kossek, Ozeki, C., & Kosier, 2001). Clayton et al. (2015) found that regular exercise was related to decreased levels of work-related psychological strain along with increases in self-efficacy and concluded that organizations may wish to encourage their employees to engage in regular physical exercise. This paper builds on the work done in Clayton et al. by focusing on faculty. To date, there has not been a great deal of literature about the impact of work-family conflict on those working in academia (notable exceptions include Bell, Rajendran & Theiler, 2012; Jacobs & Winslow, 2004; Michel & Michel, 2012). Problem Statement We wish to explore whether or not those who exercise regularly report lower levels of work-family conflict compared to those who do not exercise regularly. Motivation The three authors are all academics who have experienced their own challenges associated with juggling committee work, service to the academy, research, and teaching with our own family responsibilities. Thus, we began to reflect on our own exercise habits and whether this contributed to our feeling of well-being and our ability to withstand the pressures associated with work-family conflict. Approach The pilot survey was posted on SurveyMonkey.com and distributed via social media to those in academia. The measures in the study have been well-validated. Brief Results Forty-three respondents completed our survey. Our results show a statistically significant ($p < .05$) relationship between exercise and work-family conflict. In particular, the number of hours of exercise per week was negatively related to strain-based work-interference-with-family. Conclusion While our pilot study's results are preliminary, we are encouraged by the notion that engaging in regular forms of exercise can help faculty cope with work-family conflict.

- *Work-Life Balance Perception, Health and Spousal Support of University Staff in North Western Nigeria (A Sociological Perspective)* Ismail Kayode Olaoye — Federal University, Dutsin-Ma, Katsina State, Nige, Anifat Abdurraheem — Federal University, Dutsin-Ma, Katsina State, Nigeria, Dorcas B. Ajiboye — Federal University, Dutsin-Ma, Katsina State, Nigeria

ABSTRACT: This paper seeks to critically investigate respondents' perception of their work-life balance and certain micro sociological factors such as their health situation, spouse's work-life background and cultural influence on care giving. Being an exploratory study, a 30-item instrument, labeled Work-Life, Health and Spousal Questionnaire (WoLHS-Q), specifically developed for this work was used to gather data from 48 respondents in a Federal University in Northern Nigeria. It was discovered that respondents who believed that their work and personal lives are balanced tend to have higher blood pressure than those who do not and that perception of work-life balance is positively correlated with family size and working from home. It was also discovered that majority of those who are strongly dissatisfied with family support programs offered by the university and all respondents who do not share picnic time with their spouses claimed to experience headaches when under pressure and have taken ill more than once in the last six months. The study concludes that perception and understanding of the work-life relationship in Nigeria is still in its formative stage as so many unique factors, such as culture and to some extent the African perspective on religion, which determine the feeling of a balance

between the two domains has not been critically captured in research works. Hence, it therefore recommends that further studies, possibly commissioned by private organizations and government agencies, be carried out and that universities being the core of new knowledge generation should lead the way in public education and enlightenment on the need to understand and adopt work-life balance practices and policies.

- *Organizational Commitment, Gender-Role Ideology and Personality Type as Predictors of Work-Family Conflict in Plateau State Tertiary Institutions* Ikpechukwu Eugene Ibenekwu — University of Nigeria, Nsukka, Enugu State, Nigeria

ABSTRACT: The study investigated Organizational commitment (OC), Gender Role Ideology (GRI) and Personality Type (PT) as predictors of Work Family Conflict (WFC) in Plateau State Tertiary Institutions in Nigeria. 207 participants drawn from 3 Plateau Tertiary institutions participated in the study. Four instruments: Work Family Conflict Scale, Gender Role Ideology Scale, and Big Five Inventory were used to collect the data. Multiple linear regression was used to analyze the data. The result showed that neither Organizational Commitment OC nor Gender Role Ideology GRI was significant as hypothesized. Personality Type when considered as a whole variable was also not significant, but revealed a significant prediction with agreeableness ($\beta=.18$), $F(5,207)=2.58$, $p<.01$. Thus, only agreeableness as a personality factor predicts work family conflict. Discussions and recommendations were made. Key words: organizational commitment, gender role ideology, personality type and work family conflict.

2:30PM – 4:00PM: *Workshop: Attaining Paid Family and Sick Leaves in U.S. States and Cities: Obstacles and Ingredients of Success*

What are the barriers--and conversely--facilitating factors involved in campaigns for paid leaves in U.S. states and cities? This interactive panel will delineate and discuss "obstacles and ingredients of success" in relation to a variety of state and municipal policy advocacy efforts.

Organizer: Phyllis Hutton Raabe, Tulane University

Panelists:

- Ruth Milkman – CUNY - Graduate Center
- Sherry Leiwant – A Better Balance
- Vicki Shabo – National Partnership for Women and Families
- Sarah Jane Glynn – Center for American Progress
- **Discussant:** Phyllis Hutton Raabe, Tulane University

2:30PM – 4:00PM: *Book Dialog Session: Father Involvement in the Context of International Policy and Practice*

Organizers: Marina Adler, University of Maryland; Karl Lenz, Dresden University of Technology, Germany
This symposium would be based on our book (Marina A. Adler and Karl Lenz, eds.) *Father Involvement in the early years: An international comparison of policy and practice*, 2016, Policy Press. We present the current state of knowledge on father involvement with young children in countries with unique policies related to parenting in general and support for fathers in particular. The selected countries have different welfare state regimes, gender regimes, cultures of care and work-family reconciliation policies. The contributors review current research about the nature and extent of fathers' activities with their young children (birth to entry into elementary school) in the context of demanding workplaces, degree of support via available family policies, and a culture demanding more father involvement.

To what extent are policy and practice congruent with ideals of the active father who is both provider and nurturer of children in the unique cultural context of a country?

- *The Overworked Father: Father Involvement in the UK* Margaret O'Brien — Institute of Education, Sara Connolly — University of East Anglia, Svetlana Speight — NatCen Social

Research, Matthew Aldrich — University of East Anglia, Eloise Poole — Policy and Research Officer, Arts Council England

In the UK, a liberal welfare state, recent legislation has expanded fathers' access to work-family reconciliation rights, albeit rather minimally. This paper explores whether the new cultural mandate for active fathers holds for the quantity and the quality of time fathers spend with young children. Time use and employment activity data does show an increase in British fathers' care time and a reduction in paid work time over the decade. Since 2003 British fathers can take two weeks paid leave after the birth of a child, and by the end of the decade over 90% of fathers took significant post-birth leave. However, despite a recent decline in work time, British fathers, continue to have one of the longest working weeks and highest level of work-family conflict amongst European fathers. In the absence of stronger work-family reconciliation measures, underlying maternalist and modified breadwinner cultures remain resilient.

- *The Weekend Father: Father Involvement in Contemporary Germany.* Marina Adler — University of Maryland, Karl Lenz — Dresden University of Technology, Germany

This paper presents the context of current German family policies with special emphasis on regional differences since unification in 1990. The legacy of the West German strong male breadwinner system and maternalism continues to support a different gendered 'culture of care' than that in the East, where the socialist dual earner system has left its mark. Both regions now have the same increasingly father-friendly family policies and there is a common public discourse on the desirability of 'active fatherhood'. However, while data on father involvement with young children reflect somewhat more engagement in the Eastern states and a generally high number of "weekend fathers," in cross-national comparison Germany boasts relatively low levels of father involvement. This may be due to remaining maternalist traditions and slowly changing workplace cultures.

- *Fathers as Mothers' Assistants: Father Involvement in Slovenia.* Nada Stropnik — Institute for Economic Research, Živa Humer — Institute for Contemporary Social and Political Studies

Slovenia is an example of a post-socialist welfare state with a dual earner gender regime. There is a mismatch between fathers' egalitarian attitudes and their traditional behaviour in daily practice. Fathers prefer to play a supportive role in daily childcare tasks and responsibilities, which translates into less care work and responsibility. Men's participation in early child care appears to be optional and they can choose which work they want to do and when. Routine infant care remains mothers' work, while fathers are more involved with somewhat older children and more enjoyable, less routine child care. While the division of care and paid work continues to be gendered, recent policies encouraging fathers to be more involved with young children may have helped support an increase in active fathers.

- *The Hesitant New Father: Father Involvement in Italy* Maria Letizia Tanturri — University of Padua, Elisabetta Ruspini — University of Milano-Bicocca

Italy is a familistic welfare state with a traditional breadwinner regime that is slowly changing into a dual earner regime among the younger generations. The paper shows how the tensions among cultural norms of familism, changing laws expanding paternal rights and obligations, and

narratives of active fathers affect father involvement with young children. In Italy, conceptions of the traditional and modern fathers coexist. Empirical evidence suggests that the new fathers are hesitant to emerge. While the involvement of fathers in family life is growing, commitment to caring activities depends on father's level of education and partner's labour market participation. Only a minority of men who are younger and who are more inclined to accept a model of masculinity that includes active fatherhood is highly engaged with their children and more institutional support is necessary to encourage more father involvement and gender egalitarianism.

2:30PM – 4:00PM: *Symposium: Bringing IWPR Research on Work-Life Policy to Cities and States and to Education and Career Training*

Organizer: Heidi Hartmann, Institute for Women's Policy Research

- *Paid Family Leave and Sick Day Policies (part of panel discussion)* Heidi Hartmann — Institute for Women's Policy Research

Paid sick time laws and paid family leave laws provide an essential support for women and men who need to take time off from work due to personal illness, the demands of parenthood, or the need to care for a family member. In recent years, several U.S. cities (including the District of Columbia) and states have investigated or implemented paid sick time and paid family leave laws, yet the United States remains the only developed nation that lacks both national paid sick and family leave policies. The support of the Obama administration, along with state and local campaigns, have generated questions about the costs and benefits of national paid leave policies. Dr. Heidi Hartmann will address these questions by summarizing new IWPR research on the costs and benefits of paid leave policies and estimates of the groups most likely to benefit from paid leave.

- *How the States Differ on Work-Family Supports (part of panel discussion)* Ariane Hegewisch — Institute for Women's Policy Research

Ariane Hegewisch will draw on IWPR's Status of Women in the States project to illuminate work and family supports at the state level. It will provide an overview of IWPR's Work & Family Composite Index and the overall ranking of states in this area of women's status, as well as states' performance on the component indicators (which include a paid leave legislation index, elder and dependent care index, child care index, and the gender gap in parents' labor force participation rates). Hegewisch will also provide a brief overview of state and local laws to support caregivers at work—such as caregiver discrimination laws, rights to request flexible work, and predictable work schedules.

- *Work-Family Supports on College Campuses (part of panel discussion)* Barbara Gault — Institute for Women's Policy Research

Colleges must become more family friendly to promote postsecondary success and completion among the 26 percent of college students who have minor children. Pursuing postsecondary education substantially improves the economic prospects of low-income parents, and their children. Student parents, however, face substantial financial and time demands that make college completion challenging. Two-generation programs that link student parents to supports like child care, public benefits, and peer networking, among other wraparound services, can play an important role in helping student parents complete higher education. Dr. Barbara Gault will discuss new IWPR research on the challenges facing postsecondary institutions in providing for student parents, how some colleges are successfully implementing two-generation approaches

to support these students and making college campuses more family friendly and more successful at graduating student parents.

- *Work-Family Supports and other Wraparound Supports for Parents in Job Training Settings (part of panel discussion)* Cynthia Hess — Institute for Women's Policy Research

Job training provides an entry into better paying jobs and careers for many women, yet economic, scheduling, and other challenges make it difficult for some to enroll and succeed in job training program Dr. Cynthia Hess will explore how wraparound supports—such as child care assistance, transportation or housing assistance, and access to public benefits—can help women, especially those with caregiving responsibilities, complete job training programs that will ultimately improve their economic well-being. Dr. Hess will draw on a review of relevant literature and an IWPR survey of job training program administrators to explore the availability of support services to job training participants, promising practices in support service delivery, what is known about the impact of wraparound supports for retention and completion rates, and often overlooked sources of funding for support services for job training participants.

2:30PM – 4:00PM: *Symposium: Policy and Other Factors Affecting Employment of Mothers*

- *Cultural and Structural Factors Concerning Women's Return to Work* Daniela Grunow — Johann Wolfgang Goethe University of Frankfurt am Main, Dana Müller — Research Data Centre (FDZ) of the Federal Employment Agency at the Institute for Employment Research

ABSTRACT: On the basis of reunified Germany, this paper shows what differences exist between mothers in eastern and western Germany as regards the length of their career breaks. We conduct an empirical examination of when women return to work following the birth of their first child during the period from 1992 to 2009. In this period, the same laws regarding parental leave and parenting benefit apply in eastern and western Germany, while cultural orientations concerning the role of mothers differ. We test three culture-related mechanisms that predict the behaviour of mothers who have moved from eastern to western Germany compared to those who remained in the same part of the country: selection, adaptation and socialisation. Our findings on the basis of the BASiD dataset show that east-west mobile mothers return to work sooner than western German mothers and later than eastern German mothers. International comparative, empirical studies conducted in recent years indicate that the career breaks of women when entering motherhood are shaped to a large extent by the institutional context (Aisenbrey/Evertsson/Grunow 2009; Gangl/Ziefle 2009). In countries with long, financially supported periods of parental leave, mothers interrupt their working lives for a considerably longer time than in countries with shorter periods of parental leave. What is yet unclear is the importance of cultural norms in comparison with structural context factors in this respect, as the two are usually highly correlated. In conservative welfare states such as the Federal Republic of Germany, for instance, long, state-subsidised career breaks and transfer payments for mothers and especially for wives have the same effects as traditional beliefs that mothers should not work during the first years of their children's lives (Hummelsheim 2009; Hummelsheim/Hirschle 2010). Conversely, in eastern Germany, in accordance with the institutional and cultural conditions in the former GDR, working mothers with small children are part of everyday life (Blohm 2002; Lück 2009; Drasch 2011). Cultural norms can strengthen or weaken the effect of welfare-state policy measures on individual behaviour (Kremer 2007; Pfau-Effinger 2005). It would therefore be desirable to analytically separate the impact of structural conditions and general cultural orientation on the employment behaviour of mothers. What's more, these two aspects have different political and social implications. Using reunified Germany as an example, our paper aims to contribute to a better understanding of this link between structural conditions

and general cultural orientation. To this end, we separate the situational context factors associated with career breaks for family reasons empirically from the cultural norms acquired earlier in the life course. In theoretical terms, our paper deals with three mechanisms that international migration research has identified as explanations for the fertility decisions of individuals with and without experience of migration: selection, adaptation and socialisation (Goldstein/ Goldstein 1981; Singley/Landale 1998; Gabrielli/Paterno/White 2007; Kulu/Milewski 2007; White/Tagoe/Stiff/Adazu/Smith 2002). We apply these explanatory mechanisms to the employment behaviour of mothers following birth.

- *The New Parental Leave Policy in Germany and Women's Chances to Realize Their Employment and Working Time Preferences* Birgit Pfau-Effinger — University of Hamburg, Thordis Reimer — University of Hamburg

ABSTRACT: In the mid-2000s, the German government introduced a new parental leave policy. Previously, the parental leave benefits were paid for up to two years at a relatively low level; with the new legislation, the parental leave is paid on the basis of a 67% income substitution for up to 12 months. In addition, the government extended public daycare for children, culminating in 2013 in an individual right to receive fulltime public daycare for children under school age. One main aim of the shift in parental leave policy was to support women to quickly return to the labor market after childbirth. Since 2007, the employment rates of mothers in the second year after a child is born actually have increased. However, empirical research has shown that mothers of children under the age of three in Germany do not only act on the basis of incentives of family policy, but also on the basis of the cultural idea that parental care is the 'best' form of care for one to three year old children. It is therefore an open question in how far the reduction from 24 to 12 months of paid parental leave has led to an improvement in women's possibilities to realize their employment preferences. So far, there is a lack of research about this issue. This article aims at answering the following questions: How far did the change in German family policy lead to an increase in women's possibilities to realize their employment and working time preferences? And what is the role of socio-economic, regional and workplace factors to explain the differences for women regarding the gap between their employment preferences and their actual employment participation ('preference gap')? For the analyses, we use longitudinal data of the German SOEP for women who gave birth to their first child between 2002 and 2011. With ANOVA and ordinal regression we examine factors that influence women's 'preference gap'. For employment participation, the 'preference gap' is defined in two categories: (1) works in spite of preference to stay at home, (2) stays at home in spite of preference to work; for women's amount of working hours, the 'preference gap' is defined in three categories (1) works less than preferred, (2) works as much as preferred, (3) works more than preferred. In the hierarchical conducted regression models, we control for before/after 2007, socio-economic factors, individual workplace factors, information on unemployment rates, and regional attitudes towards childcare and gender roles. Our main result is that together with the new family policy legislation in 2007 the percentage of women who are employed according to their preferences did not increase. Instead, with the new parental leave legislation more women than before work more than they would prefer and less women work less than they prefer. The article offers an innovative contribution to the debate about the role of family policies for women's employment, since it examines the fit between women's preferences towards employment and weekly working times and their actual employment participation.

- *Universal Preschool and Mothers' Employment* Elia De la Cruz Toledo — Columbia University

I provide empirical evidence of mothers' responsiveness to changes in compulsory education laws that target young children in a developing country setting. I use the case of Mexico where universal preschool was implemented through a phased-in scheme from 2004 to 2008. A

subsequent increase in preschool enrollment was observed and I hypothesize that higher preschool enrollment positively impacted mothers' employment. Through a difference-in-difference analysis, I exploit geographic variation across time in preschool enrollment. I compare the labor outcomes of mothers of preschool-age children to outcomes of mothers of younger children, mothers of older children and non-mothers. Individual level data come from the Mexican Income and Expenditure Household Survey and aggregate data come from the Mexican Ministry of Education. Results indicate that higher preschool enrollment significantly increased the employment of mothers of 3-- and 4--year old children. In adjusted models where treatment is subject to a child's actual preschool enrollment, effects remained positive and statistically significant. When predicted (instead of observed) enrollment by state and year is used, estimates were consistent in sign and larger in magnitude. Effects on weekly hours worked of women already working were mixed, but mostly negative.

- *The Relationship Between Work-Family Policies and Mother's Work-Family Conflict in South Korea* Eun Jung Kim — Brandeis University, Susan Parish — Brandeis University

1. Introduction: In 2011, 53% of South Korean women were employed (National Statistical Office, 2012). Working Korean women report high levels of conflict between meeting the demands of work and home (Kim & Yang 2012). Korea has introduced and expanded work-family policies to help working parents to balance these demands. However, research about the effect of such policies on work-family conflict are lacking in Korea. This study examined the effects of six work-family policies: childcare leave, family allowance, on-site childcare center, childcare subsidy, support for education costs, and flexible working hours. The study aims were (1) to examine whether and to what extent availability (family policies are offered at workplaces) and accessibility (ability to use family policies) reduce mothers' work-family conflict and (2) to determine the separate and combined effects of work-family policies on South Korean mothers' work-family conflict. 2. Methods: A random effects model was used to estimate the impact of work-family policies using data from the Korean Longitudinal Survey of Women and Families, which is a longitudinal panel survey established to explore and evaluate various women-related issues and policies in Korea. The sample for the present study is restricted to working married mothers with at least one pre-school child. The total sample included 941 women, from three time points: 2007 (n=343), 2010 (n=317), 2012 (n=281). The number of observations is different across time due to attrition. In this study, attrition was treated using both refreshment sampling and weights to maintain a representative sample of the population across time. Available and known demographic and work-related characteristics were controlled in the models, including average work hours, average hours spent on unpaid domestic work, housework help, husband's help with housework, salary, household income, marriage satisfaction, health, employment type, number of preschool children, number of family members and an indicator of whether the workplace culture was perceived as gender discriminatory. 3. Results: We found a significant negative relationship between policy accessibility and work-family conflict in Korea. Mothers who had access to more family policies had significantly lower work-family conflict than mothers who had less access to policies. Policy availability was not associated with any change in work-family conflict. One policy, support for child's education cost was associated with reduced work-family conflict. Both having availability and accessibility to education cost support significantly reduced mothers' work-family conflict. The remaining five individual policies were not independently associated with reduced work-family conflict. 4. Implications: These findings indicate that specific support for child's educational costs markedly help working mothers with childcare burden. The findings further indicate that accessibility, more so than availability of work-family policies, helps working mothers better manage their work and family responsibilities. Women who were able to use multiple policies had the best outcomes. However, given South Korea's work culture, which emphasizes long working hours and a work-oriented ethic, employees may be hesitant to actively use work-family policies. Policymakers

interested in reducing women's work-family stress, and promoting maternal employment, should consider making these policies more accessible.

2:30PM – 4:00PM: Symposium: Parents' Work Conditions, Parenting and Child Development

Organizers: Maureen Perry-Jenkins, University of Massachusetts, Amherst; Amanda Cooklin, La Trobe University

A consistent finding in the literature on parental employment and child development is that work hours alone do not predict the quality of parent-child relationships (Crouter, Bumpus, Head & McHale, 2001; Milkie, Kendig, Nomaguchi, & Denny, 2010; Rosenkrantz & Aronson, 2005). In a recent monograph by Brooks-Gunn and colleagues (2010), that examined maternal employment and child outcomes in the NICHD Study of Early Child care, they concluded by saying, "there is a need for a more fine-grained analysis of employment related factors...there is much more to be done to analyze whether and how effects of parental work (on children) might vary depending on the nature, type and quality of work" (p.108). The current symposia aims to address this call to action by examining how conditions of employment, including hours, income, schedules, autonomy, stress, and work-family spill-over, are related to both parenting quality and child outcomes across two nations. Our goal is to highlight how work conditions shape child development and, in so doing, highlight potential sites for workplace interventions that can support working parents.

Panelist: Susan S. Case – Case Western Reserve University

- *How Parents' Income, Time and Job Quality Affect Children's Health and Development* Jan Nicholson — La Trobe University, Lyndall Strazdins — Australian National University, Judith Brown — University of New England, Michael Bittman — University of New England

The first paper in this symposium examines how times of economic downturn impact the health of the population – not just the adults whose jobs and income are affected, but also their children. Epidemiological research has consistently demonstrated links between the socio-economic circumstances of families and children's health and development. Nicholson, Strazdins, Brown and Bittman explore how economic conditions impact on children, drawing on a program of research undertaken using data from the Longitudinal Study of Australian Children. Analyses examine the extent to which there is evidence of an intergenerational transmission of socio-economic disadvantage from parents to children in the early years of children's lives. It then examines parents' jobs as another source of social inequality that impacts on parents' wellbeing and ultimately, children's development. Results confirm that income, the combination of hours that parents work and the quality of parents' jobs impact on family life and children's healthy development. Job combinations that include long hours across both mothers and fathers and poorer quality jobs are associated with reduced time in developmentally important activities with children, elevated rates of parental mental health problems, and socio-emotional difficulties for children, with evidence that these effects are greater within low income families. These findings highlight the need for social and economic policies to move beyond simplistic notions of promoting parental workforce participation as a way of reducing the adverse effects of social disadvantage. A more nuanced approach is required that considers the additional impacts of the quality and characteristics of jobs, especially for the parents of young children.

- *Low-Income Parents' Work Conditions and the Quality of Parent-Infant Interactions* Rachel Herman — University of Massachusetts Amherst, Maureen Perry-Jenkins — University of Massachusetts, Amherst

The second paper in this symposium, by Herman and Perry-Jenkins, examines how the unique job stressors associated with minimum-wage jobs may be related to maternal well-being and sensitive caregiving. For example, how are poor work conditions, such as having unsupportive supervisors, high levels of stress and little job autonomy, related to mothers' abilities to be

sensitive and attentive with their infants? The present investigation addresses a significant gap in the literature by examining the role of low-wage work in the lives of mothers across the transition to parenthood. Specifically, this study explores how new mothers' depression mediates the relationship between perceived work conditions in low-wage occupations, specifically job autonomy and job stress, and maternal sensitivity with their 4-month old infants. Participants were drawn from a larger longitudinal study examining the transition to parenthood. The sample consists of a racially and ethnically diverse sample of 90 mothers who have complete data on work conditions and parenting. Maternal sensitivity was assessed through a mother-child interaction session where mothers were instructed to play with their infants as they normally would. Maternal sensitivity was coded using a modified version of Ainsworth's system (Ainsworth, Bell, & Stayton, 1972; Hane and Malesa, 2003) that rates the degree to which mothers are prompt, appropriate and responsive to their infants. Data on mother's job conditions (e.g., job stress, job autonomy, supervisor support, coworker support) were assessed with structured questionnaires via face-to-face interviews in their homes. Symptoms of depression were measured via the Center for Epidemiologic Studies Depression Scale (CES-D). Earlier research examining these relationships when the child was 12-months old revealed that job autonomy was linked to more sensitive parenting for mothers. We plan to replicate this study but examine these processes earlier in the child's development, at 4 months old, a month after mothers have returned to work.

- *The Impact of Change and Stability in Work-Family Conflict on Children's Mental Health: Findings from an Australian Longitudinal Study* Liana Leach — Australian National University, Huong Dinh — Australian National University, Elizabeth Westrupp — La Trobe University, Lyndall Strazdins — Australian National University, Amanda Cooklin — La Trobe University, Jan Nicholson — La Trobe University

In the third paper, Leach, Dinh, Westrupp, Strazdins, Cooklin and Nicholson examine how parents' work environments can significantly impact family life. Work-family conflict (WFC) has been found to be associated with couple relationship quality, parent mental health, and parenting quality. These findings raise the question of whether the adverse impacts of WFC for parents flows on to impact their children's mental health and wellbeing. The current study utilises five waves of Australian longitudinal data (child ages 4-5 to 12-13 years) from employed mothers and fathers to examine the impact of transitions into and out of WFC on children's mental health (measured by the Strengths and Difficulties Questionnaire (SDQ)). The findings show that changes in WFC influence children's mental health, and that this relationship is mediated by family environment. The findings indicate that identifying strategies to ameliorate WFC is important not only for working parents, but also their children.

- *Cumulative Work-Family Conflict, Family Environment and Children's Socio-Emotional Well-Being* Huong Dinh — Australian National University, Lyndall Strazdins — Australian National University, Amanda Cooklin — La Trobe University, Elizabeth Westrupp — La Trobe University, Liana Leach — Australian National University, Jan Nicholson — La Trobe University

In the final paper, by Dinh, Strazdins, Cooklin, Westrupp, Leach and Nicholson, the aim was to examine the effect of accumulating work family conflict (WFC) over a 10 year period on children's psychological outcomes and how the effects were mediated through parent's mental health, couple relationship and irritable parenting. We use 5 waves of longitudinal data from employed mothers and fathers participating in the Longitudinal Study of Australian Children (child ages 4-5 to 12-13 years). Structural equation modeling was used to address this question. Analyses revealed that family environment mediated the impact of accumulating WFC on child's mental health as measured by the Strengths and Difficulties Questionnaire (SDQ). Moreover, accumulating WFC was related to parents' mental distress (Kessler-6), relationship

dissatisfaction and irritable parenting which were all, in turn, associated with more mental health problems for children. Parenting irritability was a significant mediator of the indirect effects of accumulating WFC on mental health.

2:30PM – 4:00PM: *Symposium: The Importance of the Time as a Resource for Working Parents and Caregivers*

Organizer: David M Almeida, The Pennsylvania State University

Time is a personal resource that reflects individuals' involvement in developmental contexts. Most prior research has focused on the limited nature of time; spending more time in one activity (e.g., in paid work) inevitably results in less time available for other activities (e.g., for family interactions; Lee et al., 2015). This has motivated researchers to study time as an important resource. For example, time use - the number of hours individuals spend in activities - has been studied as an index of involvement and commitment to social roles and activities (Bronfenbrenner, 1986; Larson, 2001). An emerging group of researchers has also highlighted the importance of subjective time, such as time pressure or time adequacy (i.e., the extent to which individuals feel that they have enough time to carry out activities; Bianchi, 2009; Hill et al., 2013; Milkie et al., 2009). Furthermore, with the increasing prevalence of nonstandard work schedules (Alterman, Luckhaupt, Dahlhamer, Ward, & Calvert, 2013; Connelly & Kimmel, 2007; Presser, 2003), the timing of parents' work has received increasing attention in considering parents' work schedules as risks or supports to parenting and, in turn, child behavior and adjustment. The Conservation of Resources (COR) theory (Hobföll, 1989) explains that time is one of the personal resources that are vulnerable to external stressors. According to the COR theory, when confronted with stressors, individuals are more likely to spend their time to minimize the loss of existing resources. For example, when employed parents have work-related stressors, they may spend more time at work and inevitably have less time available for family and personal pursuits. This pattern of time use, which seems prevalent in many countries including the United States, may also be linked to subjectively perceiving lack of time for family and personal activities (Bianchi, 2009; Milkie et al., 2004, 2009). Moreover, extending the COR theory, ten Brummelhuis and Bakker (2012) proposed the Work-Home Resources (W-HR) model to explain how work demands that can drain parents' availability for family roles during when it is needed, such as working nonstandard hours, can degrade the well-being of family members. These perspectives guided the formulation of this symposium.

This symposium combines the following three studies that examine the importance of time as a resource for working parents and caregivers. This group of studies examines time use, perceived time adequacy, and work schedules, as time-related resources. Samples from these studies represent hourly workers who provided direct care to patients in the long-term care industry (e.g., nursing homes). These studies are grounded in the same project – the Work, Family, and Health Study (WFHS) –, but focus on different subsamples, such as employed mothers and employed caregivers who have extended caregiving responsibilities in the family domain as well.

- *Longitudinal Latent Profiles of Time Use and Perceived Time Adequacy for Work and Parenting Roles* Soomi Lee — The Pennsylvania State University, Susan M. McHale — The Pennsylvania State University, Ann Caverly Crouter — Pennsylvania State University (Penn State), Leslie Hammer — Portland State University, David M. Almeida — The Pennsylvania State University

In the first paper titled “Longitudinal Latent Profiles of Time Use and Perceived Time Adequacy for Work and Parenting Roles,” Lee, McHale, Crouter, Hammer, and Almeida investigate the profiles of time use and perceived time adequacy for work and parenting roles in employed mothers. They also link characteristics of identified profiles with work demands, work resources, family demands, and family resources. Furthermore, they examine whether changes in demands and resources across work and family domains are linked to mothers' membership transitions in the profiles of time resources.

- *Double- and Triple-Duty Caregiving Certified Nursing Assistants: The Work-Family Interface and Perceived Time Adequacy* Nicole DePasquale — The Pennsylvania State University, Jacqueline Mogle — The Pennsylvania State University, Steven Zarit — The Pennsylvania State University, Cassandra Okechukwu — Harvard University, Ellen Ernst Kossek — Purdue University, David M. Almeida — The Pennsylvania State University

In the second paper titled “Double- and Triple-Duty Caregiving Certified Nursing Assistants: The Work-Family Interface and Perceived Time Adequacy,” DePasquale, Mogle, Zarit, Okechukwu, Kossek, and Almeida compare work-related role strain between double- and triple-duty caregiving certified nursing assistants (CNAs) and those of counterparts not occupying family caregiving roles (CNAs-only). They also explore the moderating effects of perceived time adequacy.

- *Stability and Change in Mothers' Work Schedules and Adolescent Adjustment Over Time* Kelly D. Davis — Oregon State University, Yin Liu — Pennsylvania State University (Penn State), Soomi Lee — The Pennsylvania State University, Susan M. McHale — The Pennsylvania State University

In the third paper titled “Stability and Change in Mothers' Work Schedules and Adolescent Adjustment Over Time,” Davis, Liu, Lee, and McHale investigate the extent to which stability and/or change in mothers' work schedules is associated with changes in adolescents' adjustment, measured by depressive symptoms, risky behaviors, and school bonding. They also test whether there were differences in these associations by adolescent age and gender.

2:30PM – 4:00PM: Symposium: Happy Workers and Productive Organizations

Organizers: Tanja van der Lippe, University of Utrecht; Laura Den Dulk, Erasmus University Rotterdam

The importance of taking account of the organizational context in work-family research is increasingly recognized. Nevertheless, despite the broadening scope of work-family research, the majority still focuses on individual employees and their families. We argue that is high time ‘to bring the organization back in’ in understanding who are happy and productive employees and why. In this symposium a multi-level perspective is advocated. The way in which the organizational level interacts with the employee level is crucial, since organizations influence which investments such as work family policies, supervisory support or flexibility programs can actually be utilized by different types of employees. Because most research concentrates on either the employee or the organization, we know little about how the two levels interact. Without understanding the interactions between the different levels one can only acquire limited insight into the mechanisms conducive to happy workers. The papers in this symposium focus on research from different countries, since to understand *why* organizations invest in certain work arrangements, *if and why* employees actually use these arrangements, and what the consequences are, the country context is also an important layer of context.

- *Support for Whom? Work-life Support across German Workplaces* Anja-Kristin Abendroth-Sohl — Bielefeld University, Laura Den Dulk — Erasmus University Rotterdam, Mareike Reimann — Bielefeld University, Stephanie Pausch — Bielefeld University

As in other Western countries, German organizations increasingly offer support to enable employees to combine paid work and commitments outside work. Research shows, however, that there are substantial differences between and within organizations in the level and nature of support offered. In this paper, we investigate the impact of the workplace context, job position, and gender on the availability of instrumental and emotional work-life support; Does it matter where men and women work and what their job position is? We examine the direct and moderating impact of workplace conditions such as sector, formal organizational policies, share of women in management and number of hierarchical levels present, on the degree and nature of support experienced across gender and job positions. The analyses are based on a linked

employer–employee study (LEEP-B3) representative for large organizations in Germany. The study is composed of an employer survey with 100 work organizations from various segments of the economy and an employee survey with 6,454 employees from these organizations. Preliminary findings suggest that workplace characteristics which are positively associated with work-life support also have the ability to reduce group differences within organizations.

- *Working on the Frontlines in U.S. Hospitals: Scheduling Challenges and Turnover Intent among Housekeepers and Dietary Service Workers* Jennifer E. Swanberg — University of Maryland, Helen Marie Nichols — University of Maryland

The changing nature of health care in the United States has created many challenges for hospitals, including the fact that their labor force consists of frontline workers who often have high rates of turnover which impact everything from patient care to hospital revenues. Yet, few studies have examined the effect of work schedules, a well-established organizational determinant of work-family stress, on turnover among frontline hospital support workers. Using a sample of housekeeping and dietary service worker (N=270) employed at two U.S. hospitals, the primary objectives of this study were: to identify the prevalence of nine scheduling challenges (3 forms of predictability, instability and rigidity) experienced by these two worker groups; to assess whether the scheduling challenges differ between the two groups; and to determine whether any of the scheduling practices influence turnover intentions. Results indicated that both worker groups experienced schedule unpredictability but dietary workers reported greater schedule instability than housekeeping workers. Schedule rigidity was reported by all workers, although housekeepers had more difficulty in changing work schedules. All three scheduling challenges were significant predictors of intent to leave. Implications for management practice and future research are discussed.

- *Changing Work and Well-Being among U.S High-Tech Professionals: Findings from the Work, Family and Health Study* Phyllis Moen — University of Minnesota, Erin L. Kelly — Massachusetts Institute of Technology, Wen Fan — Boston College

Organizations have taken different approaches to flexibility and that is the case even the same organization at different points in time or across different units. This paper will summarize findings from a group-randomized field experiment in the information technology (IT) division of a large U.S. firm. Using longitudinal data from the Work, Family and Health Study on over 800 employees and managers (all located in the U.S.), we compare the experiences of employees who participated in the STAR intervention, which promoted both employee control over work time and supervisor support for family and personal life through a collective work redesign approach combined with manager training, with employees in units that continued with “usual management practice,” which included some flexible schedules and remote work negotiated by individual employees and their managers. We compare employees who were subject to these two work regimes -- or different “rules of the game” regarding when, where, and how work is done – on outcomes of interest to both employees and the organization. Those outcomes include job satisfaction, turnover intentions, perceived stress, burnout, and psychological distress, all measured at baseline and twelve months. We also analyze turnover (i.e. voluntary exit from the firm within three years of baseline data). We find that STAR reduces burnout, perceived stress, psychological distress and increases job satisfaction over 12 months for the employees who were surveyed before a corporate merger was announced; there are no psychological well-being benefits for those who went through STAR after the merger put the program at risk. We also find that STAR reduces turnover intentions significantly and reduces voluntary turnover such that those in STAR are 40% more likely to remain with the company over three years. In the presentation, we will discuss how program effects vary by gender, managerial status, and whether the employee knew about the merger when STAR began or not. More

broadly, we will discuss how different approaches to workplace flexibility have developed in U.S. organizations – where few public policies related to working time are few and where access to flexibility is clearly stratified by education and occupational status. This study design allows us to speak with confidence about the effects of this approach to promoting flexible, supportive workplaces but also raises questions about the sustainability of corporate-initiated programs and unequal access to healthy work environments.

- *Happy and Productive Employees Working At Home across European Workplaces: The Influence of Colleagues and Managers* Tanja van der Lippe — University of Utrecht

Organizations differ significantly in terms of flexibility policies. It may be profitable for organizations to invest in work flexibility, as this can allow them to adapt to changing market conditions. Employees are expected to make use of flexibility options, depending on the type of work, work-life requirements, as well as the community infrastructure and country culture. Individual employees respond differently to flexibility policies. In this paper I will examine, which conditions are necessary for flexibility policies (in terms of place) to increase employee satisfaction and productivity, rather than leading to less satisfied employees. The role of colleagues and the manager, their use and support of flexibility options will be taken into account. Expectations will be tested using the Sustainable Workforce dataset (Van der Lippe et al., 2015), in 300 organizations and their employees in nine countries (Bulgaria, Finland, Germany, Hungary, Netherlands, Portugal, Spain, Sweden, UK).

2:30PM – 4:00PM: Symposium: Childcare Policies and Problems

- *Childcare Problems and Childcare Packages: Who Do Employed Mothers of Infants Turn To When They Experience Childcare Problems?* Michelle Anne Brady — University of Queensland, Belinda Hewitt — University of Melbourne

ABSTRACT: Many families in Australia, the UK and the US use multiple childcare providers concurrently. The childcare literature has tended to associate such practices with childcare instability. Recent studies have revealed that childcare ‘multiplicity,’ which refers to the concurrent use of multiple child care providers on a regular basis, is associated with poorer child outcomes and may hamper mothers’ movement from “Welfare to Work”. In this paper we argue that a significant weakness of this literature is its overwhelming failure to distinguish between ‘multiplicity’ as an overarching category, and the sub-category of ‘mixed’ childcare, which refers to the concurrent use of formal and informal care on a regular basis (Brady and Perales, 2014; Baxter et al., 2007). Yet this distinction may be critical. Our previous research has shown that a mixed childcare ‘package’ appears to have positive employment implications with employed mothers who use a mixed childcare package on average engaging in higher hours of paid employment compared to those using an informal only package or a formal-only package even after controlling for a range of demographic characteristics. In this work we use innovative survey questions on mothers’ experiences of childcare to explore another dimension of the relationship between childcare and employment, which is the experience of childcare problems and the ability to find fall-back care options. In particular we seek to understand what kinds of childcare problems mothers experience, whether or not they are successful in finding back-up care options when they experience problems, and finally to determine if success in finding back-up care options is related to the kind of childcare package a mother uses. Focusing on mothers with a child aged zero to two years we find that almost half (48 per cent) of employed mothers who use childcare only use formal childcare, almost a third (29 per cent) use mixed childcare, and a much smaller proportion (18 per cent) only use informal care. We find that mothers’ with longer work hours are much more likely to use mixed childcare. In terms of problems finding childcare when needed we find that a little over half (53 per cent) of the mothers have

experienced one childcare problem in the last year, including finding care at short notice (34 per cent), finding care for a sick child (33 per cent), getting care when work hours changed (20 per cent), getting care for hours needed (19 per cent), and managing multiple childcare arrangements (11 per cent). In this paper we add to the existing literature by documenting who mothers turn to for back-up care, and their rate of success in finding back up care, and by illuminating the relationships between a mother's childcare packages and her success in finding back-up care.

- *Voices of Child Care Providers: An Exploratory Study on the Impact of Policy Changes* Corey Shdaimah — University of Maryland, Elizabeth Palley — Adelphi University

ABSTRACT: In debates about child care and early education, the voices of providers are often missing. It is not clear how new policies such as the 2014 reauthorization of the Child Care Development Block Grant (P.L. 113-186) and the increasing number of state-funded pre-kindergarten programs (New America Foundation, 2014; Palley & Shdaimah, 2014) will impact this workforce and the families to whom they provide crucial services. This is an extremely low paid, majority female workforce. From informal conversation with advocates, we learned that providers are simultaneously encouraged and concerned by new developments in child care. It is not clear, for example, how new rules around timing of background checks will impact the ability of child care providers to hire new employees in the time that they are needed or how implementation of pre-kindergarten programs will affect infant and toddler care. The impact of these new policies on child care providers will, in turn, affect families. In an effort to gain knowledge that will help inform policy makers, our study explored the perspectives of child care providers on challenges they face in the workplace, particularly concerning recent changes to child care policies and how these changes affect their ability to provide services. We also asked providers what their policy and workplace recommendations were. In this paper, we report preliminary data from focus groups and interviews with family providers (N=11) and center-based directors (N=10) in rural and suburban New York counties, to be supplemented by data from additional focus groups to take place in January, 2016. Initial findings show that providers have recently experienced a changing landscape for themselves and the families they serve. Some spoke of changes that can be traced to policy initiatives, while others spoke of idiosyncrasies that arise from local implementation or individual inspectors. Their concerns focused on 1) onerous regulatory requirements; 2) the street level implementation of regulations; 3) the financial and resource limitations on parents and providers; recognition that providers serve not only children but their families and society; 4) and a mismatch/disconnect between policymakers and the policies that they make as opposed to the policies on the ground. Our initial findings indicate that when legislation and regulations are created with minimal or no input from direct providers, they may lead to unforeseen, inefficient (and sometimes harmful) results, such as an inability to match eager providers with open slots with families whose children are eligible for and in need of care. Finding mechanisms to enable and encourage the participation of providers in the policymaking process would likely lead to policy that better fit the needs of providers and the families they serve.

- *States Divided: Mothers' Housework, Childcare and Employment Time across US State Childcare Clusters* Leah Ruppanner — University of Melbourne, Liana Sayer — University of Maryland, College Park

ABSTRACT: This study investigates the association between state-level childcare enrollment and school schedules and mothers' time in housework, childcare and employment. We investigate structural barriers to maternal employment through six state-level measures: childcare cost (as a percentage of married couples' median income); childcare demand (the number of children needing care by the number of slots); kindergarten school length (hours); mean school day

length (hours); after school enrollment (percentage of children in after school care); and after school demand (percentage wanting care). We pair these state-level measures with a representative individual-level sample of American mothers from the American Time Use Survey (2003-2014 ATUS; n=42,972) to assess multi-level effects on housework and childcare time and full-time and part-time employment status. Explicitly modelling cross-level effects by marital status, we find married mothers spend more time in domestic labor in states where childcare costs and demands are high and where kindergarten days are shorter. Childcare costs, shorter average school days and after school demands are barriers to mothers' full-time employment, regardless of marital status. Finally, the cost of childcare and shorter school days increases the odds that mothers will work part-time. Our results call for action -- indicating that limited childcare and school care support limit mothers' full-time employment prospects.

2:30PM – 4:00PM: *Symposium: The Work-Family Interface in a Global Context: Socio-Cultural and Moderating Variables*

Organizer: Karen Korabik, University of Guelph

- *Examining the Interaction of Gender, Gender-Role Ideology, and National Gender Equity Culture on Work-Family Conflict and Work-Family Positive Spillover* Ujvala Rajadhyaksha — Governors State University

The first paper will look at the role of gender in the work-family (W-F) interface. The effects of three different aspects of gender (i.e., physical gender, gender-role attitudes, and national gender equity culture) on W-F conflict, W-F positive spillover, and several important outcome variables will be examined. Results indicated that physical gender was more effective in explaining variations in W-F interface variables, particularly W-F positive spillover, when considered in conjunction with broader gender-related attitudinal and societal variables. Of various gender-related attitudinal variables, attitudes towards women's employment was most closely related to positive spillover. For example, in countries with high national gender equity, women with more egalitarian attitudes towards women's employment reported higher W-F positive spillover than egalitarian men. By contrast, in countries where national gender equity was low, women with traditional attitudes towards women's employment reported more W-F positive spillover than men with similar attitudes. The implications of these findings for W-F interventions worldwide will be discussed.

- *A Multilevel Investigation of Received Social Support, Vertical Collectivism, and the Work-Family Interface Across Ten Countries* Chenxuan Zhou — Illinois Institute of Technology, Shujaat Ahmed — Illinois Institute of Technology, Roya Ayman — Illinois Institute of Technology

The second paper will look at the role of social support in the W-F interface. The results of a two-level hierarchical linear model analysis will be presented. The impact of different sources of social support and average vertical collectivism (VC) at the country level on W-F conflict and positive spillover will be discussed. For example, it was found that work interference with family conflict (WIF) was negatively related to support from spouse, but positively related to support from paid house-helpers. However, family interference with work conflict (FIW) was negatively related only to support from paid house-helpers. For positive spillover, work to family spillover (WTFS) was positively associated with support from child(ren), whereas family to work spillover (FTWS) was positively associated with support received from spouse. Findings pertaining to the

moderating effects of VC on the relationship between support sources and both W-F conflict and positive spillover will also be presented. These findings illustrate the significant role a spouse plays in low VC cultures. In addition, the negative impact of paid house-help in low VC cultures could be indicative of its high cost and limited use in these cultures.

- *Examining the Interaction of Societal Culture and Contextual Variables on Work-Family Conflict and Work-Family Positive Spillover* Ujvala Rajadhyaksha — Governors State University

The purpose of the third presentation is to examine the moderating role of three kinds of contextual variables (demographic, work, and family/nonwork) on the relationships between societal culture (Eastern vs. Western countries) and dependent variables related to W-F conflict, W-F positive spillover, and W-F outcomes. There were significant interactions of culture with all contextual variables except age of youngest child, job type, and spouse's job type. Main effects were significant for all contextual variables except for spouse's job schedule. Significant interactions between culture and contextual variables were most numerous for family variables such as spouse's job schedule and family living arrangements. Overall, the results indicate that family/non-work contextual variables and culture interact to impact the W-F interface and W-F outcomes. Results will be discussed in terms of their implications for implementing effective W-F interventions.

- *The Impact of National Context on Employees' Use of and Satisfaction with Organizational Policies and Programs* Donna S. Lero — University of Guelph, Anne Bardoel — Monash University

The fourth presentation will focus on country level social policies and organizational level family-friendly policies. The first part of the presentation will provide rich, multidimensional information about the national context in each country and identify important similarities and differences between them in labour force patterns and institutional supports. National contextual data, drawn from a variety of sources including scores on the UN Human Development Index, the World Economic Forums' Global Gender Gap (GGG) Index, and the GGG subindex of Economic Participation and Opportunity, as well as social policy data on the availability and generosity of maternity and parental leaves and public provisions for child care and early education will be presented. The second part of the paper will focus on results from the Project 3535 survey pertaining to cross-national differences in employees' use of, and satisfaction with, organizational policies and practices related to: a) flexible hours, reduced hours and telecommuting; b) leave policies; and c) assistance with child care and access to health insurance and health facilities. As well, results pertaining to how satisfaction with organizational policies was related to individual outcomes (e.g., W-F conflict, intent to turnover, and life satisfaction) will be presented. Overall, results provided further support for the importance of workplace policies and practices as immediate and salient influences on employees' satisfaction with their organization. While some differences between countries remain, our results add to the growing literature that affirms that supporting a healthy work-life balance by providing employees with more flexibility, control, and resources is increasingly important to attract and retain committed, productive employees; help alleviate W-F conflict; and enhance life satisfaction.

4:00 PM--5:00 PM

Poster Session: Coffee Break and Family-Related Posters

- *Sandwich Generation Caregivers Bridging Generations Through Family Care* Sharon Marts — University of San Francisco

This study completed in 2013 with twelve diverse participants found that recognition and support for "sandwich generation" (Brody 1981; Soldo 1996) caregivers were important influences to ideas about inter generational family care. This critical hermeneutic (philosophical anthropology) participatory research study examined ideas about care from narratives led by three research questions rooted in Paul Ricoeur's theory of mimesis, ethical aim and recognition. Three key findings resulted: 1) caregiving often means retracing the past care actions in the present as part of a larger pattern the family passes on. 2) caregivers may be able to move from a place of being in an overwhelmed and stressful state to seeing renewed resilience and capability through their mimetic narrative shift. 3) societal recognition and social and work support helps caregivers in multigenerational families with dependent care needs.

- *Families in Crisis: The Impact of Substance Abuse in the Cape Metropol, South Africa* Xena Cupido — Cape Peninsula University of Technology

South Africa is a country profoundly impacted on by substance abuse. The prevalence of substance abuse should be a cause for concern. Despite the country efforts, substance abuse continues to be a serious problem for individuals, families, communities, policymakers and government. It not only affects the functioning of individuals across a lifespan, it has the ability to severely impact family functioning, employment capability, and negatively affect communities. The consequence of substance abuse in most instances extends beyond the immediate family, as a family members may experience abandonment, fear, anger, guilt and concern (Center for Substance Abuse Treatment. Substance Abuse Treatment and Family Therapy, 2004). Moreover, the effects on families may continue for generations. Inter-generational effects of substance abuse can have a negative impact on role modeling, trust, and concepts of normative behaviour, which can damage the relationships between generations. For example, a child with a parent who abuses substances may grow up to be an overprotective and controlling parent who does not allow his or her children sufficient autonomy. A grounded theory approach was selected for this study. Strauss and Corbin (1998), who have been instrumental in defining grounded theory methodology, state that theory is "discovered, developed, and provisionally verified through systematic data collection and analysis of data pertaining to that phenomenon" (p. 23). This approach allowed for the "voice" of the participant to be included and to collectively build a theory about substance abuse prevention within local communities. Sample selection took place in the form of theoretical sampling which is associated with grounded to generate and develop theoretical ideas, rather than produce findings which can be generalised to a population, test a theory or test a hypotheses (Hammersley, 2006). The process of selecting "incidents, slices of life, time periods, or people on the basis of their potential manifestation or representation of important theoretical constructs" (Patton, 2001, p. 238). The selection of the sample technique helped in developing a richer understanding of the context of families affected by substance abuse. It is hopes that this research into substance abuse will make substantial contributions to knowledge through the anticipated theoretical and practical outcomes of the study. Even though many theories exist in the area of substance abuse prevention, this research will provide a 'substantial' theory in an area with a particular contextual application. Reilly (2002) suggests that with all 'substantial' theories developed within a particular framework does not allow for the generalisability, however it allows for individuals to make sense, relate to, and gain an understanding of their own and others' situations from the concepts, properties, dimensions and

systemic influences identified. The theory will develop baseline data to be a catalyst for further study exploring similar influences in various settings, laying the foundation for future formal theory development. The theory developed from this research may be used for the generation of research questions for future researchers, which can be investigated using both quantitative and qualitative research approaches.

- *Careers and Coupledness* Heather Cluley — Concordia University, Tracy Doreen Hecht — Concordia University

Careers tend to be conceptualized as individual-level phenomena -- defined by the pattern of work experiences that an individual has over a lifetime (e.g., traditional, protean, and boundaryless careers; Sullivan & Baruch, 2009; Baruch & Bozionelos, 2011). At the same time, there is evidence that career paths are affected by family characteristics (e.g., marital status, number of children; Biemann, Zacher, & Feldman, 2012), that individuals may make career decisions to accommodate family (Greenhaus & Kossek, 2014) and that some individuals hold work-family balance as a career motivator at some point in their careers (kaleidoscope model; Mainiero & Sullivan, 2005). The purpose of this submission is to provoke conversation about the ways in which careers and career decisions of spouses are intimately intertwined. Building on work of Moen, Sweet and their colleagues (Hostetler, Sweet, & Moen, 2007; Sweet & Moen, 2006), we speculate about how careers may operate at the couple-level of analysis, and how it may be true that the most important career choice you make is who you marry (c.f., Sheryl Sandberg, Facebook COO, 2013). Method Dual-income couples with young children from Canada and the United States were recruited to participate in a broader study. Hour long semi-structured joint interviews were conducted regarding couples' decisions about daily work-family routines, non-routine events and careers. Individual, follow-up interviews (approximately 30 minutes) addressed role identities. We selected six cases (couples) to illustrate how coupled careers are enmeshed. In two cases, one spouse has a traditional career path and is considered the priority career in the couple. This stability allowed the other spouse to have less a traditional and/or scaled back career path. In one of these cases, both spouses share similar training (two accountants), illustrating how similar training may not lead to similar careers. Case three (two PhD scientists) is another couple with shared credentials, but in this case they also share similar career paths. Case four is a two-dad couple with two traditional careers. Case five is a couple who own a business together, which has allowed both spouses to have customized and protean arrangements (although the business has grown somewhat traditionally), but has also required one spouse to take on secondary employment for financial reasons. The last case is a couple with five jobs including a home daycare, though only one of the jobs is considered a necessary income. This case is interesting from a kaleidoscope perspective, illustrating how each spouse's priorities shifted over time. Insights and Future Directions By looking at the career histories of six professional couples, it sparked our curiosity about how couples jointly experience and manage their careers. Taking this higher-level perspective opens avenues for future research that could explore how some individual career patterns tend to "marry" more easily with others and how the domain of career success can be expanded to reflect couple-level outcomes, such as harmony within the couple, family-level income, and fulfillment of couple-level identities (c.f., Masterson & Hoobler, 2014).

- *At the Nexus of Work and Family: Small Family Farms in Upstate New York* Joanna Dreby — University at Albany, Gowoon Jung — University at Albany, Rachel Sullivan — University at Albany

This paper explores the narratives family farmers in upstate New York use to characterize the relationship between their work as a farm and as a family. Drawing on analysis of 109 websites and 25 in-depth interviews, we find that farm families strategically employ four different work-

family narratives: (a) family lifestyle, (b) family small business, (c) community building and (d) market oriented. While overall farm families emphasize cooperation over the conflicts typically reported in work-family scholarship, they are not a homogenous group. Rather, each narrative suggests a different style of division of labor within the family. Analysis suggests that value systems about the best way to combine the work of a farm and the work of a family, rather than marketplace conditions, may explain how farm families position themselves in an emerging economy.

- *Does Love Hurt? The Effects of Occupational Injuries on Romantic Partners* Amanda Sadie McEvoy — Carleton University, Kathryn Dupre — Carleton University, Julian Barling — Queen's University

To date, research has largely focused on the antecedents of occupational injuries rather than on the outcomes related to workplace injuries (Barling, Kelloway & Iverson, 2003). As a result of this focus on antecedents, we lack a thorough understanding of the consequences of workplace injuries for individual employees. Furthermore, research has yet to explore whether those closest to individuals injured at work may also be affected by occupational injuries. Although anecdotal evidence suggests that an occupational injury negatively affects the injured individual as well as those closest to them (e.g., those who may have seen the injury happen, heard about it, or who live with it on a daily basis) current research has not yet examined this relationship. Therefore, the purpose of this study is to extend previous research that has examined the individual effects of occupational injuries, and explore the effect that workplace injuries have on romantic partners of those individuals who have been injured at work, as well as factors that may mitigate or exacerbate these effects. Research on the work-family interface supports the notion that what happens at work, does not stay at work, thereby suggesting that negative work events, such as occupational injuries, may affect injured employees as well as their family members, such as romantic partners. The current research is guided by research and theory from the work and family domain (i.e., spillover models, role theory, and person-environment fit theory), and the stressor-stress-strain model (Barling, Bluen & Fein, 1987), which proposes that stressors (e.g., occupational injuries) lead to stress (e.g., anger), which in turn leads to strain (e.g., decreased relationship satisfaction). Previous research suggests that certain factors may exacerbate or mitigate the impact of individuals' injuries on their romantic partners/spouses (e.g., social support, stigma), and these will also be examined in the current study. Matched couples, where one partner has experienced an occupational injury, are currently taking part in an online survey study (we will collect data until the number of couples equals approximately 100-125) and providing information about the occupational injury, their experiences in relation to the injury (e.g., impact of the injury on life, time off work), and personal and relationship outcomes that may be influenced by the injury. We propose that anger will mediate the relationship between an individual's injury and his/her romantic partner's relationship satisfaction and well-being. Further, we propose that social support, stigma, financial difficulties, and resilience will moderate the relationship between anger and these outcomes for romantic partners. We will test our proposed relationships using the macro developed by Hayes (Hayes, 2013) to test mediating and moderating relationships. The results of this research have the potential to extend our understanding of the relationship between work and family life, as well as the widespread effects of injuries at work.

- *The Effects of Workplace Injuries on the Parents of Injured Adults: Once a Parent, Always a Parent* Anika E. Cloutier — Queen's University - School of Business, Kathryn Dupre — Carleton University, Julian Barling — Queen's University

It is well established in the work and family literature that workplace experiences and events influence one's personal life and well-being (Danna & Griffin, 1999), life satisfaction (Kossek &

Ozeki, 1998) and relationship satisfaction (Bakker et al., 2009). These effects extend into the lives of other family members, affecting spouses (Burke et al., 1980), children (Barling et al., 1998), and parents (Brody et al., 1987). Family life can also be affected in the event of serious work issues, such as occupational injuries. Despite safety improvements in North America over the past few decades, occupational injury rates remain stubbornly high, affecting employees, their organizations and society (Barling & Frone, 2004). Although research has addressed the injury experience from the perspective of those injured at work (e.g., Beardwood, Kirsh, & Clark, 2005), an understanding of how personal relationships are affected by workplace injuries is limited. Recent work has begun to explore the effects of workplace injuries on romantic partners and spouses (Carleton, Barling, & Dupré, 2014); however other meaningful familial relationships have received less empirical attention (Dupré, Dawe, & Barling, 2014). In this study, we explore the impact of workplace injuries on the parents of adults who have experienced workplace injuries. Parenting is one of the most fundamental roles individuals experience -- as it is sustained over time. When an adult child is sick or injured, parents experience stress and anxiety (Leathem et al., 1996). We build on research and theory from the work and family domain (i.e., spillover models, role theory, and person-environment fit theory), and propose that injuries at work have the potential to create more work-family imbalance or overload for the injured person's parents. We conceptualize exposure to workplace injuries within the stressor-stress-strain model (Pratt & Barling, 1988), and propose that parents' perceptions of the impact of the workplace injury on children will mediate the relationship between children's workplace injuries and parent-child relationship satisfaction, effect on parent's personal life, and caregiver gratification. To test our hypotheses, 221 parents of injured adults completed scales assessing the stressors (pain, severity of injury), stress (impact of injury on child) and strain (relationship satisfaction, effect on parent's personal life, caregiver gratification) associated with having an adult child experience a workplace injury. We tested our proposed model using Hayes' macro (Hayes, 2013), and results supported our predictions: Parents' perceived pain and severity of their adult children's workplace injury was significantly related to parent-child relationship satisfaction, parent personal life and caregiver gratification, which were mediated by the impact of the injury on parent's personal lives. These results extend our understanding of how work can affect the lives of loved ones -- namely the parents of adult children. This research also encourages other scholars to examine how work can impact a variety of familial relationships.

- *Understanding Gender Differences in Job Seeker Preferences for Family-Supportive Policies and Culture: The Roles of Work-Family Conflict, Values, and Self-Interest* Julie Holliday Wayne — Wake Forest University, Wendy Jean Casper — University of Texas, Arlington

We conducted two studies to investigate the efficacy of family-supportive policies and culture on organizational attraction, whether gender differences exist, and three theoretically-based reasons why they might exist: work-family conflict, work and family values, and self-interest. In study 1, 205 undergraduate students rated attraction to a firm using a 3 (Type of Policy: dependent care assistance, flexible work arrangements, control) x 3 (Work-Family Culture: supportive, unsupportive, control) x 2 (Participant Gender) between-subjects design. Work-family culture influenced organizational attraction, and the effect was stronger for women. The effect of culture on attraction was partially mediated by anticipated work-family conflict, but this did not explain gender differences. In study 2, we surveyed 255 job seeking and working adults about the importance of family-supportive policies and culture to job choice. Participants rated culture as more important than policies, and women valued a family-supportive culture more than did men. The gender difference was explained by women's self-interest rather than differences in values or work-family conflict. Results highlight the importance of a family-supportive culture to job seekers and help explain observed gender differences.

- *Home to work spillover: relations with turnover intention and development opportunities* Robert Blomme — Nyenrode Business Universiteit, Jenny Sok — Hotelschool the Hague

This paper investigates the relationship between positive and negative home-to-work interference (HWI) on the one hand, and turnover intention on the other hand, and the mediating role of development opportunities. For both genders, Negative HWI related positively to turnover intention, and showed no relationship with development opportunities. Positive HWI showed positive relationships with development opportunities for males and females, and a negative relationship with turnover intention (for males). The relations between positive HWI and turnover intention were mediated by development opportunities. The outcomes suggest that helping employees to balance their work-home life can be beneficial for employees as well as employers.

- *The Role of Spirituality in Work-Life Conflict Management: An Investigation into the Lives of Working Mothers in Nigeria* Mariam Gbajumo-Sheriff — University of Warwick

The dual responsibility of women to satisfy increased work demands and family responsibilities have been in the limelight for decades. Research has tended to focus upon institutional - level supports (e.g., family-supportive legislation), organisational level supports (flexible working arrangements and supportive work environments) and also on support at the individual level (e.g., social support from family members and the outsourcing of domestic tasks and childcare). Empirical evidence suggests that increased work demands, as well as the frustration of economic recession and the resultant job insecurity, is making individuals search for an inner meaning to life and as such, employees are now recognising the importance of spirituality. Spirituality have been discussed within and outside religion. The belief by most religions that God is everywhere provides an opportunity for employees to perceive the workplace as a space where spirituality can be encountered and findings have shown that employees sometimes perceive their work as a spiritual calling. Empirical evidence suggests that spirituality could play a role in problem-solving and as a workplace stress coping strategy. Mordi et al. (2013) also provides qualitative evidence from Nigeria that work-life balance has been interpreted to mean finding the right balance among work, family and partaking in religious activities. Examining work-life balance only from the point of view of government, employers or the individual therefore creates a gap in research. Drawing on a larger study concentrating on working mothers, using Clark's (2000) work/family border theory as a theoretical framework, this ongoing research used semi-structured interviews with ten working mothers in the Oil and Gas sector in Nigeria. The inadequacy of a robust understanding of spirituality in the workplace in Nigeria meant that the use of semi-structured interviews was the most appropriate method for eliciting responses and sharing stories to broaden our view of this concept. Transcribed interviews were analysed using Nvivo. Initial findings show that while workplace spirituality in Western economies have been discussed with or without a religious connotation, spirituality within the Nigerian context is synonymous with religion. Nigerians attribute so many events/happenings in their lives to God and the workplace proves to be no exception. This orientation serves as a support to working mothers in assimilating the challenges faced in their work and home domains, as they continually battle with increasing and unpredictable work and family demands. This research will fill a gap in literature on the importance of spirituality in the workplace in developing countries and will be beneficial to researchers investigating work-life balance in emerging economies.

- *Cohousing and Work-Family Balance* Heidi Marguerite Berggren — University of Massachusetts, Dartmouth

Cohousing is a type of collaborative housing in some ways evocative of life in an extended-family. This study, building on a growing social science literature, argues that cohousing helps to solve

problems related to work-family balance. Qualitative and quantitative analyses of data from the 2012 National Cohousing Survey, Phase III show that members of cohousing communities across the United States help each other and socialize in ways that suggest cohousing constitutes an emergent type of comprehensive support network.

- *Contextualising the Day-to-Day Work-Life Conflict Emotions of Working Women Using Photo Elicitation* Fatima Malik — The University of Bradford, UK, Laura S. Radcliffe — The University of Liverpool, UK, Catherine Cassell — The University of Leeds

The concept of emotion is integral in understanding the behaviours or moods that individuals experience when dealing with conflict between their work and family roles (Greenhaus & Beutell, 1985:78; Williams & Alliger, 1994:837). In effect individuals display emotions when "behaviours" or "mood states" "adopted within one role presents difficulties in "fulfilling requirements" within another "day-to-day" or "daily role". However further clarification regarding the types of emotions that such behaviours or mood states produce is required. Regardless, emotions alongside individual behaviour and thinking patterns characterise the psychological borders that demarcate the work and family domain experiences of individuals (Cross, 2000). Various concepts characterising emotion such as work and family emotional sustenance (support) or the emotional demands of work have also been linked to the study of work-to-family and family-to-work conflict (Lappiere & Allen, 2006; Voyandoff, 2004). Moreover, the emotion of guilt as a standalone concept has been examined in distinguishing gender differences in the experiences of work-to-family conflict and family-to-work conflict (Livingston & Judge, 2008). This paper progresses these insights by providing a much-required study of the range of emotions experienced by working women when faced with conflicting day-to-day work, family and life roles and responsibilities. Photo-elicitation is utilised to explore the emotions that 36 UK women working within skilled jobs, experienced in relation to their work-to-life experiences. Participants expressed different types and levels of emotions in discussing the work-family conflict scenarios and incidences presented within the photographs. These emotions varied depending on differences in career types and career and family life-stages. However, working women expressed similar and both positive and negative types of emotions when discussing photographs. These photographs revealed distinctive work environments and roles, child-care, elderly-care and even pet-care responsibilities and specific types of work, family and leisure activities. Positive emotions in discussing the photographs were largely associated with coping strategies (e.g. abilities in resolving or alleviating work-life conflict incidences) whilst negative emotions were associated with inability in coping with work life conflict. The researchers were able to distinguish between the different levels of emotions expressed by the participants by analysing their use of distinctive metaphors regarding their work life conflict experiences. Daily time at which the work-to-life incidences were experienced further influenced the types of emotions expressed. These insights provide clarity around the factors affecting the psychological wellbeing of staff and present implications for organisational work-life intervention.

- *Balancing Work and Private Life in a Digital World* Helmut Kasper — Wirtschaftsuniversität Wien, Melina Seferlis — Wirtschaftsuniversität Wien, Angelika Schmidt — Wirtschaftsuniversität Wien

Most managers are heavily affected by the relationship between their professional and their private life. The flexibility to balance life and work issues is getting more and more important in job satisfaction reports and in the meantime it is common sense that work/life issues impact everyone, regardless of their educational level, gender, income level, family structure, occupation, race, age, job status, or religion. Nonetheless it is often the case that managers cannot even discuss their work/life balance without a certain degree of discomfort, which suggests massive tension and conflict brought about by personal and professional pressure.

Against this backdrop and the fact that our working life is undergoing a radical change in which new digital technologies are changing the nature of work and life, we were particularly interested in investigating how this digital revolution is influencing the handling strategies of managers. The changing nature of work could be described with the terms of volatility, uncertainty, complexity and ambiguity. More flexible and more dynamic working hours untie time limits, which especially influences managers. Last but not least, digital technologies and the "Internet of Things" (IOT) affect work arrangements, facilitate unlimited work-time and create an uncertain, complex and ambiguous professional life. Thus, the following questions arise: which importance has the factor `time` within this career-oriented perspective? How to make one`s performance and importance visible to the organization, if, e.g., men or women do `invisible` teleworking at home? What consequences result from this symbolic meaning of time for the management of the boundary between working and non-working time, public and private life? What limits does this symbolic order create? And finally, what can managers do to bridge the gap between leisure and working time? The sample of our study is drawn largely according to the principles of theoretical sampling; different family-work constellations provide the basis of selection. Our sample includes twenty-five managers from the upper and highest levels of organizational hierarchies of Austrian top-rated firms. Most of them have children and working partners, hence they find themselves in specific phases of the family cycle. Our research points to the importance of multiply handling strategies of tensions of work and private life. We found that digital technologies and IOT allow more flexible and dynamic working hours as well possibilities to organize private life, e.g., they help to form and lead a living-apart-together-partnership (LATs). Moreover our findings show that there is neither the pure family-person nor the exclusively profession-and-career oriented person, and indicators of any divided personality or of those uninterested in both domains are also absent. We could identify three patterns of dealing with work and private life in our digital world we would like to present and with our results we are going to challenge former analyses as well as we are challenging current definitions of work-private life constructs.

- *A Daily Examination of Communication Technology Boundary Violations: The Moderating Role of Spouse Violation Frustration* Dawn S. Carlson — Baylor, Emily M Hunter — Baylor, Malissa Clark — University of Georgia

An organization`s expectations for workers to be available via technology after hours can clearly benefit the organization by allowing employees to better communicate and share information, extend their work day, and have flexibility in managing tasks (Perry, O`Hara, Sellen, Brown, & Harper, 2001). On the other hand, this expectation of using communication technology outside of work may also come at a cost such as experienced work overload, negative attitudes, and job stress (Cousins & Robey, 2005; Lim & Teo, 2000; Middleton & Cukier, 2006; Yu, Kuo, Chen, Yang, Yang, & Hu, 2009). Research has also demonstrated the negative impact being tethered to work in the nonwork domain has on family (Boswell & Olson-Buchanan, 2007). Research has only recently explored this phenomenon from a within-person variation perspective on communication technology use for work after hours (Butts, Becker, & Boswell, in press). Communication technology (CT) includes cellular calling, e-mail, and texting used to electronically connect individuals and allow them to communicate. The purpose of this research is to examine how organization`s expectations for CT use extends to the daily use of CT for work after hours and how those boundary violations, when one domain is breached by the other (Kreiner, Hollensbe, & Sheep, 2009), play a role in the lives of the job incumbent as well as the spouse. Using a sample of 124 working individuals and their spouses, we examined how organizational expectations impact CT boundary violations for work on the family. Further, using experience sampling episodes we examined how these daily violations play a role on the work domain (job stress), spillover to the family domain (work-family conflict) and crossover to the spouse (relationship tension) across 10 consecutive work days. Finally, we examined the violation

frustration of the spouse as a moderator in this process. We confirmed our predictions that high expectations of CT use by the organization contributed to greater decisions to daily engage in CT boundary violations for work on the family. Further, these violations did not contribute to stress or relationship tension but did contribute to work-to-family conflict. Finally, the degree to which the spouse was frustrated with the violations exacerbated the effects of the violations on outcomes of work-to-family conflict and relationship tension. Our findings extend our understanding of how organizational expectation for CT use impacts aggregated experiences of committing boundary violations across a two week span. The decision to engage in these boundary violations is increased when the individual feels organizational pressure to be available outside of work. As a result, this study extends prior cross-sectional research (Boswell & Olson-Buchanan, 2007) showing that CT boundary violations contribute to the experience of work-to-family conflict also at the within-person level. Furthermore, while recent research has demonstrated the importance of taking the spouse into consideration when understanding boundary violation crossover (Carlson et al., in press), we considered the feelings of the spouse in daily events. When the spouse perceived a greater resource loss due to the boundary violation, this had greater negative impact on daily family outcomes.

- *Work-Family Interface and Health over the Life-Course in India: The Role of Yoga and Mindfulness Meditation* Gurjeet Sidhu — Guru Nanak National College, Kamala Ramadoss — Syracuse University

The economic liberalization and reform of the Indian economic policies since the early 1990s resulted in an economic boom. With increased employment opportunities, more women are entering the paid workforce in large numbers in India (Department of Women and Child Development, Government of India, 2007). This increased labor force participation outside the home among women led to an increase in dual-earner families trying to balance their work and family responsibilities. When employees are unable to cope with the conflicting demands of work and family, they may experience work-family conflict. Increased work-family conflict has been found to be associated with poor health outcomes (Ramadoss & Lape, 2014; Subramanian & Vinothkumar, 2008; Suri & Rizvi, 2008). Personal resources such as yoga and mindfulness meditation, permit employees to handle their external and/or internal demands in stressful situations (Gupta et al., 2006; Khalsa, 2004). Yoga and mindfulness meditation are lifestyle options that promote personal transformation (Singh, Suar & Leiter, 2012; Smalley & Winston, 2010). Eastern traditional thought emphasizes the role of yoga and mindfulness meditation in buffering the stress experienced by an individual, thereby promoting optimal health. Although there are anecdotal records of individual organizations promoting the practices of yoga and/or mindfulness meditation to help their employees deal with stress in their lives, a systematic study and scientific understanding of the pathways by which yoga and mindfulness help reduce stress from work overload and/or family overload needs to be undertaken. The objectives of the present study include: 1. How do individuals manage their work and family responsibilities over the life-course in India? What impact does it have on individual health and well-being? 2. What is the role of yoga and mindfulness mediation in helping individuals manage the stress from trying to balance their work and family responsibilities? Using a qualitative approach, data will be collected from 30 individuals living in Chandigarh and Ludhiana in Punjab state in north India. Currently data collection is ongoing (data has been collected from 20 research participants). Along with collecting data from the remaining 10 research participants, we are engaged in discussions on themes and sub-themes emerging from the data that has already been collected and transcribed. Research participants were recruited from three centers offering yoga and mindfulness meditation classes in two cities in Punjab state in north India - Chandigarh and Ludhiana. After explaining the purpose of the study to the center director in each of the three centers, the researcher obtained permission to talk to the people (aged 30 -- 60 years) attending yoga/mindfulness meditation classes. Individuals who were interested in participating in the

study were apprised of the nature of the study and the voluntary nature of participation; an attempt was made to include an equal number of men and women in the study. The research participants were asked qualitative, open-ended questions about their work overload, family overload, and health issues before and after starting yoga/mindfulness meditation regime. Appropriate data analysis will be done and implications will be made for practice and policy.

- *Gendered Consequences of Clean: An Experimental Design* Leah Ruppanner — University of Melbourne, Sabino Kornrich — Emory, Sarah Thebaud — university of California - Santa Barbara

Two main perspectives on gender and housework exist: gender socialization, which argues gender differences result from socialization into different identities, and gender production, which argues that gender differences result from matching behavior to social expectations. Establishing evidence for these theoretical mechanisms has been challenging since the same behavior could result from either mechanism. We address this gap by employing a novel experimental design that allows us to test whether men and women perceive mess differently or police mess differently on the basis of gender. We ask 360 participants to evaluate a photo of a room that is believed to be in either a man or a woman's residence, and that is in either a messy or a clean state. If men and women perceive mess differently, it suggests the importance of internalized norms, while if individuals judge men and women differently for mess, it suggests the importance of gender production.

- *Work-Family Conflict: A Study of Working Women in Public and Private Sector Banks* Daljeet Kaur — Khalsa College, Mohali

With the liberalization and reforms of the Indian policies that resulted in Indian economy becoming connected to the global economy; there was an economic boom in the country. With increased employment opportunities, more and more women are entering the work-force in large numbers. With the advent of women into the paid work-force, families have to adjust to the fact that they no longer have a female caregiver at home to take care of the household and care giving responsibilities. When women are not able to manage the demands of their work and family life then they experience work-family conflict. Work-family conflict occurs when demands from work and family are mutually incompatible. The aim of this study is to identify work-family conflict faced by working women in public and private sector banks and making comparison between both the sectors. The study is mainly based on primary data collected through a well-structured pre-tested questionnaire from total of 500 respondents, 250 each from public sector banks and private sector banks respectively with the help of personal interview method. The statistical analysis has been done with the help of different statistical tools viz. mean, standard deviation and chi-square test which has given meaningful conclusions. The results revealed that in the banking sector women are facing work-family conflict.

- *Reconciliation of Work, Study and Family, E-technologies and Recovery Experiences: A Qualitative Study* Claudia Andrade — College of Education, Polytechnic of Coimbra

The participation of non-traditional students, including working-student-parents (those with dependent children) and working-students in higher education has been increasing over time in Portugal. Although college educated adults are, on average, better off on a wide variety of measures (e.g., professional and family stability), college-going does not result in uniformly positive benefits for everyone. In fact, the attempts to "do it all"- that is, to raise children while working full time and attending college full time- may rise some inter-role conflicts, among other negative outcomes that include lack of recovery experiences. The attempt to reconcile several roles depends, among other factors, on the resources (e.g., e-technologies) that are available and used for this purpose. E-technologies impacted the boundaries among roles, either at home

or at the workplace, creating a flexibility atmosphere. The evolution of laptops and mobile e-technologies has freed workers from the limits of a particular workplace, allowing them to work and to connect with family about anywhere and anytime. The same is true for college and study related issues where e-technologies are often used to gain access to course work and readings. Also, for work matters the boundaries that separated family from other spheres are disappearing. The aim of this research was to look at the role of e-technologies as a resource in the reconciliation of work, study, and family responsibilities for working-student parents. The key question driving our research was whether working student parents would indicate that they saw e-technologies as a benefit to better accommodate work, school and family demands or as a negative interference impacting negatively recovery experiences. A total of 12 working student parents participated in a semi structured interviews. In the analysis and discussion of our findings we examined the overall use of e-technologies and whether they were seen as beneficial or disadvantageous to manage work, school and family responsibilities. Results showed that overall the use of e-technologies made a difference to better cope with interrole conflicts. The highest conflict was study interfering with home (study-to-family), and the second highest conflict work interfering with study (work-to-study) and the third work interfering with family (work-to-family). Surprisingly there was little evidence of family interfering either with work or study. The benefits of using e-technologies were placed in all directions with an emphasis on better dealing with family and study responsibilities. For the disadvantageous the focus was placed in family life where e-technologies were described creating tensions due to its negative influence on psychological detachment from work and school, relaxation and control. In what concerns gender differences female working student mothers reported higher levels of interrole conflicts and they also reported more benefits of the use of e-technologies, that includes an increase sense of control, than their male counterparts. Exploration of the influence of e-technologies on experiences in of reconciling academic, family and work roles and recovery experiences for working student parents is a unique contribution of this work.

- *Re-conceptualizing Housework: Based on Actors' Perceived Meanings and Values in Doing Housework* Eun Jung Koo — Erasmus University Rotterdam

This paper aims at exploring the concept of domestic labor/ care work based on actors' desire and interpretation of doing unpaid household labor. Throughout the domestic labor debate in 1970s and the coining of a new term "care work" related to care ethic, justice, or citizenship, household-based work became publicly recognized with its contribution and significance in a society. However, considering its unending gendered sharing and dumping it to the marginalized in terms of race/ethnicity or class, this recognition would not change actors' perception of housework. That is, this implies actors' parsimonious appreciation of housework value unlike academic valuation by coining terms which confidently publicized its value. Furthermore, due to the broad usage of the term care work (from doctor's prestigious work, to the bottom position of paid domestic work, and to unpaid housework by family members), the possibility for over-estimating (unpaid) housework or under-estimating it has existed. To clarify these opacities, this research aims at comprehending what actors think about their daily housework, based on which re-conceptualization of housework will be presented. Relying on the rationale of symbolic interactionism, actors acting toward things based on the meaning actors have for things (Blumer 1969:2, Mead and Morris [1934] 1967: 89), this research explores the changes of the perceived value and meanings of doing housework. To this end, 3 focus group interviews and 77 biographical interviews in two generations (industrialization and democratization) have been conducted in 2013 in South Korea and analyzed using Atlasti program. Under South Korean compressed modernity (Chang 1999) through late industrialization and rapid economic development, interviewees mostly born in 1930s and 1940s (industrialization generation) have revealed their perceived meaning and value on housework in the early industrial conditions while those mostly born in 1960s (democratization generation) showed that of middle or post-

industrial society. This study reveals two remarkable changes in the perceived value and meanings. First, despite obvious awareness on the monetary value of housework in democratization generation, the perceived value of doing housework has decreased: from "it's incalculable" (in the industrialization generation) to "where is the value" (in the democratization generation). Second, the meanings between the two generations have changed from survival of family to necessary labor, obstacle for everyday life, or family well-being. Thus, in the major premise of sharing housework with all family members, in post-industrial conditions, the overall desire and interpretation on housework are the diminishing role of housework in economic life and the desire of its role for family well-being. Finally, to re-conceptualize housework anchoring on this desire and interpretation, three values in respective economic domains (freedom in exchange, care in giving, and justice in distribution) presented by Van Staveren (2001) have been conjugated. In letting the three values in respective domains correspond with three human activities, three categories have been identified; first, work for freedom in exchange, second, activity for care in giving, and third, action for justice in contribution. Among these categories, housework, done by family members without payment, would be in the category of activity for care in giving, namely as family activity.

- *Impact of Job Demand-resource Model on Employee's Job Satisfaction, Turnover Intentions and Health: The Mediation Role of Work Family Conflict* Woosang Hwang — Syracuse University, Heather Barber — Syracuse University, Kamala Ramadoss — Syracuse University

Work and family issues have been studied extensively in the past few decades. Many studies have investigated the impact of the work environment on individual workers' wellness. With regards to the theoretical approach of the work environment, the Job demands-resources model has been used to explain the relationship between the work-family interface and employees' health. According to this model, high job demands will be related to high negative spillover from work-to-family which will lead to poor health outcomes for the individual (Hakanen, Bakker & Schaufeli, 2006; Huynh, Xanthopoulou & Winefield, 2013; Lliorens, Bakker, Schaufeli & Salanova, 2006). On the other hand, resources available to the individual such as family-supportive organizational behaviors will moderate the effect of this strain on individual's health (Mauno, Kinnunen & Ruokolainen, 2006). The aim of this study is threefold. The first aim is to compare the direct and indirect influences of the work environment, such as, job demands, job control, supervisor supports, and co-worker supports on employees' turnover intentions and self-reported health. The second aim is to examine the mediating effect of the work family conflict between the work environment (job demands, job control, supervisor supports, and co-worker supports) and employees' job satisfaction. The third aim is to examine the mediating effect of the work family conflict between the work environment (job demands, job control, supervisor supports, and co-worker supports) and employees' self-reported physical and psychological health. The data used to test the hypotheses come from the 2008 National Study of the Changing Workforce (NSCW). Wage and salaried employees (N = 2452) who worked for someone else and who worked with a supervisor and co-workers were included in the analyses. Structural equation modeling (SEM) was used to examine the hypothesized model. The findings partially supported hypotheses. Job demands was significantly associated with greater work family conflict ($B = .18, p < .001$), and job control, supervisor support, and co-worker supports were strongly linked to lesser work family conflict ($B = -.25, p < .001$; $B = -.18, p < .001$; and $B = -.21, p < .001$ respectively). Second, supervisor and co-worker support were significantly related to greater job satisfaction ($B = .13, p < .001$ and $B = .27, p < .001$ respectively). Third, work family conflict was negatively associated with job satisfaction ($B = -.47, p < .001$), and job satisfaction was significantly linked to lesser turnover intentions ($B = -.41, p < .001$). Fourth, work family conflict showed full mediation effect in relationship between job control and job satisfaction. In case of other paths from job demands, supervisor support, and co-worker support to job satisfaction, work family conflict showed partial mediating effect. The revised model showed similar

acceptable fit to the data (CFI=.90, TLI=.88, RMSEA=.06, $\chi^2/df=10.49$) compared to the hypothesized model. In sum, supervisor support only showed a direct and significant link to lesser turnover intentions ($B = -.10$, $p < .001$). Further analyses will be done using physical and psychological health as outcome variables. Results will be discussed with implications for practice and policy.

- *Conflicted and Emotional: A Qualitative Content Analysis of Work-Family Conflict Events* Jaime Bochantin — University of North Carolina at Charlotte, Renee Cowan — University of Texas at San Antonio, Sabrina Speights — University of North Carolina at Charlotte

Introduction Experiencing work-family conflict (WFC) has clear organizational and familial implications potentially leading to burnout and absenteeism (Ernst, Kossek & Ozeki, 1998; Ray & Miller, 1994), low productivity and poor performance appraisals (Frone, Russell, & Cooper, 1992; Higgins, Duxbury, & Irving, 1992; E. E. Kossek, Noe, & DeMarr, 1999) and issues related to marital stress (Morgan & King, 2012) and psychological well-being (Ryff & Keyes, 1995). It seems evident that the dynamics within work and family spheres are continuously in flux as employees compromise, negotiate, and sometimes fail to meet the expectations of those who are important to them (Yoshimura, 2013). Experiencing a conflict between work and family life can be a very emotional experience for individuals (MacDermid et al., 2002; Morgan & King, 2012; Rodell & Judge, 2009). Unfortunately, little research has systematically examined the emotional experience of WFC. Given the conflicting roles and expectations involved in a WFC event, the emotional experience is likely to be complex, conflicting, and include multiple actors. We consider the communicative rules within both organizational and family contexts and ask: RQ1: What felt and expressed emotions are experienced during WFC events? RQ2: Who are these emotions expressed towards? Method We conducted qualitative content analysis on 289 responses collected using Amazon's Mechanical Turk (MTurk). Participants responded to the following question: Think of a time you experienced a conflict with your family regarding work (family) and/or work (family) obligations. Describe this conflict. What emotions did you feel? What emotions did you express? Why do you think you felt this way? Results The most common felt emotions were frustration, hostility, guilt, and sadness. While the majority of felt emotions reported were negative, several respondents reported contentment when work interfered (either purposely or inadvertently) with family obligations. Specifically, we found that in some cases, while juggling a myriad of responsibilities on the job, an employee may transfer these skills to improve home life. Or, when a positive event generates a pleasant mood such as contentment in one domain, the mood may spill over onto feelings in the other domain. The most predominant emotions expressed were frustration, hostility, sadness. In general, however, participants reported fewer expressed emotions than felt. To whom the respondent expressed his/her emotions depended greatly on the nature of the conflict. Implications Our results suggest that while individuals feel a lot of different emotions (both negative and positive), there seemed to be a lot of suppression of emotions in many cases as well as the discursive construction of "professional" emotional displays (see Kramer & Hess, 2002). The results indicate that at least in the work sphere, people tend to deal with these issues alone and do not express emotions at work very often. However, they do tend to express emotions to their family members when a work-to-family conflict occurs. These findings of emotional suppression could have far-reaching implications for both employee and family-member mental health and well-being. Furthermore, this could indicate that emotions are an important mediating process in predicting negative outcomes WFC.

- *Connecting Transformational Leadership to Employee Well-Being Through Work Engagement* Kate Martynova — Carleton University, Janet Mantler — Carleton University

Given the importance of work in individuals' lives, many people seek jobs that provide them with feelings of happiness and a sense of meaning and fulfillment at work, which can spillover and contribute to a better sense of well-being in life (i.e., context-free well-being) (Rodriguez-Munoz, Sanz-Vergel, Demerouti, & Bakker, 2014). It has been established that working for a transformational leader can lead to a greater sense of happiness in life (i.e., hedonic well-being) (Arnold, Turner, Barling, Kelloway, & McKee, 2007). Although the association between transformational leadership and happiness has been found to be mediated through variables like meaningful work (Arnold et al., 2007) and trust (Kelloway, Turner, Barling, & Loughlin, 2012), further examination of potential factors is beneficial. Considering that work engagement (i.e., job-specific well-being; Schaufeli, Martinez, Pinto, Salanova, & Bakker, 2002) is independently associated with both transformational leadership (Hayati, Charkhabi, & Naami, 2014) and happiness (Shimazu, Schaufeli, Kubota, & Kawakami, 2012), it is expected that work engagement will mediate the relationship between transformational leadership and context-free well-being, both in terms of happiness and fulfillment in life (i.e., eudaimonic well-being). Thus, the purpose of the current study was to examine whether work engagement is an important bridge between transformational leadership and two types of context-free well-being. Using a Qualtrics panel, data was collected from a diverse sample of employees (N=169) from US and Canada comprised of 52% male employees with an average age of 24 (SD=12.78) working in non-managerial positions. Using Andrew Hayes' SPSS macro, two models were analyzed to test the proposed mediation model separately for fulfillment in life and happiness in life (Hayes, 2009). In terms of fulfillment in life, employees who indicated they worked for leaders with more transformational leadership behaviors also reported greater fulfillment in life (i.e., eudaimonic well-being), but this effect was fully mediated by higher levels of work engagement. That is, having a transformational leader increased employees' engagement with their work and this engagement resulted in a greater sense of fulfillment in life. In slight contrast, work engagement only partially explained the relationship between transformational leadership and happiness (i.e., hedonic well-being). These findings underline the importance of work engagement for employee's happiness and fulfillment in life. As engaged employees experience more positive emotions at work (Kante, 2011) and more meaningfulness (Soane et al., 2013), these positive work experiences can spillover into personal life and contribute to an enhanced context-free well-being (Shimazu et al., 2012). Consequently, contributing to employees' well-being at work can have a positive spiral effect, whereby positive emotions at work increase positive emotions at home and vice versa, that can benefit the company (e.g., job performance) and the employees (e.g., happiness) (Rodriguez-Munoz et al., 2014; Shimazu et al. 2012; Soane et al., 2013). Thus, organizations can use the development of transformational leaders not only to increase their employees' work engagement, but also to improve employees' well-being that goes beyond work and into their personal and family life (Hayati et al., 2014; Rodriguez-Munoz et al., 2014).

- *Women's Employment and Attitudes About Eldercare* Sarah Elizabeth Patterson — Pennsylvania State University (Penn State)

The U.S. population is aging and traditionally women have done more of the caregiving for elderly parents than men. Some research shows that gender trends in regards to elder care may be changing, but little is known about general attitudes toward eldercare. While many scholars point to women's employment as a source of changes within the family, less is known about eldercare specifically. Using the 2012 General Social Survey module, attitudes around eldercare will be assessed with a nationally representative sample of women. By using a within gender framework, we can begin to explore the importance of employment in attitudes around eldercare. The paper will focus on the "private" or family related choices around eldercare. While employment is the main framework, other factors will also be explored, such as cohort, age, race, and family structure. Early analyses show that within women, employment may have an effect on their attitudes toward eldercare, but so does family status and race. Balancing work

and caregiving in relation to eldercare is becoming increasingly important in the U.S. and is an area ripe for discussion and research.

- *The Roles of Work-Family Integration and Psychological Detachment in the Emotional Labor and Work-Family Conflict Relationship* Lauren Zimmerman — University of Georgia, Malissa Clark — University of Georgia

Increases in dual-earner families and single-parent families have increased the likelihood that both men and women must manage both work and family demands (Byron, 2005). Although the changing demographics of the workforce has prompted work-family scholarship, little research has integrated emotional labor (i.e., emotion regulation within the workplace) into the work-family interface. The little existing research on the emotional labor -- work-family conflict (WFC) relationship has only examined the effects of emotional labor on overall work-family conflict (e.g., Yanchus et al., 2010), thus the current study contributes to the literature by providing a finer grained analysis of the emotional labor--work-family conflict relationship that examines the distinct forms of work-family conflict. Although few scholars have examined the direct relationship between surface acting and WFC, little research has attempted to identify variables that may buffer emotional labor's negative influences on work-family conflict (e.g., Yanchus et al., 2010). Thus, the present study is the first to examine work-family integration (i.e., the extent to which individuals segment of separate their work and family roles, Ashforth, Kreiner, & Fugate, 2000) and psychological detachment from work (i.e., "an individual's sense of being away from the work situation", Sonnentag, Binnewies, & Mojza, 2008) as moderators of the emotion labor--work-family conflict relationship. Accordingly, one of the aims of this research is to inform scholars and practitioners about the effective management of emotions, resulting in less work-family conflict, as well as strategies (e.g., work-family integration, psychological detachment) for employees to use to decrease emotional labor's negative impacts on work-family conflict. Data were collected from 316 U.S. full-time employees (i.e., worked 35 hours or more per week) recruited from Amazon's Mechanical Turk (Mturk). After participants met the eligibility criteria, they completed survey one, which contained measures of emotional labor and demographic information, and two weeks later then completed survey two, which contained measures of work-family integration, work-family conflict, and psychological detachment. Means, standard deviations, intercorrelations, and reliability estimates for the variables can be found in Table 1. To test the hypothesized relationships, hierarchical moderated regression analyses were performed in IBM SPSS. Results of the hierarchical moderated regression analyses supported the proposed direct positive relationship between surface acting and WFC (see Table 2). Furthermore, work-family integration moderated the relationship between surface acting and behavior-based WFC. The graph of the significant surface acting X work-family integration interaction (see Figure 1) indicates a positive relationship between surface acting and behavior-based WFC among employees with low work-family integration ($t = 4.62, p < .001$). Overall, the present study's results show a positive relationship between surface acting and all forms of WFC. Thus, as employees engage in more surface acting at work, they also experience greater amounts of WFC. Furthermore, these results indicate there is a stronger positive relationship between surface acting and behavior-based WFC for individuals with lower work-family integration. Collectively, these results emphasize the importance of managers recognizing the presence and impact of emotional demands on employees and employee's effective management of their work and family roles.

- *Polyamorous Passion: The Impact on Work-Life Conflict and Enrichment* Sarah Bourdeau — Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG), Nathalie Houlfort — Université of du Québec à Montréal, Caroline Leduc — Université du Québec à Montréal (UQAM)

Some workers may see their work as pure labour, a way to pay bills and to make ends meet, though others love their jobs and see it as part of their identity (Vallerand & Houliort, 2003): their work is a passion (Vallerand, Houliort, & Forest, 2015). Even if passion is usually seen as a good thing for many, there are two sides to the story (Houliort & Vallerand, 2006). The Dualistic Model of Passion (Vallerand et al., 2003) states that passion can either be harmonious (HP), associated with more positive outcomes, or obsessive (OP), associated with more negative outcomes. Furthermore, professional and personal activities often create competing demands, which can lead to work-life conflict (WLC) and life-work conflict (LWC; Carlson et al., 2000). But both activities can also enrich one another by providing many resources, thus creating work-life enrichment (WLE) and life-work enrichment (LWE; Carlson et al., 2006). The type of passion (harmonious or obsessive) ones` develop for work was found to be related to work-life conflict and enrichment (Houliort, Phillipe, Bourdeau & Leduc, 2015, Bourdeau, Houliort & Leduc, 2015). Specifically, HP for work may protect workers against work-life conflict, and be profitable for the individual, creating work-life enrichment, while having an OP for work seems to facilitate conflicts. But even if individuals spend a significant amount of time at work, work isn` the sole activity in one`s life. Most people will invest time and energy in non-work activities, which can also become a passion for them. Thus, recent research has suggested that individuals can be passionate for more than one activity (Schellenberg & Bailis, 2014). But how does polyamorous passion, for work and non-work activities, relates to work-life conflict and enrichment (LWC, WLE and LWE)? A cross-sectional study (N=300) among workers in various fields investigated how passion for work and for non-work activities relates to work-life conflict and enrichment. Participants were classified in four groups, having predominately either 2 HPs, 2 OPs, HP for work and OP for a non-work activity, and OP for work and HP for a non-work activities. Results from ANOVAs show that groups differ in term of their levels of WLC, $F(3, 301) = 28.45, p = .00, \eta_p^2 = .22$, LWC, $F(3, 301) = 32.92, p = .00, \eta_p^2 = .25$ and WLE, $F(3, 301) = 7.58, p = .00, \eta_p^2 = .07$. Specifically, participants with 2 HPs experienced less WLC and LWC than participants in the other groups. Furthermore, participants with 2 HPs experienced more WLE than participants with OP for work (with either HP or OP for their non-work activity). These results provide a fine-grained analysis of the relationships between work-life balance and passion in one`s life, and thus contribute to new insights: Polyamorous passion, can actually contribute to work-life balance.

- *The Effects of Workplace Norms on Late Parenting and Female Labor Evidence from Japan and India* — Eriko Teramura — Meikai University, Maitreyee Bardhan Roy — Basanti Devi College

This study investigates the effects of workplace norms on female late marriage and parenting. We compared to private firms between India and Japan. These two countries have each individual gender norms in their patriarchal society. India and Japan has a same problem. This problem is late married and parenting of high-educated Women. Japan face the serious concerns of rapid aging and very low birth rate. As hard as it is to believe, India face in the same phenomenon only high-educated women who lives in urban area. This analysis is based on econometric method, but sociological approach is also used by exploring workplace norms via in-depth interviews. We focus on the corporate culture and employment practices of Japanese and Indian firms. This study examines whether or not such workplace norms affect the female late married and parenting. But Indian society has rich in variety, we focus on the area of Kolkata, West Bengal. In this research the effects of workplace norms on late married and parenting are measured through questionnaires asking about the supportive atmosphere, the use of child care leave, and other family friendly company practices using the international micro data, "World Value Surveys" or other micro data. We analyze to difference of gender norms between India and Japan though this micro data. Additionally, we use representative panel data from 2003 to 2011 in Japan`s "Longitudinal Survey of Adults in the 21st Century" conducted by the Ministry of Health, Labour, and Welfare. Moreover, we will conduct the in-depth interview on female

workers who have the experience of having late married and parenting in Kolkata, India and Tokyo, Japan. This interview investigates how workplace norms in companies in India and Japan affect female late married and parenting. Qualitative research, specifically an in-depth interview, we will conduct on 20 respondents (10 is India, and other is Japan), they have high-educated women. We predict interviews with women who have experienced the conflict between their work and timing of marry and childbirth. From the in-depth interview, we will identify the factors that create the "workplace atmosphere" in light of their organizational structure. The gender norms of the direct boss and top management will important. From the in-depth interview, we predict the results as below. The factors that create the "workplace atmosphere" in light of their organizational structure. "Workplace atmosphere" was defined by the conflict that arises in the relationships of their unit, and there were three main factors: profit maximizing motive of the firm, strict and restrictive working time, and gender norms. The gender norms of the direct boss and top management were important. When female workers will be distressed by conflict between gender norms in their workplace and their marriage or childbirth decision. As a result, they will postpone their marriage and childbirth. This research may be insight into improving the female labor supply in India and Japan. It concerns the institution of work-life balance in private firms; the conflict of female labor and private time, and the government should provide adequate childcare leave to all female workers. Additionally, regarding "workplace norms," an institution of work-life balance is still not difficult to achieve; a female worker's supervisor has strong authority and affects her labor supply decisions.

- *What Can Be Learned from Evaluations of Fatherhood Programs?* Lauren Harris — N/A

As research on child development has expanded in the past few decades, the prevalence of responsible fatherhood programs has increased significantly, as well. These programs utilize a plethora of formats, including group and one-on-one structures, narrowing their focus to a particular racial or ethnic group, or incorporating intimate relationship concerns into the program. Given the importance of involved and effective fathering, it is vital to understand which programs, and which elements of programs, successfully improve men's parenting. This paper reviews numerous evaluations of fatherhood programs to determine which formats are most effective, concluding that the most effective programs are those that utilize three main components. First, effective programs not only focus on fatherhood but also incorporate building a better relationship with the child(ren)'s mother, regardless if the father and mother are romantically involved. Second, successful programs use a small-group format as opposed to a one-on-one learning environment. Lastly, programs see stronger and longer effectiveness when the program requires more hours over a longer period of time, such as offering 2-hour weekly classes for sixteen weeks instead of a half-day seminar. However, the populations served by these programs are so varied that replication is not guaranteed. Programs may focus on a particular sub-population, such as incarcerated fathers, African-Americans, urban fathers, or fathers residing with the mother of their children. A program that shows promise with cohabiting Hispanic fathers may not have the same effectiveness with incarcerated African-American fathers. Due to these wide variations in fathers' circumstances and the limited number of experimental evaluations, far more program evaluations are required before definitive conclusions can be drawn.

- *The Partner's Boundary Management Scale: Development and Validation of a New Instrument* Marisa Matias — Porto University, Tiago Ferreira — Porto University, Paula Mena Matos — University of Porto

Although the idea that the boundaries between work and personal life are becoming blurred is not new, only recently have researchers begun to carefully investigate those boundaries. Researchers have proposed that individuals develop boundaries around both their work and

personal life domains that vary in strength and quality. Having more blurred or more precise boundaries is expected to have an influence in the individual performance and wellbeing (spillover). However, it is as likely that one individual's boundary management impacts his/her partner performance and wellbeing (crossover). In this regard, dual-earner couples are particularly relevant as both members of the couple must deal with work and family boundaries. The assessment of the reverberation within couples of work-family boundary management is, thus, the focus of this work. Emphasis is given to the perception of the partner about how the individual manages work and family boundaries. To our knowledge, no validated instrument exists to capture this dimension, therefore this work reports on the development and validation of the Partner's Boundary Management Scale (PBMS). The final version of the scale is composed by 10 items, capturing the perceptions and preferences of the partner in regard to the individual way of boundary managing. The validity and reliability of the scale was examined with 118 independent participants coming from dual-earner couples. Exploratory factor analysis and confirmatory factor analysis suggested adequate fit of a three-factor solution. A first factor captured a positive perception regarding the partner's blurring of boundaries: positive perception on blurring (PPB) (four items; sample item: I like when my partner opens up about his/her work). The second factor covers a negative perception of the partner's blurred boundaries and a preference for partner segmentation: preference for partner segmentation (PPS) (four items; sample item: I would prefer that my partner talked less about work). The third factor is more focused on a perception of negative interferences in the relationship due to the work role: negative interference of partner's work (NIPW) (two items; sample item: We argue due to his/her work). This three-factor structure showed a good fit to the data ($\chi^2(31)=46,656$; $p=.035$; $\chi^2/df=1.505$; $CFI=.967$; $RMSEA=.066$). All factor loadings were statistically significant and above .45 ($p<.001$). The internal consistency, assessed using Cronbach's alpha, showed good indices: factor 1-- $\alpha=.88/.84$; factor 2-- $\alpha=.86/.76$; factor 3- $\alpha=.82/.81$, for the exploratory and confirmatory samples, respectively. Additional psychometric indicators such as compound reliability, average variance extracted (AVE) (convergent validity) and discriminant validity (analyses of inter-factor correlations and AVE) all showed good indices. Validity was tested correlating the proposed subscales with work-family indicators and with relationship dimensions, evidencing associations in the expected directions. PPB showed positive correlations with work-family enrichment, relationship satisfaction, partner responsiveness and negative associations with work-family conflict. PPS and NIPW showed negative correlations with relationship satisfaction, partner responsiveness and positive links to work-family conflict. Our findings suggest a reliable and valid measure to assess a couple's dimension in regard to work-family boundary management. Shedding light on the couple level process is an innovative aspect of this measure.

- *Assessment of Marital Satisfaction & Change During Early Parenting Years: Its Impact on Work & Family Relationships* Rhonda Nordin — Family Issues Research & Education

This paper helps students, managers, and policyholders understand challenges parent-employees often experience after the birth of a baby and during early parenting years. This submission updates the paper "Assessment of Marital Satisfaction & Change During Early Parenting Years: Its Impact on Worker Performance", submitted 2014. This work bridges the gap between scholarly discovery and analysis, and practical application, to help individuals and organizations develop strategies and programs to enhance worker resilience. Readers will: * Learn about the natural, predictable, and scientifically-documented progression of the marital/parental relationship of parent-employees as it expands to include children. * Understand the challenges parent-employees face during their transition to parenthood and consider how marital and relationship satisfaction impacts worker performance and career decisions. * Expand knowledge that guides employers in establishing programs and strategies that increase worker productivity, reduce absences and distracting presenteeism, thus improve profitability. This paper also reveals proven

methods for dealing with vital issues of marital or partnership change and reorganization after childbirth; hidden hazards of physical and emotional recovery; workload shifts and increases; and restoring sex, intimacy and communication between parents. The Need: For many workers, having a baby precipitates the first crisis in work/life balance: 87% of women reproduce during working lives; 83% of men become fathers while in the workforce. The stress of new parents undoubtedly travels to the workplace and contributes to lost productivity, increased absences, distracting presenteeism, lower profits, and higher health care costs due to physical and emotional concerns, widespread depression, and risky behaviors. Many workers are distracted by a new baby and also sidetracked by stress in their marital/partner relationship. (Meijer & Van den Wittenboer, 2007) Nearly 45% of divorcing parents, divorce before a first child leaves kindergarten; almost 15% end their marriage before a baby is 18 months of age. Clearly the stress of new parents might be better-managed; it exposes the need to help parent-employees navigate this unique and critical timeframe known to influence individual wellbeing, family stability, and worker performance. Marketplace Benefits: * Increases parent and marital competencies * Provides support, direction and problem-solving * Increases parents' ability to balance domestic and work responsibilities * Increases worker satisfaction by providing opportunities to interact, learn, and gain support from coworkers. * Conveys employer support, which reduces job and daily tensions and leads to greater job satisfaction, relationship satisfaction and an easier adjustment. (Collins, Tiedje, Stommel, 1992) * New fathers especially learn new skills and gain a greater understanding of family transitions * Overall, supporting parents around childbirth promotes pregnancy, childbirth and child-rearing as an important adult developmental stage rather than an interruption to workplace effectiveness. (Derry Gallant 1993) * It also increases the likelihood new parents will experience the joy of parenthood rather than the stress associated with change and increased workload. The level of support a new mother perceives from her spouse, partner and direct supervisor is one of the key factors determining when and if she will return to work after giving birth, and how long she will remain in the workforce.

- *"I've had to adjust...dinner is a little bit later:" Examining Work and Family Disruptions on Mothers' Ways of Caring for Children* Tara Agrawal — Cornell University, Tracy J. Farrell — Cornell University, Elaine Wethington — Cornell University, Carol M Devine — Cornell University

Problem statement: Changes occurring within short periods of time in parents lives may have important implications for children's health and well-being by affecting daily childcare processes. Motivation: Stressful life events, such as job loss or divorce, can lead to disruptions in individuals' social roles and responsibilities as well as to their physical, social, and economic environments. Disruptions that increase the demands on parents may require them to make significant adjustments. For low-income children, life events such as changes in residence, parents' employment or parents' intimate partners are common. Changes in children's residence, school, or in parents' work hours and intimate partners are events that fundamentally disrupt key contexts for children's development and can de-stabilize ecological settings important for children's health and well-being. Changes in work and family roles for mothers may disrupt routine ways of caring for children, including child feeding. Approach: The aim of this study was to understand how changes in home and family environments over the course of a school year influenced family eating and the feeding of young children. This qualitative study used a grounded theory, theory-guided approach to understand these issues from the perspective of mothers of young children. We purposively recruited 19 working and student mothers with Head Start children between the ages of 3-4 from a rural county in Upstate New York to participate in two in-depth interviews 6-8 months apart. The transactional model of stress and the life course perspective on life events and health behavior informed the interpretation of findings. Brief results: Mothers reported a large number of disruptive events between the two interviews. Disruptions in work and family roles led to increased or decreased availability of social support,

time, and money. Six types of dynamic strategic adjustment patterns emerged. Each pattern was associated with interconnected life events, appraisals of those events, the availability of resources to cope, and adaptations to family eating and child feeding. Conclusions: Daily processes are highly relevant to children's health and well-being, particularly to how they are fed. Work and family disruptions experienced by parents in the short term have relevance to policy because of how those changes shape ways of caring for children.

- *Personal Support Network for Chilean Women's in the Balance between Work, Family and Life* María Paz Lagos — Concilia Consulting, Paula Correa — Concilia Consulting

It has been proven that the way to confront and combine the balance of life and work is one of the most important factors to achieve a successful conciliation (Chinchilla, Poelmans, Leon, 2003). Following this, going deeper into the thesis of other authors and after investigation made by the authors, they drove to the conclusion that although organizational environments are essential to the reconciliation of life and work, undoubtedly one of the most important elements is the management staff that each individual makes with respect to balance on their personal and work life and the possibility of using different types of flexibility when they are addressing this challenge (Christensen: 2013). It has been found that there are different types of personal strategies to confront conciliation, some of them deal with the use of certain physical spaces, with the effective organization of time, the performance of particular types of tasks and the development of certain aspects of discipline and personal will, among other things (Lagos Correa: 2015) Continuing with this line and in order to delve deeper into the issue about personal strategies used to conciliation, given the relevance of these for the effective implementation of the balance of work and family life, this research is expected to deepen into the personal strategies that relate to support networks used by people seeking conciliation, which allow them access to more career opportunities, a reduction in stress and achieving a more balanced career (IAM:2010) . Given the situation in Chile, where co-responsibility is a concept little known yet and which must fight against the somewhat male chauvinist culture of our society, it is believed that in the case of our country's personal support network used by women who aspire to reconciliation is not based primarily on their partner or husband. It hopes to learn more about this and explore who fulfill the roles of conciliation support network for Chilean women. In addition it is intended to investigate what features have these people and how a personal support network established outside the household works (SERNAM: 2014) To conduct this research Chilean women with children will be consulted, from different social classes, different ages and with different kinds of work. They are conducted 10 interviews semi structured with an exploratory and inductive approach and a brief survey to be conducted to 100 people in online way. With both methods it's expected to find more information about the support networks in Chile for women that aspire to conciliation and be able to describe the influence of the role that these people assume the effective achievement of balance life and work of others.

- *Negotiating Multiple Identities: A Study of Working Mormon Mothers* Elise Jones — Boston College

MOTIVATION Individuals increasingly combine multiple and often disparate identities into their lives. To the extent that these identities represent opposing expectations and/or compete for personal resources, they may be perceived by the person as conflicting with one another. Regardless of the origin of disparate identities or the experiences associated with navigating them, individuals create narratives to explain or justify the coexistence of these identities. In this study I investigate the themes people incorporate into their personal narratives to make sense of two or more identities that they could perceive as conflicting with each other. **APPROACH** In this study I explore the context of working Mormon mothers (members of The Church of Jesus Christ of Latter-day Saints, or LDS). Having been socialized through teachings of the LDS Church to

prioritize their roles as mothers above workforce participation, working Mormon mothers who were in their formative years at the apex of these teachings (mid 1970s through late 1990s) have a strong potential to experience conflict between their identities as mothers and workers. Study participants are married Mormon women between the ages of 30 and 55 who are engaged in paid employment for at least 20 hours a week, have dependent children living with them, and participated in the Young Women program of the LDS Church during their teen years. Ten women were recruited via referrals from the leaders of the Mormon Women Project, an online library of 350 interviews with LDS women worldwide, and Aspiring Mormon Women, a virtual community dedicated to encouraging, supporting, and celebrating the educational and professional aspirations of Mormon Women. I use semi-structured interviews to investigate participants' expectations, choices, and experiences with blending work with motherhood in the context of their LDS upbringing. I will conduct an iterative analysis of interview transcripts using thematic coding to identify the factors used most commonly by participants to explain or juxtapose their identities as mothers and workers within the context of the LDS faith.

5:00 PM--6:00 PM

Plenary: International Plenary and Awards Ceremony:

Announcement of the Finalists and Winner of the 2016 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

- Presenters: Shelley M. MacDermid Wadsworth, Purdue University and Brad Harrington, Boston College

Award for Distinguished Contributions to WFRN

- Presented to Judi Casey by Marcie Pitt-Catsoupes, Boston College

International Plenary: Work-Family Policies Internationally: Strategies and Challenges in Diverse National Contexts

Public policy makers from regions around the world are developing work and family policies but they have diverse priorities and face different sets of issues. Following a brief overview of approaches to work-family policy cross nationally, speakers will discuss policy strategies and challenges in their national contexts and any issues in the current context that could affect developments in the future.

Organizers: Suzan Lewis, Middlesex University - Business School; Tanja van der Lippe, University of Utrecht; Hanna van Solinge, Netherlands Interdisciplinary Demographic Institute (NIDI)

Panelists:

- Marian Pam Baird – University of Sydney
- Jeffrey Bagraim – University of Cape Town
- Colette Fagan – University of Manchester
- Hyosun Kim – Chung-Ang University
- Ameeta Jaga – University of Cape Town
- Birgit Pfau-Effinger – University of Hamburg

6:30 PM – Hosted/Networking Dinners