Saturday, 25 June 2016

7:30 AM--8:30 AM

Committee Meetings

8:30 AM--10:00 AM

Thematic Session: **Career and Wage Consequences of Motherhood**

- *Do Mothers Work in Crappy Firms? Exploring the Role of Firm-Level Segregation for Motherhood Career Penalties*   Sylvia Anne Fuller — University of British Columbia

  ABSTRACT: While employment has become normative for mothers in advanced industrial nations, gendered norms of parenting and employment often work to their career disadvantage. This paper sheds new light on motherhood pay penalties by investigating the role of an understudied dynamic - organizational segregation. Fixed-effects models estimated with representative linked employee-employer data from Canada establish that part of the pay gap mothers experience stems from their location in poorer-paying firms. This pattern is particularly salient for less-educated and single mothers. Going beyond the identification of segregation, I employ multi-level models to consider how the distribution of family-(un)friendly organizational policies and norms, job characteristics, and opportunities for discrimination contribute to firm-level segregation`s role in motherhood disadvantage. The analysis reveals that for less educated and single mothers higher rates of part-time work, which tend to mean a poorer-paying employer, matter most. However, among for-profit firms, mothers` segregation penalty could not be entirely explained by differences in theoretically salient job or organizational characteristics. This suggests that discrimination also contributes to "glass doors", keeping or pushing mothers out of the best-paying firms.

- *Two for the Price of One? Economic Consequences of Motherhood in Contemporary Sweden*   Maria Stanfors — Lund University, Paul Nystedt — Jönköping International Business School

  ABSTRACT: Generous family policies have facilitated the combination of work and family among Swedish women since the 1970s. While the expansion of these policies is associated with higher levels of fertility (e.g. Björklund 2006), manifested in a strong two-child norm, the economic consequences of generous parental leave provision for individual women are less clear. The Swedish parental leave scheme, compared to other systems, is generous both in terms of duration of job-protected leave and wage replacement level. It is also gender-neutral in its character, although not when it comes to use (women still take 75% of all leave). The Swedish system provides incentives for women to work before childbirth through benefits related to previous earnings, but it also incurs costs in terms of long career interruptions in connection to childbearing to the extent that employers` expectations constrain women`s labor market opportunities (Albrecht et al. 2003). This study aims to infer the long-term effects of career interruptions due to childbirth on women`s earnings, by using administrative data for the entire Swedish population in the years 1968-2009. We exploit twin births as a `fertility shock` and compare mothers with completed fertility whose first birth was to twins with those who had singletons (one and two, respectively). The findings confirm that all women were, in the short-run, equally and negatively affected regarding earnings by having a first birth. Earnings recovery was, however, significantly faster among women who had an unplanned birth with the earnings

development of twin mothers being similar to one-child mothers. Fixed effects estimations, taking individual unobserved heterogeneity into account, indicate a substantial twin premium, most likely channeled by limiting the number and extent of career interruptions, of more than 10 log points (sometimes even 15 log points) per year in the immediate ten-year period after first birth. This is likely (at least partly) attributed to the comparison group (i.e. mothers of two singletons) having a second birth within this time frame. 14 years after first birth the twin premium stabilizes around 7 log points per year, which lends further support to the contention that it is the number of lengthy career interruptions rather than number of children that affects women`s earnings. In real terms, this means that the second career interruption infers a cost of about three years of income to Swedish mothers. Although only few women have twins, they seem to get a good deal in economic terms, the women in our sample who had twins as first birth got two for the price of one. For other two-child mothers, the economic consequences of having an additional birth were real and substantial. Our results are important and serve to inform policy regarding the design and length of parental leave program. Also they are important in the light of a stagnant gender wage gap to which long-term adverse consequences of childbearing contribute substantially.

- *'Tell Me About Yourself': Understanding the Role of the Employer Interview and Motherhood Penalties*   Elizabeth Kiester — Albright College

ABSTRACT: Previous research has demonstrated the existence of a wage disparity in the labor market between not only men and women but between mothers and non-mothers as well. This motherhood wage penalty may also be the primary culprit behind the persistent wage gap between men and women. Additional research also suggests that there is an employment gap between mothers and non-mothers, suggesting that mothers face entry barriers to paid employment. Much of this research has relied on Ridgeway and Correll`s (2004) status theory of motherhood, suggesting that employers devalue mothers because they view motherhood as mutually exclusive from paid labor. I add to this growing body of literature by deconstructing the employment process into three distinct stages: screening, interviewing, and hiring/wage setting. I suggest that mothers may face distinct barriers at the first two stages, long before reaching the wage stage of employment. This allows us to expand our understanding of non-wage related motherhood penalties. I accomplish this by analyzing hiring practices through interviews with hiring managers at 27 firms. I then provide three plausible mechanisms used by hiring managers during their employment processes that may act as employment barriers to mothers: setting ideal expectations, the use of subjective assessments, and the employment gap inquiry. These interviews suggest that hiring managers can use these mechanisms to screen out applicants based on undesirable characteristics including motherhood.

- *Reversing Roles Post-Recession: Is There Ever a Motherhood Premium?*   Paige Gabriel — University of Texas at Austin, Jennifer L. Glass — University of Texas, Austin

ABSTRACT: I use female-breadwinner coupled households as a site for examining the robustness of the motherhood penalty and fatherhood premium in earnings. This family formation is rare but theoretically important for understanding the fatherhood premium and motherhood penalty experienced by parents in all types of household formations because it provides a case that flips the paradigm of female homemaker and male breadwinner. Until recently, we lacked a sufficient number of female-breadwinner households in the U.S. for analysis in nationally representative surveys. My research expands existing literature by looking at the relationship between gender, earnings, and reproductive labor by looking at the case of female breadwinner families as the best test-case scenario for observing a motherhood premium. I investigate the primary research question: How do husbands` contributions to reproductive labor impact the motherhood penalty and fatherhood premium experienced by women and men, respectively? My models examine (1)

how the careers of mothers who receive significant support from a partner for childcare differ from the careers of mothers who do not receive significant support and (2) how the careers of fathers who participate more in household childcare and reproductive labor differ from the careers of fathers with little or no involvement in household childcare and reproductive labor. Answering these questions will uncover fundamental causes of the gender wage gap and the motherhood penalty that have contributed so strongly to earnings inequalities within families. Using the 2008 Survey of Income and Program Participation (SIPP) panel data, I model fixed- and random-effects regressions predicting wives` and husbands` total individual earnings from three indicators of husbands` participation in childcare: reduced labor force participation, interaction with children at meal and play time, and time spent caring for children. I test models that control for education, age, race, number of children, type of parent to children (biological, step, adoptive, etc.), employment experience, employment history, and industry. I have cleaned the data, isolated variables of interests, run initial tests, and begun constructing analytic models. When the final set of SIPP weights are released this fall I will finish estimating all models. In my presentation I will briefly review two competing theoretical explanations for the motherhood penalty and fatherhood premium, (1) human capital/rational choice explanations and (2) statistical discrimination explanations, and what results we would expect from each perspective. Human capital and rational choice explanations predict that women in female-breadwinner households will experience a decrease in the motherhood penalty or potentially receive a breadwinner premium, analogous to that received by breadwinning fathers. Mothers may receive a smaller premium, however, because they may not decrease their reproductive labor at the same rate as men. Statistical discrimination explanations, however, suggest that women in female-breadwinner households will continue to receive a motherhood penalty because employers` biased evaluations of women and mothers will persist despite decreased responsibilities at home. I will briefly explain my models, provide an in-depth discussion of my results, and conclude by returning to the implications for human capital and statistical discrimination explanations.

8:30AM – 10:00AM: *Discussion Forums:*
Table 1. *Thematic Session:* **Discussion Forum: "Flexibility" In Women's Careers**

- *Path Dependency in Full-Time Working Mothers' Labor Force Pathways* Chardie L Baird — Kansas State University, Stephanie W. Burge — University of Oklahoma, Ashley Wunder — Kansas State University

  ABSTRACT: Motherhood transitions often disrupt women`s labor force participation. Family-friendly benefits are intended to help parents, especially mothers, balance, rather than juggle, work and family. Using the National Longitudinal Survey of Youth (NLSY79), we investigate women`s labor force status at two critical points: the transition to motherhood and the transition to a second child among women who were working in the labor force full-time prior to the birth of their child. We find path dependency in the labor force pathways taken after the transition to motherhood often persist after the birth of a second child. The dependency is more pronounced among mothers who have children later in life. In addition, mothers with access to family-friendly benefits are more likely to return to work full-time than decrease their work hours or exit the labor force after the birth of their first child. Among mothers with two children, a wider array of family-friendly benefits affect women`s labor force participation.

- *Opting into Self-Employment: Trap or Solution* Marielies Schwarz-Lux — University of Innsbruck

  ABSTRACT: Recent years saw numerous publications in the research field `opting-out` that describe the motivation of well-educated, professional women to leave their successful corporate careers to have more time for their children and home. These women struggle to

organize what she calls `competing devotions`, negotiating the demands of home, family and work. The majority of research studies in Austria in the field home-work balance concentrate on mothers in the context of employment. This study opens up an untouched research field, mothers, who opt out successful corporate careers into self-employment and will explore their motivations. It adds substantially insights into work and family as well as career aspirations of mothers in Austria. In Austria, the number of female business owners has increased by a third over the last decade. Even though self-employed women still represent the minority (30%) compared to men. Especially in urban areas, there is a strong rise in start-ups with a female entrepreneur (38%). The key question is whether mothers, who start their own business were forced to leave their companies (pushed out due to inflexible working arrangements, discrimination of part-time workers etc.) and hardly had any other career option or whether they conducted their decision on a voluntarily basis (fulfillment of other interests). This paper aims to shad light on the way these women make their career transition, the dynamics behind their decision to opt for self-employment. This paper builds on a (preliminary) qualitative study based on semi-structured, in-depth interviews with female business owners in Austria, who were formerly employed with large corporations. The women are between 30 and 45 years, university educated. They worked in mid-level positions for large organizations, with potentially successful careers, before leaving their employer to become self-employed. All of them had at least one child and lived in traditional partnerships. The questions for the interviews were designed to extract information about the motivation to start a business and their background. Expected Brief Results It can be hypothesized, considering literature on opting-out and on female entrepreneurs and their move from employment towards self-employment that mothers, who start their own business, report about a journey of decisions from the moment they opt out their successful careers until they opt in their new way of life. The results also show to accept the loss of security and in some cases income are conducted superficial voluntarily. A result of the interview women realize that the decision was not necessary a voluntary one. The gender stereotypes of family and role models did not allowed any other choice regarding the combination of work and family. Some women tell that their motivation was based on incompatibility of their former job and their new life with children. Other tell that there were seeking for a new challenge that the work arrangement in a corporation could not offer. It can also be hypothesized that there is a group among the interviewees report to become self-employed was the only possibility to reenter work after maternity leave.

- *Does a Family-Friendly Welfare State Help Shatter the Corporate Glass Ceiling? Comparing Norway and the U.S.*   Sigtona Halrynjo — Institute for Social Research, Oslo, Mary Blair-Loy — University of California, San Diego

ABSTRACT: Internationally, women are underrepresented in top-management positions within corporations and on boards of directors. Norway enacted the first quota law in 2003, which required 40 percent of the boards in listed (publicly traded) companies to be women. Privately held companies in Norway do not have this board quota, and neither do listed or privately held companies in the U.S. We compare the gender balance on boards and executives committees (who report to the CEO) in the 200 largest publicly listed and privately held companies in Norway and the U.S. We ask whether Norway, a family-friendly welfare state with board quotas, has more women in top leadership positions than the U.S., a market-oriented, liberal state. Approach Using publicly available data sets and corporate websites, we compiled a census of the boards and executive committee members of the 200 largest listed and privately held companies in both countries. We also conducted a survey of career-life patterns in top management of the Norwegian companies and relied on secondary studies in the U.S. Brief Results Our analyses show that top management in both countries remains heavily male-dominated. In compliance with Norwegian quota laws, women comprise 41% of the Boards in listed companies. However, the share of women on boards without the quota regulation (15%) is lower than the share of

women on boards in the U.S. (20%). In both countries, the share of women in the executive committees is similarly low (19% in the US and 16% Norway), as is the share of female CEOs (8%). In both countries, women on executive committees are more concentrated in staff (versus line) positions. Thus, there seems to be a lack of impact of the Norwegian quota law and welfare state policies (e.g., paid parental leave, paid leave for sick child care, after-school care) on creating more gender balance in top management. In both countries, most top managers of both genders have children, but fathers generally have a partner/spouse who performs or manages the primary caregiving. In contrast, mothers generally juggle childcare with their partner, who also works long hours, while also managing the work of paid and unpaid caregivers. This pattern is not explained by measures of preferences and attitudes but rather by the gendered probability of having a partner providing ground crew support at home. In response, women pursing corporate careers in both countries navigate toward the more predictable but less career rewarding staff positions. Top management positions and the line positions leading up to them are typically time-intensive, inflexible, and require travel and international mobility. Although Norwegian family-friendly welfare policies support mothers` work as ordinary employees, these policies are insufficient to allow most mothers to compete for top positions. Conclusion Despite the board quota law and family-friendly policies of the Norwegian welfare state, corporations still assume that leaders will be devoted workers without significant caregiving responsibilities. The result is that the Norwegian executive committees and boards (in companies exempt from the quota) remain as male-dominated as in the U.S.

Table 2. Vulnerable Families at Risk

- *Temporary Assistance for Needy Families Two-Parent Study*   Eleanor Elizabeth Pratt — Urban Institute, Heather Hahn — The Urban Institute

  ABSTRACT: Understanding how to better serve two-parent families on or eligible for Temporary Assistance for Needy Families (TANF) is essential to the TANF program`s effectiveness. Although TANF funds are available for both single parent and two-parent families, and encouraging the formation and maintenance of two-parent families is one of the purposes of TANF, two-parent families are less likely than single-parent families to receive the TANF assistance for which they are eligible. This study seeks to address four key research questions that together provide crucial information on how to better serve two-parent families; investigating these families` demographics, needs, challenges and strengths; as well as information about how state policy choices affect the services offered to and accessed by two-parent families. Using interview data, microdata/microsimulation, and other program data, the study examines: 1. The characteristics of two-parent families participating in or eligible to receive TANF; 2. The variety of services two-parent families receive through TANF; 3. How state policies help or hinder participation in TANF among two-parent families; and 4. How the beliefs, attitudes, and perceptions of staff and/or eligible families help or hinder two-parent families` participation in TANF. The study`s findings will explore specific aspects of the complexity and diversity of two-parent TANF programs in their context, implementation, operations, outputs, and outcomes. Research Methods: To fully address the scope of these questions, our approach employs multiple research methodologies in a tiered approach that allows us to provide broad information on a national scale, additional information for ten selected states, and still further information for five of the ten states. The states include both those that serve two-parent families with TANF funds and those that use solely state-funded programs (SSFs). This multi-method approach includes: 1) in-depth site visits in five states (California, Colorado, Michigan, Oregon, and Pennsylvania), including interviews with local TANF administrators and staff, community based organizations, and focus groups with adults in two-parent families; 2) phone interviews with state TANF directors in ten states; 3) analyses of state program data in ten states, including data on two-parent families participating in SSFs; 4) queries and analyses of state-by-state policies included in the ACF/OPRE-funded

Welfare Rules Database, managed by the Urban Institute; and 5) TRIM microsimulation analyses and analyses of TANF microdata at the national level as well as for subgroups of states. This study is funded under contract with HHS/ACF/Office of Research Planning and Evaluation.

- *The Outcomes of Periodic Payment of the Earned Income Tax Credit (EITC)* Karen Z. Kramer — University of Illinois, Urbana-Champaign, Flavia Andrade — University of Illinois, Urbana-Champaign, Ruby Mendenhall — University of Illinois, Urbana-Champaign, Renee Lemons — University of Illinois, Urbana-Champaign

  ABSTRACT: The Earned Income Tax Credit (EITC) is a refundable tax credit for low-wage workers in the mainstream labor market. The credit is an earnings supplement whose primary goal is to reward work and to support families with children. In 2013, the EITC lifted 9.4 million people out of poverty. A limitation of the EITC is that is that it is paid retrospectively, together with the tax refund. Many scholars argue that if families had access to part of their EITC refund during the year, they would experience higher levels of economic security and experience less of the negative consequences of poverty or inadequate incomes. In turn, this would improve their labor market outcomes, for example, by being able to fix their car or buy clothing for an interview. To test this proposition the City of Chicago, the Chicago Housing Authority (CHA) and the Center for Economic Progress (CEP), along with researchers from the University of Illinois initiated an EITC periodic payment pilot. We used a quasi-experimental design with a treatment group that received about half of their expected lump sum credit in four EITC periodic payments, in May/June, August, October and December 2014 and received the other half of their 2014 credit during the 2015 tax season when they filed their tax return. The control group did not receive periodic payments. The final sample was 505 individuals (n = 339 for the experimental group and n=166 for the control group). Due to attrition at the final wave (wave four) of data collection, includes 217 participants from the experimental group nd 76 from the control group. We find that most recipients preferred the periodic payments over the traditional lump sum payments. In addition, participants in the experimental group had significantly lower levels of financial stress and less financial insecurity. Individual and policy implications are discussed.

- *The Effects of Underemployment on Iraqi Refugees' Adaptation to the U.S. and Life Satisfaction* Lindsey Disney — University of Georgia, Ziad Jamal — Positive Growth Inc; Multicultural Service Department Director, Jane McPherson — University of Georgia

  ABSTRACT: This qualitative study explores issues of underemployment in Iraqi refugees to the U.S., and the effects of underemployment on adaptation to the U.S. and life satisfaction. The study is based on in-depth interviews with a sample of adult Iraqi refugees who were initially resettled in the United States after the American-led invasion of Iraq in 2003. The research plan is to interview 10 to 15 Iraqi refugees. Many Iraqi professionals fled Iraq due to fears or threats of being murdered or kidnapped for political reasons or for ransom (Burnham, Lafta, & Doocy, 2009; McAfee, 2012; Sinha et al., 2012), and some who were forced to flee were those with well-paid and respected positions, such as doctors, professors, and engineers. As a result, many Iraqis have been demoted in their vocational and economic statuses (McAfee, 2012). This is counter to the typical view of immigrants who come to the United States for job opportunities and economic growth. In the U.S., international professionals usually are unable to practice in their respective fields due to skills, diplomas, or licenses being lost in war or not being recognized in the U.S., and many Iraqi refugees with professional backgrounds are forced to take low-skill jobs in order to survive (Sinha et al., 2012). English language competency can also be a barrier to becoming employed in one`s field of expertise (Waxman, 2001). The article concludes with recommendations for policy, such as creating a mechanism for facilitating the recognition of formal qualifications, and for practice, such as addressing loss of social status in counseling, or

expanding case management to include career counseling rather than a "one size fits all" approach of connecting all refugees to the same low-skill, low-wage employment resources.

Table 3. Work and Family in the Public Sector

- *Balancing Work-Family Life: Challenges for Retaining Public Child Welfare Workers*   Amy C. Levin — California State University, Northridge, Jodi Constantine Brown — California State University, Northridge

  Problem Statement: Child welfare departments throughout the United States historically faced difficulties retaining social workers and other human service professionals. Child welfare work is essential, and significantly affects the lives of the most vulnerable people in our society: poor children, women, culturally diverse families, the abused and neglected, and the homeless. Child welfare workers have great responsibility to ensure that children served will not be put in harm`s way. In turn, these workers experience ongoing stress; making balancing work-family life obligations challenging at best. Motivation: Turnover rates are high in child welfare. Organizations that hire, train and attempt to retain workers must be concerned with recruiting highly motivated, caring employees, providing them with appropriate training, ensuring they view their contributions to client care as important, and their jobs satisfying. Historically, workers in this field displayed lower levels of job satisfaction, higher levels of stress, and a higher propensity to quit than providers working in other types of social work and health care settings (Alexander et al, 1998; Hirschi, 1993; Jayarante et al, 1991). Approach: Qualitative in-depth interviews were conducted with child welfare workers about their experiences working in the child welfare system and job satisfaction. Respondents (n=33) were primarily female (n=23), Caucasian (n=17), between 36 and 55 years old (n=20), and in a front line worker position (n=30) in a large public child welfare agency in Los Angeles, CA. Using content analysis and the constant comparative method in analyzing transcribed interviews, the following four themes were identified among the thirty-three interviews: 1. Expectations and long-term goals. 2. Workplace stress, work overload and supervisory support. 3. Job satisfaction. 4. Concern over turnover, proposed changes and reasons for staying. Brief Results: Results reveal that balancing work-family life is challenging for public child welfare workers. Despite having good support outside of work (n=13), respondents report "often taking job stress home with me" (n=11). It was found that front line workers are experiencing workplace stress; they are dissatisfied with and discouraged about tremendous caseloads, and the amount of paperwork that consumes so much of their time, which leaves little time for providing direct services to families and children in desperate need. Sources of job satisfaction included the ability to impact a family in crisis and work with a needy population. Workers claimed that they remain with the organization, despite its flaws, because they enjoy working with this population and making a difference in the lives of their clients. Conclusions: There appears to be a parallel process between the treatment of public child welfare workers and the quality of service that clients ultimately receive. Bringing work stress home, regardless of the amount of perceived support outside of work, makes balancing work-family life extremely challenging for these already overburdened workers, and ultimately increases organizational staff turnover. Organizations should capitalize on positives that can also come from working for a public child welfare agency in order to retain motivated workers, decrease job-related stress, and help employees balance work and family life.

- *Challenges of Implementing the Work-Life Balance Practices (WLBP) in the Context of Malaysian Public Sector*   Noorhasyimah Ismail — Brunel University, Md. Mushfiqur Rahman — Brunel University

ABSTRACT: The research framework of this study comes from the comprehensive review of work and life balance literature. The current study evaluates the understanding of work-life balance practices (WLBP) implementation while considering organisational constraints amongst managers of the local setting i.e. Malaysia. By adapting the role balance theory of Marks and Macdermid (1996), we explore the conceptual definitions and practices of WLBP in the workplace. Based on this exploration, the aim of this research is to evaluate managers` experience and attitude and how this might directly or indirectly influence their managerial role and the undertaking of WLBPs in the work environment. Furthermore, the research objectives that were set in order to achieve this aim are as follows: (i) to critically review the conceptual definition of work, non-work and work-life balance; (ii) to analyse the adoption of WLBPs amongst managers in the multi-cultural environment of the Malaysian context. The clarity of the objectives helps the study to adopt a qualitative approach. The study is motivated to explore the WLBPs and managerial role relationship to find out whether it directly or indirectly influences the role of manager that implement the WLBPs. This is the inductive research approach which gains an understanding of the people attached to practices. In order to understand what a particular action means, it is necessary to interpret the particular way in which people are acting (Schwandt, 2000). Subsequently, the research method adopted is face-to-face semi-structured in-depth interviews. The result clarified the conceptual term used in this study, i.e. Work-Life Balance Practices (WLBP). Namely, this refers to the human resource practices and policies established by organisations. Another finding from the preliminary interviews indicated that although managers implemented WLBPs as part of organisational initiatives, the personal intention of the manager influences the managerial discretion of their role in the workplace. This could help managers to decide whether or not to continue adopting WLBPs in the workplace. In relation to this finding, this study will help the relevant shareholders to foresee the WLBP management in the workplace. This is one of the knowledge contributions of this study as it increases understanding of WLBPs in the actual practices experience of work and non-work domains in the workplace. Furthermore, the in-depth interviews of personnel from different public sector organisations showed that WLBPs introduced into the workplace have connections with the manager`s attitude. Namely, this connection is with the ethics or attitude of the manager that undertakes these practices (Rasdi, Ismail and N.Garavan, 2011). Thus, this study conceptually defined the work-life balance concept in the workplace by exploring this impact and it discloses concerns amongst managers in Malaysian organisations with regards to the challenges of WLBP implementation and problems that may arise. The elements from preliminary interviews that might direct or indirectly impact the manager`s understanding are discussed from the individual level (Micro level) perspective. The implications at the organisational level (Meso level) and state level (Macro level) are not the focuses of this study.

- *Organizational Support, Supervisor Support and Work-to-Family Conflict in the Public Sector: The Mediating Effects of Communication of Family-Friendly Benefits and Interpersonal Justice*   Claudia Andrade — College of Education, Polytechnic of Coimbra, Fernanda Simoes — College of Education, Polytechnic of Coimbra

ABSTRACT: The changing environments of both work and families have created an array of challenges for organizations to accommodate the work and family needs of the employees. Public sector organizations followed this trend and offer a wide range of family friendly benefits targeting the potential work-to- family conflict. However, despite growth of family friendly benefits their adoption by the employees have been criticized since some researchers have argued that there might be detrimental and can cause unfavorable effects when they are not well communicated and when they are perceived as unfair for some employees. Thus, it is important to examine to whether the forms of support are communicated and applied using interpersonal justice criteria in order to be effective. The purpose of this paper is to examine the relationship of organizational and supervisor support and work-to-family conflict among workers

employed in the public sector. Authors tested a model whereby the relationship between organizational support and supervisor support is mediated by interpersonal justice and communication of family friendly benefits. A sample of 161 participants employed in a public higher education institution was used to address the study`s purpose. Hypothesized relationships were fully or partially supported. Implications for research and practice are discussed.

- *Experiences and Expectations of Work-Life Balance within the UK Armed Forces*   Clare Lyonette — University of Warwick, UK, Sally-Anne Barnes — University of Warwick, Natalie Fisher — QinetiQ, Karen Newell — QinetiQ

ABSTRACT: This study, funded by the UK Ministry of Defence, explored Service personnel`s experiences and expectations of work-life balance (WLB), as well as attitudes towards the implementation of flexible working. 116 male and female Service personnel took part in 14 focus groups around the UK (four Royal Navy, four Army, four Royal Air Force and two with Royal Marines). Focus groups were divided by gender and by rank. The qualitative data were analysed using thematic analysis. In general, Service personnel felt that they did not always have a good WLB and in three quarters of the focus groups, at least one participant had put in their notice to leave the Armed Forces. Men and women had somewhat different expectations and understandings of WLB. Many women felt that they could not manage the conflicting demands of the Services and family responsibilities and were willing to forego their careers, rather than remain. Flexible working options such as part-time working, common among UK female civilian workers, were deemed to be unsustainable in the Armed Forces. Most of those planning to leave seemed resigned to a lack of WLB and, rather than challenging the status quo, were moving into lower-level occupations in order to manage their childcare responsibilities. Men more often reported a lack of leisure time as being important in WLB. However, there was a high level of commitment and loyalty to the Services, most especially among the higher ranks. Older participants expressed doubts that younger Service personnel would stay, partly as a result of reductions in `X-factor` activities. The main reasons for a lack of WLB were reported to be the military lifestyle (regular relocation and deployment), as well as current manning levels and a lack of resources (both financial and people-related). The inability to plan and having to cancel activities at the last minute, difficulties in getting children into good schools, and barriers to spouses` careers as a result of the military lifestyle were all key frustrations. Barriers to WLB also included the organisational culture that exists within the Services. Many participants reported having to rely on others to manage both work and non-work responsibilities. Results indicated that some ad-hoc flexibility in the work environment does exist (such as starting late on a Monday, finishing early on a Friday), but this was dependent on occupational role, Service and a supportive manager. Most participants were unaware of any formal flexible working provision, such as that outlined in the New Employment Model, implemented in 2015. The vast majority of personnel agreed that they would like the UK Armed Forces to be more flexible, as and when needed. On the other hand, there appeared to be limited appetite for formalising this, which it was felt would lead to more people asking to work flexibly. Those in lower ranks felt that there was a lack of trust among senior personnel, hampering any formal implementation.

Table 4. Gender and Household Labor

- *Can Interventions Change Household Division of Labor? Evidence from a Randomized Control Trial of a Couples' Intervention in Rwanda*   Ruti Levtov — Promundo-US, Kate Doyle — Promundo-US, Program Officer

ABSTRACT: While women around the world are increasingly participating in the paid labor force, men`s participation in household duties/unpaid care has not increased at the same rate. In Rwanda, women spend 51 hours per week on combined paid and unpaid work compared to

men`s 40 hours. The unequal distribution of care work remains a major barrier to gender equality. To address this challenge, Promundo-US and the Rwanda Men`s Resource Center developed a gender-transformative program that engages new and expectant couples in group education focused on promoting men`s equitable and non-violent participation in their children`s and their partners` lives. The fathers groups formed part of the MenCare+ program, a four-country sexual and reproductive health and rights initiative that engages men and boys to prevent intimate partner violence and to build more respectful relationships between men and women. This program utilizes gender-transformative group education on maternal, newborn and child health, adapted from Promundo`s Program P. The program uses fatherhood as an entry point for reflection and discussion about gender roles, family communication, and parenting. It also attempted to address underlying risk factors for violence both against women and against children by working with men to involve them in challenging inequitable gender norms and behaviors that promote violence and hinder their participation in caregiving. Eligible men participated in 15 weekly group sessions, with their partners joining for about half of these. Small group discussion and activities led by a facilitator created a safe space for men and women to discuss, learn and rehearse more equitable and non-violent attitudes and behaviors. Our presentation at WFRN will describe the program and findings on changes in caregiving patterns, family communication and dynamics, and violence from an ongoing randomized control trial of the intervention. Baseline findings show highly gendered attitudes and practices around caregiving, as well as a strong association between men`s violence perpetration and low participation in caregiving (endline data collection is currently ongoing, results will be available in January 2016). The presentation will also highlight lessons learned from the program and the evaluation.

- *Work and the Domestic: Identity Struggle in Executive Men and Women in Colombia*   Sandra M. Idrovo Carlier — INALDE - Universidad de La Sabana, Milagrosa Hernaez — INALDE - Universidad de La Sabana

ABSTRACT: Women are 52% of the labor force in Latin America (Atal, Ñopo, Winder, 2009). Furthermore, the latest International Labor Organization report (ILO, 2015) indicates that 53.1% of medium and high managerial positions are occupied by women in Colombia. This change in the employment distribution directly impacts the manner in which work, family and personal issues are organized in the domestic as well as in the public sphere and, in doing so, affects the way in which women themselves and men as well, define and redefine their personal and professional identities. As women leave the private space of home into the public realm of work the answers to such questions face deep struggles since they walk into the latter with the responsibility of the care of the former (Ladge, Clair and Greenberg,2012). But men also meet difficulties. Face with questions of how to harmonize career and personal and family life, now that the needs and expectations of partners and family members are the same regarding home and work, challenges arise and different roles and attitudes are assumed (Kaufman and White, 2014). The answers to who am I and how am I supposed to act as a man are filled with new and sometimes contradictory meaning (Carrigan, 1985; Courtenay, 2000). Latin America and Colombia are no exception to these competing social scenarios with one more layer to account for: the importance that family still holds within labour and cultural practices for men and women (Poelmans, 2005; Vassolo, De Castro, Gomez-Mejía, 2011). This study draws mainly on identity and role theory, looking specifically at household work as a role expectation that impacts how professional men and women perceive household work itself and its function in the definition and redefinition of their personal and professional identity. This research is exploratory and qualitative. It uses a sample of 23 Colombian women and 29 Colombian men, single and married, ages 29-40, who are in managerial positions, live in Bogota, and belong to strata 5 and 6 from the socio-economical stratification that rules for Colombia. Participants were divided in six focus groups, three for men and three for women. The groups worked three blocks of issues:

domestic work: what is it and how they feel about it; identity: how they define themselves; and the third one dealt with the entwining of domestic work and personal and professional identity. Results show that for both, men and women, domestic work is perceived as necessary tasks to be performed in order to aid the development and well-being of the family; yet the historical negative meaning attached to it weighs heavily in women`s perception of housework describing it as boring, ungrateful, and unpleasant. Men, on the other hand, have a positive perception of housework, but especially of the one they are directly involved in and that gives them a sense of belonging to what they call home. For women, housework and domestic responsibility are kept isolated from their professional identity until motherhood appears. It is then that tension arises since the drastic change in personal identity that maternity implies carries onto the professional realm and a clash of contradictory demands, acts and feelings surface. Contrary to women`s perception, men do not find conflict among housework and domestic responsibility and their professional life since they expect somebody else (wife or paid help or through family arrangements) will take care of it with cultural practices and expectations strongly influencing this perception. They do express the desire that their wife/partner spend more time at home to better take care of the children.

- *Transition To Modern Men: Exploring Men's Involvement in Unpaid Work*   HUBERT BIMPEH ASIEDU — University of Auckland

ABSTRACT: In an attempt to understand the changing aspects of family, recent research has explored men taking more responsibilities for unpaid domestic and caring labour. However, unlike most literature in North America, this paper is based on data drawn from Ghana where families are increasingly urbanised and have dual incomes. The paper seeks to explore how men are taking more responsibilities for unpaid domestic and caring labour as the world celebrates entrance of women into paid work. The data for this study came from thirty participants who came from dual income families, were employed full-time, both couples were staying together and had youngest child less than 12 years. This study used thematic analysis and constant comparative analysis to investigate the career women and men`s involvement in unpaid work. The results bear consistency with the general literature that men spend less hours in family related activities than women. This is as a result of parenting values men hold although there is some progress attained by men in this direction. Three types of men were identified also from this data. These are traditional men who adhere to strict traditional gendered roles in the family and are uninvolved with unpaid work, transitional men who have realised there is the need for change and are selective with the kind of activities they engage themselves in the family and modern men who are consciously active in unpaid work although do not have the same commitment to these roles as women do. Kaufman (2013) talks about three kinds of men in her study, although her findings are somewhat different. It is therefore concluded that the transition to modern men is important as this will ensure significant increase in men`s involvement in domestic work. This will further ensure more egalitarian family life whereby men will have the same commitments to domestic tasks as women do in developing countries.

- *Who will do what? The Role of Gender Norms in Young Adults' Work-Family Balance and Task-Divisions*   Loes Meeussen — University of Leuven, Belgium, Jenny Veldman — University of Leuven, Belgium, Colette Van Laar — University of Leuven, Belgium

ABSTRACT: An important task of working parents is to negotiate a balance between family and career responsibilities between partners. This paper investigates how gender norms limit or enhance young adults` family and career aspirations -- aspirations that shape their decisions, opportunities, and negotiation room with an opposite-sex partner. We examined young adults` (N=445) perceptions of norms ascribing how much men and women do and should invest in family tasks and their career; and how own gender and opposite gender norms relate to their

own aspirations for their future family and career. Results show that young adults still perceive norms as rather traditional, and they mirror their aspirations to this traditional division of tasks. There is also evidence for change, however: Young males and females aim for a more equal division of family tasks and both aspire to a masculine career model. The results suggest that men`s share in family tasks can be increased by emphasizing women`s career ambitions and that norms prescribe men should invest more in their family; and women`s share in family tasks can be decreased by de-emphasizing men`s singular focus on career investment. Together, these findings provide leverages for change towards more gender equality in the work-family balance, benefiting men, women, and their children.

Table 5. Is Self-Employment a Solution?: Contexts and Work-Family Consequences of Entrepreneurship and Self-Employment

- *Precarious Entrepreneurship and Entrepreneurship Context in US and Czech Republic in Intersectional Perspective* Alena Krizkova — Academy of the Czech Republic - Institute of Sociology, Marie Dlouha — Academy of the Czech Republic - Institute of Sociology, Nancy Jurik — Arizona State University

  Problem: Although entrepreneurship is often portrayed as a solution to poverty, social exclusion and gender inequality, research shows that the relationship between entrepreneurship support and women´s empowerment is very complex and entrepreneurship is only a partial solution (Strier 2010, Jurik 1998). Entrepreneurship and its gendered nature are embedded in the social context created by welfare policies, tax, employment and business legislation and support programs and institutions (Welter, 2004). The extent to which women and men can develop and control their entrepreneurship strategies is shaped by the gendered social context. More and more entrepreneurs are pushed into self-employment by structural changes in the labour market, which have eroded the availability of secure jobs (Strier 2010). Precarious entrepreneurship is defined by limitations in the quality of work along four dimensions: security of work, control over work process, regulatory protection and income adequacy (Vosko, Zukewich 2006). Motivation: We compare precarious entrepreneurship in two different social contexts: the US and CR. Self-employment is increasing in the US and Czech Republic especially for women in vulnerable positions (Valdez 2011; CZSO 2014). There is still a scarcity of research on the gendered nature and embeddedness of entrepreneurship within the social context (Orser, 2012). Also entrepreneurship research using an intersectional approach is rare (Knight 2014). Since most previous research on gender and entrepreneurship and the development of feminist and entrepreneurship theories have been based on Anglo-Saxon context, it is important to expand the empirical analysis as well as the theory development beyond this context. Approach: In this paper, we draw on empirical evidence from a qualitative study based on 60 semi-structured interviews with self-employed women and men, and with providers of entrepreneurship support services in US (30) and CR (30). We use an intersectional perspective to capture the ways in which differing social categories converge to produce constellations of disadvantage or combinations of advantage and disadvantage. In other words, we study processes and structures of inequality (Knight 2014) shaped by gender, class and race/ethnicity (but also by other characteristics such as age) and the ways that these are experienced, utilized, and resisted by entrepreneurs in the CR and US. Results: This is a work-in-progress paper. Our aim is to provide a more nuanced understanding of the two historically different social contexts for entrepreneurship. We first provide a comparative overview of the macro (welfare policies, tax and employment regulation) and meso (entrepreneurship support) environment. Then we analyse the level of individual experiences with the social context and how it is shaped by gender, class, race/ethnicity and age. While in the US-specific conditions and support initiatives are rich, including focus on particular groups, entrepreneurship support is still limited to training for new entrepreneurs in the CR where the1989 Velvet Revolution marked the renewal of

entrepreneurship. Yet, services are still limited for the most socially marginalized groups in each country. Implications: Acknowledging the processes and structures of gendered, classed and racialised entrepreneurship contexts within an international comparative perspective might inform policy making and enhance intersectionality perspectives on development.

- *Entrepreneurs' Tactics for Segmentation and Integration of Work, Family, Social Life and Private Life*   Jean-Charles Languilaire — Malmö University, Carole Gustavsson — Malmö University

ABSTRACT: The relations between work and personal life have long been on the public, business, and research agenda (see Hall & Richter, 1988; Kossek, et al., 2005). Such relations have been conceptualised in different ways going from "work-family relations (see Friedman & Greenhaus, 2000) to "work/non-work relations" (Languilaire, 2009) passing by "work-personal life relations". In this paper, we refer to "work/non-work relations" where non-work is defined as there major life domains namely: the family, the social and the private (Languilaire, 2009). The accumulation of knowledge in the work/non-work relation is not to be undermined so that the work-life field has reached considerable development in understanding work/non-work challenges. Additionally, research on work/non-work relations points out that developing work/non-work strategies is essential to individual`s well-being (see Frone, Yardley, & Markel, 1997; Geurts & Demerouti, 2003; Poelmans, O`Driscoll, & Beham, 2005). As matter of fact, Kossek et al. (2005, p. 351) in the context of work and family relation, touched upon in 2005 upon what could be seen as individual strategies indicating that "everyone has a preferred, even if implicit, approach for meshing work and family roles that reflects his or her values and the realities of his or her lives for organising and separating role demands and expectations in the realms of home and work". (Kossek, et al., 2005, p. 351). Based on social cognitive theory and especially on Zerubavel`s social mindscapes (see Zerubavel, 1991; Zerubavel, 1997), Nippert-Eng (1996) popularised in 1996 two major strategies to combine life domains, namely integration and segmentation. One the one hand, people wishing segmentation define strict lines because they do not accept a mixture between their life domains and want to avoid such mixture. On the other hand, people wishing integration define no lines and do not distinguish any life domains. Whereas several pieces of research have measured the degree of integration and segmentation (see Bulger, et al., 2007), what is actually done by individuals while segmenting and integrating is under-researched. Additionally, whereas most research focus on "employees", less empirical research is based in "self-employed/entrepreneurs". This research focuses on these two research gaps. To address these gaps, this research has its origins in the boundary perspective that "address the construction of work-family boundaries as a complex interplay between employees` strategies and preferences, the social contexts in which they are embedded, and both the idiosyncratic and cultural meanings attached to work and family" (Desrochers & Sargent, 2003, p. 5). Within the boundary perspective, individuals develop diverse types of boundaries enabling them to organise their life domains (work, family, social and private) so that they can enact their strategies for integration or segmentation. Several boundary types have been discussed in research among those the spatial, temporal and psychological boundaries (see Clark, 2000; Ahrenten, 1990). In an in-depth narrative analysis of individual`s work/non-work experiences, Languilaire (2009) indicates that seven boundaries are developed and managed by individuals. Each boundary is concerned with one specific aspect of one`s life namely: time, space, behaviours, people, thoughts, emotions and psychosomatic elements such as stress or energy. For each type of boundaries, individuals develop tactics enabling them as a whole to reach their "wished" strategy towards segmentation or integration. In line with Kossek, Noe, and DeMarr (1999) work/non-work tactics can be understood as the visible and practical activities enabling an individual to concretely place and transcend (i.e. cross) boundaries or, in turn, to render boundaries more or less permeable and/or flexible. For example, an integrator may develop tactics to segment time. One of these tactics could be "by pre-deciding of time slots in his/her agenda" so that he/she "reserves time" for each domain with no possible overlap. Based on

empirical data, Languilaire (2009) develop an extensive (not exhaustive) list of tactics used by employed middle-managers. This list will be the base for the analysis of this research. Based on Languilaire (2009), this research deductively describes which tactics entrepreneurs/self-employed people are using to manage the relations between their life domains in a satisfying way, i.e. in line with their strategy. This research is based on qualitative interviews of entrepreneurs/self-employed and qualitative analysis in a form of content analysis. At this date (submission date) data is being processed.

- *Individual Adaptations to Work/Life Issues: Communication Identity and Boundary Work of Independent Home Party Consultants*   Sarah Riforgiate — Kansas State University, Erika Kirby — Creighton University, Emily Ruder — Kansas State University

ABSTRACT: Work/life concerns in America have become increasingly salient, from White House statements indicating that "the Federal Government must continue to make progress in enabling employees to balance their responsibilities at work and at home" (Presidential Memorandum, 2014), to legislation (e.g. Family Medical Leave Act, Patient Protection and Affordable Care Act), to "family friendly" policies adopted by organizations (Matos & Galinsky, 2014), to burgeoning research (Kirby & Buzzanell, 2014; Medved, 2010). Yet, in the United States, issues are largely framed as individual`s "choice." However, organizational systems, cultural gender expectations, and differences in socioeconomic status remove the ability to truly choose arrangements (Kirby & Krone, 2002; Todd & Binns, 2013). In response, some individuals seek alternative solutions through self-employment (Jurik, 1998). One such potential solution is to become a self-employed representative for a home party sales organization. These businesses have gained momentum in the last twenty-five years by advertising creative opportunities that strive to combine work and life needs. Organizations include Mary Kay, Tastefully Simple, Gold Canyon Candle Company, Party Lite Candles, Home and Garden, Creative Memories, The Pampered Chef, Cookie Lee Jewelry, Southern Living, Stampin` Up, and Tupperware, among others. Many of these organizations were founded in the last twenty-five years and have appeared on the Inc. 100 Fastest Growing Companies in the United States listing. These companies offer individuals an entrepreneurial opportunity to be self-employed sales agents, while benefiting from the products, name recognition, and training support of the organization, prompting the research question: How do independent home party consultants use communication to both understand and adapt to cultural expectations about work and life? This qualitative study, using over 40 hours of ethnographic field observations and in-depth interviews, explores how independent home party consultants navigate work and life as self-employed individuals. Specifically, we focus on the way consultants use communication to construct ideas of work and life in three ways: 1) identity work as a business owner, 2) boundary work pertaining to paid and unpaid responsibilities, and 3) efforts to enhance agency through creative problem solving. First, findings indicate that identity work involves managing multiple roles (private and public) simultaneously, creating tensions between roles. Ultimately participants stress (and to some extent privilege) professional work and work skills as a way of meeting private needs. Consultants shared that while they gain flexibility over their work (compared to formal organizations), they still need to meet customer expectations to remain a viable business, even if expectations conflicted with private life events. Second, in terms of boundary work, consultants creatively blur boundaries, often completing personal and paid work simultaneously. Boundary blurring occurs both in terms of physical location and between work and personal relationships. Third, in navigating personal and professional identities and boundary blurring, consultants create agency for themselves by developing individual and unique strategies for managing these tensions that are outside of traditional organizational approaches. Finally, implications of these findings are discussed in greater detail to extend understanding of work/life research.

- *Self-Employment in Relation to Work and Family: Business Type, Gender, Health, and Satisfaction*   Nicholas James Beutell — Iona College - Hagan School of Business, Joy Alice Schneer — Rider University, Jeffrey W. Alstete — Iona College - Hagan School of Business

  ABSTRACT: Research on work and family has shown varied findings on the impact of self-employment on work-family conflict, work-family balance, time spent on household activities, and caring for children. Some studies suggest that work-family conflict is reduced, particularly for women, when engaged in self-employment. This research demonstrates the importance of autonomy and flexibility afforded the self-employed as compared to those who are organizationally employed. Other studies indicate that self-employment creates stresses and makes the boundaries between work and family more permeable and less predictable for the self-employed versus the organizationally employed. Our main focus is comparing women and men self-employed for independently self-employed versus self-employed business owners. Design/methodology/approach This quantitative study used data from the 2008 National Study of the Changing Workforce under the direction of the Families and Work Institute. Descriptive statistics, ANOVAs, and multiple regressions were used to test our hypotheses. We explore the impact of self-employment on work-family variables, flexibility, autonomy, health, and satisfaction. All analyses were done using SPSS Version 22. Our analyses included four groups: independently self-employed (ISE) women (n=233) and men (n=245) and women (n=84) and men (n=165) business owners (Owners) who employ others. The average age of the participants was 51 years (SD=13). Men worked significantly more hours than women (42 vs. 35 hours). Women were significantly less likely to be business owners than men. SE women were significantly higher than other groups on flexibility needed to manage work and family. Yet, SE women spend significantly more time on household chores and childcare than their male (ISE) counterparts. SE women also reported the highest stress levels. Owners (women and men) experienced significantly higher levels of work-family conflict. Owners also reported significantly higher autonomy. Women owners were significantly lower on marital satisfaction than the other groups. Our findings suggest that the type of self-employment (ISE vs. Owners) is related to work and family. In particular, the situation for ISE women reveals something of a paradox. These women indicate that they have the flexibility to manage work and family yet they report high stress levels along with spending significantly more time on household chores and childcare than their male counterparts. It is also interesting to note that women are significantly less likely to be business owners. Women Owners also report the lowest levels of marital satisfaction for the self-employments groups under study.

8:30AM – 10:00AM: *Workshop:* **Navigating the Early Career Stage: Insights from the Early Career Network SIG - Session sponsored by WFRN Special Interest Group on "Early Career Network"**
This session is a panel of researchers and practitioners at various career stages who have come together for the purposes of providing insights and guidance to early career scholars (e.g., graduate students, post-doctoral researchers, junior faculty, and new practitioners) in the field of work and family. The panel discussion will begin with short presentations from each of the panelists, providing a brief overview of their career path to date (e.g., educational background, current occupation, career trajectory, and milestones). The moderators will then guide panelists in a discussion of several common topics relevant to early career scholars.
Organizers: Caitlin Ann Demsky, Oakland University; Ipshita Pal, Columbia University
Panelists: Marian Pam Baird, University of Sydney; Michelle Budig, University of Massachusetts, Amherst; Ariane Hegewisch, Institute for Women's Policy Research; Eden King, George Mason University; Lauren Murphy, Washington State Dept. of Labor & Industries; Anne Weisberg, Paul, Weiss, Rifkind, Wharton & Garrison LLP

8:30AM – 10:00AM: *Workshop:* **Work-Family Policy in the Academy: Promises and Pitfalls to Organizational Change -- Session sponsored by WFRN Special Interest Group on "Organizational Work-Life Policy: Structures & Outcomes"**

The panelists in this session will draw on multiple perspectives, including appreciative inquiry, feminist theory, organizational development, and communication studies, to discuss work-family change initiatives in the academy. The panelists will share where their work on this topic has been and where it is going, with a special emphasis on barriers to institutional change, unintended consequences of change, tested strategies, the importance of policy maintenance after institutionalization, and remaining institutional goals.

Organizers: Lindsey Trimble O'Connor, California State University, Channel Islands; Lori Wadsworth, Brigham Young University

Presider: Lori Wadsworth, Brigham Young University

Panelists:

- Susan S. Case – Case Western Reserve University
- Phyllis Hutton Raabe – Tulane University
- Lisa Maureen Stewart – CSUMB

8:30AM – 10:00AM: *Workshop:* **Research and Practice: Engaging Productive Connections -- Session sponsored by WFRN Special Interest Group on "Connecting Research to Practice"**

The purpose of this symposium is to facilitate dialogue among expert panelists about the possibilities discovered and discoverable through researcher-practitioner connections. An international group of panelists will draw upon their own experiences to explore how researchers can and have approached scholarship in a way that supports connections with practice. Key questions to be addressed incorporate topics from the literature and key objectives outlined by members of the SIG, Connecting Research to Practice. A key ingredient to the discussion, audience participation will be engaged during allotted periods throughout the session.

Organizers: Deirdre Anne Anderson**,** Cranfield School of Management**;** Kimberly Wells, U.S. Office of Personnel Management

Presider: Deirdre Anne Anderson – Cranfield School of Management

Panelists:

- Clare Kelliher – Cranfield School of Management
- Claartje Vinkenburg – VU University Amsterdam
- Kimberly Wells – U.S. Office of Personnel Management
- **Concluding Commentator:** Lotte Bailyn, Massachusetts Institute of Technology (MIT)

8:30AM – 10:00AM: *Symposium:* **Fathers' Involvement with Children**

- *Factors of Fathers' Involvement: Interpreting Fathers' Contemporary Practices in Childcare by Contrasting Different Measures*   Thordis Reimer — University of Hamburg

  ABSTRACT: In Germany, the gender division of paid and unpaid labor is rapidly changing, since women are increasingly entering the labour market. This development is intensified by a paradigm shift in German family policy in 2007 that was meant to foster gender equality by increasing women`s employment participation. One way to achieve this was to `activate` fathers` engagement in childcare. Therefore, a new parental leave policy along the Nordic model was implemented: two exclusive months for the second parent and income related benefits at a 67% rate were meant to awaken fathers` interest to care for their children in the first year. It was assumed that the use of parental leave would also lead to an increase in fathers` amount of time for childcare beyond the use of paid leave months. Meanwhile, fathers` take-up of paid leave months has increased permanently and it was found that indeed fathers` use of paid leave without the mother being present at the same time may lead to an increased engagement in childcare in subsequent years. In analyses of changes in fatherhood, there is an ongoing question

of how to measure fathers` engagement in childcare. In recent studies, there are mainly two indicators used: the amount of time spent on childcare and the use of paid parental leave. Often defined as `paternal involvement`, these two indicators are meant to measure the fathers` engagement with their children as opposed to the fathers` engagement for their children, as the male breadwinner model implies. For understanding changing fatherhood precisely, however, it might be important not to simply equate two indicators of fathers` engagement in childcare but instead examine how these indicators have to be understood differently. Some studies also go beyond absolute measures of fathers` practices and emphasize the importance of measuring fathers` practices in relative terms (i.e. compared to their partner). However, only few studies integrate different measures for fathers` engagement and conduct analyses where fathers` amount of childcare and fathers` paid parental leave use is combined with analyses of the absolute and the relative practices of fathers. With my analysis I aim at contributing to the questions (1) how fathers` (absolute and relative) practices can be explained and (2) how the two indicators of fathers` practices relate to each other, both in absolute and relative terms. For the analyses, I use German panel data (SOEP) on fathers of children born between 2007 and 2011. In four negative binomial regression models, socioeconomic factors as well as workplace factors and partner (employment) data serve as explanatory variables to examine how these factors mediate (1) fathers` (a) absolute and (b) relative daily amount of childcare and (2) fathers` (a) absolute and (b) relative use of paid parental leave months. The analyses and the accompanied systematic comparison of results will make it possible to reflect on different indicators of fatherly engagement and at the same time allowing an interpretation of factors that mediate fathers` practices both in absolute and relative terms.

- *Which Fathers Are Involved In Looking After Their Children? Investigating the Relationship Between Paid Work, Attitudes and Childcare*   Colette Fagan — University of Manchester, Helen Norman — University of Manchester

ABSTRACT: This paper examines fathers` involvement in looking after their pre-school children in the UK and evaluates recent policy interventions which are intended to support such involvement (Fagan and Norman in press 2016). Our analysis situates paternal involvement within a multi-layered framework of constraints and possibilities (Hobson 2014). The first aim is to establish the relative importance of fathers` and mothers` employment hours on paternal involvement in childcare. The second aim is to explore the longer term impact: whether there is a longitudinal effect of the employment hours of mothers and fathers when the child is nine months old on paternal involvement in childcare once the child is aged three. We use the UK`s Millennium Cohort study (MCS) and logistic regression techniques to analyse the influence of employment, household and socio-demographic characteristics on father`s involvement in looking after their child in the immediate post-birth period (when the baby was nine months old) and when the child is aged three. We also explore the relationship between paternal involvement in the immediate post-birth period and subsequently when the child is three years old. Our results show that fathers are more likely to be involved caregivers when they work shorter hours both nine months and three years after childbirth, but the hours that the employed mother works has the strongest effect. In other words, fathers are most likely to share childcare when the mother is employed full-time, regardless of what hours the father works and controlling for household income, gender role and parental role attitudes and other socio-demographic factors. Our analysis underscores the importance of policy interventions to support fathers to be involved caregivers during the first year of a child`s life because this facilitates their subsequent involvement in later years. To this end it is important to improve the efficacy of paternity and parental leave and the statutory right to request flexible working, and to address the long full-time hours which are the norm in many men`s jobs in the UK. Mothers` work hours and earnings shape fathers` caregiving roles in both the immediate and longer term. Hence, measures to support maternal employment, via improved childcare services and interventions to

reduce the gender pay gap, are also conducive to a more gender equal involvement in caregiving for children.

- *New Masculinity and Fathers' Involvement in Childcare*   Shira Offer — Bar-Ilan University, Or Anabi — Bar-Ilan University, Danny Kaplan — Bar-Ilan University

ABSTRACT: Research has shown that fathers` involvement at home has significantly increased over the last thirty years. Fathers today spend more time doing housework and caring for their children than did fathers three decades ago. Yet, despite this trend, gender inequality in the domestic sphere persists as family care is still shouldered primarily by women whereas men continue to be the major breadwinner for their family. Previous studies have examined the demographic and personality determinants of father involvement in childcare and housework. Others have focused on men`s attitudes about work and family roles. While these studies have addressed men`s experiences, they have done so primarily by treating gender in terms of demographic background or psychological characteristics and not as a broader cultural and ideological construct. In this research we suggest to focus on a previously unexplored dimension: men`s identification with a cultural transformation in norms of masculinity colloquially referred to as "new masculinity." Rooted in the growing cultural impact of the therapeutic discourse in Western societies, new masculinity emphasizes values such as emotional expressivity, authenticity, and holism. In this study we ask whether new masculinity is associated with greater paternal involvement. To this end, we employ the New Masculinity Inventory (NMI), a newly developed measure that probes respondents` degree of adherence to values of new masculinity. Using the NMI we examine how values of new masculinity are associated with fathers` participation in childcare. Data about new masculinity, attitudes about the gendered division of labor and the father`s role in childrearing, and experiences at home and work were gathered using an internet survey with 715 employed Israeli fathers of at least one child under age six. Preliminary findings show that higher values of new masculinity are associated with greater support to the idea that fathers should take an active role in their children`s life. Interestingly, however, this trend did not translate into actions as no significant association was found between new masculinity and practical involvement in childcare. These findings echo the idea of the stalled revolution by pointing to the gap between values and practices among men. They further suggest that the concept of the "new men," as outlined in the discourse on new masculinity is distinct from the concept of the "new father" (i.e. a father highly involved in childcare) although the two are often used interchangeably in the literature.

- *The Role of Father Engagement in Promoting the Cognitive Development of Children of Shift Workers*   Matthew Weinshenker — Fordham University

ABSTRACT: A small but growing literature demonstrates that shift work, or employment that takes place primarily outside traditional daytime hours, is a risk factor for children`s well-being, including cognitive development. These findings make sense within the framework of ecological theory. Although children are not directly involved in parents` employment, negative aspects of their work, including undesirable shifts, can spill over to affect children. Given the prevalence of shift work, it is important to know as much as possible about ways to promote healthy development and well-being among shift workers` children. This investigation begins with the insight that, among dual-earner parents who are married or cohabiting, shift work frequently results in partially or completely non-overlapping employment schedules, with each parent at home with children while the other is on the job. In the present research, I examine whether fathers` developmentally appropriate, stimulating engagement with young children makes a difference; does it have an especially important effect on children`s later cognitive outcomes, with confounding variables controlled, when men or their partners have nonstandard hours? The value of this investigation is that fathers` parenting is potentially amenable to influence. Any

findings that fathers have an especially important role to play when dual-earner couples work at different times of day will point the way towards an approach to ameliorate the risk to children in this family situation. In the analysis, two-wave longitudinal regression models are fitted to nationally-representative data from the Early Child Longitudinal Study-Birth Cohort (ECLS-B). Children's cognitive development at age two is regressed on predictors measured at the age of nine months, and development at age four is regressed on predictors at age two. The sample for each analysis is restricted to couples who are the target child's biological or adoptive parents and who are both employed at the earlier observation. All analysis are weighted, and Stata's svy prefix commands are used to adjust for the complex sampling design. Multiple imputation (10 datasets) is used to fill in partially missing values. The results show that father engagement when children are nine months old has an especially positive effect on children's cognitive ability at age two if the father works during the day and the mother has a fixed evening or night shift. In the whole sample, shift work does not enhance the effect of father engagement at age two on children's outcomes at age four. However, subgroup analyses shows that engagement has an especially strong effect on children of couples who are both shift workers when the child also has a non-parent caregiver. The results are consistent with an interpretation that father engagement is especially important when parents' work schedules cause children to spend more time with their fathers than their mothers. The policy/practice implication is that special efforts should be made to encourage father engagement in developmentally stimulating activities when parents' work is structured so that fathers spend time caring for young children.

8:30AM – 10:00AM: *Symposium:* Workplace Protections for Pregnant and Breastfeeding Workers: Mapping Out a Research Agenda for Action
Three quarters of women entering the labor force will be pregnant at some point during their working lives. Many are the primary or sole wage-earner for their families, meaning that it is crucially important that they be able to continue to work through their pregnancy. Often, pregnant women can work up until their due date without any kind of accommodations made at work. But for many women, this can be difficult. A pregnant woman might be advised by her medical provider to avoid heavy lifting or exposure to potentially toxic chemicals, or she might experience pain and edema if she has to stand behind a cashier register all day rather than sit on a stool. Unfortunately, it is commonplace for employers to refuse to provide pregnant workers even low-cost workplace supports. One-quarter million woman are denied requests each year. Additionally, many women who ask for support at work, and are denied accommodations, end up being pushed out involuntarily onto unpaid leave. These women not only lose their paychecks during their pregnancy, but also are forced to exhaust their leave, meaning they will no longer have leave time available after the birth to recover from childbirth and bond with their baby. Some women lose their health insurance. Even worse, some women lose their jobs. And women who seek to continue breastfeeding a baby after returning to work often find that employers are unwilling to provide them access to a space, or time, to express breastmilk. These challenges persist, but there have been dramatic advances in the United States—at both the federal and state level—over the past few years in the legal support available for pregnant and breastfeeding employees. This panel discussion brings together legal experts and leading policy advocates to explain and discuss these important developments. Panelists will also identify areas where research by social scientists could be particularly helpful in advancing policy proposals.
The panelists will explain the scope of legal protections offered by:
• Numerous new state laws—known as Pregnant Workers' Fairness Acts—that require employers to make reasonable accommodations for pregnant workers.
• A proposed federal law that would require reasonable accommodations for pregnant workers.
• Recent amendments to the Americans with Disabilities Act that can dramatically expand access to accommodations for conditions related to pregnancy.
• Provisions in the Affordable Care Act that guarantee many workers break time and a private place to express breast milk, and state laws that offer enhanced protections for breastfeeding workers.
• A 2015 U.S. Supreme Court decision, Young v. UPS, that expands protections for pregnant

workers under the Pregnancy Discrimination Act. Panelists will also discuss what pregnancy and breastfeeding accommodations are available to students and post doctorates in the higher education context under Title IX. Many of these provisions are quite expansive on paper, but we know little about how these new laws are working: what women are left uncovered, are employers complying, and what impacts do regulations have on employers and pregnant women? Thus, this is an area of work/family research that is ripe for careful evaluation. Qualitative or quantitative studies could document the relative costs and benefits offered by these laws and identify any shortfalls that should be remedied. State-based variation in rights offers the opportunity to use these legal developments as a "natural experiment." And because this is an area where there is ongoing advocacy, such research could immediately play a role in advancing and expanding support for pregnant and breastfeeding workers.

Panelists:
- Jessica Lee – University of California, Hastings College of the Law
- Emily Martin – National Women's Law Center
- Liz Morris – University of California, Hastings College of the Law
- Deborah Widiss – Indiana University Maurer School of Law

8:30AM – 10:00AM: *Symposium:* **The Impact of Jobs and Joblessness on Families**

- *Underemployment Across Europe: Families' Response to the Great Recession* Matthew Aldrich — University of East Anglia, Sara Connolly — 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 examines the extent of underemployment across Europe over the last decade and how families have responded to a challenging labour market since the recession. Its impact on Europe -- a diverse set of economies with varying degrees of labour market flexibility -- has been varied in its scale and scope, with some countries faced with steeply rising unemployment, but others seeing much smaller changes. However, there has been a second impact on the labour market; the incidence of underemployment has been on the rise, with 9.8 million part-time workers underemployed across Europe in 2014 (Eurostat). Restrictions on hours has been shown in the UK to impact on the likelihood of working poverty over the period 1985-2001 (Brown et al. 2007), therefore a tripling of the underemployment rate since then could have damaging effects on households. This is particularly true of households with children. In response to the recession in the UK, an `added worker effect`, that is a stronger job retention by women when the male becomes unemployed, has been identified, and is stronger for households with children than without (Harkness and Evans 2011). However, there has been less research on how families have responded to underemployment. Using data from the EU LFS 2001-2013 on 27 member states, this study provides an account of underemployment across Europe. We examine the extent and scope of underemployment in terms of numbers affected, by how much hours fall below their preferred level and the household response to the Great Recession. We focus on two parent families with dependent children living in the household, and take a nuanced approach to classifying working patterns. Using descriptive statistics and regression analysis we examine how families arrange their paid work in response to restricted hours of work for one parent. We consider individual (education, age, occupation), their partner`s (working hours, age, education) and household (age of youngest child, number of children, region) characteristics to examine which families are most at risk of underemployment, and by how much they are underemployed. Whilst the proportion of no-worker households rose significantly in some severely recession hit countries -- Ireland (10% of households in 2013), Italy (7.1%), Spain (10.8%), Portugal (5.3%) and Greece (9.9%) -- elsewhere, the recession tended to be associated with growing shares of non-standard employment resulting in an increase in the share of female breadwinners, supporting the added worker effect hypothesis. We find increasing underemployment in most countries (except EU-enlargement countries), but the

extent of underemployment differs markedly (UK 8%, Netherlands 9.3%, France 21.3%). Age, education and employment status are found to be significant predictors of underemployment; however, the partner`s working hours per se do not affect underemployment, but underemployment of one partner is positively associated with underemployment of the other. This highlights that stability in incomes is a crucial motivating factor in determining the response of families to the recession. This research is funded by the UK Economic and Social Research Council as part of the Secondary Data Analysis Initiative Phase 1 (ESRC grant ES/K003739/1).

- *Families and the Workplace: Draft Chapter for the APA Handbook of Contemporary Family Psychology (2018)*   E. Jeffrey Hill — Brigham Young University

    ABSTRACT: This paper is based on a preliminary draft of the chapter "Families and the Workplace" which will be included in The APA Handbook of Contemporary Family Psychology to be published in 2018. This handbook will reflect the state-of-the art on the theoretical foundations, contemporary issues in couple and family psychology theory and research methods, and applications of family psychology. It will also provide a unique resource as it also addresses families across the lifespan, family health, the intersection of families with other systems, and family psychology and societal grand challenges. This chapter will cover a basic overview of how the workplace is related to family psychology and relevant subtopics, as well as other topics that are important to understanding this topic generally. This chapter will also include how contemporary couple and family psychology takes account of the current landscape of the work environment. It is hoped that this paper will be interactive and that the audience will provide helpful feedback to improve the content of the chapter.

- *How do Families' Technology Practices Shape the Quality of Family Life?*   Noelle A. Chesley — University of Wisconsin, Milwaukee, Julia Ticona — University of Virginia

    Motivation: Many parents have concerns about their children`s technology practices (Duggan, Lenhart, Lampe, and Ellison 2015) and play an important role in monitoring their children`s activities (Lenhart, Madden, Smith, Purcell, Zickuhr, and Rainie 2011). The rapid development of digital applications and spaces means that many parents are in the position of monitoring technology practices that they may not understand well (boyd 2014, Livingstone and Bober 2006). Family life may also be impacted by parents` technology use, especially work-related use that can promote different forms of involvement in family activities (Chesley, Siibak, and Wajcman 2013). In general, we know very little about the consequences of technology use for feelings of family closeness and perceptions of the quality of family life. We ask: Do family practices incorporating digital technology (e.g., cell phones, Internet use) influence indicators of family life quality? If so, which sorts of practices are more or less influential in shaping different elements of family life? Approach: We draw on unique survey (N = 2,904) and in-depth interview (N = 101) data collected from a national U.S. sample of parents by The Institute for Advanced Studies in Culture at the University of Virginia in 2011-12. We use survey measures of parenting satisfaction, parenting support, levels of parent-child disagreement, and levels of parent-child closeness to capture key indicators of family life quality. We also draw on a rich set of survey questions that ask about what sorts of technology and applications both parents and children use, as well as questions that tap parents` rules about children`s use, the role that withholding technology plays in parental discipline, as well as the role technology plays in other activities, such as family dinner or leisure activities, to document a range of "family technology practices." In addition, we draw on a wealth of demographic and cultural information about parents and children to further contextualize these relationships. Brief Results: Initial analyses of the survey data suggest important, statistically significant associations among measures of family technology practices and indicators of family life quality. For example, bivariate analyses of the association among frequent use of digital technology during dinner and measures of parental

closeness indicate that more frequent use of digital technology at dinner is associated with lower levels of parental closeness with children (p < .001). Early analysis of interviews suggest that parents` interaction with and understanding of their kids` technology use is a pathway to feelings of family intimacy. However, this pathway is often constrained by parents` feelings that both technologies and kids` practices are changing "too quickly," leaving some parents with feelings of constrained autonomy and authority. Preliminary Conclusions: This study addresses a clear gap in knowledge about the influence of technological innovation on family behaviors and outcomes. The full paper will estimate a series of multivariate statistical models that allow us to assess whether and how various family technology practices (alone, or in combination) influence indicators of family life quality. These statistical relationships are augmented drawing on analyses of qualitative interview data.

- *Motivating the Family Migration and Early Life Outcomes Project*   Jennifer Glick — Arizona State University

The "Family Migration Context and Early Life Outcomes" program project (P01 HD080659: Jennifer Glick, PI) is composed of three interrelated research projects that assess the role of migration on children and adolescents in communities of origin. The unique contributions of the projects include (1) a comparative focus on child socialization and development, (2) a comprehensive view of migration within the family life course that incorporates the timing, duration and scope of moves, and (3) coordination of interdisciplinary research teams that include expertise in migration, child development, education, life course transitions and health in three different settings. By focusing on different developmental outcomes and transitions, the projects combine to create a more holistic view of migration in shaping family environments and opportunities from childhood through the transition to adulthood. The settings compared in each project evidence high levels of labor migration while at the same time each represents a different set of social and institutional conditions for child development and opportunities for transitions during adolescence and into adulthood. The diversity of family patterns, motivations for migration, human and social capital embedded in migrant households and the gender, religious and ethnic stratification of their origin societies may all play important roles in how children fare when migration occurs (Jordan & Graham, 2012; Sana & Massey, 2005). Yet, we know comparatively little about the dynamic role migration may play in children's lives, their hopes and expectations and their own pathways through education, family formation and, in many cases, their own migration. Too often research is confined to one 'sending' or one 'receiving' society and few studies provide sufficient measurement of the home environments and social contexts in which children are being raised. The increasing attention to migration itself has resulted in more sophisticated surveys of migrants and their social networks but few of these sources include indicators of child well-being or even the presence of children in origins and destinations (Fussell, 2004; Levitt & Jaworsky, 2007; Schoumaker & Digne, 2010; Wilson, 2009). These limitations make it difficult to identify the importance of migration or the extent to which migration can alter children's home environments, their expectations and aspirations and their own transitions to adulthood. Indeed, findings are remarkably mixed with some reporting that migration enhances children's well-being and others reporting worse outcomes among children of migrants (Creighton & Park, 2010; Hu, 2012; Jordan & Graham, 2012; Lee, 2011; Van Hook et al., 2012; Vogel & Korinek, 2012). Further, much of our understanding of children's developmental trajectories are based in countries and communities with higher levels of infrastructure and development with far less attention to contexts with fewer resources and more constraints for children's development (Bornstein et al., 2012). The goal of this program of research is to connect investigators working on distinct processes and outcomes in childhood and adolescence to compare the ways familial migration experiences influence outcomes for children and adolescents. Specifically, all three projects share the conceptual framework in which migration itself is a family process rather than simply an individual action or dichotomous

characteristic of the household. The "family migration context" conceptualizes migration as a process that unfolds simultaneously with other family processes. The interaction of the family context and migration creates a new and unique environment for children's development, educational achievement and their own transitions into adulthood.

The program is designed to meet these objectives through a synergistic environment that spans across the research projects so that the creative strengths and high quality comparable data are employed by all of the projects. The individual projects address the development and transitions experienced by children and adolescents in migrant families across three settings: Jalisco State, Mexico; Gaza Province, Mozambique; and Chitwan District, Nepal. The program is designed to assess the extent to which there are similar consequences of migration for children's development, schooling and transitions to adulthood that are shared across communities even when these settings are economically, socially and culturally distinct from one another.

8:30AM – 10:00AM: *Symposium:* **Managing Work-Life Balance: Examining the What, Why and How of Successful Strategies**
Organizer: Nathalie Houlfort, Université of du Québec à Montréal

- *The Influence of Social Support on Work-Life Balance: A Self-Determination Theory Perspective* Nathalie Houlfort — Université of du Québec à Montréal, Sarah Bourdeau — Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG), Caroline Leduc — Université du Québec à Montréal (UQAM)

  ABSTRACT: Social support stems from an individual environment (Hobfoll, 2002) and network, and provides individuals with social relationships of quality, on which they can rely for help and emotional sustenance (House et al., 1988). Such relationships may also help individuals blend various roles in a satisfying way (Frone, 2003). By reducing the pressure in one role or by acting as a protection factor (Nicklin & McNall, 2013), social support can reduce work-family conflict (Burke, 1998; Greenhaus & Beutell, 1985). From a work-family perspective, workers can receive support both from home and work, and thus contribute to greater work-family balance. Although previous research has informed us on how such support can reduce work-life conflict, the present research program investigated why such support is beneficial, or not. More specifically, we used self-determination theory (Deci & Ryan, 2000) to understand the psychological mechanisms involved in the relationships between social support and work-life balance. Self-determination theory suggests that all human beings have three basic psychological needs (autonomy, competence, and relatedness). If satisfied, individuals experience optimal functioning, growth and well-being. However, when these needs are thwarted, individuals experience ill-being, conflicts and sub-optimal functioning. A series of correlational studies carried out among white-collar workers from various organizations revealed that social support (from supervisors, colleagues and spouse) reduce work-life conflict (work interfering in personal life and vice versa) through an increase in needs satisfaction. These studies contribute in-depth understanding of psychological mechanisms involved in work-family conflict and how social support can help reduce such conflicts. Our results also suggest that not all support is beneficial; workers` psychological needs have to be satisfied.

- *The Contribution of Social Network Analysis and Work Analysis to Understanding the Work-Family Strategies of Workers with Low-Paid, Low-Job Control* Johanne Saint-Charles — University of Quebec in Montreal, Melanie Lefrancois — Université of du Québec à Montréal, Karen Messing — Universite du Quebec a Montreal

  ABSTRACT: Social network analysis encompasses theories and methods that focus on understanding the enmeshing of human relations in complex networks and the circulation

through these networks of various resources such as information, social support, influence, etc. Work analysis is an approach to ergonomics originally developed in France. It aims to identify environmental determinants of workers` activity in order to transform the work situation and increase workers` operational leeway, and thus improve their health and productivity. Combining these approaches constitutes a promising avenue to tease out how organizational contexts and workers` strategies interact and influence the work-family interface. The combination of these disciplines in a community-based research project helped build a multilevel, ecosystemic perspective, identifying importance environmental determinants and relational dynamics affecting work-family balance and wellbeing. Understanding these dynamics can suggest ways to enlarge employees` operational leeway so as to improve their coping strategies. This new approach is particularly helpful for understanding the situation of low-paid employees with little job control and unpredictable schedules. Determinants revealed by our analysis show the importance of considering individual, workgroup, and organizational dynamics but also concrete working conditions and strategies for managing the work-family interface.

- *The Influence of Relational Dynamics on Operational Leeway to Manage the Work-Life Interface in a 24/7 Transport Cleaning Department*   Melanie Lefrancois — Université of du Québec à Montréal, Karen Messing — Universite du Quebec a Montreal, Johanne Saint-Charles — University of Quebec in Montreal

ABSTRACT: An interdisciplinary and community-based study combined an ergonomics (work analysis) approach identifying determinants of operational leeway and communication analysis revealing networks of human communication. The study was carried out among unionized low-paid transportation cleaners with non-standard schedules including night shifts. Our analyses are based on direct, systematic and participant observations of the work activity and network connections, a short questionnaire on schedule preferences and semi-directed interviews with workers, managers and shop stewards. The data collected provided insights into work conditions, workers` strategies and their impact on work activity and on work-family outcomes. This study contributes in-depth understanding of workers` strategies related to work schedules in the 24/7 service industry. It also contributes to understanding the importance of resource exchange among coworkers through the relationships they have developed. A gender-differentiated approach also proved important given gender differences in work activity, interpersonal dynamics, and domestic responsibilities. Such analysis indicates critical avenues to be explored by unions and employers to improve work conditions for the work-family interface.

- *Diversity, Effectiveness and Success Factors of Work-Life Balance Interventions*   Isabelle Létourneau — Université de Sherbrooke, Danael Lambert — Sherbrooke University

ABSTRACT: Considering the magnitude and intensity of work-life conflicts experienced by employees, many practitioners and scientists are wondering what organizations and individuals can do to encourage work-life balance in a context of shared responsibility. Policies such as working time arrangements and work design spontaneously come to mind. Are there any other options? What is the effectiveness of the strategies that could be adopted? Which factors guarantee implementation success? This paper provides an overview of work-life balance interventions based on scientific literature describing and evaluating experiments conducted in the workplace. The presentation of interventions follows a model borrowed from occupational health and safety. The first part of the paper, focusing on primary prevention, details interventions aiming at neutralizing organizational factors contributing to work-life balance policies (Bambra et al., 2008; Egan et al., 2009; Perlow & Kelly, 2014), 2) action research(Bailyn, 2011; Doherty & Manfredi, 2006), 3) the training of supervisors on how to be more supportive (Kossek et Hammer, 2008; Hammer et al., 2011; Odle-Dusseau et al. 2013) and 4) mixed interventions (Kelly et al., 2014; Barbosa et al., 2014). The second part discusses interventions

associated to secondary prevention, which contain growing work-life conflict by increasing the individual`s resistance to its impact: 1) on-site workshops (Green & Skinner, 2005; Wilson et al., 2006; Millear et al. 2008; Liossis et al., 2009; Hartung & Hahlweg, 2013; Haslam et al., 2010; Martin & Sanders, 2003), 2) self-training (Beauchamp et al., 2005; Michel et al., 2014; Chrétien et al., 2012), 3) mentoring and coaching (Dutta et al., 2011; Jackevicius et al. 2014; Laschober et al. 2013; Wales, 2003) and 4) experiential learning (Friedman & Westring, 2015; Richardson et al., 2008). The third part, considering -tertiary prevention, outlines interventions implemented when work-life conflict endures and so affects individuals that their well-being and performance can be seriously jeopardized: 1) counseling (Tennant & Sperry, 2003; Evans et al., 2013) and 2) support groups (Goeke et al., 2011). The last part of the paper lists general and specific success factors for each level of prevention. This presentation is designed to suggest promising courses of action for practitioners willing to implement work-life balance interventions and to present and provide possible avenues of research and methodological advice to scientists who would like to evaluate such interventions.

8:30AM – 10:00AM: *Symposium:* Determinants of Child Health and Wellbeing

- *Parents' Joint Non-Standard Work Schedules and Children's Wellbeing in Germany - The Mediating Role of Parenting*   Till Kaiser — WZB - Social Science Research Center Berlin, Jianghong Li — WZB - Social Science Research Center Berlin, Matthias Pollmann-Schult — WZB - Social Science Research Center Berlin

  ABSTRACT: The rise of work schedules on weekends, evenings and nights, called non-standard working schedules, in developed countries has become an important issue. Current research shows that non-standard work schedules not only affect the well-being of worker, but also have a negative impact on their children`s well-being. However, there is limited research that has identified the mechanisms that underpin the negative impact of non-standard work schedule on children. This study contributes to the literature by examining if parenting behaviour mediates association between parent`s non-standard work schedules and children`s well-being in the context of Germany. Furthermore, previous studies analyzed mothers and fathers` work schedules in isolation which does not capture strategies used by parents to meet their child care needs. Therefore, the present study focuses on the joint non-standard work schedules of mothers and fathers and their potential impact on children`s social and emotional well-being. Based on two waves of panel data from the Family in Germany Study (FiD) and using multidisciplinary perspectives (sociology, psychology and child development), this study analyzed both-parent families with children aged 8-10. Using a multilevel mediation approach, the findings show that when both parents work in evenings and nights, and when mothers work evenings and nights but fathers work standard day hours, there is an increase in children`s behavior problems, such as hyperactivity, conduct problems, peer relationships problems, and emotional symptoms. This association is partly mediated by inconsistent parenting.

- *'Mother's Work, Social Capital and Child's BMI'*   Elissa Oh — Northwestern University

  OBJECTIVE To examine the relationship between maternal work, maternal social capital and child BMI in low income families. BACKGROUND While many studies have found positive associations between maternal employment and child obesity, the significance of the positive link has been stronger for or limited to the higher SES families. In contrast, there is not many US based empirical evidence for low income families and few studies that found any significance have shown mixed results. From low wage jobs to unstable work schedules, low income working mothers experience many hardsuties that cause difficulties keeping the balance between work and family. These mothers often times turned to their family, friends and neighbors to draw resources that are often described as social capital. High levels of social capital have been found

critical for low income families` survival and have been linked to better child health outcomes. This paper observes the direct effects of maternal work and social capital on child`s BMI in low income families, and whether work effects are moderated by different types and levels of social capital available to mothers. METHODS I used a sample of mothers and children in low income families enrolled in the Illinois Families Study: Child Well-Being (IFS-CWB), a 4-year longitudinal study consisted of a stratified random sample of families who were receiving welfare in Illinois during the last quarter of 1998. The outcome variable is child`s BMI (overweight as BMI ≥ 85% and obese as BMI ≥ 95%) while key independent variables included maternal work status and maternal social capital (measured separately as individual level social support and neighborhood level social capital). I constructed a child-year data set with up to four records per child, which was analyzed with random-intercept logistic regression to model child`s BMI as a function of maternal work and her access to social capital adjusting for other maternal and children characteristics that are known to influence children`s weight status. RESULTS During the 4-year study period, 30.2% of children were found to be obese and 42% as overweight. The results show that mother`s consistent employment (employed all 4 quarters compared to not employed at all during a year) was negatively associated with child`s obese status (OR= 0.65; 95% CI, 0.43-0.98) but not with overweight status. Higher level of individual social support (OR= 0.63; 95% CI, 0.44-0.89) and neighborhood satisfaction (OR= 0.63; 95% CI, 0.42-0.94) were also associated with lower likelihood of child being obese. When maternal work status and different types of maternal social capital were interacted, I found that mother`s work was associated with lower likelihood of child obesity only when mothers reported lower level of individual social support. CONCLUSIONS For low-income families participating in the study, mother`s consistent work, mother`s access to individual level social support and her satisfaction with neighborhood environment were negatively associated with children`s BMI. The findings suggest that mother`s work becomes important on children`s healthier weight among low income population particularly when mothers do not have enough social support as additional resources.

- *Parent-Child Time and Child Well-Being: The Moderating Role of Disturbance by Paid Work*   Anne Roeters — Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS), Kirsten van Houdt — Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS)

ABSTRACT: Although it is often assumed that children benefit from spending time with their parents, it is likely that the benefits are contingent upon the quality of this time. Therefore, the current study investigates the possibility that the positive effect of parent-child time on child well-being is weaker when parent-child time is fragmented and contaminated by work demands. If the parent is distracted by work demands, parent-child communication may be hindered, parents may not be able to tune into their child`s needs, and children`s self-esteem may be harmed. By investigating the interplay between the quantity and quality of parent-child time, we can learn how child well-being can be fostered and how (unintended) consequences of work-family interference can be minimized. Analyses are based on the recent "New Families in the Netherlands" data (Poortman, Van der Lippe, & Boele-Woelki, 2014). We have information on 694 fathers and 917 mothers. These fathers and mothers are partly nested in the same households. We used an estimate measure for both the quantity of parent-child time and the level of disturbance (e.g., How often are you preoccupied with work while you are on holiday?). The well-being of the focal child is measured with the Strengths and Difficulties Questionnaire (Goodman, 2006) and based on the reports of both parents. We employed structural equation modeling in MPlus, which has several advantages in the context of the study: A large proportion of the variables in the model (including the dependent variable) were latent variables and SEM enabled us to take the covariance between the independent variables into account. We estimate models on the household level and include higher order latent variables, categorical measurement models, and interactions between latent variables.

- *Child Support and Chronic Malnutrition among Young Children in Urban Colombia* Laura Cuesta — Rutgers University

ABSTRACT: Child support, defined as an economic transfer from a noncustodial parent--usually the father--to a custodial parent, reduces income poverty among custodial-mother families in a wide range of countries. Less is known about the extent to which this monetary transfer has distinct associations with child well-being, especially in less-developed countries. Child support may have a distinct relationship with child well-being by increasing incentives to spend family income on children, influencing family dynamics in beneficial ways, or simply avoiding the stigma associated with cash welfare. This study examines the role of child support in young children`s nutritional status in Colombia. I focus on child chronic malnutrition, a social problem that has harmful consequences on child development and remains particularly high in the developing world. While Colombia has seen a significant decline of child malnutrition over the last two decades, the percentage of children affected by this phenomenon remains high, especially among the most vulnerable populations. The prevalence of child malnutrition along with dramatic family changes and very little extant research on concomitant child support issues make Colombia an interesting case study for developing countries. I use data from the Colombian Longitudinal Survey of Wealth, Income, Labor and Land (ELCA) for 499 children aged 0 to 5 in custodial-mother families in urban Colombia. I use probit models with extensive controls, propensity score matching (PSM) techniques, and fixed effects models to estimate the association between child support and child chronic malnutrition. Child support is measured with an indicator variable of whether the family was living in a household that received any amount of child support during the year before the survey. This amount includes both in-kind and cash support as well as formal (with a legal order) and informal (without a legal order) support. I calculate four different measures of chronic malnutrition (any, low, moderate, and severe) using height-for-age z-scores and cut-off points that classify children in each different status as defined by the World Health Organization. Analyses using probit models and PSM techniques suggest that there is a statistically significant decline in chronic malnutrition among children who received child support, net of other factors associated with chronic malnutrition. Children who receive any child support in the year before anthropometric measures were taken are between 7 and 10 percentage points less likely to experience chronic malnutrition at the time of the survey. While this finding is sensitive to alternative specifications, this preliminary information indicates that a noncustodial father`s monetary contributions may have a distinct influence on his child. Final analyses will include fixed effects models to adjust for time-invariant unobserved factors with persistent effects. This finding could have implications for interventions designed to promote child well-being in Colombia and other Latin American countries, especially those focused on improving nutritional outcomes such as conditional cash transfer programs; efforts to integrate child support systems into the social safety net could leverage the potential positive influence that child support has on child well-being.

8:30AM – 10:00AM: *Symposium:* **Interrogating Work Practices, Hours, and Schedules: Qualitative and Multi-Method Analyses**
Organizer: Erin L. Kelly, Massachusetts Institute of Technology
The proposed symposium examines research that dives into the specific ways that work is organized in both high-status and low-wage workplaces in the United States today to better understand how long hours, overload, and/or unpredictable and unsustainable schedules are reinforced and rewarded. All four papers utilize qualitative interviews to foreground how employees and/or managers within organizations make sense of work time and work schedules. The symposium deliberately includes research from high-status professional and managerial settings and from lower-status, lower-wage, service settings and authors from multiple disciplines. One goal is to foster discussions of how management pressures, identity work, and narratives of devotion and dedication are employed in these different settings and how both specific practices and the meanings tied to them affect work hours, overload, and schedules.

- *Men, Work and Family in Changing Times: How Married Men Interpret Wives' Work Arrangements and Craft Spousal Professional Identities*   Erin Reid — Boston University

  Erin Reid (Boston University) will present a paper titled "Men, Work and Family in Changing Times: How Married Men Interpret Wives' Work Arrangements and Craft Spousal Professional Identities." This paper begins with a clear expectation of work devotion among the consultants interviewed and explains how the senior partners in the firm revered a traditional male breadwinner role, despite the fact that most of the men consultants in the firm had employed wives. Reid examines the ramifications of this mismatch between management expectations and men's lives for their construction of a professional identity, their career ambitions, and their interpretation of career obstacles.

- *Just The Nature of the Job?: Management Strategies and Employee Overload among IT Professionals*   Erin L. Kelly — Massachusetts Institute of Technology, Phyllis Moen — University of Minnesota

  Erin Kelly (MIT) and Phyllis Moen (University of Minnesota) will share research from qualitative interviews with information technology (IT) professionals and managers in a U.S. Fortune 500 firm. They also find clear expectations of work devotion as indicated by long hours and availability to work, despite most employees' and managers' stated ideals of putting family first. Kelly and Moen identify four specific management practices that encourage overload and discuss how a global labor strategy, with IT work moving off-shore within the firm, reinforces these work pressures. They also address how families and employees respond, noting that many professionals and managers proclaim that this is just the way IT work has to be today.

- *The Prospects of Shifting Manager Attention to the Stability and Predictability of Labor: A Process Evaluation*   Susan Lambert — University of Chicago, Julia R. Henly — University of Chicago, Meghan Jarpe — University of Chicago, Alexandra Boyle Stanczyk — University of Chicago

  A paper by Susan Lambert, Julia Henly, Meghan Jarpe, and Alexandra Stanczyk (all University of Chicago) use both interview data and actual staffing data from 55 retail stores to demonstrate that retail managers "tended to focus on the instability and unpredictability in labor requirements, even though the payroll data suggest that the overwhelming majority of store hours were highly stable and predictable from week to week." That focus "fueled a set of practices – last minute scheduling changes, over-hiring, and preferring workers with open availability – that translated into unstable, unpredictable, and scarce hours for store employees." One effect of the intervention that the researchers introduced was that it helped those managers see their schedule needs differently, making it seem sensible or at least feasible to set schedules in advance.

- *Supporting Employees' Work-life Needs Improves Job Performance: Longitudinal Evidence from Health Care*   Cassandra Okechukwu — Harvard University, Erin L. Kelly — Massachusetts Institute of Technology, Janine Bacic — Harvard School of Public Health, Nicole DePasquale — The Pennsylvania State University, David Hurtado — Oregon Health & Science University, Ellen Ernst Kossek — Purdue University, Grace Sembajwe — CUNY

  Cassandra Okechukwu (Harvard School of Public Health) leads the fourth paper, with co-authors from the Work, Family, and Health Network. Interviews with managers and administrators in U.S.

nursing homes reveal that managers "universally described providing work-family supports to employees as antithetical to the goal of prioritizing resident care quality." A key concern of managers was that offering more schedule flexibility would allow these low-wage employees to seek second jobs, which would compromise the quality of care for residents of that home. After establishing managers' perspectives with the interview data, the authors examine whether these concerns are borne out using survey data from employees and administrative data on resident care outcomes. Analysis of resident care outcomes reveal that family-supportive supervisors and organizational climates were associated with *improved* resident care as measured by pressure ulcers, patient injures, falls, and falls with injuries. Managers were correct that family-supportive supervision did facilitate second jobs – but this multi-method analysis demonstrates that those second jobs did not harm resident care.

8:30AM – 10:00AM: *Symposium:* **Paid Family Leave: Perspectives from New Jersey and New York**
This panel discussion brings together work and family researchers from New Jersey and New York to discuss paid family leave in these two states. The majority of the discussion will focus on the lived experiences of low-income parents, particularly mothers, from a state with paid family leave (New Jersey) with those from a state which up until recently was without a paid family leave program (New York). Along with presenting the findings of two qualitative studies with low-income parents in each state, panelists will also discuss New York's new paid leave law, the challenges of implementing paid family leave in New Jersey, and what other states seeking to introduce paid family leave programs can learn from these experiences. The discussion will touch upon the relationships between research, advocacy, and policymaking and how these relationships have played out in both states.
Organizer: Suma Setty, National Center for Children in Poverty, Columbia University
Co-Presiders: Seth Hartig, National Center for Children in Poverty, Columbia University; Suma Setty, National Center for Children in Poverty, Columbia University
Panelists:
- Nancy Rankin – Community Service Society
- Curtis Skinner – National Center for Children in Poverty, Columbia University
- Karen White – The Center for Women and Work, Rutgers University

10:00 AM-11:30 AM

Thematic Session: **Family-Friendly and Meaningful Careers**

- *In Search of Family-Friendly Careers? Gendered Strategies, Work Conditions and Work-Family Conflict among Professionals in Sweden* Anne Grönlund — Umea University, Ida Öun — Umea University

  ABSTRACT: The aim of this paper is to investigate whether women in a dual-earner context acquire family-friendly jobs as a strategy to keep work-family conflict down. Much research on labour market gender inequalities is based on the notion that women aim for family-friendly jobs. Human capital theory suggests that women -- envisaging future family responsibilities -- choose jobs requiring less time commitment and effort than men`s jobs (thereby compromising their careers). However, at a time when the dual-earner family is both a widely held ideal and a common practice, traditional assumptions about gendered work-family strategies are potentially problematic. In work-family research, flexibility is increasingly discussed as a possibility for employees -- notably mothers -- to reconcile work and family demands. However, findings are inconclusive and the link between gender, work-family strategies, work conditions and work-family conflict has not been thoroughly investigated. In this paper we look further into mechanisms by examining (a) if men and women differ in work-family strategies, i.e., if men are more career-focused and women more family-focused in their occupational and job choices; (b)

if women have more family-friendly work conditions, i.e., lower work demands and more employee control/flexibility, and whether such differences are explained by gendered work-family strategies; and (c) if women`s level of work-family conflict is suppressed through the choice of family-friendly jobs. The analysis is based on a new survey (n≈2 400) directed to high-educated men and women in five occupations (engineer, police officer, lawyer, psychologist, social worker) in Sweden, a country known for its well-entrenched policies promoting gender equality and dual-earner families. With this select sample we aim to provide a strong test to traditional assumptions and shed light on empirical puzzles in research on work-family conflict (e.g., the inconsistent findings on gender, position and policy context). Despite the select sample we find significant gender differences in work-family strategies, work conditions and work-family conflict. However, the associations are more complex than commonly assumed. In their work-family strategies, women are more family-focused but also more career-focused than men. In their jobs, women have a similar level of demands but a lower level of employee control/flexibility than men. Thus, their jobs cannot be regarded as more family-friendly. However, women avoid family-unfriendly work conditions involving overtime work and requirements for constant availability. While this enables them to keep down their work-family conflict, their level of conflict is still significantly higher than for men. Instead, the results suggest that the gender difference in conflict is explained by women`s lower control/flexibility. The findings suggest that family-friendly and family-unfriendly work conditions cannot be easily separated and point to the limitation of both individual strategies and Scandinavian dual-earner policies. Although these policies enable mothers to work, they do not even out the playfield for men and women in professional jobs. Though they aim as high as men and expect to balance work and family, women in these jobs both limit their career and wage prospects and perceive more work-family conflict.

- *The Second Shift and Other Gender Differences among Professionally Successful Parents* Arielle Kuperberg — University of North Carolina, Greensboro, Anastasia Shymanovich — University of North Carolina, Greensboro

ABSTRACT: Why are so few women, and especially mothers, at the top of their professions? Sheryl Sandberg`s Lean In (2013) argues that the solution to the gender pay gap and underrepresentation in top positions lies in individual efforts; that if women `lean in`, ask for what they deserve, and do not hold themselves back, they will succeed. Other recent publications challenge this focus on individual efforts. Joan Williams and Rachel Dempsey`s What Works for Women in the Workplace (2014) identifies patterns of bias that hold women back, including the "the maternal wall" that pushes mothers to the margins of their professions after having children. Similarly, in Do Babies Matter? Mary Ann Mason et al. (2013) point out the impact of motherhood and lack of institutional supports for parents on women`s careers in Academia, noting that tenured women are much less likely than tenured men to have children. Older literature interviewed professionally successful women, finding that these women had uninterrupted work history and fit domestic duties around work duties (White 1995), that women`s careers followed less predictable sequences than men`s (Powell & Mainiero 1992), that having a spouse and children at home decreased women`s career participation but increased men`s (Thorenau 1994), and that men`s career advancement was predicted more by workplace and education attributes, while women`s advancement was determined by factors outside the workplace and in the home. We update this literature by drawing upon 39 life history interviews with 26 professionally successful mothers and 13 professionally successful fathers conducted in Fall 2015. In this IRB approved study, interview subjects were recruited and interviewed by college students enrolled in a sociology class entitled "Work and Gender." The resulting sample was racially diverse, had a mean age of 42 and a median of 2 children, and was predominately married and drawn from the Southeast United States. Men and women who were professionally successful had distinct differences in second shift work. Men were much more likely to report

that their partner did more of the childcare and housework than they did, while women were more likely to report that they did more of the housework or childcare, or that they split this work evenly. Women had higher levels of education than men and were more likely to have moved for a partner`s job, while men only moved when they had a job opportunity. Women took more time off than men after having children, but almost all returned to work within six months, with only 2 becoming stay at home parents temporarily. Men then frequently relied on partners for childcare, with 8 of 13 (61%) reporting a stay at home spouse, versus 4 of 26 women (15%). Women were more likely to rely on paid daycare and afterschool care, and over half reported relying on grandmothers and other relatives for childcare when children were preschool age or when children were sick, shifting childcare to other female relatives to succeed at their profession.

- *Technology Entrepreneurship as Career Option for Mothers [paper sponsored by WFRN Special Interest Group on Work-Life Issues among Entrepreneurs]*   Katherina Kuschel — University of Siegen, Germany

ABSTRACT: Problem Statement An individual`s working career can no longer be planned ahead, nor that he or she will stick to it over multiple decades, due to economic downturns and the advent of new technologies. Frequent cutbacks, the expansion of "organizational anorexia", globalization, changing needs of employment skill sets due to new technologies, high stress and workload environments, and the expansion of remote freelances and overseas contractors, have all become a common characteristics of the current working spaces. Nowadays, workers can no longer analyze their career development through the same lens of the past, and entrepreneurial ventures are now seen as a viable career option for many organizational workers, and moreover, for working mothers. Motivation Researchers have found that this corporate environment can be forcing to women to "opt out". Now there are more women creating new businesses. And there are fewer women deciding to create a new high-technology venture (NHTV) or startup. Although, this entrepreneurial career path is probably a demanding -or more demanding- option than a job in the corporate world. This context raises the questions; is a tech venture a suitable career option for mother founders? Is the dedication to a startup compatible with motherhood? Are female founders planning to participate in the technology industry for a long term? How are mothers experiencing motherhood while launching or developing a startup? Approach Based in the identity framework, this project wants to explore the work role salience, and the satisfaction with work-family balance, by interviewing mother founders in the Latin American context. Expected Results Mother founders in technology, have multiple roles and identities. Their identities built upon dichotomous constructions (e.g., "good mother" and "not-dedicated mother", "female founder" and "feminist founder"). Most of them have high work role salience. Their business partners and romantic partners have usually an equality mindset. Mother founders in technology have expectations to have short maternity leave (1-3 months). They have high self-demands. They want to behave as their business partners. Therefore, they slowly engage in startup tasks after one month of having given birth to their child. The first 4 months after giving birth are more hectic. They feel that they are doing everything wrong, both at home and at work. Job resources like flexibility and autonomy to perform tasks help mothers organizing their schedule in order to meet their family demands. Mother founders in technology make a difference between a business and a startup. They recommend a business (SME) career path for other women that would like to become a mother while they warn that the startup career path is a difficult one, particularly at the product development stage. Women with high family role salience also exist, usually they have been mothers before starting a tech venture. Conclusions A dichotomous construction of mother versus worker oversimplifies the complexities of motherhood and work in the current technology industry. Implications are drawn for career counselors; workers can no longer see the constructs of career navigation and career

satisfaction through the same lens of the past. Female founders are creating a new path for women in leading management positions.

- *Negotiating a Meaningful Life: Personal Lives and Career Paths in International Aid*   Carrie Robson Oelberger — University of Minnesota

ABSTRACT: International aid is a "greedy institution" (Coser, 1974). People work 60-80 hour weeks, often in remote places, under tremendous stress, and with the pressure to address multiple, complex, entrenched problems. And yet, this is not a Marxian story of a greedy institution stealing labor from unwilling employees or crafting elaborate schema to encourage engagement. The line to become an aid worker is long and the positions are few -- aid workers are drawn by the lure of meaningful work. At the same time, the mobility and remote nature of the work provide tremendous obstacles to the initiation and maintenance of personal relationships and create difficult conditions in which to raise children. In-depth interviews and detailed career history data for 75 international aid workers enables a rich analysis of how people negotiate a meaningful life. Specifically, I examine how the need to find meaning in one`s personal life influences the need to find meaning at work. Work-life scholars have built a commendable body of research investigating the interactions between the two domains and how people navigate their obligations across those spheres. At the same time, organizational scholars have asked how the structures of sectors influences people`s career pathways within and across organizations. What remains under-developed is our understanding of how work-life tensions influence career pathways. I identify a bridge between these two literatures, analyzing the choice points when individuals navigate professional and personal considerations to influence tangible career and life decisions. I theorize these choice points, not simply as a set of obligations that need to be navigated, but rather as concrete moments of crisis in which people search for meaning and the realization of deeply held personal values. I show that at these moments of crisis aid workers engage in a process of meaning analysis and meaning prediction, in which work situations and personal relationships are differentially evaluated, resulting in four patterned responses that differ based upon prioritizing current or desired work or personal situations. Moreover, I find that these processes of meaning analysis and meaning prediction are gendered. Men are more often opportunistic with respect to personal relationships, ascertaining work to be lower risk and postponing investment into personal relationships or "leaving it to fate". Women, on the other hand, perceive more limited ability to postpone a focus on personal relationships, frequently citing their "biological clock", especially as they make career decisions through the critical career period of their thirties. This often results in passing up meaningful work overseas, not as a result of current relationship demands, but with the hope that moving to the United States might enable the desire for partnership and/or children. Together, these findings make three main contributes to the existing literature. First, I develop work-life theory on how individuals` personal lives and family situations affect their career decisions through theorizing the role of meaning-making processes. Secondly, I illustrate the gendered manner in which risk analysis unfolds within these processes. Finally, I offer new insights regarding work-family interactions for those involved in deeply meaningful work.

10:00AM – 11:30AM: *Thematic Session:* Work Redesign and Flexible Organizations

- *The Business Benefits of Being a Dream Company*   Rachel Hill — Bright Horizons, Ingrid Shelton — Bright Horizons

ABSTRACT: From childhood to middle age, we are frequently asked "what is your dream job"? However, in this new age of work, the better question may be "what is your dream company"? Organizations are full of positions that very few would consider their dream job, yet these openings must be filled. While it is impossible to fit every recruit into their dream job, it is

possible to create a dream company for them to grow with. Recent research has found that individuals do not always know what their ideal job is when starting their career or are forced to take a job to pay the bills, but in the right organizational environment, they are able to develop their passion and achieve the same vocational well-being as those who knew it all along (Chen, Ellsworth, & Schwarz, 2015). It is also possible that being in a company that supports such development will also result in benefits to the company`s bottom line. We propose that employees who report being in their "dream company" yield significant positive results for their employer and themselves, even if they are not in their "dream job". To test this proposition, Horizons Workforce Consulting conducted an online survey of more than 4,000 working adults in the U.S. Results indicated retention, productivity, engagement, and employee health are all significantly higher for employees working at a dream company compared to those just in a dream job. The characteristics of a "dream company" were also explored and include a focus on employee well-being, career development, and work-life balance. Additional analyses provide insights into the benefits and culture necessary to create a "dream company".

- *It's Not about What They Do, It's Why They Do It: Including Employee Motivations in the Study of Work-Life Practices*   Joni Delanoeije — KU Leuven, Marijke Verbruggen — KU Leuven

ABSTRACT: The current study aims to understand why employees` use of home-based telework and part-time work is not consistently linked to intended work attitudes and performance outcomes. We propose a motivation- and decision-based approach wherein the aspect of why employees make use or don`t make use of work-life practices is linked to intended outcomes. As such, it is argued that two dimensions lead to outcome variability within groups of users and within groups of non-users, namely (1) preferred working conditions (i.e., employees` preferences for use or non-use of home-based telework and their preferences for use or non-use of part-time work) and (2) perceived pressures that act upon these preferences (i.e., whether employees experience pressure from the work environment or from their home situation to make or not make use of telework and part-time work). Surveys combined with experimental vignettes are used to examine the relevance of these two dimensions. Survey data were already collected in a Belgian university in 2015 and include measures of 382 employees. Factorial survey data with experimental vignettes will be collected in the beginning of 2016. Preliminary results show that the fit between employees` preferences and actual working conditions serves as a predictor for several work attitudes, such as job satisfaction, job stress, work-life conflict, career possibilities, or career satisfaction. In addition, for some work attitudes, perceived pressures mediate or moderate these effects of fit. Concrete, pressures sometimes forestall the positive effects of a good fit. For example, turnover intentions are lower for employees whose preferences fit with their actual working conditions, but only for these employees who don`t perceive pressures from their private environment. For employees who do perceive pressures, turnover intention measures are irrespective of fit. Other observations show that negative effects of perceived pressures can be buffered by a good fit, as is the case for, for example, internal employability. So, moderating effects of fit on the relation between perceived pressures and work attitudes are also explored. The contribution of this study is twofold. First, we extend the dichotomous classification of users versus non-users used by incorporating underlying motivations for decisions. Secondly, we highlight the importance of external pressures that act upon these decisions (i.e., which might pressure employees to make other decisions). By taking preferences and pressures upon these preferences into account, the potential difference between employees` inner wants and external needs is emphasized. By taking into account this nuance, scholars might gain a more comprehensive understanding of how home-based telework and part-time work are linked to intended outcomes. Furthermore, a better understanding of these effects can help practitioners to design better work-life strategies. If outcomes depend on employees` preferences and on perceived external pressures, organizations might profit from tailor-made support programs that help employees to reach a good fit between these

preferences and actual working conditions, or to manage external pressures. Enabling employees to make choices according to their preferences, or asserting them more control over decisions, might optimize the effects of offered work-life practices.

- *Assessing the Competitive Advantage of Life-Friendly Work Practices: An Exploratory Study*   Uthpala Senarathne Tennakoon — Mount Royal University

ABSTRACT: The increased interest of modern employees to balance competing demands between work and life has driven many organizations to offer life-friendly work practices (LFWP). Sometimes known as family-friendly practices, these include flexible work hours, compressed work weeks, teleworking, job sharing, family leave programs, organizational support for dependent care, and other life-related benefits. On the one hand, resource-based view of the firm (RBV) (Barney, 1991) provides a rationale for firms to implement such practices. With LFWP, firms offer value to their employees, who in turn contribute towards organizational performance. Such practices combined with a positive work-life culture can be considered a unique internal resource that is difficult to imitate by a competing firm. Therefore, according to RBV, this can lead to a sustained competitive advantage resulting in higher levels of organizational performance (Barney, 1991). On the other hand, external pressures and institutional norms (DiMaggio & Powel, 1983) could drive firms to implement LFWP. For example, most organizations topping the lists of "Top Employers competitions" usually have an abundance of LFPW, adding pressure on others follow the best practices. With the current demographic patterns in the workplace adding pressure for employers to adopt LFWP, it is extremely useful for the organizations to have hard evidence of how such policies add value to the bottom line, and to understand the mechanisms through which such value is created. While there are many studies focusing on the employee benefits of LFWP, there is limited research on specific benefits to organizations and on the bottom line impact. Also, from an academic perspective, there is a gap in the knowledge on how different types of practices enhance organizational performance and different mechanisms through which LFWP affect the performance (e.g., moderators & mediators) (Beauregard and Henry, 2009). As the first phase of a multi-phase research program, this exploratory study had four main objectives; to examine i) the LFWP adopted by organizations, ii) mechanisms through which organizations currently assess outcomes associated with LFWP, iii) challenges in linking LFWP to outcome measures of organizations, and iv) possible mechanisms through which LFWP lead to measurable outcomes. The first phase study results are based on twenty in-depth interviews with senior human resources managers from diverse organizations in a Canadian setting. The findings of this exploratory study would be used to further develop a research program to provide empirical evidence on multiple routes by which different LFWP impact firm performance, and derive linkages between LFWP and measurable organizational outcomes. Results of this study have significant value to both scholars and practitioners. Such information would be crucial in strategic HRM decision making to identify returns on HR investments. The findings could be useful for legislatures in drafting and implementing work-life policies that could affect employees and organizations. Also, results could provide important insights to investors in recognizing the long-term value of work-life initiatives.

- *The Working-Hours-Neutral Organization: Redesigning Working Practices to Overcome the Flexibility Stigma for Part-time Professionals*   Charlotte Gascoigne — Cranfield School of Management, Clare Kelliher — Cranfield University

ABSTRACT: Many employers have embraced flexible working at a policy level, but the flexibility stigma (Williams et al., 2013) impedes take-up for part-timers. Working practices in competitive commercial environments are still designed for `ideal workers`, unencumbered with domestic responsibilities; `a job` contains within it the gendered division of labor and the assumption of a

domestic partner (Acker, 1990). Many professional part-timers find themselves either retaining their full-time-equivalent responsibilities, or doing less demanding, back office jobs (Meiksins & Whalley, 2002). Interviews with 39 part-time professionals in a global corporate and a professional service firm in the UK and the Netherlands suggest four problematic working practices -- job design, resource planning, information transfer and promotion practices. We ask how organizations might achieve `working-hours-neutral` -- such that all working practices are equally appropriate for part-timers and full-timers -- and propose policy and future research. The first element of the working-hours-neutral organization concerns job design. A modern, diverse workforce needs `predictable and uninterrupted time off` (Perlow & Porter, 2009) for non-work activities -- hard to achieve when client-responsiveness at all hours is a badge of honour, or a means of competing for promotion. Part-timers `planned out` unpredictability wherever possible, characterizing unforeseen eventualities as inefficiency or poor planning, not proof of worth, and `planned in` substitutability to avoid interruptions to time off. There are precedents in 24/7 professional environments such as emergency services: shifts, and good handover protocols (Briscoe, 2007). Specialized knowledge and personalized client relationships make this harder, but future research might analyse the costs (building overlapping knowledge and client relationships with multiple team members) against the benefits of a more continuous client service or business resilience -- as well as refreshed and engaged staff. The second element involves resource planning. The transition from 100% to 80% of `a job` created a resourcing gap whose timing is (sometimes inconveniently) determined by an event in the individual`s personal life. A working-hours-neutral organization might instead categorize working time as part of organizational budget planning, and anticipate all team members` preferred working hours each year. The timing wouldn`t always match up, but it might suit a lot of people: future research should ascertain how many. While the fixed-volume elements of a job -- training, team meetings, personal admin -- can make part-timers look like poor value, future research should also quantify this short-term cost to the business unit, relative to the long-term organization-wide benefit of talent retention. The third element concerns information transfer. A day off created a need to catch up: part-timers did this by trawling through emails. Are there more cost-effective knowledge management practices, both for part-timers and for full-timers who work on multiple projects -- and what would they cost? The final element of a working-hours-neutral approach involves promotion practices. Even when measured by pro-rated outputs, not hours, part-timers were disadvantaged by making a lesser absolute contribution, or having spent longer in role. A working-hours-neutral organization would abandon `up or out`, basing promotion decisions instead on knowledge and skills: future research should investigate the relative effectiveness of this means of determining promotion-readiness.

10:00AM – 11:30AM: *Symposium:* **Impacts of a National Paid Parental Scheme: The Australian Experience**
Organizers: William Craig Martin, University of Queensland; Belinda Hewitt, University of Melbourne
Presider: Gillian Whitehouse, University of Queensland
On 1 January, 2011, Australia's first national paid parental leave scheme commenced operations, leaving the United States as the only OECD country without such a scheme. This symposium presents major findings from an independent four year evaluation of the scheme commissioned by the Australian government. Central features of the Australian scheme include:
- Up to 18 weeks of 'Parental Leave Pay' (PLP) at a flat-rate of the national minimum wage.
- Scheme is non-contributory.
- Employer-provided paid parental leave may be received in addition to PLP
- Mostly, PLP is paid through employers.
The focus of this symposium is on the scheme's impact on:
- Mothers' leave taking and labour force participation;
- Mothers' health and well-being;
- Family life;
- Employer-provided parental leave provisions

The symposium will consist of an introduction, four papers, and comment from a distinguished discussant.

- *The Impact of Paid Parental Leave on Labour Supply and Employment Outcomes*   Barbara Broadway — University of Melbourne, Guyonne Kalb — University of Melbourne, Duncan McVicar — Queen's University - Belfast, William Craig Martin — University of Queensland

  The introduction of the Australian Paid Parental Leave scheme provides a rare opportunity to estimate the labour supply and employment impacts of publicly-funded paid leave on mothers in the first year post-partum. The almost universal coverage of the scheme coupled with detailed survey data collected specifically for this purpose means that eligibility for paid leave under the scheme can plausibly be taken as exogenous following a standard propensity score matching exercise. In line with much of the existing literature, we find a positive impact on leave taking in the first half year and on the probability of eventually returning to work in the first year. We also find a positive impact on continuing in the same job and under the same conditions. We show that disadvantaged mothers – low-income, less educated, without access to employer-funded leave – benefit most from the scheme.

- *Mothers, Babies, Time and Money: The Health Benefits of Paid Parental Leave*   Belinda Hewitt — University of Melbourne, Lyndall Strazdins — Australian National University, Maria Zadoroznyj — University of Queensland

  Australia's paid parental leave scheme had explicit policy goals of not only providing income supports to families, but also explicitly tying the receipt of this income to mothers (or fathers) taking time away from work. The scheme therefore aimed to deliver two resources to families – time and money – at a point in the life stage where both are important to health. This paper examines how the provision of these resources impacts on mothers' and babies' health. A propensity score matching approach shows the scheme had a positive effect on mothers' mental and physical health and strongly suggests a similar effect on babies' health. Effects on mothers' health were largest and most clinically significant amongst mothers in insecure employment. We explore the reasons for these patterns by attempting to disentangle the importance of increases in paid leave time (money and time combined), reductions in early return to work (money without time) and longer stints in unpaid leave (time without money). We conclude that income and time are both important health resources for improving health and social outcomes in families.

- *The Impact of Paid Leave on Gender Equity in Working Families - Lived Experience and Gender Relations*   William Craig Martin — University of Queensland, Maria Zadoroznyj — University of Queensland, Gillian Whitehouse — University of Queensland

  What impacts did the availability of paid parental leave have within families? Did the scheme entrench a traditional gender division of labour by making it easier for mothers to remain at home following a birth? Survey data indicate that the scheme had no discernible impact on the gender division of labour within households. Nevertheless, in-depth interviews show that the effects of the scheme within families were significant, particularly within vulnerable and disadvantaged families. The scheme's income guarantee reduced stress in families. By providing mothers the opportunity to take time away from work, it supported them in recovering from childbirth, reduced their tiredness, supported them in establishing and sustaining breastfeeding and delayed the entry of infants into formal childcare (which reduced infant and parental illness). But there was often contention in re-establishing the pre-birth gender division of labour within families when mothers returned to work. Two main reasons that this contention did not lead to overall change in the gender of division are

explored. First, the scheme had an important symbolic effect in signifying that infant care should be considered work, paving the way for mothers to assert their role as workers even at home. Second, the scheme provided mothers with relative financial independence during their period of leave.

- *Employer-Paid Maternity Leave After Parental Leave Legislation: Influences on Private Sector Provisions*   Mara Aileen Yerkes — Utrecht University, Marian Pam Baird — University of Sydney, Gillian Whitehouse — University of Queensland

  Australia's comparatively belated introduction of a national paid parental leave scheme has meant that employer-provided schemes have become a crucial component of the parental leave framework. While such provisions are widely available in public sector employment, entitlements in the private sector are highly uneven with considerable variation by organisational size and across industries. Drawing on data from a 2012 stratified random sample of 441 Australian businesses, this paper maps the distribution of employer-paid maternity leave in 2012, around 18 months after the introduction of the PPL scheme. We analyse the factors that impact on the incidence and duration of maternity leave in this context. We consider one of the most closely watched aspects of the scheme: whether it impacted on the incidence or characteristics of employer-provided schemes.

- **Discussants:** Janet Carol Gornick, CUNY - Graduate Center
- Representative from the Australian Government Department of Social Services

10:00AM – 11:30AM: *Symposium:* **Couples' Decision Making at the Work-Family Interface**

- *Decision-Making at the Work-Family Interface: A Couple Level Framework*   Heather Cluley — Concordia University, Tracy Doreen Hecht — Concordia University

  ABSTRACT: The purpose of our theoretical paper is to explore how dual-income couples (with dependent children) make decisions at the intersection of work and family. We introduce a typology of work-family decisions ranging from choices about daily minutiae (e.g., who is in charge daycare drop off today?) to choices about major life-changing events (e.g., should one spouse accept a promotion that requires relocating the entire family?) and we propose a framework that articulates the decision process for each type of decision. The proposed framework moves theorizing in the work-family decision-making arena forward by stepping beyond the lens of the individual, which is where much of the existing literature on career, work and family decision-making has focused (e.g. Greenhaus & Kossek, 2014; Greenhaus, Parasuraman, & Collins, 2001; Greenhaus, Peng & Allen, 2012; Greenhaus & Powell, 2003, 2012; Medved, 2004; Poelmans, Greenhaus & Stepanova, 2013; Powell & Greenhaus, 2006, 2010, 2012; but see Moen and colleagues` life course studies for an exceptions; e.g. Moen & Yu, 2000), to focus on the couple. We integrate three complementary perspectives on decision-making (bounded rationality perspective, role-based perspective and relational/interpersonal perspective) and illuminate how these perspectives simultaneously contribute to our understating of work-family decision-making at the couple level. Next, we introduce a decision typology that divides work-family decisions into four categories, including anchoring decisions (e.g., job change), immediate decisions (e.g., caregiving for a child who gets sick mid-day), pre-arranged decisions (e.g., attendance at a child`s sports game) and decisions about routines (e.g., setting work schedules), that builds on a small literature developing in this area (e.g., Poelmans et al., 2013; Powell & Greenhaus, 2006; Radcliffe & Cassell, 2013). Last, we explain a typology of couples (offered by Masterson and Hoobler, 2015) and explicate how decision processes vary for different types of decisions in different types of couples. In this section, we discuss the amount of communication required and the types of cues that are likely to be used for different types of

decisions for different types of couples and we review evidence on different decisions outcomes for each couple type. Our framework emphasizes that work-family decisions happen at the couple level. We close with a discussion of future research directions, including the need for tests of the proposed framework, as well as the possible inclusion of other types of dyads and other types of decisions. We also discuss the need for research that considers the role of emotions in decision-making (Poelmans et al., 2013). In terms of implications, we discuss links between human resource policies and work-family decisions at the couple-level of analysis, noting the importance of considering joint policy usage (e.g. Singley & Hynes, 2005). We make recommendations for creating cultures and implementing work-place policies that support work-family decision-making. We also discuss implications for career and couple counsellors who advise individuals and couples on co-managing careers and households.

- *Pulling Back The Curtain On Career Negotiation And Caregiving: How Couples Make Decisions About Work And Family* Beth Ann Livingston — Cornell University, Kristie Lynne McAlpine — Cornell University, Chelsea Vanderpool — Governors State University, Krassimira Hernandez — Cornell University

ABSTRACT: The dyadic, behind-the-scenes negotiation that occurs between partners in couples affects how couples make decisions about work and family. Using a qualitative study of 49 partners within couples, we generate a theoretical framework of how couples make work-family decisions, using the couple as the level of analysis. We were focused on the following questions: What does the process of work-family decision making, particularly interpartner negotiation look like? How affected is this process by shared gender ideology; constraints? How do negotiations affect subsequent negotiations, e.g., what is the cyclical nature of the process? Finally, what role do emotional reactions play in the process and the cycle of negotiations? The model that emerged from the data--at both a dyadic and individual level--demonstrated that the model is cyclical, such that emotions and decisions affected future negotiation and decision-making. The model is contextual, such that it is grounded in the context of prior interactions and in a specific place and time in the lives of individuals in couples. Finally, the model is nested, such that concerns from one partner are nested in a couple within a larger family unit. Negotiations occurred surrounding macro-level decisions about entering or leaving the workforce and micro-level, day-to-day decisions that affect work-family spillover, such as the division of household labor or childcare. Contextual variables provided constraints on choices such as unexpected pregnancies and layoffs, which affected how couples interacted and the decisions they made. The degree to which gendered expectations were shared within the couple also affected this process and the emotional outcomes of it, particularly surrounding guilt and resentment. The model of work-family negotiation within couples that emerged from the data is a theoretical starting point for a shift in the academic and practical field of work-family (particularly on the management side) toward a systematic consideration of the couple context and the ways in which familial processes affect work and family decisions, integrating management, psychological and sociological literatures toward a broader framework of work-family. Suggestions for future quantitative testing, further expansions or theoretical improvements, and organizational implications are discussed.

- *Competing Desires: How Young Adult Couples Negotiate Moving for Career Opportunities* Jaclyn S Wong — University of Chicago

ABSTRACT: Family migration research has repeatedly documented the outcomes of heterosexual dual-career couples` career and relocation decisions. Yet, we know less about the decision process that results in such outcomes, and how such processes may contribute to patterns of gender inequality in career trajectories. To address this gap, I conducted a three-stage, longitudinal interview project on exiting graduate and professional school students and

their heterosexual partners who are facing the decision to move for a career opportunity. Augmenting England and Kilbourne`s (1990) theory of spousal bargaining with Blair-Loy`s (2001; 2003) devotion schemas, I construct a "competing desires" framework that analyzes the work devotion, family devotion, and gender schemas that shape couple`s decision-making processes. I document three patterns of responses to a career and family decision that I posit are shaped by 1) the couple`s competing desires for work-family balance in their shared future, and 2) the couples` coordinated action. I show that when work and family come into conflict, couples` bargaining process follows one of three patterns. In one group, couples adhered to existing schemas for gender, work devotion, and family devotion. Women in this group gave up their desires for careers to allow the couple to balance work and family. However, another group of couples contested existing cultural schemas for work, family, and gender to achieve an egalitarian arrangement of work and family roles. The last group of couples exhibited a bargaining process in which men withdrew from the decision-making process, effectively leaving the work of coordinating two individuals` careers and the couple`s life as a romantic unit to women. Each bargaining process is associated with different outcomes for men and women. These results contribute to our understanding of gender inequality in work and family, by pointing to possible pathways that disadvantage women early in their careers.

- *Achieving Desired Family Size in Dual-Working Households: Work and Family Influences Among Singaporean Couples*   E. Jeffrey Hill — Brigham Young University, Adam M Galovan — University of Alberta, Richard E. Feistman — New Hampshire Department of Education, James D. Stowe — Clinical Research Specialist at Washington University

ABSTRACT: This study explores family formation--work fit (i.e., beliefs that work demands fit with desired family size) and its relation to achievement of desired family size, work--family facilitation and conflict, and marital satisfaction using a subsample (N = 690) drawn from the nationally representative Singapore National Study of Work--Life Harmony. Work socialization, role theory, and person--environment (P-E) fit perspectives provide a theoretical basis for how family fertility choices are influenced by the working environment; these perspectives have not been empirically tested regarding family fertility decisions. We use these perspectives to study of how one`s employment situation fits with one`s desired family size, a concept we define as family formation--work fit. Since children are often viewed as economic and career liabilities (Day, 2003), a couple`s sense of fit between workplace demands and family desires may influence decisions to delay or avoid childbearing. Because of its history of low fertility rates and long work hours for both spouses (Hill, 2005; Jones et al., 2008), and more recent government policies to encourage pronatalist work environments (Sun, 2009), Singapore provides an ideal context for exploring the concept of family formation--work fit and its connection to fertility outcomes. This study reifies the construct of family formation--work fit and explores its relation to achievement of desired family size. We examine 690 dual-earner individuals drawn from a nationally representative sample of Singaporean workers to test our conceptual model based on work socialization, role theory, and P-E fit perspectives. We extend scholarship on work--family interactions to include family formation decisions and further inform the literature on fertility rates in developed nations who face the prospect of depopulation. A specific focus on Singapore also answers calls to explore greater sociocultural contexts in order to expand and adjust work--family theory as needed (Perry-Jenkins & MacDermid, 2013). Our structural equation model and non-linear regression results indicate that family formation--work fit was positively related to desired family size achievement. Importantly, those with desired family size achievement had more than twice as many children as those who had not achieved their desired family size. In addition, workplace schedule flexibility, work-to-family facilitation, and marital satisfaction were associated with higher family formation--work fit, while family-to-work conflict and work-to-family conflict were associated with lower family formation--work fit. This study provides provocative findings highlighting the relation of the work--family interface to family formation

and the achievement of desired family size. Like Singapore, there are many prosperous countries in the world that struggle with ultra-low fertility rates. Our findings suggest that workplace policies that promote family formation--work fit may be an important part of the solution to increase national fertility rates. While there are no simple solutions for complicated processes, such as declining fertility rates, our model provides a useful exploration of whether the work environment supports or interferes with a family`s desired formation or expansion. Understanding antecedents to and improving family formation--work fit may lead to achievement of workers` desired family size.

10:00AM – 11:30AM: *Symposium:* **Cross-National Work-Family Research**
Organizer: Tanja van der Lippe, University of Utrecht
The importance of taking account of the country context in work-family research is clear. Large differences exist in work-family outcomes due to institutional context, culture, and economy. Nevertheless, the number of countries studied varies, which is due to research questions posed but also to the available datasets. In case of two countries often explanations are thorough, and institutional features like a country's history, government, and social economic structure are described or referred to. In case of many countries, the work-family interface is explained by both individual characteristics and the institutional context. Cross-level interactions are tested. But what to do with 8 to 10 countries?
What are the advantages and disadvantages of different approaches used to understand work-family life in a comparative perspective? The aim of this symposium is twofold. The first goal is to provide the latest insights into work-family outcomes in different countries. The second goal is to have a methodological discussion regarding international comparative research (comparing two countries versus 25 countries, in depth versus statistical significance, etc,). The papers in this symposium focus on cross-national research; they provide new results on work-family life, and pay attention to the methodological discussion.

- *National Context in Work-Family Research: Methodological Challenges*   Andreas Baierl — University of Vienna, Barbara Beham — Berlin School of Economics and Law, Sonja Drobnic — University of Bremen, BIGSSS, Patrick Präg — University of Oxford

   Work-family researchers face complex and multi-dimensional challenges when comparing employees' work-life experiences across different national contexts. The characteristics of cross-national data imply high demands for statistical analysis.
   Work-life experience is generally measured at the individual level together with potential predictors of interest (e.g. gender, presence of children, job position) while context variables are collected for employees' countries and/or organizations. The analytical approach has to address the resulting hierarchical data structure that typically consists of low numbers of observations at context level, i.e. countries, and large samples of employees. In multi-level analysis the effects of national context on relationships at individual level are usually modeled as cross-level interactions between context variables and individual predictors. Possible intra-country correlations of outcome measures are allowed for by including some kind of country main effects. However, also the effects of individual-level predictors might exhibit between-country variation that has to be taken into account. Using the European Social Survey data that include work-family measures, we compare various methodological approaches that were recently suggested, including random effects models, fixed effects modeling, and 2-step regression.

- *Availability or Use? How Does Child-Related Leave Relate to Employee Commitment?* Leonie van Breeschoten — Utrecht University - Interuniversity Center for Social Science Theory and Methodology (ICS), Tanja van der Lippe — University of Utrecht, Katia Begall, and Anne-Rigt Poortman

   There are many studies that look at the relation between the offering of work-family policies by organizations, and organizational commitment of employees, but the mechanism behind this

relation often remains unspecified. On one hand, signaling theory maintains that it is the availability of policies that matters, while self-interest theory holds that employee commitment primarily increases when they use a certain policy. In this paper we use multilevel organization-data (Sustainable Workforce; van der Lippe et al., 2016) to test the relation between availability and use of family leave (maternity, paternity, and parental leave) and employee commitment. Furthermore, we explore whether this effect varies between men and women and over nine countries (Bulgaria, Finland, Germany, Hungary, Netherlands, Portugal, Spain, Sweden, and the UK).

- *Worker Preferences for Work and Family Time: Women and Men in Cross-National Perspective*   Tsui-o Tai — National Taipei University, Judith Treas — University of California, Irvine

  Time competition between work and family domains is an important theme in contemporary research. Prior research for the U.S. reports important differences between men and women workers. First, women workers perceive spending more time on work as incompatible with spending more time on family; their male counterparts, however, do not see preferences for time in work and time with family as involving trade-offs. Second, women's preferences for work time are predicted by their family characteristics while men's preferences are predicted by their job characteristics and career stage. Actual work hours did not predict time-in-work preferences for men nor women. This paper draws on 2005 data for 33 countries from the International Social Survey Program (ISSP) Work Orientations Module. Using multi-level models, this study begins by asking whether the gender differences reported for the U.S. hold for other, advanced countries. This substantive analysis then motivates a methodological inquiry that asks to what extent work-family findings based on multi-level analyses are sensitive to the choice of countries that are studied.

- *Is Gender Display Appreciated? Housewives, Employment and Appreciation in Cross-National Perspective*   Leah Ruppanner — University of Melbourne

  The gender display perspective identifies housework and childcare as a central way for women to "do gender" within heterosexual couples. Yet, the extent to which women feel appreciated for this display is yet to be quantitatively investigated. This omission is conspicuous given that theoretical explanations tie appreciation as central to marital satisfaction. This paper explores gender differences in feeling appreciated across employment statuses. Applying a large European sample from the European Social Survey (2012), I investigate how employment status, notably full-time and reporting being a housewife or househusband, is associated with reports of feeling appreciated. Further, I nest these individuals within macro-level measures of gender empowerment and culture to determine the extent to which individual reports of appreciation are structured by broader gender and family cultures.

10:00AM – 11:30AM: *Symposium:* **Workplace Influences on Health and Sleep**

- *Challenge-Hindrance Stressors and Sleep among Aging Workers*   Kimberly French — University of South Florida, Tyler Henderson — University of South Florida, Tammy Allen — University of South Florida

  ABSTRACT: Sleep is a crucial health behavior. Poor sleep is linked to health outcomes such as diabetes (Cappuccio et al., 2010), cardiovascular disease (Cappuccio et al., 2011), and psychological distress (Strine & Chapman, 2005). Sleep-related health outcomes are particularly concerning for the aging workforce, as older individuals are likely to develop sleep disorders (e.g., Prinz et al., 1990). Given the rising cost of healthcare for employers and the aging workforce,

work-related health problems such as sleep are of primary interest for organizational scholars and employers. Organizational scholars have begun to examine work stressors as predictors of sleep outcomes (e.g., Utsugi et al., 2005). Recently, research distinguishing challenge and hindrance stressors has refined our understanding of these stressors. Challenge stressors are developmental in nature and therefore have weaker negative relationships, and sometimes salutary relationships, with health outcomes relative to hindrance stressors (e.g., Cavanaugh et al., 2000). However, health outcomes studied within this literature are primarily self-report measures of psychological wellbeing. The current study examines the relationship between challenge and hindrance stressors and sleep variables among aging workers. We propose challenge stressors positively relate to sleep quantity and quality, whereas hindrance stressors negatively relate to sleep quantity and quality. To test conclusion robustness, we examine both objective and subjective sleep quantity and quality. Further, we examine both short-term (1-62 months) and long-term (7-14 years) lagged relationships between stressors and sleep variables assessed at Time 3. Participants working at least 20 hours per week with relevant data from the National Survey of Midlife Development in the United States were used to test study hypotheses (N = 63; Ryff et al., 2012). Challenge and hindrance stressors were reported by participants in the first (Time 1, 1995-1996) and second (Time 2, 2004-2006) waive surveys. Challenge and hindrance items were piloted and analyzed using exploratory factor analysis to confirm construct validity. Sleep quality and quantity was assessed for an elective biomarker study 1 to 62 weeks after the Time 2 survey (Time 3). Objective sleep quantity and quality were measured using actigraphy data averaged over seven days. Subjective sleep quantity and quality were measured using participant diary reports averaged across the same seven days. Hypotheses were tested using correlation and multivariate regression. As expected, challenge stressors at Time 2 positively related to both objective ($r = .29$, $p = .023$) and subjective ($r = .33$, $p = .008$) sleep quality. Contrary to expectations, hindrance stressors at Time 2 positively related to objective sleep quality ($r = .248$, $p = .049$) and demonstrated no relationship with subjective sleep quality ($r = .04$, $p > .05$). Correlation and multivariate regression analysis showed no relationship between Time 1 challenge and hindrance stressors sleep outcomes. Overall, challenge stressors predicted sleep outcomes (Wilks` Lambda = .703, $p = .001$). Time 2 challenge and hindrance stressors incremented over Time 1 in predicting objective sleep quality ($\Delta R2 = .17$, $p = .005$), and challenge stressors at Time 2 incremented over challenge and hindrance at Time 1 for subjective sleep quality ($\Delta R2 = .19$, $p = .002$).

- *Daily Analysis of Work Travel & Sleep*   Andrea Swenson — Virginia Tech, Shelby Borowski — Virginia Tech, Jill Naar — Virginia Tech, Anisa Mary Zvonkovic — Virginia Tech

ABSTRACT: Literature related to work and sleep demonstrates that sleep can be compromised by high work and family demands, such as work overload and role conflict (Barnes, Wagner, & Ghumman, 2012; Knudsen, Ducharme, & Roman, 2007). Mothers` sleep is known to be of worse quality than fathers` (Maume, Sebasti, & Bardo, 2010). Diamond and her colleagues (2008) sampled couples who spent time away from each other, often due to work, found that the traveler reported greater sleeping problems while away from home. Sleep is associated with chronic disease risk, poor personal relationships, and work experiences (Akerstedt, Kecklund, Gillberg, 2007; Buxton & Marcelli, 2010; Doi, 2005), therefore it merits careful consideration among those who must travel away from home for work. We hypothesized with-in person variation in sleep based on daily perceived work experiences and travel status (whether they were at home or on a trip). We anticipated that women travelers would have worse sleep than men travelers. Data were gathered via daily diaries to ascertain with-in person variation from 100 families in which a partner identified as a frequent traveler (average number of nights per year away from home on a work trip for travelers was 77). Assessment of sleep included duration (self-reported length of sleep) and poor quality sleep (mean of four self-reported items assessing overall quality, difficulty waking, feeling refreshed, and confident about being able to sleep that

night; α = .78). Workday experience included time at work, intensity, support, productivity, and skill used during the workday; all were scored with higher values indicating higher workday demand. Days of reporting were analyzed sequentially. Multilevel linear models in STATA XTMIXED (Rabe-Hesketh & Skrondal, 2008) were used. Average length of sleep was 6.97 hours (SD = 1.39 hours). Duration of sleep per night was significantly different by travel status (t = 5. 59, p < .001; at home nights averaging 44 minutes more of sleep per night than when on a trip), but not gender. Duration was predicted by travel status (β= -0.34, p < .001; being on a trip was associated with shorter duration), number of hours worked (β= -0.09, p < .05; working more hours a day was associated with shorter duration), and day reported (β= 0.01, p < .05; duration increased throughout data collection). Poor quality of sleep was predicted by travel status (β= 0.10, p < .05; being on a trip was associated with worse quality sleep), work intensity (β= 0.08, p < .05; more intensity at work was associated with worse quality sleep), gender (β= 0.35, p < .01; women reported worse quality sleep than men), and day reported (β= -0.01, p < .05; sleep was rated as better throughout data collection). Results clearly indicate being away from home is associated with sleep experiences. Potentially stressful workday demands including hours worked and the intensity of the workday influenced sleep experiences of travelers. Gender differences were found for quality as expected. Follow-up analyses will examine potential explanations.

- *Differential Effects of Schedule Flexibility on Risk of Pain for Office and Manufacture Workers*   David Hurtado — Oregon Health & Science University, Eileen McNeely — Harvard University - School of Public Health

ABSTRACT: Although flexible scheduling is considered a fundamental strategy to support workers` health and well-being, less is known for whom flexible schedules might have health benefits. In this presentation, we will present preliminary findings of a study that examined the associations of schedule flexibility (ability to choose start and end times) on risk of pain, an outcome related to work-related disability among office and manufacture workers of an American construction company. Within each subsample an online survey (n=1947) was applied to a random sample of employees. Stratified analyses were conducted for supervisors and hourly workers as prior studies have shown that schedule flexibility might be differentially distributed for these workers. Schedule flexibility was measured with a single-item question asking participants whether they were allowed to change start and end work-times (from never [1] to often [4]). Pain was ascertained asking participants to declare how many days during the last month, everyday activities were affected by pain. General linear models with Poisson distribution were fitted to examine the associations of schedule flexibility with the risk of having an additional day of pain. The majority of the sample were middle-aged Non-Hispanic white men. Schedule flexibility was much higher for office workers as compared with manufacture workers (3.4 vs. 2.3). Supervisors (about a third of the sample) had more scheduling flexibility than supervisee staff (3.5 vs. 3.3 in the office setting, and 2.9 vs. 2.1 in manufacture). Whereas only 10 percent of office employees were hourly workers, in the manufacturing setting 60 percent were paid by the hour. Hourly workers reported lower schedule flexibility than salaried workers (3.5 vs. 2.3 in office; 3.1 vs. 1.8 in manufacture). Both office and manufacture workers reported that pain affected their activities 4 days in average during the last month. For office workers, one-standard deviation increase in schedule flexibility reduced the risk of an additional day affected by pain for supervisors (RR 0.61, 95% 0.52, 0.71) or salaried workers (RR: 0.81, 95% 075, 0.87). Among manufacture workers, higher schedule flexibility was only associated with lower risk of pain for non-supervisors (RR: 0.93, 95%CI 0.86. 0.99) or for hourly workers (RR: 0.92, 95 % CI 0.86. 0.99). In conclusion, these preliminary results suggest that schedule flexibility might have different pain implications for supervisors and/or hourly workers. If schedule flexibility might be a health promoting factor, then this strategy would have to be adjusted for specific

working environments and subgroups. Further research is needed regarding the pathways and mechanisms that explain why schedule flexibility might reduce pain.

- *Family Demands, Work Demands, and Work Injuries: A Longitudinal Study*   Amit Kramer — University of Illinois, Urbana-Champaign, Seong Hee Cho — University of Illinois, Urbana-Champaign

ABSTRACT: Workplace injuries are a topic of great interest to many stakeholders, including individuals, families, organizations, and policymakers. According to a report from the Bureau of Labor Statistics (2014), more than 3 million nonfatal workplace injuries and illnesses were reported by private industry employers in 2013. These injuries amount to 3.3 cases per 100 equivalent full-time workers and the cost of workplace injuries to the U.S. economy is estimated at $200-550 billion annually. Studies of workplace injuries tend to focus on occupational safety and climate factors, as well as factors at the organizational level such as high-performance work systems and characteristics of the job itself such as risks and hazards, autonomy, and physical demands. Finally, most studies on workplace injuries are cross-sectional, making it impossible to draw strong causal inferences. In this study we apply the job demands-job resource model (JD-R) to understand the role of family, work, and individual demands and resources on the probability of workplace injuries occurrence. We specifically focus on demands individuals face at family (e.g., number of children, age of youngest child, and spouse work hours) and work (e.g., work hours and shift work). We also examine the effect of resources on the probability of workplace injuries. Resources include those that originate from both the family and work domains as well as an intra-individual resource (core self-evaluations). This broadened focus on demands and resources individuals have at family and work has the potential to extend our understanding of workplace injuries. It would allow organizations to offer more comprehensive policies that would address family demands the individuals face that lead to workplace injuries as well as facilitate better a utilization of family and work resources that reduce the probability of suffering from a workplace injury. Additional contribution of this study lies in its ability to observe both between- and within-subject factors that relate to workplace injuries. Specifically, we use 9-waves of data from the National Longitudinal Survey of Youth (NLSY79) over a 13-year period (1988-2000) of individual who were 23-31 years old in 1988. These data allows us to overcome the limitations of many previous studies on workplace injuries by observing the family and work demands individuals face and the resources they possess before the occurrence of a workplace injury. In turn, this allows us to draw stronger causal conclusions. We find that both work and family demands are predictive of workplace injuries. For example, we find a significant within-person effect of work hours: when individual increase the number of hours they work from t to t+1 they also increase their probability of getting injured. Interestingly, having a child born, decreases the probability of getting injured for both fathers and mothers. Finally, we find that spouse work hours have a positive within-person effect and a negative between-person effect on the probability of suffering a workplace injury. We discuss the implications of our findings to families, organizations, and policymakers.

10:00AM – 11:30AM: *Symposium:* **Flexible Work Arrangements and Flexibility Bias**

- *"Like Second-Hand Smoke": The Toxic Effect of Workplace Flexibility Bias for Workers' Health*   Erin A. Cech — Rice University, Lindsey Trimble O'Connor — California State University, Channel Islands

ABSTRACT: Researchers have devoted considerable attention to "flexibility bias"--the negative judgments of workers who take leave or use flexible work arrangements (e.g., voluntary part-time, telework) to attend to personal or family responsibilities--as a way to understand the mismatch between workplace demands and workers` needs. Existing scholarship has

demonstrated the ways this bias leads to pay and promotion penalties for workers who use these arrangements (Williams, Blair-Loy, and Berdahl 2013). More recently, scholars have identified workplace flexibility bias--workers` belief that people in their organization will suffer career consequences for making schedule adjustments or taking leave for family or personal reasons-- and have shown that all workers--not just those who take leave or make schedule adjustments for family or personal reasons--experience negative work experience outcomes when they perceive workplace flexibility bias "in the air" of their organizations (Cech and Blair-Loy 2013; O`Connor and Cech 2015). However, the full reach of the potentially toxic effects of workplace flexibility bias have not yet been examined. We advance research on workplace flexibility bias by examining its health consequences, specifically its effect on health-related behaviors (i.e., exercise frequency, and alcohol and tobacco use) and health-related outcomes (i.e., self-reported health, mental health, and sleep quality). We theorize four possible mechanisms by which workplace flexibility bias gets "under workers` skin" to affect their health--1) by reducing workers` sense of schedule control, 2) by increasing their sense of feeling overwhelmed, 3) increasing work-life conflict, and 4) increasing stress. Using data from the 2008 National Study of the Changing Workforce, we estimate mediation models to test the direct effects of workplace flexibility bias on health-related behaviors and outcomes and the indirect effects of workplace flexibility bias on health-related behaviors and outcomes via these four mechanisms. We find that workplace flexibility bias results in worse quality sleep and less exercise because it increases workers` stress levels, feelings of overwhelm, and work-life conflict. We find that workers drink alcohol more frequently when they perceive workplace flexibility bias because it increases their stress levels and feelings of overwhelm, and use more tobacco, in part, because it increases their stress levels. Finally, we find that stress and work-family conflict explain the effect of workplace flexibility bias on self-reported health, and that all four proposed mechanisms partially explain the effect of workplace flexibility bias on mental health. Consistent with recent studies which show workplace flexibility bias affects all workers` experiences (Cech and Blair-Loy 2013; O`Connor and Cech 2015), the effects of workplace flexibility bias on health outcomes remain net of respondents` caregiving responsibilities, flexible work arrangement use, personal experiences with family responsibilities discrimination, and a host of individual and workplace-level controls. This research illustrates an important new dynamic at the work-family-health nexus. In short, we find that all workers` health suffers when they perceive workplace flexibility bias in their organizations. Much like someone does not have to physically smoke a cigarette to be harmed by toxic cigarette fumes in the air, all workers are harmed when workplace flexibility bias permeates their work culture.

- *Work-Family Conflict of Fathers and Mothers in Different Workplace Contexts in Germany: Do Part-Time Working Mothers Solve the Problem?* Stephanie Pausch — Bielefeld University, Mareike Reimann — Bielefeld University, Martin Diewald — Bielefeld University

ABSTRACT: Reconciling responsibilities from work and family life has become a main challenge for employees today. Especially mothers and fathers struggle with meeting requirements from both life spheres. If parents are highly engaged in the work domain this can cause conflicts of meeting responsibilities in the family domain, leading to a work-family conflict. To deal with competing responsibilities at work and at home, one prevailing strategy of mothers in Germany is to reduce their working hours to part-time work. However, even though today also fathers increasingly want to be involved in family and caring tasks, reducing working hours is often not an option for them as still the ideal of a male breadwinner is prevailing, in Germany even more than in most other countries. Therefore, gender roles as well as working hours are likely to have an influence on whether fathers and mothers experience workplace conditions as demanding, and whether this leads to work-family conflict. In our paper we disentangle whether demanding or supportive workplace conditions have the same relevance for explaining work-family conflict of part-time or full-time working mothers, and full-time fathers. Next to workplace demands and

resources and the organizational culture also expectations in line with the psychological contract are considered. Due to prevailing gender norms and different responsibilities at home it is hypothesized that women and especially full-time working mothers are affected more strongly by demanding workplace conditions than part-time mothers or fathers. To answer the research question we make use of a linked employer--employee panel study (LEEP-B3) representative of large work organizations in Germany. The dataset is composed of an employer survey with 100 work organizations from various segments of the economy, an employee survey with 6,454 employees from these organizations, and an additional partner survey. The data contains 2,508 parents with children not older than 16 years; our analysis sample (reduced by missing values) includes 1,974 cases. To consider the hierarchical structure of the data we use a multilevel regression model giving the possibility to analyze the variance between employees as well as within organizations. Overall, the results do not indicate that a reduction of working hours does protect mothers against negative effects of demanding workplace conditions. Moreover, full-time working mothers seem to be even less affected by workplace demands than fathers. As full-time working mothers might have already arranged their family life around working life they are likely be more prepared for demanding workplace conditions than part-time working mothers. For fathers the simultaneity of the still prevalent male breadwinner ideal and being a caring father implies a higher risk for workplace conditions going along with conflicts between role requirements of both life spheres. These findings call attention to the importance of organizational support that is orientated towards the specific needs of fathers and mothers rather than general support measures.

- *The Privilege of Flexibility: The Invisibility of Family Life*   Andrea L. Robles — Corporation for National and Community Service

ABSTRACT: One concept that has become popular for work and family scholars to study and for employers to initiate is `workplace flexibility`. For the media, and in the public imagination, the concept of workplace flexibility has become synonymous with family-friendly or work-life policies and is often considered essential in the contemporary workplace (Halpern 2004). However, flexibility is actually a congeries of concepts, and flexibility is sometimes advantageous to employees (or just a group of employees), sometimes advantageous to employers, and sometimes advantageous to both. Hill and colleagues explained that workplace flexibility "is a poorly understood and ambiguously defined concept, despite its widespread use in both academic and applied literatures" (Hill, Grzywacz, et al. 2008:150). This paper examines the flexibility needs and workplace flexibility for mothers from varying socio-economic, racial, ethnic, and educational backgrounds, who are living in a variety of family arrangements. Using in-depth interview data from the Women, Work, and Family in Milwaukee (WWFM) study, I examine how mothers of different demographic backgrounds and occupations integrate work and family, and address the following questions: What are the flexibility needs of mothers and how do their needs vary by individual, family or community characteristics? What workplace characteristics do mothers view as essential for a job to be good for working mothers? In analyzing the varied responses of the women I interviewed through the lens of these questions, I construct a typology of jobs based upon their stability and flexibility and show how women evaluate specific jobs in relation to this typology. Although many mothers considered they had jobs they were both stable and flexible, the extent of workplace flexibility these mothers experience varied. Women accessed and utilized different workplace flexibility mechanisms (i.e., formal policies and informal practices) and had different aspects of autonomy (i.e., work-time and work-space control) which influenced the extent of their worker-controlled flexibility. The more privileged women had extensive work-time and work-space control and could access both formal polies and informal practices more seamlessly to attend to work and life demands. Less privileged women, had the least amount of work-time control and could access formal polices but needed advanced planning and permission from supervisors, thus, they could not readily attend to the

shifting circumstances between work and family. Supervisors played an important role in facilitating or hindering women`s access and utilization to both formal and informal workplace flexibility arrangements. In addition, I describe how the more privileged women, who had professional positions and demanding job, had the highest degree of worker-controlled flexibility but also the greatest pressure to behave like an ideal worker. I argue that because these more privileged employees had high degrees of worker-controlled flexibility, and could attend to work and family demands more readily, it gave them the ability to hide their family and life demands, and meet the standard of appearing like an ideal worker.

10:00AM – 11:30AM: *Symposium:* **Work-Family Supports for Parents with Young Children: Implications for Children and Families**
Organizer: Alejandra Ros Pilarz, University of Wisconsin, Madison
Presider: Julia R. Henly, University of Chicago
Discussant: Pamela Joshi, Brandeis University
With rising rates of maternal labor force participation and an increasingly work-based safety net, managing work and caregiving needs is a key challenge for employed parents with young children. Well-designed public- and employer-policies could promote child and family wellbeing by helping parents of young children maintain economic security while also supporting quality parenting. This symposium examines the implications of two such work-family supports—paid family leave (PFL) and workplace flexibility—for the wellbeing of children and families. PFL programs have the potential to improve working families' economic wellbeing in the critical period around a birth by providing wage replacement during time off, and then by facilitating the return to work. Upon parents' return to work, workplace flexibility is crucial for helping parents to manage work and family responsibilities and has been shown to improve work-family conflict and workers' wellbeing (Costa et al., 2006; Jang, 2009; Henly & Lambert, 2014). Despite the promise of these work-family supports, less is known about the potential benefits of PFL programs for household-level economic wellbeing and for less-advantaged workers, or of the implications of workplace flexibility for parents' relationships with their partners and children and for children's wellbeing. By examining how work-family policies and workplace practices may or may not benefit working families, this symposium aims to further knowledge on how to improve supports for working parents with young children. Additionally, the four papers consider implications for socio-economically disadvantaged families (i.e., single mothers, low-income families) in particular, as these families have received less research attention in this area yet face distinct work-family challenges.

The first two papers focus on PFL and use national survey data from the U.S. and the U.K. and quasi-experimental designs. Alexandra Stanczyk uses American Community Survey data and a triple differences design to estimate the effects of California's broadly-available PFL program (implemented in 2004) on poverty status and total household income. Results show that PFL has small negative but statistically insignificant effects on the economic wellbeing of households with infants (<1-year-olds). However, access to PFL leads to statistically significant reductions in poverty and increases in household income when children are slightly older (1-2 years old), consistent with the expectation that PFL will boost economic wellbeing through supporting mothers' employment in the longer-run. These effects are concentrated among single-mother and less-educated households, suggesting that more socio-economically disadvantaged families are most likely to benefit. Elia De la Cruz Toledo and her colleagues use data from the U.K.'s General Household Survey and difference-in-difference methods to examine changes in wages and employment status of new mothers ("takers") and of women of childbearing age ("potential takers") as a result of changes in maternal leave legislation in 1994 that increased the amount and accessibility of PFL for pregnant women and new mothers. Results show no evidence that wages decreased in the short term as a result of the policy change. However, results do show positive effects on the employment outcomes of both new mothers and women of childbearing age, suggesting a possible causal relationship between more generous maternity leave policies (i.e. increased access and benefits) and higher rates of female employment. The authors also consider whether this policy most likely benefited the most economically disadvantaged mothers in the U.K.

The second two papers address how workplace flexibility relates to parental and child wellbeing. Using longitudinal data from a birth cohort study of children born in the U.S. (the Early Childhood Longitudinal Study-Birth Cohort), Jaeseung Kim examines how three aspects of workplace flexibility—flexible schedules, working from home, and part-time employment—are related to couples' relationship quality and the frequency of parent-child interactions across gender and household structure. Preliminary results suggest that these three types of workplace flexibility are related to higher levels of couples' relationship quality and more frequent parent-child interactions, controlling for demographic and parental employment characteristics. The results also suggest that, in general, mothers' workplace flexibility is more strongly related to these outcomes than fathers' flexibility. Subsequent analyses will examine sub-group differences by family income and social support. In the fourth paper, Alejandra Ros Pilarz examines how mothers' perceived workplace inflexibility relates to behavior problems when children are five years old, using a sample of children born to predominantly non-married and low-income families from the Fragile Families and Child Wellbeing Study. Results from multivariate regression models suggest that children whose mothers experienced high levels of workplace inflexibility demonstrated higher levels of externalizing and internalizing behavior problems compared to children whose mothers experienced low levels of inflexibility or were not employed, controlling for a large set of child, family, and other maternal employment characteristics. Relationships between workplace inflexibility and externalizing behavior problems appear stronger among low-income families and single mothers.

Together, these four papers further knowledge on how PFL and workplace flexibility may influence child and family wellbeing. The studies consider a diverse set of child and family outcomes—including maternal employment, household economic wellbeing, parents' relationship quality, parent-child relationships, and child behavior—and show positive benefits of PFL and workplace flexibility in these areas, particularly among socio-economically disadvantaged families. Findings provide support for increasing access to PFL and flexibility in the workplace. Policy implications will be discussed in light of proposed federal legislation in the U.S. for PFL (the Family and Medical Insurance Leave Act) and for increasing workers' schedule control and flexibility (the Schedules that Work Act).

- *Paid Family Leave and Household Economic Wellbeing following a Birth: Evidence from California*   Alexandra Boyle Stanczyk — University of Chicago
- *The Effect of Expanding Access to Maternity Leave on Women's Employment and Wages: Evidence from the U.K.*   Elia De la Cruz Toledo — Columbia University, Anita Gundanna — Columbia University, Ipshita Pal — Columbia University
- *Workplace Flexibility, Family Relationships, and Family Resources for Single- and Two-Parent Households*   Jaeseung Kim — University of Chicago
- *Mothers' Work Inflexibility and Children's Behavior Problems*   Alejandra Ros Pilarz — University of Wisconsin, Madison

10:00AM – 11:30AM: *Symposium:* **Perspectives on Work-Nonwork Interference and Enrichment**

- *Work-Family Enrichment or Conflict? An Examination of the Impact of Role Accumulation in Student Mothers*   Clare Lyonette — University of Warwick, UK, Gaby Atfield — University of Warwick, Heike Behle — University of Warwick, Lynn Gambin — University of Warwick

  ABSTRACT: More recent theories in the work and family field have argued for the positive impacts and outcomes of role accumulation (Voydanoff, 2001, Greenhaus and Powell, 2006). For example, those who participate in and derive satisfaction from their accumulated roles experience greater well-being than those with fewer roles or with greater role dissatisfaction (e.g., see Greenhaus and Powell, 2006). These theories are in contrast to the more popular view of conflict arising from the accumulation of roles. Drawing on theories of both enrichment and conflict, we use mixed-methods research to track more than 2000 student mothers aged 21 or

over who began Higher Education (HE) in 2005/6, using a comprehensive source of longitudinal data from the UK and 24 additional follow-up interviews with a sample of mothers from the same cohort. We focus in greater depth here on those cases where student mothers reported on their experiences of accumulating more roles (rather than reducing roles to accommodate studying). For example, many student mothers continued to work while taking on the student role, primarily because of financial need. Results show that family support and social networks were crucial during the HE experience. Partners often facilitated the inflexibility of HE timetabling by implementing greater flexibility in their own work to provide support with childcare. For those who survived the HE experience, many mothers compromised when entering the labour market by putting their careers on hold or going back to their old jobs. Many felt that they needed to take some time out or devote some more time to children and partners. Mothers were more likely than other female students to choose a job because it was local and because it was compatible with a partner`s career, mirroring their initial decisions regarding HE and also representing a level of `pay-back` for partners` support. Mothers were more likely than other female graduates to be working part-time, doing voluntary work or were not in employment (and not looking for work). Those working part-time tended to be in lower-level jobs than they had originally intended and which could be done without a degree. Nevertheless, even if they did go back to the job they had before, or were working in a lower-level job, mothers often expressed a greater appreciation of that job, their aspirations for the future or for other things they might do. Many of those coping with multiple roles throughout HE valued the experience and their success in having completed a degree, irrespective of typical `graduate employment` outcomes. Positive outcomes included self-fulfilment, greater self-confidence, gaining a broader outlook on the world and a general appreciation of the skills gained. Many talked about acting as good role models and being able to discuss HE with their children as they started to consider their options. These more positive outcomes suggest a need for a broader categorisation of HE outcomes.

- *Is Creating Work-Home Balance a Shared Responsibility? A Longitudinal Investigation into the Effects of Work Conditions and Personal Strategies*   Sara De Hauw — Vlerick Business School - Leuven Gent Business School, Ans De Vos — Antwerp Management School, Jeffrey H. Greenhaus — Drexel University, Luc Sels — katholieke Universiteit Leuven, Dirk Buyens — Vlerick Business School - Leuven Gent Business School, Josje Dikkers — Hogeschool Utrecht

ABSTRACT: Today, new work and family structures, such as telecommuting and dual-career households, increasingly blur the boundaries between work and home (Marks, 2006; Wharton, 2006), making it a major challenge for employees to balance both domains (McMillan et al., 2011). A challenge that impacts both the organization`s (e.g., organizational commitment) and the employee`s (e.g., stress and depression) well-being (Carlson et al., 2009; Odle-Dusseau et al., 2012), and is therefore worth pursuing by both parties. Surprisingly, however, little research has investigated which organizational and individual predictors shape work-home balance. This can largely be explained by the fact that the majority of work-home research focused on examining work-home conflict and enrichment, assuming that balance is obtained in the absence of conflict and/or presence of enrichment (Frone, 2003). Recently, several work-home scholars have contradicted this assumption, indicating that work-home balance is a more global evaluation that is distinct from conflict and enrichment (Carlson et al., 2009) and that has a unique nomological network (Grawitch et al., 2013; Valcour, 2007). The past few years, more efforts have been directed towards the investigation of this overall balance construct (e.g., Allen & Kiburz, 2012), though insights into its contextual and individual predictors is still limited. First, though a few studies have investigated the impact of the work context on work-home balance (Beham & Drobnic, 2010), these studies often did so in a piecemeal manner. To create a broader insight, we examined how a comprehensive set of work demands and resources influence work-home balance. Next to that, we recognize that employees do not simply resign to the whims of their work and home context, but take action in order to shape their work-home balance (Morganson,

et al 2013). Therefore, we also examine how individual coping strategies, such as positive thinking, influence work-home balance. To our knowledge, no studies have yet tapped into the effect of these personal coping strategies on work-home balance, nor did they investigate how these might interact with contextual predictors in shaping balance. To answer these questions, longitudinal data have been collected amongst a sample of 353 employees from 2 Belgian organizations. These employees filled out an online survey three times. Preliminary analyses have been conducted after the second data wave and have been reported in the doctoral dissertation of De Hauw (2014). Recently, we collected a third data wave, so that a full autoregressive SEM can be analysed and more robust conclusions can be presented at the conference. Findings from the preliminary analyses showed that only emotional work demands have a direct negative impact on work-home balance, while workload and cognitive work demands do not have a direct negative effect. In terms of work support, only organizational and colleague support have a direct positive impact on work-home balance. The impact of supervisor support may however not be underestimated as it played a significant role in promoting positive thinking and taking action. Together with using humour, these two personal coping strategies were found to increase work-home balance.

- *A New Perspective on Work-Nonwork Interference: The Role of Addictive Behaviors*   Rachel Williamson — University of Georgia, Lillian T. Eby — University of Georgia, Melissa Mitchell — University of Georgia

  ABSTRACT: Empirical research on the association between potentially addictive behavior and the work-family interface has received scant attention in the I-O and management literatures. This is surprising given the potentially devastating relational, employment, and financial consequences of addictive behaviors such as frequent gambling (Downs, 2010; McComb et al., 2009). Recent qualitative work (Eby et al., in press) documented that individuals who engaged in gambling at least once a week often experienced negative spillover of gambling into both work and nonwork domains. This manifested in relational difficulties with significant others, friends, and work colleagues, role performance problems at work and in school, and decrements in well-being. Frequent gamblers also discussed disengagement from important life roles such as family, work, and school. Building on this recent qualitative work, the current study quantitatively examines associations between gambling interference with work and gambling interference with nonwork, and performance in both domains. We also examine cognitive disengagement from work and nonwork as mediating mechanisms that may help explain how and why gambling relates to decrements in role performance. Survey data were collected from 259 weekly gamblers. Psychometrically sound multi-item measures were used to assess the focal constructs. Consistent with prediction, simultaneous estimation path analysis in MPlus found that (after controlling for work interference with family and family interference with work) gambling interference with work was significantly negatively related to work role performance. Likewise, gambling interference with family was significantly negatively related to family role performance. Bootstrapped confidence intervals supported the prediction that cognitive disengagement from work and nonwork roles, respectively, partially mediated these effects. The findings will be discussed in terms of integrating research on addictions into the work-family literature and the value of examining specific types of work-nonwork interference to better understand the interplay between work and nonwork life.

- *Building Work-Family Enrichment on a Daily Basis*   Mélanie Trottier — Ecole des sciences de la gestion UQAM, Kathleen Bentein — Université du Québec à Montréal (UQAM) - École des Sciences de la Gestion (ESG)

  ABSTRACT: Work-family balance is an issue that affects people on a daily basis and recent methodological and statistical developments allow now to propose more dynamic models to

understand this phenomenon. Studies looking at work-family conflict using diary studies are now emerging, showing that this incompatibility between roles (Greenhaus and Beutell, 1985) is not only a general state, but something that varies from day to day. For example, workload or the control someone has on his work have been identified as determinants of those work-family conflict variations (Butler, Grzywacz, Bass and Linney, 2005). Work-family enrichment is another key concept to understand work-family balance. Work-family enrichment refers to a positive side of balance where work and family roles enhance each other through resources and positive affect (Greenhaus and Powell, 2006). Yet, very few studies have looked at work-family enrichment in a dynamic perspective. The few studies that examined daily variations of enrichment are mostly concerned with variables reducing enrichment, for example the workload (Butler et al., 2005). Using Affective Event theory (Weiss and Cropanzano, 1996) and Conservation of Resources theory (Hobfoll, 1989), the present study proposes a model to understand how daily events contribute to the positive construction of work-family enrichment in a dynamic perspective. The Affective Event theory provides a framework to understand how punctual events contribute to the formation of dynamic attitudes such as enrichment. In conjunction with the Conservation of Resources theory, it allows to propose that events providing resources to an individual promote a positive affect that, in turn, contributes to work-family enrichment. In order to test this model, a diary study (3 measures a day) has been conducted with 162 pharmacists in Quebec which resulted in a total of 1330 daily observations. Using multilevel structural equation modeling (MSEM), the study shows that social support obtained from the co-workers constitutes a resource that fosters work-family enrichment through positive affect. Those results have important implications in the development of organizational policies to facilitate work-family balance. They suggest that we have to think not only of policies framing the formal context of work (schedules, hours, location, etc.), but also to develop policies promoting personal resources such as co-workers direct social support.

10:00AM – 11:30AM: *Symposium:* **Innovative Methods: Identifying Antecedents of Behavior Change**
Organizer: Orfeu Marcello Buxton, The Pennsylvania State University
Recognizing that unhealthful behaviors, including lack of adherence to medical regimens, account for approximately 40 percent of the risk of premature deaths in the United States, the NIH Common Fund has supported the Science of Behavior Change (SOBC) program since 2010. SOBC previously demonstrated the promise of the experimental medicine approach that will be further developed over the next 5 years. The new SOBC Research Network includes teams of basic and clinical scientists that will identify behavior change targets, develop assays to measure target engagement, test interventions for efficacy, and then disseminate validated tools and assays to researchers and clinicians.

- *The NIH Common Fund Science of Behavior Change Program: Progress and Prospects*   Jonathan King — National Institute on Aging, National Institutes of Health
- *Ecological Within Person Assessments of Everyday Stress*   David M. Almeida — The Pennsylvania State University
- *Using Ambulatory Methods and Measurement-Burst Approaches to Study- Aging-Related Changes in Health, Emotion and Cognition*   Martin J. Sliwinski — The Pennsylvania State University

10:00AM – 11:30AM: *Symposium:* **Disabilities and the Workplace**

- *Life On and Off the Job for Employees with Disabilities*   Families and Work Institute; Carol Boyer — U.S. Department of Labor/Office of Disability Employment Policy

ABSTRACT: The National Study of the Changing Workforce (NSCW) is the major study of the U.S. workforce that takes a comprehensive look at employees` lives both on and off the job. Conducted regularly by Families and Work Institute, the NSCW is the only ongoing, nationally representative survey of a large sample of U.S. workers and has tracked emerging trends essential to attracting, engaging, and retaining top talent for more than three decades. The 2016 NSCW is the latest iteration of this vital data source and provides new insights into essential topics in today`s working world. Research on employment for people with disabilities tends to focus on the difficulties around becoming employed or factors directly related to their disabilities. Analyses of standard work-life issues among employees with disabilities are less common. The 2016 NSCW contained numerous items to identify employees with disabilities and include them in standard batteries of questions about job engagement, satisfaction, work-life conflict and other variables that are frequently used to describe life on and off the job among the general population. This paper compares the work-life experiences of employees with and without disabilities providing some essential benchmarking on these issues for both populations. In addition, while legal definitions of disabilities are broad and do not require one to identify as a "person with a disability," accessing supports for this community does often require invoking that term. This paper explores whether the attitudes and experiences of people who indicate that they have some kind of significant difficulty with basic life activities vary based on whether they actively identify themselves as a "person with a disability."

- *Disabled Working Mothers: Barriers to and Enablers of Paid Employment*   Tina Skinner — University of Bath, Susan Parish — Brandeis University, Eun Jung Kim — Brandeis University, Fiona Dr MacGill — University of Bristol

ABSTRACT: A woman`s parental status is likely to impact on her employment, with disabled mothers being less likely to work than mothers who are not disabled (Atkinson, Finney and McKay 2007). Existing analysis of Life Opportunities Survey (LOS) data by the National Office of Statistics (ONS) in Great Britain indicates that for disabled adults in employment with impairments, the top barrier restricting participation in work, experienced by 50 percent, was `A health condition, illness or impairment`. This compared to 30 percent experiencing limitations due to `family responsibilities` (ONS, 2014). Further ONS (2010) analysis of the LOS indicates that for employed people with impairments the most frequently ticked enabler of work was `modified hours or days or reduced work hours`, followed by tax credits. What we do not know, however, is what the main barriers to work are for disabled mothers and what enables them to continue in paid employment. Through a detailed analysis of LOS data this paper pinpoints key barriers restricting work and possible enablers for greater participation in work for disabled working mothers in Great Britain. Drawing on a nationally representative sample (n = 5,778), the LOS is the first social survey to explore the barriers and enablers to participation (including in paid work) for people both with and without impairments in Great Britain. The sample for the present study was working-aged (16-59) mothers who are in employment. Logistic regression results indicate that mothers with impairments were more likely than mother without impairments to experience limits in the type or amount of paid work undertaken. Whilst the primary reason for both impaired and non-impaired mothers to be limited in work was `family responsibilities`, mothers with impairments were significantly more likely to give health condition and disability and lack of confidence as the reason for their limitation. When asked what type of help they received that enabled them to do paid work, `modified hours or days or reduced work hours` was most common for both sets of mothers. However there were significantly higher levels of working mothers with impairments using the following categories of enablers: modified duties, changes to work area, building modifications, and tax credits. Mothers with impairments were also more likely to be in part-time employment. Whilst these findings will be useful for identity theorists, policymakers, employers and campaigners, particularly in the current political climate, there are some important limits to the LOS data. In particular, the paper will provide a critical

assessment of the questions that are asked in the LOS and the assumptions that underpin them. These include the lack of questions about some self-developed strategies that may be particularly helpful for disabled people in enabling paid work, such as seeking out support and help from family and friends, seeking out a mentor who has a similar impairment or experience, and working unofficial extra hours to ensure their level of productivity reaches a high standard (see Roulstone et al. 2003; Skinner and MacGill, 2015).

- *Care Takers and Care Givers? Disability and Care to Others in the United States*   Carrie Shandra — State University of New York at Stony Brook, Anna Penner — University of California, Irvine

ABSTRACT: Individuals with disabilities often have functional limitations that require additional investments in care work. Despite these potential care taking needs, however, evidence suggests that people with disabilities are also care givers. This study uses the American Time Use Survey to examine how individuals with sensory, cognitive, physical and multiple disabilities participate in care work, relative to those without disabilities. We utilize zero inflated negative binomial models to estimate the likelihood and intensity of time spent in primary child care, secondary child care, adult care, and care of non-householders. Results suggest that women and men with disabilities who care for children do not spend a different amount of time in care than those without disabilities. Individuals with cognitive limitations spend less time caring for coresident adults, while those with multiple limitations are less likely to engage in care of non-householders. Overall, individuals with disabilities make considerable investments in care to others.

- *Financial Wellbeing of UK Mothers with Impairments*   Eun Jung Kim — Brandeis University, Susan Parish — Brandeis University, Tina Skinner — University of Bath

Literature Review Poverty among people with disabilities is markedly higher than it is for people without disabilities in the UK. In 2013, 19% of households that included a person with a disability had income below the UK poverty threshold (below 60% of median income), compared to 14% of households without a disabled person (Papworth, 2014). Women with disabilities, in particular, face even higher rates of poverty than men with disabilities. Women with disabilities are among the poorest adults in society (Parish, Rose & Andrews, 2009; Haveman et al. 2000; Waldrop & Stern 2003), with high costs of living and the lowest rates of employment of any population subgroup (Barcena-Martin & Moro-Egido 2013; Parish et al. 2009). This study examined the effects of disability status on the financial and material well-being of mothers living in Great Britain. Methods Logistic regression models were estimated using cross-sectional data from the nationally representative 2009/10 Life Opportunities Survey (n = 5,778). The LOS is the first social survey to explore the barriers to community participation and life opportunities people both with and without impairments face in Great Britain. The sample for the present study was working-aged (16-59) mothers with at least one dependent child. The sample was stratified into women with and without disability. Results Relative to other mothers, those with disabilities had lower family income, and were worse off on a range of indicators of material hardship, including (1) having financial loan payments, (2) having a financial loan payment that poses a heavy burden, (3) having great or some difficulty of making ends meet, and (4) being able to pay for unexpected but necessary expense of £500. These results were robust and persisted after controlling for a range of demographic characteristics. Implications The findings indicate that disability status is independently responsible for adverse financial consequences for mothers in Great Britain. These results that the current system of disability benefits in the UK is not sufficient to reduce hardship among mothers with disabilities.

10:00AM – 11:30AM: The Intersection of Work and Family Issues among the Growing Hispanic Population: Highlights from the National Research Center on Hispanic Children & Families
Organizer: Michelle Blocklin, Abt Associates

Hispanics represent the largest and one of the fastest-growing minority population subgroups in the U.S., with among the highest levels of child and family poverty. Despite these challenges, the U.S. Hispanic population has many strengths, leading other racial and ethnic groups in some measures of family routines and maternal and child health, for example. As such, the economic, educational, health, and social well-being of Hispanic families and their children is vital to the future of the country. Accordingly, for work-family research and related policies, it is crucial to consider the implications of the growing Hispanic population. Notably, there is an overrepresentation of Hispanics in the types of low-wage jobs that tend to involve nonstandard hours and irregular work schedules, increasing the challenges of integrating work and family among this population.

The National Research Center on Hispanic Children & Families (Center) addresses our country's changing demographics, seeking to better understand the challenges and strengths of the growing Hispanic population. Of particular importance to the Center is the need to improve the understanding of the areas of work and family among the Hispanic population. This session describes the overall work of the Center that advances the current knowledge base regarding the growing population of Hispanics, as well as two illustrative examples of Center work that relate specifically to the intersection of work and family issues among Hispanic families.

- *Changing Population Demographics and Work and Family Issues: Insights from the National Research Center on Hispanic Children & Families?* Michelle Blocklin — Abt Associates

  Our first presentation provides an overview of the Center and a summary of key findings to date from our efforts. In 2013, Abt Associates and Child Trends, along with their university partners, were awarded a 5-year cooperative agreement by the Office of Planning, Research, and Evaluation within the Administration for Children and Families in the US Department of Health and Human Services to develop the Center. The Center is a hub of research to improve the lives of Hispanics across three priority areas—poverty reduction and economic self-sufficiency, healthy marriage and responsible fatherhood, and early care and education. In addition to conducting research, a key goal of the Center is to also build capacity within the research, policy, and practice communities, in part by training and increasing the number of young scholars focused on low-income and vulnerable Hispanic children and families. A third goal of the Center is to implement communication and dissemination strategies to get the work of the Center into the hands of key stakeholders. Highlights of the work of the Center will be shared. Understanding the intersection of work and family issues among Hispanics clearly cuts across the three priority areas of the Center and is a salient theme across all of the Center work. In the same vein, in order to fully understand the intersection of the domains of work and family, it is key to take into account the considerable within-group heterogeneity of the Hispanic population.

- *Nonstandard Work Schedules and Hispanic Families' Utilization of Early Care and Education?* Danielle Crosby — University of North Carolina, Greensboro

  Our second presentation provides an illustrative example of the Center work that adds to our knowledge by examining nonstandard work schedules and Hispanic families' utilization of early care and education. There is a growing literature documenting the challenges many low-income parents face when negotiating work demands and the care and education of young children because of nonstandard, irregular and unpredictable work hours. There is also an overrepresentation of Hispanics in the types of low-wage jobs that tend to involve nonstandard hours and irregular schedules. Using nationally-representative data from the Early Childhood Program Participation Survey of the 2005 National Household Education Surveys (ECPP-NHES:2005), we examine how two types of nonstandard work (non-daytime hours and variable hours) relate to the type and number of care arrangements, out-of-pocket costs and likelihood of subsidy receipt used by Hispanic families with young children—and whether these associations

are moderated by select child and family characteristics (e.g., child age, household composition, family income, parent nativity, and English skills). The ECPP-NHES:2005 offers detailed information about parents' use of various child care and early education settings for a sample of approximately 1,700 Hispanic children younger than age 6, not yet enrolled in kindergarten. In addition, the survey gathers information about whether up to two parents in the household work a regular day shift, a regular non-day shift, or a variable shift, as well as whether variable hours are set by the parent or the employer. Findings will be discussed in light of the recent reauthorization of the Child Care and Development Fund, which has as among its features provisions to create more flexible eligibility policies and to increase the number of child care providers offering care during nontraditional hours.

- *Family Time Use in the Context of Income Instability among Hispanic families*   Lisa Gennetian — National Bureau of Economic Research/NYU Institute of Human Development and Social Change; Marta Alvira-Hammond – National Research Center on Hispanic Children & Families

  Our third presentation provides another illustrative example of Center work across the work and family domains by examining family time use in the context of family income and income instability. High levels of poverty among Hispanic families coupled with high income instability suggest that Hispanic children and families may be increasingly vulnerable to financial shocks, whether generated by uncertainty of earned income or unexpected consumption needs. Using nationally representative data from the 2004 and 2008 panel of the Survey of Income and Program Participation we take a close look at poverty and income instability among Hispanic children and compare their experiences with those of non-Hispanic children. Comparisons are further examined within and across income groups to provide context to inform discussions about income inequality, and in two different macro-economic contexts, i.e. the 2004–2006 period is compared with the experience of unstable income over the 2008-2011 period following the Great Recession. The consequences of income instability for Hispanic children and families depends upon its influence on parental time use, particularly time spent with children, including shared meals, as well as its influence on parental warmth and parenting stress. These aspects of family life are also examined among children in Hispanic households over the same time period using data from the American Time Use Survey.

11:30 AM--1:00 PM

Thematic Session: **Careers and Care: Implications for Employment and Well-being of Older Adults**
Organizer: Hanna van Solinge, Netherlands Interdisciplinary Demographic Institute (NIDI)
Labor market behavior interacts with the other roles people play within society such as parenting, caring and participation in volunteer work. Most research on work-family interaction focuses on families with children. There is relatively less interest in later stages of the life course. As a result of socioeconomic and demographic shifts – along with political responses to these shifts – a growing number of workers in their 50s and 60s are experiencing hardly compatible or even incompatible demands between work and family roles.

Most developed countries have adopted community care policies. These policies rely on informal caregivers to provide care to disabled or ill family and friends. At the same time, extending working lives of individuals is a key objective in most of these countries. To better understand how these policies may interact, we need more evidence about how informal caregiving is related to labor market outcomes of older adults, as well as their health and well-being.

This symposium brings together empirical research from various national backgrounds. The guiding question is: to what extent are work-family interactions and restrictions experienced differently across countries. Country differences may be explained by different policy contexts and may elucidate how

policy makers can act to improve work-family balance in later stages of the working life course through appropriate policies.

- *Caregiving Intensity and Retirement Status in Canada* Josephine Jacobs — University of Toronto

  A number of OECD countries have implemented policies encouraging longer labour force participation in tandem with policies encouraging informal care provision in the community. To better understand how these policies may affect the available pool of caregivers and labour force participants, we need more evidence about how informal caregiving is related to retirement status and timing. We assessed the association between caregiving intensity and retirement status for individuals aged 55 to 69 using the Canadian 2012 General Social Survey. We used multinomial logistic regressions to determine whether providing different intensities of informal care (i.e. hours of weekly care) was significantly associated with the likelihood that an individual was fully retired, had retired and returned to work, had never retired, or was a labour market non-participant. Higher intensity caregiving was associated with being fully retired (relative to working full-time) for men and women. For women, high intensity caregiving was also associated with working part-time and being a labour force non-participant. Our results highlight the importance of measuring caregiving intensity and multiple paths to retirement. They also indicate that a policy context encouraging both later retirement and more informal care may not be reasonable without flexible work arrangement options.

- *Work Restrictions Experienced by Family Carers in Europe* Andrea Principi — National Institute of Health and Science on Aging (INRCA)

  This study deals with work restrictions experienced by midlife family carers of older people in six European countries: Greece, Italy, the UK, Sweden, Poland and Germany. A sample of 2,897 carers aged 45-64, was extracted from the EUROFAMCARE database, a European study conducted in 2005 on family carers of older people. Four work restrictions due to care duties were examined: reduction of working hours, withdrawal from the labour market, being forced to work only occasionally and problems in career developments.

  The most commonly experienced restrictions were the need to reduce working hours due to care, a phenomenon (experienced by 20% of female and 15% of male carers), and to be forced to give up work (experienced by 12% and 10% of women and men, respectively). Multivariate analyses demonstrated that care-related aspects as high care intensity and high degree of disability of the cared-for person, were central elements in explaining these two restrictions. Instead, mostly socio demographic characteristics, for example the cohabitation with the cared-for older person, had an impact in preventing career developments and being forced to work only occasionally. The study also evidenced country differences, which are explained in the light of differences in terms of welfare regimes and welfare mixes.

- *Working Carers' Decisions and Wishes to Retire or Continue at Work* Outi Jolanki — University of Tampere

  The study looked at the working carers' plans and decisions to seek part-time or early retirement or continue at work. Data come from qualitative interviews (N=76) of Finnish middle-aged people who gave care to a parent and/or parent-in-law. The analysis showed that several factors such as carers' own health, age, worker identity, meaning of work, organizational changes at work, financial matters and availability of public care services along with care needs of the elderly parent were given as meaningful issues in retirement decisions and wishes. While Finland has generous welfare services and the responsibility for older people's care rests with municipalities, family members have a crucial role in older people's care. Recent changes in public care services

and explicit political goal to increase family care has increased the pressure towards middle-aged adult children to adopt carer roles. What is lacking is the acknowledgement that this goal is in conflict with the goal to extend working lives. Work and care policies in Finland also fail to address parental care as a gendered issue.

- *Informal Caregiving and Work-Retirement Choices of Older Workers in the Netherlands* Hanna van Solinge — Netherlands Interdisciplinary Demographic Institute (NIDI)

This paper considers the potential relationship between providing informal care and retirement, among N=1,276 workers nearing retirement age. Using data from 3 waves of the NIDI Work and Retirement Panel, we find different patterns for men and women. While women, overall were more involved in caring, the proportion of carers among women decreased over the waves, while this increased for men. We used logistic regression to determine whether (starting) informal care was significantly associated with the likelihood that an individual retired. We did not find significantly higher odds of retirement for carers. Instead, taking up caregiving was associated with 60% higher odds of retirement for men, but no effects were found for women. This suggests that men are more likely to substitute care activities for working, whereas care is an additional responsibility for women.

11:30AM – 1:00PM: *Thematic Session:* **Career Decisions and Constraints Intertwined with Gender Ideology and Gendered Expectations**

- *When Can You Have It All? The Role of Institutional Constraints, Gender, and Life Course Stage in Shaping How Medical Trainees Make Career Decisions* Katherine Y. Lin — University of Wisconsin, Madison

ABSTRACT: Despite advances by women into the paid labor force, differences between men`s and women`s labor market outcomes persist. Even though women have drastically increased their labor force participation, full-time working women earn only 80% of men`s median weekly earnings, work fewer hours than men, and remain only a fraction of corporate executive leadership. Such a pattern has spawned a robust literature documenting the many mechanisms through which gender inequalities in the labor market are produced. Recent advancement in such scholarship highlights important interactions between gendered institutions and organizations and individual work and home preferences. That is, individual preferences may interact with, and be shaped by, institutional and social constraints (Gerson 2010; Blair-Loy 2003; Pedulla and Thebaud 2015). These studies demonstrate that men`s and women`s preferences and behaviors are sensitive to the context surrounding them -- gendered institutions shape the opportunities available for men and women differently, and as a result, men and women may modify their preferences in response. While scholars are starting to pay attention to how context can shape individual level preferences and attitudes, few studies have explicitly taken into account how life course processes can shape this dynamic, and how men and women dynamically construct work and family preferences over multiple decision points across the life course. Examining this process can provide key insight into how inequalities in the labor market unfold across a career, providing a clearer understanding as to when and how gendered institutions and preferences may matter for career development. Moreover, no study has explicitly examined actual work and home decisions, assuming that measurement of preferences reported at one point in time will inevitably translate into actual labor market decisions and behaviors. Such a lacuna means we do not have strong empirical evidence linking work and home preferences to actual work and home decisions. Thus, I ask, how do institutions and organizations shape individual work and home preferences, and how might this look at different stages of the life course? How does the interaction between institutions and individual preferences shape the actual career decisions of men and women? I analyze 61 in-depth, semi-

structured interviews with medical trainees (31 residents, 30 students) to explore how trainees make two important decisions: specialty choice and where to do residency training, and whether to receive further sub-specialization training or apply for a job. I capitalize on the structured nature of medical training to sample equal numbers of men and women making similar career decisions, at the time they are being made, to document gender similarities and differences. I find that life course stage plays a key role in how institutional constraints interact with individual work-home preferences, with parenthood significantly shifting how male and female trainees interpret and act on available career and home opportunities. These findings have implications for how we think about the mechanisms producing gender differences in labor market outcomes and suggest that a life course perspective is crucial to gaining a fuller understanding of how these disparities persist.

- *Girls and Boys Who Work: Effects of Gendered Adolescent Work Experiences on Career, Education, Family, and Work-Life Balance Aspirations and Expectations*   Emma Justine Williams-Baron — Institute for Women's Policy Research

ABSTRACT: This study investigates adolescents` gendered experiences of work and the effect of those experiences on aspirations and expectations for adulthood. I use four years of the Youth Development Study (YDS), a longitudinal dataset following over one thousand high school students nearly annually, with focus on both structural and quality characteristics of work. I build on two key studies addressing gender, work, and work-life balance experiences and attitudes in adolescence: Kathleen Gerson`s The Unfinished Revolution: Coming of Age in a New Era of Gender, Work, and Family and Constance Stevens, Laura Puchtell, Seongryeol Ryu, and Jeylan Mortimer`s "Adolescent Work and Boys` and Girls` Orientations to the Future." Gerson finds that young men and women idealize egalitarian adult partnerships, but recognize barriers to achieving equity. In response, they develop contradictory fallback strategies. Boys pursue a neotraditionalist model, concentrating on careers, expecting spouses to perform domestic work, while girls pursue a self-reliant strategy, planning independent foundations in work, and resisting domestic roles. Stevens et al. add the influence of adolescents` work experiences` on future orientations: they find traditionalizing influences of work on young men, but non-traditionalizing influences on young women. However, Stevens et al. use only one year of the YDS, and examine only the effects of work structure, not work quality; Gerson argues that quality of experiences is crucial to future orientations. This paper tests the effects of two sets of work experience measures, structure (duration, intensity, pay, and formality of work setting) and quality of work (adolescents` assessments of pay quality, freedom to make decisions, meaningfulness, importance, boredom, and job satisfaction) on two sets of attitudes towards the future: adult achievement aspirations and work-life balance expectations. Prestige of occupational ambitions, importance of work and family in adulthood, and level of educational ambitions measure adult achievement aspirations. Expectations that respondents` spouses will work after marriage, that they themselves or their spouses will work after having children, and how soon they hope to return to work after having children measure anticipated tensions between work and family. Though partially confirming the findings of Gerson and Stevens et al., my analysis suggests that the effects are more complicated than presented in their analyses. The paper demonstrates that the dilemmas Gerson illustrates can be traced to adolescence and tied to work experience. This conclusion expands findings about the most salient life stage site of adult attitude development, and the effects of childhood family experience on work-life balance expectations. Further, work is associated with both traditionalizing and non-traditionalizing effects on girls` orientations to the future, and the effects on boys` orientations are more often non-traditionalizing than traditionalizing. I show that the quality of adolescents` early experiences in the labor force are more determinative of their orientations to future education, occupation, and family choices than the structure of those experiences. Finally, I find that adolescent involvement in the labor force influences young women`s orientations to the future more strongly than young men`s.

- *The Impact of Student Loans on Work/Leisure Time, Parenthood, and Childcare Arrangements of Young Adults in Their 20s and 30s*   Arielle Kuperberg — University of North Carolina, Greensboro, Allison McMillan — University of North Carolina, Greensboro, Joan Maya Mazelis — Rutgers University

  ABSTRACT: In what ways do student loans later affect young adults` work/family/life balance, especially among parents? Rising levels of student debt in recent years have led to concern over the impact of loans on society. Students with loans are less likely to have children by their late 20s, and also have lower rates of marriage (Addo, 2014; Givecha 2011, Reeder and Kahn 2012). Loans have been shown to affect career specialty and school concentrations, and after graduation, students with loans are less likely to have savings and investments, apply to graduate school, or own a home; they also have lower wealth (Grayson, Newton, & Thompson, 1992; Luong 2010; Millet 2003, Moore, Gale, Dew, & Simmers, 2006; Stucky, 2014). Due to the demonstrated relationship between childcare, parenting, and the work force (Liu, Chen, & Anderson, 2014), as well as student loan impacts on career paths, examining student loan impacts on young adults` work/family/life balance and interactions with parenthood can shed light on the mechanisms through which loans can attenuate the benefits of higher education. We examine the impact of student loans on work hours and leisure--such as computer/television use and reading for pleasure--for both parents and non-parents, as well as the childcare arrangements of parents of young children, to examine the ongoing effects that student loans may have on work/life/family balance. The results compare respondents with and without student loans. Data for this study were obtained from multiple waves of the National Longitudinal Survey of Youth 1997 (NLSY97), which surveys 8,989 youth on a wide range of topics relating to personal life, assets, and attitudes beginning in 1997 and every other year after that. We focus on work and leisure hours in 2013 when respondents were in their early 30s, cumulative hours worked between 20 and 30, and childcare arrangements when first child was 3 years old. Sixty-five percent of students with a bachelor`s degree reported having loans, as did an additional 1 in 5 young adults who did not complete a bachelor`s degree. Of those who took out loans, slightly under half completed a bachelor`s degree by their early 30s. Taking out loans significantly increases the cumulative number of work hours that young adults have worked since age 20, with those with loans working over 2,000 more hours by their early 30s. Those with loans did not have less leisure time than those without loans, but this apparent discrepancy between more working hours but equal leisure time was explained by a difference in parenthood status. Those with loans were less likely to be parents, and parents had less personal leisure time, so their lower likelihood of parenthood offset their higher working hours to leave them with equal leisure time. Parents with loans had less leisure time than parents without loans, and were more likely to rely on paid childcare arrangements.

- *Institutional and Individual Determinants of Gender Ideology Typologies*   Katia Hildegard Begall — Johann Wolfgang Goethe University of Frankfurt am Main, Sandra Buchler — Johann Wolfgang Goethe University of Frankfurt am Main, Daniela Grunow — Johann Wolfgang Goethe University of Frankfurt am Main

  ABSTRACT: Gender ideology (often referred to as gender attitudes or gender norms) is commonly operationalized as a unidimensional construct in the form of a mean score of one or several items ranging from traditional to egalitarian attitudes. This is a problematic approach for several reasons. First, from a methodological point of view, the indices created from averaging several gender ideology items frequently show low reliability and in order to arrive at a one-dimensional solution, researchers have to omit items and employ fewer information than what is available in the data. Second, from a substantive point of view, this approach neglects the facts that gender ideology is a multi-faceted concept. People may be meaningfully positioned not only on the extreme ends of `traditional` versus `egalitarian` but may combine egalitarian views on

one domain (e.g., male caring) with more traditional views on other domains (e.g., maternal employment). This point also relates to recent findings of the stagnation or even reversal of egalitarian gender attitudes in the United States ("egalitarian essentialism") and popular conceptions like `intensive parenting`. In this study we propose taking a multi-dimensional view of gender ideology, which we implement empirically by using multilevel latent class analysis to identify sub-types of gender ideologies in a sample of 30 countries. We use individual (age, education, labor force participation, family status, religiosity) and country-level predictors (length of well-paid parental leave, spending on formal childcare) to predict membership in ideology sub-types. We use 7 gender ideology items on agreement with maternal employment, homemaking, dual earning and male involvement in housework and caring from the European Values Study 2008. Our analytical sample consists of respondents aged 18 to 45 (n ≈ 19,000) as we assume institutional opportunities and constraints relating to family formation and work are most relevant in this age group. Our preferred model is a model with five classes. These classes comprise one purely egalitarian and one purely traditional profile, as well as three subtypes displaying essentialist ideologies (egalitarian views on maternal employment, dual earning and male involvement combined with support for female homemaking) and intensive parenting ideologies (low support for maternal employment but egalitarian views on dual earning and male involvement). We suggest that this framework will enable a greater level of understanding of how gender ideologies function in society, and argue that this approach more accurately reflects the multi-faceted reality of gender ideologies.

11:30AM – 1:00PM: *Thematic Session:* **The Unique Ecological Niches of Men and Women in Relations to U.S. Military Service** *B*
Presider: Christina L. Collins, Purdue University

- *Emotional Abuse and its Unique Ecological Correlates among Military Personnel and Spouses*   Heather Foran — University of Braunschweig, Richard E. Heyman — New York University, Amy M. Smith Slep — New York University

  ABSTRACT: The first paper considers clinically significant emotional abuse in couples in which one member serves in the United States Air Force, with the goal of identifying workplace and community factors that account for variation in abuse after individual characteristics are taken into account. Results indicated that individual factors were the strongest correlates of emotional abuse, but other factors also were important. Community factors were related to abuse of men, while workplace factors, specifically hours worked by the military service member and support from military leadership, were uniquely related to victimization of women - regardless of whether they were service members themselves or civilians.

- *Family Adjustment of Deployed and Nondeployed Mothers in Families with a Parent Deployed to Iraq or Afghanistan*   Abigail Gewirtz — University of Minnesota, Barbara J. McMorris — University of Minnesota, Sheila Hanson — University of Minnesota, Laurel Davis — University of Minnesota

  ABSTRACT: The second paper considers mothers serving in the military who deployed to Iraq or Afghanistan, examining their psychological well-being and functioning as parents relative to civilian mothers in families where a male service member had deployed. Mothers were similar in terms of couple adjustment, parenting and child functioning, but mothers who had deployed reported more distress and more adverse events. There are serious gaps in knowledge regarding mothers and deployment, which limits the ability of researchers to develop strategies to assist this population. This gap is especially serious given expected increases in women`s involvement in military roles that will increase the likelihood of deployment.

- *Gender Differences in the Associations of PTSD Symptom Clusters with Relationship Distress in U.S. Vietnam Veterans and Their Partners*   Keith D. Renshaw — George Mason University, Sarah B. Campbell — George Mason University, Laura Meis — University of Minnesota, Christopher Erbes — University of Minnesota

  ABSTRACT: The third paper examines one of the most-discussed consequences of exposure to combat, specifically post-traumatic stress disorder, specifically as it relates to distress in relationships between military veterans and their partners. The vast majority of research on PTSD and relationship issues focuses on male veterans. This study used a sample of couples from the National Vietnam Veterans Readjustment Study to examine the relationships between specific symptom clusters of PTSD with relationship distress in the relationships of male and female veterans. Results indicated that the relationship between the emotional/numbing cluster of symptoms and relationship distress was stronger for women than for men - regardless of whether they were veterans themselves or civilian partners.

- *Military Spouses and Their Experiences Transitioning Out of the Military*   Meredith A. Kleykamp — University of Maryland, Sidra J. Montgomery — University of Maryland

  ABSTRACT: The fourth paper considers the role of spouses in service members` transitions out of the military. Existing research has made clear that spouses and family members often play very important roles in connecting service members with medical care and treatment, and that spouses` attitudes about the military can influence service members` decisions about whether to remain in or leave military service.  No previous research, however, has examined the role of spouses in shaping service members` transitions to civilian life, which can be very challenging especially when military service has been prolonged. The transition from military service is consequential because there is a high risk of substantial declines in compensation. At the same time, military spouses on average are significantly underemployed in relation to their civilian counterparts, increasing the importance of successful transitions to civilian life.

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

11:30AM – 1:00PM: *Symposium:* **Contesting Time: State and Local Battles over Paid Parental Leave, Paid Sick Time, and Schedules that Work**
Organizer: Dan Clawson, University of Massachusetts Amherst
The ability to control work time is one of the most crucial work-family issues. Although policy is largely paralyzed at the federal level, at state and local levels activist coalitions, usually with labor unions as central players, have won paid sick days, paid parental leave, and have put on the table laws to control abusive scheduling practices. Panelists have been involved as researchers and activists in these struggles, and will discuss lessons to be learned from them.
Panelists:
- Wendy Chun-Hoon, Family Values at Work
- Carol Joyner, Labor Project for Working Families
- Ruth Milkman, CUNY - Graduate Center
- Peggy Shorey, AFL-CIO

11:30AM – 1:00PM: *Symposium:* **Co-Worker Supports and Organizational Culture**

- *The Relationship between Organizational Social Capital and Employee Work-Home Conflict*   Anika Nitzsche — University of Cologne, Felix Miedaner — University of Cologne, Ludwig Kuntz — University of Cologne

Background: Work-home conflict (WHC) is a well-known risk factor for physical and psychological health complaints, absenteeism and poorer work performance. To derive effective measures for the reduction and prevention of WHC, it is important to uncover additional potential predictors. Social capital as defined by Coleman (1988:98) "inheres in the structure of relations between actors and among actors" and is a characteristic of an entire collective system. Empirical results support the importance of social capital in the workplace setting, for example for employee health. The role of organizational social capital as a possible resource as regards WHC has not yet been investigated and is the emphasis of this analysis. Methods: Survey data collected in the HSR-NICU project* involving 2059 physicians and nurses employed in 64 neonatal intensive care units in Germany was combined with structural data of the hospital units. Employee work-home conflict was studied in relation to hospital unit structures (e.g., case volume), unit-level organizational social capital and working conditions as perceived by employees (e.g., workload, autonomy, social support, permanent positions, part-time work). Multi-level linear regression models were calculated, which controlled for employee characteristics. Results and discussion Employees in hospital units with higher social capital reported significantly lower WHC. Perceived work characteristics like a higher workload, less autonomy in regard to work scheduling and work methods and less social support from supervisors and co-workers were associated with greater WHC. This study contributes to the discussion about organizational influences on employee WHC. The organizational context should become a greater focus of research about the interplay between working and private life. The creation of a good working atmosphere in hospitals and teams should receive increased attention and should be more strongly promoted.

- *Does culture make a difference? A Study of Work Family Conflict Experienced by Banking Employees in Sri Lanka*   Christine Edwards — Kingston University, Kengatharan Navaneethakrishan — University of Jaffna

ABSTRACT: The majority of work family conflict (WFC) studies have been conducted in developed nations with individualistic cultures, and dominant conceptualisations and models reflect such contexts. However, there are significant social, economic and cultural aspects of developing nations that may lead to differences in the nature and determinants of WFC (Choi 2008; Hassan, Dollard, & Winefield 2010; Foster & Ren 2015; Hang-Yue, Foley, & Loi, 2005; Spector et al., 2007). Namely: less legislative and organisational support for work-life balance, extended family structure and responsibilities, paternalistic work place relationships, traditional gender role ideology, and greater sensitiveness to interpersonal conflict (Abdullah, 1996; Mesquita, 2001; Spector et al., 2007; Hofstede, Hofstede, & Minkov, 2010). However, there is little research on the significance of these cultural differences for WFC. We explore this question by reference to a study of banking employees in Sri Lanka. The aim is to identify the extent of WFC and culture differences, and the relationship between them. Sri Lanka has a rapidly developing economy, good levels of literacy and higher level qualification. Female labour market participation has risen to 36% and educational attainment equals that of men. Banking was selected as a middle class occupation with a significant proportion of well qualified female employees, and in which high levels of WFC are found in the West Data collection Qualitative interviews with bank employees (n=15) informed the development of a self-report questionnaire that included an adapted WFC scale (Carlson, Kacmar and Williams, 2000) and questions relating to cultural differences. It was piloted, revised and sent to sample of 843 employees in 12 banks (local, national and MNCs); response rate 67%, n=569. Data analysis included descriptive statistics, correlation, and factor analysis. Findings: The first task was to test assumptions about cultural differences and WFC in a country which is changing rapidly and with respondents prototypical of an emerging middle class. WFC was an issue for men and women, and at levels exceeding those in the west. The expected conformity to traditional male/female roles was present, and impacted on WFC. There was minimal organisational provision for work life balance, and men and women worked long hours full time. The data confirmed the blurring of the

boundary between home and work- for example, the majority of respondents said supervisors and colleagues normally attended their family events, and were helpful when family and work problems arose. The extended family structure whilst imposing some additional caring responsibilities for a few, was an important means of domestic and childcare support for the majority of respondents. This was especially so for women where it mediated the impact of family demand on WFC. In contrast with most western studies, problems of childcare and time based WFC conflict were far less apparent, while worry or distraction caused by thinking about work at home and vice versa emerged as an important issue. The paper discusses whether this novel dimension reflects cultural differences of Asian society or merely an omission in measures used in previous research.

- *Employees' Perceptions of WLB Initiatives: The Effects of Cultural Dimensions* Sabrina Tanquerel — Ecole de Management de Normandie

ABSTRACT: Research has showed in recent years that national context and its cultural, institutional and economic components, shape individual work-life experiences (Ollier-Malaterre, 2015). Country context impacts how individuals view and combine their work, life and family roles, since cultural values, social expectations and public policies influence their behaviors, possibilities and decisions (Shaffer, Joplin & Hsu, 2011). National context also deeply influences the organizational implementation of Work-Life Balance policies and many scholars report that organizations and supervisors have a key role to play in the ways employees experience the work-life interface. Work-Family-Specific support from both organization and supervisor reduces significantly the Work-Family conflict (Kossek & al., 2011). The purpose of this article is to further the understanding of individual experiences of work-life balance across European countries, and especially, of organizational work-life policies in two different countries: France and Spain. Its aim is also to fuel cross-national work-life research, for which greater attention is needed (Ollier-Malaterre & al., 2013). The study, based on two main case studies conducted in those two countries, has consisted of observation periods and 44 interviews. It shows that the way employees view the workplace`s role in work-life balance facilitation is key in the appropriation and use of work-life balance initiatives. Indeed, whereas French employees fear organizational intrusion in their personal lives, Spanish workers perceive employer`s participation in their work-life balancing positively and even ask for its proactive role. Many French continue aspiring to a respectful segmentation between work and personal life in order to protect their privacy. On the contrary, Spanish employees appear to be more part of the "integration model" (Kirchemeyer, 1992) and completely accept that social interactions at work and outside of work overlap and intermix. They assume that organizational support and action are hugely necessary in the work-life interface. These different perceptions influence the understanding, grasping and use of work-life balance policies in the workplace. This research may show that in diffuse cultures (Trompenaars & Hampden-Turner, 1998), which favor role blurring and integration, people are more likely to adopt and use WLB initiatives (Spain), unlike in specific cultures (France), roles are more separated and in competition, and individuals are less likely to receive employer`s active support.

- *Framing the Global Context for Work-Family Initiatives: The Influence of National Culture on Work-Family Role Orientations* Kelly Anne Basile — N/A, T. Alexandra Beauregard — Middlesex University Business School

ABSTRACT: Research on work-family initiatives calls for more emphasis on global work-family strategies (eg. Allen, 2013). Globalization has increased international mobility for workers as well as the likelihood that home country workers are interacting with colleagues from or in other

countries (Tams and Arthur, 2007). The collaboration of multinational colleagues has seen the intersection of national cultures that influence many aspects of organizational life. Cultural diversity in organizations has implications for the way people lead (eg. Javidan et al., 2006), communicate (eg. Jarvenpaa and Leidner, 1998), and share knowledge (eg. Ford and Chan, 2003), and the way they manage their work and family roles (Mäkelä, Kinnunen and Suutari, 2015). While work-life literature has clearly established that individuals have different preferences for the way they manage work and family roles (eg. Bulger et al., 2007) little is known about how national culture influences these preferences and what happens when employees from different cultures need to work together. It is this last challenge that this paper attempts to address. Global work, or "work experiences that transcend national boundaries" have many tangible influences on work and family circumstances such as an increased travel, overseas assignments and extended workdays due to the need to communicate across multiple time zones (Shaffer et al., 2012, p.1283). In addition to these more tangible outcomes, global workers often face challenges based on different perspectives or orientations as to how work and family roles should intersect (Mäkelä, Kinnunen and Suutari, 2015, Ollier-Malaterre et al., 2013). For example, Yang et al. (2000) suggest that individuals from individualist societies place a higher emphasis on family roles versus those from collective societies, which may lead to higher levels of family-to-work conflict. Organizations may drive these orientations (Lee et al., 2011), but they may also be rooted in the national cultures and institutional frameworks of the home country of the employee or organization (Powell et al., 2009, Ralston et al., 1997). For example, the institutional or regulatory frameworks in a country are likely to influence organizational policy on work-family relationships as well as how individual workers organize these roles in their lives (Piszczek & & Berg, 2014). Sweden`s recent move to a six-hour workday has likely shifted both organizational and individual perspectives on work and family roles (Matharu, 2015). Similarly, dominant cultural and religious traditions may also have an impact on both organizational and individual work-family role perceptions. In this paper, we draw on person-environment fit theory (eg. Edwards, 1996) to present a model and propositions that seek to examine the influence of national and organizational cultural differences on employee perceptions of their work-family role orientation, and the impact of the alignment / misalignment between these perceptions. We contend that national work-family cultural and institutional frameworks influence both organizational work-family orientations as well as individual orientations to work-family roles. We suggest that when there is alignment between orientations, global work is facilitated for both the organization and the individual; however, misalignment may result in negative consequences at both levels.

11:30AM – 1:00PM: *Symposium:* **Time With Children and What to Do With It**

- *Differences in Mothers' and Fathers' Subjective Assessments of Time Spent with Children*   Cadhla McDonnell — Pennsylvania State University (Penn State), Nancy K. Luke — Pennsylvania State University (Penn State), Susan E. Short — Brown University

  Background: There are persistent gender differences in the way that parents in the U.S. care for their children. Mothers in the U.S. spend around twice as much time in child care as fathers do. They also spend more of their child-care time in physical care, and do substantially more "solo" parenting -- that is caring for children without a spouse or partner present. Research also suggests that mothers find caring for children more stressful and less enjoyable than fathers do. It is not known how differences in mothers` and fathers` experience of child care is related to differences in the way that they care for their children. Objective: In this study we examine differences in mothers` and fathers` subjective assessment of child-care activities and ask whether and to what extent differences in mothers` and fathers` experiences of child care can be explained by differences in the types of child care they do and the context in which that child care takes place. Methods: We use pooled data from the 2010, 2012 and 2013 American Time

Use Survey, including the Well-Being module. The sample includes all activities that were coded as child care for an own-household child and that were randomly selected for inclusion in the well-being module. We analyze the association between parent`s gender and parent`s affect during child care across five domains of affect -- happiness, sadness, tiredness, stress, and meaning. We then examine whether and to what extent differences in mothers` and fathers` affect across these five domains are mediated by the type and duration of the child-care activity and the context in which the child care took place. The measures of context included in the analysis to date are the number of children present during the activity, whether a preschool-aged child was present during the activity, and whether the parent was engaged in "solo" care or had a spouse or partner present. We control for respondent`s age, household income, respondent`s educational attainment, race/ethnicity, family structure, employment status, year, weekend diary day, and summer diary day. Results: Preliminary results show that mothers report less happiness and more sadness, tiredness, and stress during childcare activities than fathers do. We do not find a significant gender difference in the meaningfulness of childcare. Accounting for activity type, duration, "solo" care, number of children, and presence of a preschool child partially mediates the gender difference in self-reported affect. This partial mediation is strongest for happiness, less strong for sadness and stress, and not present at all for tiredness. Next steps: Future analyses will include additional potentially mediating variables measuring the context in which the child care takes place including the time of day that the activity took place, the presence of other adults beyond the spouse/partner, additional characteristics of the children present during the activity, and the total amount of child care performed by the respondent that day.

- *Dual-Earning Parents' Work-Family Balance and Time with Children: The Moderating Effects of Gender and Age*   Karen Duncan — University of Manitoba

Background Managing work and family life is a challenge for many families in Canada, particularly for dual-earner families with children in the household. Prior research regarding the predictors of work-family balance has mainly focused on job characteristics; therefore, the current study aims to assess the predictive effect of a key family characteristic -- time with children -- on work-family balance. In addition, many studies have tested gender and age differences on individuals` work-family balance. However, unlike previous studies, the current study focuses on the moderating effects of parents` gender and parents` and children`s age on the association between work-family balance and time with children. Furthermore, since the literature has indicated that not only the quantity of time with children, but also the quality of time with children matters, both quantity and quality measures of time with children will be investigated. Objectives The two objectives of this study are: (a) to describe the association between time with children and parents` work-family balance among Canadian dual-earner parents, and (b) to understand the effects of parents` gender and parents` and children`s age on the association between work-family balance and time with children. Methods: This study will use Canadian national time-use data from the General Social Survey (GSS) 2010, Cycle 24. A sample of dual-earner parents aged 18 to 64 will be selected from the 15,390 survey respondents. In this survey, work-family balance was measured with a question that asked participants to report how satisfied they were with their work-family balance. T-tests will be used to assess the association between work-family balance and quantity and quality of parents` time spent with children; logistic regression analysis will be used to measure the moderating effects of gender and age on the association between work-family balance and time with children, while controlling for other relevant variables including the participants` work arrangements, time spent in paid and unpaid work, health status, educational level, immigration status, income, and number of children. Results and Conclusions Although the current study is in progress, it is expected that the results will add strength to the current understanding of work-family balance of dual-earner Canadian parents

and have implications for helping Canadians balance their paid work and family life demands. Particular attention will be paid to the policy implications of the results.

- *Building Community Capacity Between Grandparents, Parents and Health Practitioners to Improve Children's School Readiness: A UK Case Study*   Gemma Yarwood — Manchester Metropolitan University, Martin King — Manchester Metropolitan University, Jo-Pei Tan — Manchester Metropolitan University

  ABSTRACT: Emerging evidence suggests grandparents can play an influential role in raising children. In comparison to research on grandparents` positive contribution to adolescent`s well-being (e.g., Yorgason et al, 2011; Attar-Schwartz, 2015), their role in young children`s well-being is a relatively under-researched. Guided by evidence on grandparents` role in families-in-need, this paper outlines a community capacity building project in the UK. The NHS funded project launched in 2015. It aims to develop partnership working between grandparents, parents and health practitioners to improve school readiness in targeted communities. Specifically it focuses on communities with reported 41% of children not school ready by the age of 5 years (the UK`s Early Years Foundation Stage profile, 2012). The study employs a cross-sectional exploratory design, using a multi-methods and multi-informants approach. Quantitative (i.e. secondary figures, Health Visitors Record Audit) and qualitative data (i.e. FGD and interviews) gathered from health visitors, parents and grandparents are used for a comprehensive analysis (Tashakkori and Teddlie, 2010) on the availability and experience of extended families support in care of young children in selected sites in the UK. This paper will discuss the project and findings so far.

- *Teaching Finances in the Home: Retrospective Perceptions of Millennials and Their Parents and Grandparents*   Ashley Brooks LeBaron — Brigham Young University, E. Jeffrey Hill — Brigham Young University, Christina Michelle Rosa — Brigham Young University, Carly Schmutz — Brigham Young University, Travis James Spencer — Brigham Young University

  ABSTRACT: The purpose of this paper is to identify and analyze effective parental practices for teaching children sound financial principles. 100 millennials, 20 of their parents, and 10 of their grandparents were interviewed regarding effective financial principles and practices taught by parents within the home. Thematic content coding revealed five main themes and fifteen subthemes. These themes provide valuable information to improve financial instruction in the home and increase the financial capabilities of emerging adults.

11:30AM – 1:00PM: *Symposium:* **Combining Work and Family**

- *Work-Life Balance, Its Antecedents and Outcomes: A Meta-Analysis*   Faezeh Amirkamali — University of Texas, Arlington, Hoda Vaziri — University of Texas, Arlington, Wendy Jean Casper — University of Texas, Arlington, Sara De Hauw — Vlerick Business School - Leuven Gent Business School, Julie Holliday Wayne — Wake Forest University, Jeffrey H. Greenhaus — Drexel University

  ABSTRACT: Nowadays, employees everywhere - men and women, single and married workers - seek to achieve work-life balance (Seligson, 2012). Although studies have explored the topic of work-life balance, there is no comprehensive summary of the correlates of balance. In this study we use meta-analytic techniques to review the literature on the relationships of work-life balance with several consequences (job satisfaction, non-work satisfaction, and work attachment) and antecedents (work-family conflict, work-family enrichment, and hours worked per week), and explore the moderating effects of sample characteristics, including gender and nationality. One challenge to conducting meta-analysis in the work-life balance literature is the limited consensus on the meaning of this construct. Although Frone (2003) defined work-life

balance as the combination of low conflict and high enrichment, other scholars view this construct as a gestalt perception which is distinct from conflict and enrichment. The many definitions of work-life balance include effectively meeting expectations of both work and nonwork roles (Carlson et al. 2009; Grzywacz & Carlson, 2007), spending equal amounts of involvement in or commitment to work and nonwork roles (Greenhaus et al. 2003), and satisfaction with the division of time and engagement in work and nonwork roles (Valcour, 2007). In this study, we conduct a meta-analytic summary of the research on global conceptions of work-life balance that define balance as different from conflict and enrichment. On the antecedent side, hours worked per week was, as expected, significantly related to lower work-life balance, $\rho = -.15$, 95% CI [-.16, -.14]. Also consistent with expectations, balance was significantly correlated with less work-to-family conflict, $\rho = -.50$, 95% CI [-.59, -.41], greater work-to-family enrichment, $\rho = .47$, 95% CI [.39, .55], less family-to-work conflict, $\rho = -.19$, 95% CI [-.22, -.16], and greater family-to-work enrichment, $\rho = .33$, 95% CI [.28, .38]. On the outcome side, work attachment was significantly higher when work-life balance was high, $\rho = .05$, 95% CI [.03, .06]. In addition, balance was significantly related to greater job satisfaction, $\rho = .41$, 95% CI [.39, .43] and greater nonwork satisfaction, $\rho = .44$, 95% CI [.42, .45]. Moderation tests suggested that the relationships of work-life balance with job satisfaction, work attachment, and hours worked per week were stronger when the sample included more females than males, but gender composition of the sample did not significantly moderate the relationship between work-life balance and nonwork satisfaction. Sample culture was also a significant moderator as the correlation between work-life balance and nonwork satisfaction and between work-life balance and work attachment were significantly stronger for U.S. versus non-U.S. samples, whereas the relationships of work-life balance with job satisfaction and hours worked per week were weaker for U.S. samples. This meta-analytic work summarizes the literature on global conceptions of work-life balance, beginning to build the nomological network around this important construct. Future research will be needed to explore whether the specific global definition of balance moderates the relationship between work-life balance and its correlates.

- *Conditional representation -- gendered experiences of combining work and family among local politicians*   Ingemar Johansson Sevä — Umea University, Ida Öun — Umea University

ABSTRACT: Sweden is often considered to be a frontrunner with regard to gender equality and during the last decades, the Swedish welfare state has developed towards a dual-earner model, providing policies with the aim to support the reconciliation between work and family life for parents of young children. This model has been successful when it comes to women`s integration on the labour market and the political sphere. In recent years, the share of women in Swedish local politics has increased and now amount to an average level of 40 per cent. While the underrepresentation of specific social groups in local politics, such as women, the low-educated, young, and immigrants is well documented, aspects not directly related to social categorization have not been sufficiently analyzed in previous research. A potential factor affecting representation -- the possibility to combine political work with family life -- has been studied to some extent among national politicians, but not at the local level. In general, we know surprisingly little about experiences of combining work and family among local politicians in Sweden. Experiences of conflicting demands between political work and family life may influence the recruitment into politics, and thus the representativeness of the local political elite. In this paper, our aim is (a) to map the working and living conditions experienced by local politicians in Sweden, with a particular focus on gender, age group, and party affiliation; (b) to examine to what extent demands from work and family affect work-family conflict; and (c) to contrast the findings concerning local politicians with findings from a representative sample of the general Swedish population. In order to investigate this, we use unique survey data from 2014 (n~7000) covering local politicians, and a representative sample of the Swedish population. Our preliminary results show that female and male local politicians report very similar high demands

from their political work. For example, the mean weekly working hours among full time politicians is around 60 hours for both men and women, while the corresponding figure among part time politicians is about 42 hours. As to the question concerning the possibility to combine the political work with family responsibilities, local politicians overall experience lower work-family conflict than the public. Interestingly, gender is less important as a predictor for work-family conflict among local politicians, while age shows to have a stronger effect than among the general public. Given the fact that young women are a heavily underrepresented group in politics we tentatively see our results as an indication that local politics still is a highly selected arena even in dual-earner Sweden, and that possibilities to combine political work with family life is an important factor to consider when discussing political representation.

- *Identifying Synergistic Relationships between Work and Family*   Nicholas James Beutell — Iona College - Hagan School of Business, Neena Gopalan — Lewis University, Ronald Downey — Kansas State University

  Purpose Work and family need not be enemies engaged in a constant battle for supremacy for an individual`s time/effort. Work and family can be allies (Greenhaus & Powell, 2006). We examine work and family interaction by using enrichment theory as a point of departure. Our main focus is the mechanisms that foster and maintain synergies defined as positive energy and mood states associated with engaging in work and family behaviors. We examine supervisor and coworker support as moderators of work role resources (autonomy, schedule control) and associated positive affect in the family. We examine satisfaction (job, life) as an outcome variable among private sector employees who report to a supervisor. Depression is posited as a moderator of the job satisfaction-synergy relationship. Design/methodology/approach This study used data from the 2008 National Study of the Changing Workforce. Descriptive statistics, exploratory factor analysis, confirmatory factor analysis, and structural equation models were used to test our hypotheses. We explore work role resources (autonomy and schedule control), moderators (support and depression), affect relating to work and family (job satisfaction and synergy), and satisfaction as an outcome. Results Overall model fit was good based on closeness of fit indices. No evidence of gender differences was found. Our six hypotheses received varying degrees of support: two were strongly supported (job satisfaction $\Rightarrow$ synergy & WIF[H3], synergy $\Rightarrow$ life satisfaction[H6]), three were partially supported (autonomy $\Rightarrow$ job satisfaction[H1], autonomy & schedule control $\Rightarrow$ WIF[H2], depression mediating job satisfaction $\Rightarrow$ WIF relationship[H5], and one received no support (supervisor & co-worker support moderating flexibility $\Rightarrow$ synergy[H4]. Conclusions The mechanisms and processes that underlie a positive relationship between work and family need to be more fully identified. Extant models seem to imply that work and family roles are equivalent but this is still a hypothesis that needs empirical validation. It is believed that work and family roles are different and that the role boundaries are differentially permeable. The resources needed for success at work and those needed to foster a happy family may be quite different and may not be transferable across domains. One can ask if the concept of role has explanatory value for work and family attitudes and behaviors that are essentially psychological (intra-psychic) in nature. We need to know more about the decisional and motivational processes affecting work-family synergies. This is a quandary since people have limited abilities to process information (bounded rationality) and to report accurately how work and family are exerting mutual influences on their lives and the lives of others. The notion that individuals are consciously aware of resource transfers from work to family or family to work needs additional confirmation.

11:30AM – 1:00PM: *Symposium:* **The Work-Family Interface and Psychophysiological and Sleep Outcomes in Employees**
Organizers: Orfeu Marcello Buxton, The Pennsylvania State University; Soomi Lee, The Pennsylvania State University

- *Work-Family Conflict, Rumination, and Health: Family Support as a Protective Factor?* Kelly D. Davis — Oregon State University, Judith Gere — Kent State University, Martin J. Sliwinski — The Pennsylvania State University

  ABSTRACT: The authors of this paper examine the extent to which rumination (i.e., repetitive, intrusive, and negative cognitions) explains the association between WTFC and several indicators of psychological and physical health in a sample of working adults in a romantic relationship. They also test whether perceived family support mitigates the associations between WTFC, rumination, and health.

- *Supervisor Support Buffers Daily Psychological and Physiological Reactivity to Work-to-Family Conflict* David M. Almeida — The Pennsylvania State University, Kelly D. Davis — Oregon State University, Soomi Lee — The Pennsylvania State University, Katie Michelle Lawson — Ball State University, Kimberly Walter — University of Connecticut School of Medicine, Phyllis Moen — University of Minnesota

  ABSTRACT: The authors investigate psychological and physiological reactivity to daily WTFC. Specifically, they test whether employed parents report greater negative affect and poorer cortisol regulation on days with higher WTFC compared to days when they experience lower WTFC. Furthermore, they examine whether supervisor support buffers these associations.

- *Certified Nursing Assistants Balancing Family Caregiving Roles: Health Care Utilization Among Double- and Triple-Duty Caregivers* Nicole DePasquale — The Pennsylvania State University, Lauren Bangerter — The Pennsylvania State University, Jessica Williams — Harvard Center for Population & Development Studies, David M. Almeida — The Pennsylvania State University

  ABSTRACT: The authors examine the associations of double- and triple-caregiving (vs. formal–only caregiving without family caregiving obligations) with health care utilization. Moreover, they explore predisposing, enabling, and need factors that are associated with certified nursing assistants' health care utilization. Lastly, they test the unique associations of double-and triple-duty caregiving with health care utilization beyond the effects of other factors.

- *Work-Family Conflict and Employee Sleep: Evidence from IT Workers in the Work, Family and Health Study* Orfeu Marcello Buxton — The Pennsylvania State University, Soomi Lee — The Pennsylvania State University, Chloe Beverly — The Pennsylvania State University, Lisa F. Berkman — Harvard University - School of Public Health, Erin L. Kelly — Massachusetts Institute of Technology, Leslie Hammer — Portland State University, David M. Almeida — The Pennsylvania State University

  ABSTRACT: The authors investigate how WTFC and FTWC are associated with several dimensions of sleep among information technology workers. They first examine the unique associations of WTFC and FTWC with employee sleep beyond the effects of diverse work conditions and sociodemographic factors. They incorporate a variety of sleep indicators, including self-reported sleep and actigraphically-assessed sleep. In addition, they present an innovative method to examine the associations of WTFC and FTWC with day-to-day inconsistency of sleep.

11:30AM – 1:00PM: *Symposium:* Fundamental Theoretical Perspectives of Work and Family Issues

- *A Narrative Perspective and Approach in Work-Life Research*   Jean-Charles Languilaire — Malmö University

ABSTRACT: Attaining work-life balance is one of most important needs expressed by the 21st century global population in the western world. This is visible in media and also in any conversation between people at work and outside work. From a boundary perspective, work-life balance relies on boundary work and boundary management processes that when combined are leading to individuals` work/non-work experiences. In other words, individuals experience work-life balance and are narrating their experiences in several contexts so that their narration enable in turn them to "enact" their experiences. Experiences are thus narrated so that the narration becomes part of the experiences. In agreement with Clandinin and Connelly (2008), work-life experiences could be studied using narrative as "object" of the study and as "methodology and method" of the study. Nonetheless, how can a narrative perspective be fully to work-life research.   This paper underlines 3 major roles of narratives for work/non-work experiences namely the role of narratives at the individual level, at the organisational level and at the societal level. This paper reveals that narratives participate to diverse elements of the work/non-work experiences especially to boundary work, boundary management but also to the development of work/non-work self-identity or even to the development of the actual organisational formal and informal context. This paper offers suggestions on how HR can change its approach to work/non-work from a narrative perspective.

- *Balancing a "Shared" Life?: The Critical Implications of "Work-Life Balance" for the Rising Sharing Economy*   Peter Bloom — Open University

ABSTRACT: Work-life balance continues to be one of the largest issues facing the contemporary workforce and economy (Kossek and Friede, 2006; Lewis et al., 2003). Not only employees but also organizations and governments realize the importance of helping individuals better harmonize their existence at "work" and "home" (see Byrne, 2005; Dex and Bond, 2005). While this desire often remains unrealized, it nevertheless stands as a progressive challenge to an increasingly "time greedy" 24/7 capitalist reality. In this respect, the call for "balance" is a call to protect one`s right to a personal life in the midst of a competitive, precarious and often more and more invasive 21st century labor market. Recently there has been a growing amount of scholarship and empirical evidence putting into question the values of "work-life balance" in practice. It is criticized for strengthening rather than subverting managerial prerogatives of efficiency and productivity (Alvesson, 2000; Caproni, 2004; Healy, 2004) as well as the traditionally "gendered" nature of capitalist employment (see Lewis et al., 2007). Moreover, it ironically contributes to the creation of the "boundaryless" contemporary work subject -- marked by the actual "blurring" of work and life spheres (see Fleming and Spicer, 2004). It supports, in this respect, an exploitive neoliberal working reality in which "the iron fist of a new ruling class is wrapped in the velvet glove of freedom, individualism and above all flexibility` (Fleetwood, 2007: 388). Perhaps even more critically, it paradoxically makes capitalist work a permanent part of a supposedly "fulfilled" life (Bloom, 2015). However, less explored is how these desires for "balance" fit within the rise of a "sharing economy". Here, traditional and even "virtual" forms of work are challenged by practices of time banking, shared ownership of goods and services, self-management and cooperatives. A growing number of individuals work as freelancers, in alternative working arrangements and non-standard work shifts. Indeed, reports show that many "millennials" are increasingly using apps like "air bnb" and "task rabbit" to "balance" their work and life in order to live in a "boss free" world. While the linking of "balance" to a shared economy holds much potential appeal, the critical implications of this emerging relationship are much less understood. This paper attempts to fill this gap by examining how ideas of work-life balance associated with a "shared economy" exists as affective cultural discourse for individuals to "cope" with an increasingly precarious and competitive 21st century economy. Importantly, this

attractive discourse also potentially justifies the lack of public policy and perceived corporate responsibility for dealing with contemporary issues of inequality and employee protection. Similar to the ways "employability" replaced demands of "full employment" -- and shifted attention away from perhaps more fundamental structural problems of the capitalist labour market -- the new emphasis on "sharing" threatens to reduce the demand for businesses and governments to ensure individuals have a healthy "work-life" balance, strong labor rights and adequate social welfare. Such discourses significantly help to channel the potential of this "sharing economy" into less transformational and more conventional market directions.

- *Person-Environment Fit in the Work-Family Domain: A Roadmap to Conceptual Clarity* Matthew M. Piszczek — University of Wisconsin Oshkosh, Peter Berg — Michigan State University

ABSTRACT: As a broad theoretical framework, person-environment (PE) fit has been linked to desirable outcomes at multiple levels of analysis in many specific areas of individual and organizational research. PE fit can be defined as an "alignment or interaction of internal and external factors" that "will shape individuals` attitudes and behaviors" (Kristof-Brown & Billsberry, 2013, p. 4). Such a broad definition contributes to a varied and inconsistent conceptualization of PE fit within the work-family literature. Through this theory paper, we seek to reduce this conceptual confusion and improve future work-family research in several ways. PE fit is not a unified concept; it has been conceptualized in many different ways across various areas of study. In the work-family literature, person-environment fit is typically conceptualized as the fit between individual work-family role management and the supplies granted by the organization. Work-family role management is linked to individual preferences regarding integrating or segmenting work and family roles. Supplies refer to policies and practices that allow employees to manage their roles in particular ways. This simple conceptualization however is problematic and leads to measurement imprecision and error. For example, supplies generated through unions, supervisors, or regulative institutions are often incorrectly attributed to organizations. Researchers may argue that a supply affects fit between an individual and an organization whereas it may be more indicative of fit between an individual and union or supervisor. Another common example is the classification of policies as promoting exclusively segmentation or integration of work and family roles when such policies may actually be used in different ways by employees with different preferences (e.g., a person may use flextime to integrate by increasing the temporal boundaries of work or to segment by pushing back work start time to ensure work tasks are uninterrupted by family tasks). The measurement error attached to work-family supplies and its vague conceptualization hinders the empirical study of PE fit within the work-family domain. We provide a new, more systematic and nuanced conceptualization of work-family supplies that can help address these issues. We break work-family supplies into several dimensions: opportunity, attribution, and intent. Opportunity describes the extent to which a policy or practice gives an employee the opportunity to segment and/or to integrate work-family role boundaries. We argue that more opportunities will generally result in more desirable work-family outcomes. Attribution describes the source of the supply and whether employees are able to correctly identify it. We propose that the availability and use of supplies will only affect employee attitudes toward the attributed source of the supply regardless of the actual source. Intent describes the goal of the supply by those making the supply available to workers. We expect that when the goal of making a supply available is consistent with its actual use by workers, organizations will experience more desirable outcomes This reconceptualization will promote accurate measurement of work-family supplies and help prevent misclassification of supplies as being exclusively for integration or segmentation. Additionally, this reconceptualization will help address supply attribution and how perceptions of supply sources may impact employee attitudes and behaviors.

- *A Neuroscience Perspective of the Work-Family-Life Interface*   Steven Y. Poelmans — Escuela de Alta Dirección y Administración Business School - Coaching Competency Center, Elena Stepanova — Work-It-Out

  ABSTRACT: In the last few decades we have witnessed an exponential growth of neuroscience research thanks to significant developments in brain imaging technology. Specific branches of this broad, interdisciplinary science, like cognitive neuroscience, psycho-neuroimmunoendocrinology, affective neuroscience, social-cognitive neuroscience and cultural neuroscience are little by little revealing the neural processes behind how individuals think, feel, and behave in interaction with the world. By studying which neural circuitries are involved in the way we filter and process information, experience emotions, take decisions and interact with others, neuroscience has shed a new light on existing psychological and social theories, confirming some and providing evidence to question others. Under the impulse of neuroscience research new fields of study are being developed, such as neuro-marketing, neuro-economics, and neuro-leadership, refining traditional theories with empirical neuroscientific evidence. Therefore it should not come as a surprise that also the field of work and family can profit from insights generated by the neurosciences. This paper offers a review of neuroscience principles and findings that inform the understanding of the intra-individual and inter-individual experience of work-life conflict and enrichment. Advances in neuroscience research have generated a better understanding of different basic processes that underlie role conflict, such as expectations, attention, multi-tasking, and stress. In the tradition of positive psychology we have seen a significant shift in work-family research towards a positive approach, complementing a conflict perspective with a focus on facilitation, enrichment and balance. In this paper, we first introduce key neuroscience principles that are essential to understand human behavior and which will serve as a basis for understanding work-life conflict and enrichment. Second, we review the neuroscience behind three essential mechanisms underlying work-family conflict and enrichment: attention, stress and neuroplasticity. Third, we look at the implications of neuroscience principles and research for work-family balance, focusing on the role of positive emotions and social support. Fourth, we review the implications of all the above for work-family research and we make specific suggestions for future research and practice, describing how work-family research can be strengthened by neuroscience theories and methods. We consider that by understanding the underlying mechanisms of human functions and adopting a meta-perspective would allow work-family researchers better understand and study work-life related processes and phenomena and intervene more effectively.

- *The Poverty of the Neuroscience of Poverty*   Amy Wax — University of Pennsylvania - Law School

  ABSTRACT: The past few decades have seen a surge in neuroscience research, both basic and applied. One growth area in applied research has been in the neuroscience related to social deprivation, low status, discrimination, and poverty. Researchers have sought to explore and document the brain changes -- structural, neurochemical, and neurophysiological -- that accompany growing up and living in deprived circumstances, and to link those changes causally to developmental and social experience. This paper reviews the literature in this field. It concludes that the neuroscientific findings, at least so far, add little of conceptual or practical value to what is already known from the fields of behavioral, developmental, and cognitive psychology. In delineating this position, paper explores the conceptual underpinnings neuroscience research, and the nature of the results obtained, the relationship of neuroscience research findings to prior and ongoing investigations using the tools and methods of the behavioral sciences, and the policy implications of these various domains.