Community, work and family in diverse contexts and changing times

Valletta, Malta
23–25 May 2019

With a pre-conference doctoral workshop on 22 May 2019
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**Author:** Helena Hirvonen  
**Title:** Negotiating work-life boundaries and professional accountability: care professionals’ use of personal mobile devices and group-based instant messaging in residential long-term care  

**Author:** Perry Share  
**Title:** A new way to care? Social robotics and social care work – an exploratory study  

**Author:** Jarrod Haar  
**Title:** What Benefits of a Four-Day Work Week (While Being Paid For Five Days)?  

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<td><strong>Author:</strong> Helen Norman</td>
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<td>Author: Manwel Debono</td>
<td>Title: The Working Conditions of Filipinos in Malta</td>
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<td>Author: Anja-Kristin Abendroth</td>
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<td>Author: Gottfried Catania</td>
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### Session title: The influence of career-related support, peer support and supervisor support: Experiences in different contexts

**Author:** Anne Bardoel  
**Title:** Should I stay or should I go? Turnover intentions and the case for developing sustainable careers for Australian female general practitioners

**Author:** María José Bosch  
**Title:** Integrating FSSB with Flexibility I-Deals: The Role of Context and Domain-Related Outcomes

**Author:** Pat O’Connor  
**Title:** ‘It's all about relationships': Gendered variation in career-related support in STEM and the possibilities for transcending them

**Author:** Eija Eronen  
**Title:** Peer support in the group: Experiences of Finnish mothers

### Session title: The complex nature of the work/family/life interface in diverse contexts

**Author:** Jared Law-Penrose  
**Title:** Meeting Needs at Work and Home: The Moderating Effects of the Source and Domain of Psychological Need Satisfaction

**Author:** Jonna Leppäkumpu  
**Title:** Negotiating work-life boundaries in close relationships at work, home and other life domains

**Author:** Charlotta Niemistö  
**Title:** Successful ideal (male) expatriate performers in China: Where are the families?

**Author:** Miriam Dishon-Berkovits  
**Title:** Transformational Leadership, Voice, Emotional Labour and Employee Well-Being: The Mediating Role of Work-Family Balance

### Session title: The gendered division of labour, housework and time: Employee experiences

**Author:** Anne Grönlund  
**Title:** Minding the care gap. Public day-care usage and the negotiation of work and family among Swedish mothers and fathers

**Author:** Tara Koster  
**Title:** Fairness Perceptions of the Division of Labour: Housework versus Childcare

**Author:** Gerlinde Mauerer  
**Title:** Constructions of parental responsibilities at parents' workplaces and their relation to gender inequalities

**Author:** Jouko Nätti  
**Title:** Working time arrangements, time with spouse and subsequent divorce risk: a register-based follow-up study among Finnish employees
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<td>(Problematising) Contextual influences on gender and family life</td>
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<td>Title: Gender, society and organizational contexts: A systems perspective on women in the workplace</td>
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**Symposium – International research on family friendly support in diverse workplace contexts**

Organisers: Bianca Stumbitz, Clarice Santos and Suzan Lewis

**Symposium – The strengths and limitations of family policy**

Organiser: Ann-Zofie Duvander

**Session title: Examining links between Work-family-life constructs: Antecedents and outcomes of balance, conflict and enrichment**

Author: Winny Shen  
Title: Unpacking Gender Differences in Work-Family Enrichment: A Meta-Analytic Approach

Author: Annelies Van den Eynde  
Title: The consequences of work-family conflict according to relationship status and gender: The effect on the behaviour of the child

Author: Jianghong Li  
Title: Long work hours of mothers and fathers are linked to increased risk for overweight and obesity among preschool children: Longitudinal evidence from Germany

Author: Jarrod Haar  
Title: Examining the linkages between Work-life Balance and Job Performance: A Two Sample Study

**Session title: Changing attitudes, behaviours and practices in parenting**

Author: Brendan Churchill  
Title: Children of the Revolution: How Progressive are Younger Birth Cohorts in their Attitudes towards Parenting Roles

Author: Anna Rönkä  
Title: Coparenting is highly culturally embedded: a systematic literature review

Author: Beáta Nagy and Kitti Kutrovátz  
Title: How parents mediate adolescents’ use of technology?

Author: Maria Letizia Bosoni  
Title: Improving Welfare Management Project: Best Practices of parenting management in Italy

**Symposium – Entrepreneurs’ strategies and tactics**

Organiser: Katherina Kuschel

**Plenary Presentation – Translating Scholarship with the Work and Family Researchers Network**

Presenter: Stephen Sweet
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<td><strong>Author:</strong> Shlomit Manor <strong>Title:</strong> Retiring with a White Coat on: Physicians working post-retirement</td>
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<td><strong>Author:</strong> Sara Mazzucchelli <strong>Title:</strong> The interplay between family transitions and work: a challenge for over 50 women</td>
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<td><strong>Author:</strong> Laure Doctrinal <strong>Title:</strong> Gender (in)equalities in old-age income and pension reforms: looking at the distributive effects of pension privatization in high-income countries</td>
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<td><strong>Author:</strong> Alena Křížková <strong>Title:</strong> To stay or leave? Extending working lives policies and practices in the Czech Republic</td>
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<td><strong>Author:</strong> Farah Asmaa <strong>Title:</strong> Work-family interface in Moroccan context</td>
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<td><strong>Author:</strong> Ariane Ollier-Malaterre <strong>Title:</strong> The International Study of Work and Family (ISWAF): Preliminary Findings from 25 Countries</td>
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<td><strong>Author:</strong> Maria José Bosch <strong>Title:</strong> Family Motivation of Supervisors: Exploring the Impact on Subordinates' Work Performance via FSSBs and Work-Family Balance Satisfaction</td>
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<td><strong>Author:</strong> Gert-Olof Boström <strong>Title:</strong> Local community, local heroes and a culture of solidarity in a company drama</td>
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<td><strong>Author:</strong> Michelle Share <strong>Title:</strong> Whose family? Whose community? Whose work? Family homelessness in Dublin and the emergence of new forms of family institutions</td>
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<td><strong>Author:</strong> Mara Yerkes <strong>Title:</strong> Where's the Community in Community, Work and Family? A capabilities framework</td>
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<td><strong>Author:</strong> Mareike Reimann <strong>Title:</strong> Single-parents and Work-Family Conflicts</td>
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<td><strong>Author:</strong> Dries Van Gasse <strong>Title:</strong> Work around the clock: single parent work strategies</td>
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<td><strong>Author:</strong> Katarina Boye <strong>Title:</strong> Who gives birth (first) in female same-sex couples in Sweden?</td>
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<td>Session title: Perspectives on employment and organisational status</td>
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<tr>
<td>Author: Tracey Warren</td>
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<td>Author: Moshe Sharabi</td>
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<tr>
<td>Title: The Centrality of Work, Family and Community among Women and Men at Different Organizational Levels</td>
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<tr>
<td>Author: Ann-Zofie Duvander</td>
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<tr>
<td>Title: Do collective agreements influence parental leave take up in Sweden?</td>
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<td>Author: Rachael N. Pettigrew</td>
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<td>Title: Transition to Parenthood: Time Off Work and Informal Leave Strategies for Employed Canadian Fathers</td>
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<td>Author: Thordis Reimer</td>
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<td>Title: What matters the most? Fathers' engagement in the context of gender cultures, welfare state institutions and individual factors</td>
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<td>Author: Anneke Schaefer</td>
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<td>Title: Fathering in the absence of mothers- it's impact on parenting self-efficacy, work-family image management and identity construction of gay and single dads</td>
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<td>Title: Having it all, or avoiding black holes? Career-family strategies and the choice between leaving or staying in academia among Swedish PhDs</td>
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<td>Author: Anna Kurowska</td>
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<tr>
<td>Title: Is the Push for Employer Provided Family Friendly Practices Context-Dependent? Comparative evidence from Germany and Poland</td>
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<td>Author: Jana Javornik</td>
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<td>Title: Shared parental leave and shared parenting: The role of employers and use of litigation by employees in the UK</td>
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<td>Author: Sara Mazzuchelli</td>
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<td>Title: The importance of organizational support on improving engagement in age discriminatory contexts</td>
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<td>Author: Alia Fakhry</td>
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<td>Title: The resourceful gender: power renegotiations within Syrian refugees' households</td>
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<tr>
<td>Authors: Shiri Levinas, and Nitza Berkovich</td>
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<td>Title: Evolving Model of Motherhood in Situation of a Violent Conflict</td>
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Poster Presentations

Author: Timo Anttila
Title: Home-based work and time in dual-earner households

Author: Mariam Gbajumo-Sheriff
Title: Can the environment improve work-life balance experiences? The case of working parents within a university in Nigeria

Author: Dafna Halperin
Title: Juggling between work and care – the coping strategies of the "Sandwich Generation" in Israel

Author: Nazli Kazanoglu
Title: The Politics of Europeanization patterns of work-family life reconciliation policies: Germany and Turkey

Author: Eileen Koekemoer
Title: Exploring the family roles and responsibilities of Generation Y Fathers and the influence thereof on their careers and work-family interface

Author: Alexandra Lipasova
Title: Transition from employment to inactivity among mothers in European Countries

Author: Beáta Nagy
Title: Extensive motherhood as a constraining element of gender regime

Author: Ana Šimunić
Title: Some personal, work, and family characteristics distinguishing spouses both lower or higher levels of work-to-family conflict

Author: Nada Stropnik
Title: Childbirth-related leaves in the European former socialist countries: Transitions in the last five decades through a gender lens

Author: Mia Tammelin
Title: Families as Self-Regulating Systems: Construction of Family Time Culture Among Couple Families

Notes
# Conference programme at a glance

## Wednesday 22 May 2019

**Pre-conference doctoral workshop**

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<th>Session 4: Work-life balance workshop</th>
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<td>Group 1 Discussion</td>
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<td>Led by: Prof. Anne Bardoeil and</td>
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<td>Prof Tanja van der Lippe</td>
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<td>10:00 - 10:15</td>
<td>Welcome to the 8th Community, Work and Family Conference</td>
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<td>Welcome note by Dr Anna Borg, Director of the Centre for Labour Studies</td>
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<td>and Prof Godfrey Baldacchino - Pro-Rector University of Malta</td>
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<td>Why employees do not use telework</td>
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<td>Solo entrepreneurs and their work-family challenges</td>
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| 9:30 - 11:00 | The influence of career-related support, peer support and supervisor support: Experiences in different contexts  
   - Lecture Room 1 (Level 1) | The complex nature of the work/family/life interface in diverse contexts  
   - Lecture Room 2 (Level 1) | The gendered division of labour, housework and time: Employee experiences  
   - Lecture Room 3 (Level 1) | Work-family and work-life balance: Different measures and different contexts  
   - Meeting Room 4 (Level 0) |
| 11:00 - 11:15| **Coffee Break**                                                          |
| 11:15 - 12:45| (Problematising) Contextual influences on gender and family life  
   - Lecture Room 1 (Level 1) | Work-family dynamics in the military and police settings  
   - Lecture Room 2 (Level 1) | Changes to women’s work and motherhood  
   - Lecture Room 3 (Level 1) | SYMPOSIUM - International research on family friendly support in diverse workplace contexts  
   Organisers: Dr Bianca Stumbitz, Dr Clarice Santos & Prof Suzan Lewis  
   - Meeting Room 4 (Level 0) |
| 12:45 - 14:00| **Lunch Break (Valletta Campus)**                                         |
| 14:00 - 15:45| SYMPOSIUM - The strengths and limitations of family policy  
   Organiser: Prof Ann Zofie Duvander  
   - Lecture Room 1 (Level 1) | Examining links between work-family-life constructs: Antecedents and outcomes of balance, conflict and enrichment  
   - Lecture Room 2 (Level 1) | Changing attitudes, behaviours and practices in parenting  
   - Lecture Room 3 (Level 1) | SYMPOSIUM - Entrepreneurs strategies and tactics  
   Organiser: Dr Katherina Kuschel  
   - Meeting Room 4 (Level 0) |
| 15:45 - 16:00| **Break**                                                                |
| 16:00 - 16:10| Prof Stephen Sweet - Translating Scholarship with the Work and Family Researchers Network  
   - The Theatre (Level 0) |
| 16:10 - 17:10| **Keynote 2: Dr Ameeta Jaga**: Something new from the South: Work, Family and Community in South Africa  
   **Chair**: Prof Rebecca Lawthom  
   - The Theatre (Level 0) |
<p>| 17:10 - 17:30| <strong>Break</strong>                                                                |
| 17:30 - 17:45| Transport towards Mdina, from Mediterranean Conference Centre            |
| 18:15 - 19:15| Social Activity: Guided Tour of the old capital city of Mdina             |
| 19:45         | Dinner: Palazzo De Piro, Mdina                                           |
| 22:30         | Transport back to Valletta and Sliema                                     |</p>
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<td>12:30 – 13:30</td>
<td><strong>Keynote 3: Prof Marcie Pitt-Catsouphes:</strong> &quot;In Context: Equity, Justice, and Inclusion&quot;</td>
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<td>13:30</td>
<td><strong>Concluding Lunch at the Valletta Campus (Level 0)</strong></td>
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Session title: 
Innovation and the work-life interface: New perspectives in the workplace and in the care profession

Author: Helena Hirvonen (University of Jyväskylä, Finland)
Co-Authors: Antti Hämäläinen (University of Jyväskylä, Finland), Mia Tammelin (University of Tampere, Finland), Sakari Taipale (University of Jyväskylä, Finland)

Title: Negotiating work-life boundaries and professional accountability: care professionals’ use of personal mobile devices and group-based instant messaging in residential long-term care

Author: Perry Share (Connacht Ulster Alliance, Ireland)
Co-Author: John Pender (Institute of Technology, Sligo, Ireland)

Title: A new way to care? Social robotics and social care work - an exploratory study

Abstract: There is extensive debate on the impact of autonomous technologies on employment, expressed as ‘AI/robots will/will not take our jobs’. Allied to this is a more nuanced analysis of the impact that such technologies may have on professional roles (Susskind & Susskind 2015), sometimes seen to be more resistant to automation. The field of care work has garnered considerable debate. Some critics have asserted that care ‘by technology’ is never ethical (Sparrow & Sparrow 2006) but this has not prevented the development of numerous technological solutions. In some East Asian societies (particularly Japan) this has relatively widespread acceptance, predicated on broader societal attitudes towards robots and allied technologies (Sone 2016). Within Europe there is now considerable support, including from the European Commission, for the development of such technologies (Apolitical, 2018). A robotic care technology with high visibility and uptake is Paro, a robot in the form of a baby harp seal, developed by Japan’s National Institute of Advanced Industrial Science and Technology. Used in the care of people with dementia (PWD), autism and social isolation, Paro has obtained FDA approval (Petersen et al 2017) as a medical device and has been positively assessed through clinical trials (Kachouie et al 2014; Petersen et al 2017). It has been adopted by local municipalities and in diverse care settings, in particular in Denmark, Australia and its home country Japan. A second robot device, Milo, has been developed by Dallas-based company Robokind for use in communication with children on the autism spectrum (www.robokind.com), as well as in other settings. It also has been evaluated as making a positive contribution to well-being. Both Paro and Milo have been adopted in the past year (2018-19) for testing by the Alzheimer Society of Ireland [ASI], the primary national and service delivery organisation in the state for the with this condition. The research reported in this paper is concerned with the impact that technologies such as Paro and Milo have on the everyday care work of those employed at an ASI day care centre. While an important question, for reasons related to ethical clearance, this phase of the research did not involve service users directly, nor involved any observation of service users. The research involves pre- and post- evaluation of the impact of such technology on those employed at an ASI day centre. It is based on interviews with care workers (n=5) during the period of the introduction of robots to the care setting: prior to the introduction of the technology, and after 3-12 months of use. Interview questions prior to adoption focused on broad attitudes, fears and aspirations in relation to the technology; anticipated responses of service users and their families/loved ones; and anticipated impact on the work of caring. Follow-up interviews addressed similar areas, after the robots had been introduced, as well as worker experience of the use (or otherwise) of the robots themselves. Initial findings from ASI workers have been mainly positive in relation to robot technologies, with indications they have been successfully integrated into everyday care work. The paper examines the implications of these findings for the future of care work, in particular as it relates to the care and support of people with dementia. It seeks to place the initial impact of Paro and Milo within the broader development of the social professions generally, building on earlier work in this area (Share & Pender, 2018). At a broader level the research adds to our knowledge of the use of advanced technologies in the care field and may influence relevant education and training; work practices; and regulatory frameworks. Apolitical (2017) Europe develops range of next-generation robots for the elderly. [https://apolitical.co/solution_article/using-robots-ease-pain-old-age/]. Kachouie, R. et al (2014) Socially assistive robots in elderly care: A mixed- method systematic literature review. International Journal of Human–Computer Interaction, 30(5), pp.369-393. doi: 10.1080/10447318.2013.873278. Petersen, S. et al (2017) The utilization of robotic pets in dementia care. Journal of Alzheimer’s Disease 55(2), pp.569–574. doi: 10.3233/JAD-160703. Share, P. & J. Pender (2018) Preparing for a robot future? Social professions, social robotics and the challenges ahead. Irish Journal of Applied Social Studies 18(1). Article 4. doi:10.21427/D7472M [https://arrow.dit.ie/ijass/vol18/iss1/4]. Sone, Y. (2016) Japanese robot culture: Performance, imagination, and modernity. London: Palgrave Macmillan. Sparrow, R. & L. Sparrow (2006). ‘In the hands of machines? The future of aged care.’ Mind Mach 206, pp. 141-161. [https://link.springer.com/article/10.1007%2Fs11023-006-9030-6]. Susskind, R. & D. Susskind (2015) The future of the professions: How technology will transform the work of human experts. Oxford UP.
Author: Jarrod Haar (Auckland University of Technology, New Zealand)

Title: What Benefits of a Four-Day Work Week (While Being Paid For Five Days)?

Abstract: In early 2018, a New Zealand firm introduced a workplace trial of a 4-day work week. The unusual aspect was that employees were still paid for 5-days and were expected to ‘manage’ their workload to accommodate an extra day off. This was in response to the CEOs reading around time wasted in modern-day workplaces (e.g., meetings, Internet, gossip etc.). With a strong team-focus, employees were engaged to determine the best way this could be accomplished. Employees rotated a day off a week and the team was expected to cope and manage their typical workload while being one-person down. Under the Conservation of Resources theory (Hobfoll, 1989), employees with greater control of their resources (time, energy) should report enhanced benefits from the trial. This was expected to influence wellbeing: lower stress due to reduced work-time and greater work-life balance (WLB) because employees effectively had greater ability to manage their multiple life roles. Under Organizational Support Theory (Eisenberger, Huntington, Hutchison, & Sowa, 1986), it was expected that employees would respond with enhanced job attitudes and performance due to the high level of support (still paid 5-days). Hypotheses were that perceived organizational support (POS) would increase across the trial, as would team cohesion, WLB, and job satisfaction, while job stress would reduce across the trial. I explored performance in multiple ways and these were all supervisor-rated at their teams. I expected inrole job performance (doing their job) would remain the same. I also expected improved performance towards customer service and team OCBs. While work demands might increase due to the same work being completed in reduced time, I also hypothesized that work demands might remain static due to having greater work control. Finally, as a robust check, I included proactive personality and job complexity as factors I expected to remain unchanged. Relationships were analysed pre- and post-trial (an eight-week gap) from 122 employees and performance data from 27 supervisors. CFA confirmed the constructs and all measures were robust (reliabilities > .80). Data were analysed using paired t-test to establish differences across time. Overall, hypotheses were largely supported with constructs changing in a beneficial way over time. POS, team cohesion, WLB and job satisfaction all significantly increased over the trial, while job stress significantly decreased. Supervisor rated job performance did not significantly change (performance was retained). Other forms of performance: customer service and team OCBs significantly increased. Importantly, proactive personality and job complexity did not significantly change across the trial. The only surprising finding was that job demands were found to significantly decrease across the trial. This might be explained by the greater team discussion and planning around workloads (ie greater job control). Findings indicate a new way to work, with the trial becoming permanent at the end of 2018.

References

Session title:
Fathers and work-family challenges: Issues with care and flexibility

Author: Cassandra Engeman (Stockholm University, Sweden)

Title: Supporting Fathers’ Care Work: Political Actors and Parental Leave Policy Reform

Abstract: When do countries recognize fathers as caregivers under leave law? Since the 1970s many affluent democracies have extended paid leave rights to fathers by adopting parental leave policies. Such policy change indicates a “path shift” as countries break from breadwinner- or market-oriented family policy models and move toward dual earner-carer models (Morgan 2013). Explanations for cross-national variation in family policy are rooted in welfare state theories, and power resources approaches emphasize leftist parties to explain family policy variation (Korpi 2000). Yet, family policy scholars have recently questioned the role of leftist parties and have instead proposed party competition for women’s votes (Blome 2016; Fleckenstein and Lee 2014; Morgan 2013) and the presence of women in parliament as key drivers of policy change (Kittilson 2008; Lambert 2008). Despite considerable cross-country differences in leave generosity and the timing of leave policy adoption, large-scale quantitative analyses on the sources of family policy are surprisingly rare. Using event history methods, this paper assesses how different political actors affect the timing of paternity and parental leave policy adoption from 1965 to 2011 across 22 affluent democracies. The unique data set draws on multiple sources, including the author’s compilation of leave policy histories. Findings show that, controlling for other country characteristics; countries are faster to adopt leave rights for fathers when the cabinet share of confessional-right parties and the share of women in parliament are greater. However, for individual entitlements to parental leave – a provision with clear gender egalitarian aims – left parties and trade union institutional strength are additional sources of policy reform. Results suggest a need to consider specific social reforms as nested in a ranked list of policy priorities that shift according to the relative strength of political actors and the share of different parties in government. Ultimately, the paper confirms the multi-dimensionality of family policies and carves-out a role for power resources in explaining their development. This paper joins a growing body of scholarly attention to family policies targeting fathers and partners. Previous research suggests that individual, non-transferrable entitlements to parental leave influences fathers’ leave-taking and involvement in child care, but we know little about what drives countries to adopt reforms that have been, in some cases, controversial. Blome, Agnes. 2016. “Normative Beliefs, Party Competition, and Work-Family Policy Reforms in Germany and Italy.” Comparative Politics 48(4):479-96. Fleckenstein, Timo and Soohyun Christine Lee. 2014. “The Politics of Post-industrial Social Policy: Family Policy Reforms in Britain, Germany, South Korea, and Sweden.” Comparative Political Studies 47(4): 601-30. Kittilson, Miki Caul. 2008. “Representing Women: The Adoption of Family Leave in Comparative Perspective.” Journal of Politics 70 (2): 323-34. Lambert, Priscilla A. 2008. “The Comparative Political Economy of Parental Leave and Child Care: Evidence from Twenty OECD Countries.” Social Politics 15(3): 315-44. Korpi, Walter. 2000. “Faces of Inequality: Gender, Class, and Patterns of Inequalities in Different Types of Welfare States.” Social Politics 7(2): 127-91. Morgan, Kimberly. 2013. “Path Shifting of the Welfare State: Electoral Competition and the Expansion of Work-Family Policies in Western Europe.” World Politics 65(1): 73-115.
Title: Affordability of parental leave and class inequalities in care opportunities for fathers in Europe

Abstract: Work-family policies are central to the current transformations of the welfare states and parental leave is emblematic of interventions that cut across domains such as employment, family, children and childcare, gender and living standards. There is abundancy of comparative studies on maternity and parental leave schemes but these rarely provide an insight into the rights and opportunities for fathers and seldom assess opportunities that leave provides for different groups of parents. Largely, earlier studies analyze leave available to fathers but focus on mothers’ abilities to remain in work (e.g. Lohman & Zagel 2016; Ciccia & Bleijenbergh 2014; Javornik, 2014; Saxonberg 2013, Leitner 2003). Furthermore, comparative studies mostly focus on intercountry differences, assuming that policy equally affects different socio-economic groups. However, policy may have different implications for different groups of parents (Javornik and Kurowska 2017). Against this background, this article analyses parental leave of 20 European countries from all established welfare-state regimes, focusing on economic opportunities for different groups of fathers to use leave in 2018. We conceptualise real opportunities that parental leave offers to fathers using the capability approach, following the works of Kurowska (2018) and Javornik and Kurowska (2017).

We acknowledge that the legal entitlements offered by parental leave are embedded in a specific socio-economic context, which may convert one’s legal entitlements into real economic opportunities or lack thereof. We argue that such a conversion operates in different ways between income groups and across countries and consider living standards and gender wage gap as key conversion factors. These impact high- and low earners differently, affecting whether and how different groups of fathers use leave. To analyse national policies across countries, we develop new policy indicators of equality in leave affordability which assess the extent to which legal entitlements provide equal opportunities to fathers across income groups and countries. These measure fathers’ access to financially sustainable individual right to leave, financial viability of transferable leave, and equality in effective income replacement rate across income groups of fathers. We adapt Javornik’s (2014) benchmarking approach with graphical analysis to compare and contrast countries. We find that countries differ significantly in how they support different groups of fathers and that even countries with gender equal parental leave arrangements such as Sweden fail to provide real opportunities to fathers across income groups.
Author: Helen Norman (University of Manchester, England)

Co-Author: Colette Fagan (University of Manchester, England)

Title: Flexibility and Fatherhood in Europe

Abstract: It is well-known that women are more likely to opt for part-time employment if they are raising children in some countries than others, and to make other adjustments to their work schedules (Fagan et al. 2014). By contrast, much less is known about fathers’ working-time arrangements other than (i) average full-time working hours are much longer in some countries than others and (ii) men are much less likely than women to reduce their work hours when they have children (Fagan and Norman 2016; 2012; Norman et al. 2014). In this paper, we build from Sullivan et al.’s (2000) analysis of ‘fatherhood strategies’ based on their comparative analysis of men’s time-use data. We use the Sixth European Working Conditions Survey to explore the variability in fathers’ work schedules, with a particular focus on their control over when and where they work (flexible working) and the volume of hours worked, as well as their involvement in childcare. Through a series of logistic regression models, we assess whether the work schedules of fathers with young children vary markedly from other men, and seek to identify the national and occupational differences in men’s time availability to be engaged in looking after their young children. Our models control for key demographic and workplace factors, such as occupational class and sector, as well as the country context to establish whether work schedules and childcare involvement varies according to the country in which fathers live. The analysis will be informed by reference to key policies which, in principle, enable fathers to reduce or adapt their working hours to be more involved at home (parental leave, right to request reduced/flexible working hours), as well as more general national working-time polices which regulate the length of working time and foster worker-oriented flexible working.

References

Session title: 
Exploring community alternatives as sources of support

Author: Rebecca Lawthom (Manchester Metropolitan University, UK)
Co-Authors: Jenny Fisher, Sandra Hartley, Emma Koivunen and Gillian Yeowell (Manchester Metropolitan University, UK)

Title: Men in Sheds as Transitionary Work Spaces

Abstract: The experiences of older men’s adaptation to planned or illness related retirement in the context of social isolation and loneliness has been given less academic attention than that of women or in terms of the financial implications of stopping work. Men are more likely to experience social isolation following a change in personal, family or employment related circumstances. Men in Sheds is an international approach to supporting older men to age well in their communities and reduce the impact of social isolation in their lives, and there are Sheds in Australia, Canada, Ireland and the United Kingdom as well as other countries. The Sheds provide a social space for men to meet others through engagement in practical activities such as woodwork or making things from recycled materials. The paper draws on a fifteen-month mixed-method study of Men’s Sheds in the United Kingdom that took place between 2017-2018. The study assessed the impact of attending the Sheds on the men who are Shed members, their families and the wider community. Eighty men and ten family members participated and the study considered what worked about the Sheds, for whom did it work and in what circumstances. The Sheds are run by a voluntary organisation and part of the study involved exploring the role of this organisation in providing social spaces for men to connect with others post-retirement. Thematic analysis of the findings highlighted the value of the Sheds in the men’s and their families’ lives post a change in personal and employment related circumstances. Attending the Sheds provided a replacement work environment that was a focus for their everyday lives where they could spend time with other men whom they called colleagues. The men’s participation in the Sheds enabled them to socialise and engage in activities that enhanced their wellbeing post retirement, death of a spouse or experiences of ill-health. This paper will be of interest and relevance to policy makers and practitioners interested in ageing, health and social connectedness and supporting older adult’s post retirement.


Author: Rebecca Lawthom (Manchester Metropolitan University, UK)
Co-Authors: Ryan Woolrych (Heriot Watt University, UK), Jenny Fisher (Manchester Metropolitan University, UK), Meiko Makita (Heriot Watt University, UK) and Judith Sixsmith (University of Dundee, UK)

Title: Developing Thriving UK Age-Friendly Cities and Communities: Perspectives from older adults

Abstract: Introduction: Creating urban environments that support and promote everyday social engagement and healthy living for older people is a key driver of public policy. Previous research suggests that ageing-in-the-right-place by developing age friendly cities and communities can make a positive difference to the health and wellbeing of older people yet often urban environments do not support the conditions for active ageing. This paper reports on findings from a three-year ESRC (Economic and Social Research Council) -funded project (Place-Making with Older Adults: Towards Age Friendly Communities) taking place in 18 neighbourhoods across 6 cities in the UK and Brazil, capturing perspectives on place-based supports for active ageing and the development of Age-Friendly Communities. Methods: This paper presents qualitative data from over 180 face-to-face interviews, 120 walking interviews and 60 photo diaries to examine experiences of active ageing and age-friendliness amongst older adults living across 3 cities and 9 neighbourhoods in the UK. Result: Thematic analysis of the findings revealed a number of opportunities and challenges in respect of supporting active ageing: mobility, independence and getting around; sense of value and recognition in the community; navigating supports in old age; negotiating access to community settings; and provision of opportunities for community, civic and social participation. The findings support the integral role that urban environments play in shaping experiences of active ageing, identifying similarities and differences across case study areas. Discussion: Addressing what older people deem important to age in the right place is essential for developing age friendly policies, programmes and interventions that support healthy and active ageing. Recommendations for the future delivery of age-friendly neighbourhoods are made.
Author: Federica Vigano' (Free University of Bolzano, Italy)

Title: Do seniors benefit from living in a multicultural and multi-age context like a housing cooperative? The social neighbourhood effects on building inter-generational and intra-generational relations in a Housing Cooperative.

Abstract: Building on the results of an in-depth case study conducted in a big housing cooperative based in Munich (Germany), through focus groups and interviews with the residents and the management of the cooperative, the aim of the paper is to analyse how the social neighbourhood system is producing positive effects on the residents of the community, especially for the seniors. Located in the west side of the city, the Wohnungsgenossenschaft München –West eG counts around 10,000 residents (at 31.12.2015) living in 3,361 Housing units. The cooperative housing is inspired to the "Bielefeld Model", based on "self-determined living principle" of residents in different ages of life, and specifically for the elderly. The Cooperative’s main aim is to offer their members a sustainable housing and to foster social cohesion among people living in the community. In order to acquire new housing lots in a very expensive city like Munich, they have established a contract with the municipality offering to restore and maintain the buildings and to help the integration of migrants in the community. The characteristics of such an excellent model of living can be synthesized as follows: - the cooperative, opposed to a private company, does not set a profit target, but it wants rather maintain its business sustainably over the time, taking care of the real estate asset, and developing the community of their members. - Residents-members of the cooperative are entitled to benefit from low renting rates as long-term tenants, but not becoming owners. - Rents are much more affordable compared to the free market prices. - The internal Association called "Generationengerechtes Wohnen" financed by the cooperative, is specifically concerned with activities and services to foster cohabitation between generations, creating opportunities for meetings and encouraging the permanence of the elderlies in their home environment. - The infrastructures are family and elderly friendly - Common spaces, meeting areas are available free of charge for community initiatives - Services, courses, excursions, gym activities, free use of bicycles, childcare and other social activities offered at affordable prices by the residents to the residents, thus developing an attitude towards a mutual help, which is translated into inter-generational and intra-generational relationships between residents of different ages and ethnicity. The case study is based on 15 Focus Groups, involving 87 people. The texts of focus groups and interviews have been analysed through a software QDA Miner for a total of 117 pages of text. We have developed a coding analysis, and we were able to "measure" the most relevant emerging topics, per group and between groups. Results show that living in the social context of the Cooperative housing improve residents agency and commitment towards the community goals, and develop attitude towards a mutual help among residents of different ages. Foster-Fishman, P. G., Cantillon, D., Pierce, S. J., & Van Egeren, L. A. (2007). Building an active citizenry: The role of neighborhood problems, readiness, and capacity for change. American Journal of Community Psychology, 39, 91–106. Haski-Leventahl, D., & Bar-Gal, D. (2008). The volunteer stages and transitions model: Organizational socialization of volunteers. Human Relations, 61, 67–102. Hustinx, L., & Lammertyn, F. (2003). Collective and reflective styles of volunteering. A sociological modernization perspective. VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations, 14, 167–187.
Although, it is often assumed that flexible working is beneficial for both workers and organizations, research findings, so far, are not conclusive (Allen et al., 2013; Menezes & Kelliher, 2011). Scholars indicate that the inconclusiveness of research findings is related to conceptual and measurement issues and the fact that mediating and moderating factors play a role, such as workers skills to manage flexibility at the individual level (Allen et al., 2013), managerial support and norms and expectations regarding time and career demands in organizations. The four papers in this symposium all discuss how the workplace contexts shapes the impact of flexible working aiming to contribute to the advancement of our knowledge on flexible working and the work-home interface.

Does flexibility at the workplace lead to more or less time pressure?
Tanja van der Lippe (Utrecht University, The Netherlands)

Working flextime or flexplace is seen as one of the solutions for the work-family conflict and the time pressure employees have. However, the literature is not conclusive if this is indeed true. There are arguments and empirical findings that show that flexibility leads to less time pressure and conflict, but also arguments and findings that report the opposite. In this paper we argue that to understand these conflicting findings it is important to take the organization into account where people work. Their work-family conflict and time pressure may dependent on flexibility of other colleagues. Moreover, dealing with the blurring boundaries between work and family life by the employees and his or her colleagues, thus by integration or segmentation, is expected to moderate the relation between flexibility and time pressure. Expectations will be tested using two waves of the Sustainable Workforce dataset (Van der Lippe et al., 2015/2019), of employees nested in teams nested in organizations in nine countries (Bulgaria, Finland, Germany, Hungary, Netherlands, Portugal, Spain, Sweden, UK).

The role of organisational culture in shaping who uses flexible working arrangements, and its outcomes
Heejung Chung (University of Kent, UK)

It is now relatively a well-established fact within work-family scholars that flexible working, such as flexitime and teleworking, may not necessarily help workers relieve the conflict they feel due to the demands coming from their work and home spheres (Michel et al. 2011; Allen et al. 2013). However, the results are quite mixed, with some studies showing a more positive impact compared to others (Kelly et al. 2014). In this paper, I argue that organisational culture is crucial in shaping how flexible working can result in better work-life balance outcomes. Previous studies have shown that national level contexts help shape who gets access to (Chung 2018, 2017) and the outcomes of flexible working (Lott 2015). Similarly, there is increasing evidence to show how organisational culture and contexts may influence whether or not flexible working can help relieve work-family conflict (van der Lippe and Lippényi 2018). I examine three organisational level factors that I believe would be crucial in shaping who gets access to flexitime and teleworking and its outcomes on work-family conflict. Firstly, it is the ideal worker culture – namely, the extent to which long- hours work is normalised in the organisation and how it is seen as crucial for promotion. Second, performance-related pay – which has been shown to intensify internal competition within organisation, and somewhat increase the ideal worker culture. Thirdly, it is the way flexible working is provided and its prevalence. This is done by the use of the UK Work Employment Relations Survey of 2011 (the most recent data), and a series of multivariate analyses. Preliminary analysis shows that long hours culture is harmful for work-family conflict, and flexitime may be especially beneficial for workers who are working in such cultures to relieve work-family conflict. On the other hand, control over one’s schedule seem to be more detrimental in organisations where long working hours are expected.

The use of and experiences with telework: Barriers and disadvantages in an ideal worker culture?
Yvonne Lott (Hans-Böckler Foundation) and Anja Abendroth (Bielefeld University, Germany)

The present study analyses workers’ use of and experiences with telework at German workplaces. Recent research showed that telework can either facilitate work-life balance, or increase overtime hours and work-family conflict. The actual experiences that workers have with telework, however, are less known. Also, group differences (gender and parental status) are mostly neglected in previous studies on the use and outcomes of telework. The present study therefore addresses the following research questions: Who makes use of telework? And what experiences do (different groups of) workers have with telework? Because the outcomes of flexible work arrangements often depend on the work context, the role of an ideal worker culture and the normalization of telework at the workplace are taken into account. The analysis is based on the second wave (years 2014/2015) of the Linked Personal Panel (LPP) which is representative for large size, private sector companies in Germany. First, employees’ use of telework is compared with their wish to use telework and their experiences with telework are described. Second, the effects of (1) the prevalence of telework among the companies’ workforce and (2) proxies for an ideal worker culture (high-performance management strategies, the lack of work-life balance policies/ women promotion programs as well as a low rate of fathers’ long parental leave) on the experiences with telework are analyzed. Preliminary results show that women use telework more frequently than men but that their use varies between German workplaces.

Flexible working and work-life balance: the role of leadership and flexibility at home
Laura den Dulk and Samantha Metselaar (Erasmus University Rotterdam)

Technological developments and increasing globalization have changed expectations of when and where work is done, employment relations and the way people work together. Increasingly, work can be done any time, any place, blurring the boundaries between work and personal/family life. Most research assumes that flexible work arrangements are a resource helping people to find a satisfactory work-life balance. However, findings are inconclusive and more research is needed to study conditions that affect the impact of flexible working on work-life balance of workers. In this mixed-method study, we study the impact of the utilization of time/spatial flexibility on the satisfaction with work-life balance among public sector employees working in a flexible office in which they can decide when and where they work. A survey was conducted among 1437 employees and their direct supervisors as well as an interview study among 33 employees. The present study looks into the way employees use flexible working, how this relates to their work-life balance and the role leadership, autonomy and flexibility at home.

Round Table:
Work-life research and practice from a LGBTIQ perspective

Author: Jean-Charles Languilaire (Malmö University, Sweden)

Title: Work-life research and practice from a LGBTIQ perspective

Since 1979, the right to same-sex union has been evolving all over the world but many economic, political and societal issues are still affecting work-life balance of people who identified themselves as LGBTIQ. Whereas work-life programs have been concerned with widening the access to work-life arrangements to non-traditional family by considering couples without children or singles, this inclusivity remains a fairly narrowly defined heteronormative view of the society and especially of the family unit. This is contrasting with emerging research evidence indicating effects on organisational performance of having LGBT-friendly policies.

The idea of the round table is to create a forum of discussion about work-life research and practices relevant for LGBTIQ population. This round table will be start with mini talks from researchers involved in LGBT question and work-life so that we can share information, research findings and experiences on emerging work-life issues related to LGBTIQ.

We invite any people interested to LGBTIQ and work-life to join this discussion that is organised by the WFRN Special Interest: Work-life Research & Practice from a LGBTIQ Perspective.
Session title:  
The impact of work-life issues on wellbeing for different groups

Author: Jianghong Li (WZB Berlin Social Science Center, Germany)  
Co-Authors: Plamen Akaliyski (University of Oslo, Norway) and Lyndall Strazdins (Australian National University, Australia)

Title: Father’s and Mother’s Work Hours and Children’s Social and Emotional Wellbeing

Abstract: Background: We are witnessing an important transition from post-industrial economies to service economies, so called the “24/7 economy.” One of the consequences of this new economy is a high proportion of workers including parents who work very long hours. Australian fathers work very long hours (55 or more hours per week), compared to fathers from other OECD countries. In Australia, around 19.0% of Australian fathers worked such long hours when their children aged 5 and 20% did so when their children aged 8. In Germany 15% fathers of children with similar age (3-4) work 55 or more hours per week. This study aims to examine the impact of fathers’ and mothers’ long work hours on the social and emotional health of children and adolescents. Methods: The study is based on longitudinal data from the Western Australian Pregnancy Cohort (Raine) Study, with a focus on children ages 8 to 16/17. Multivariate fixed-effect models were analysed to estimate the effect of parents’ work hours on the social and emotional wellbeing of children, which was measured with the Child Behavioural Check List (CBCL) developed by Achenbach. In all analyses the time-varying socioeconomic and demographic characteristics of the family were adjusted, including family income, family structure, mother’s and father’s education, their occupational status, the number of siblings and child gender. Results: The findings show a curvilinear relationship between parents’ work hours and children’s social and emotional health, and this relationship differs by child and parent gender. Mothers’ work hours has a curvilinear effect on daughters’ social and emotional wellbeing: compared to working full time (35-40 hours per week), not working or working less than full time (1-24 or 25-34 weekly), working long hours (41 or more weekly) were associated with an increase in social and emotional problems in girls only. Relative to normal full-time work hours (40-44), fathers’ long work hours (45-54 hours or > 55 hours weekly), or not working at all or part-time work were associated with increased risk for social and emotional issues in boys. There was a time lag three to six years before these effects were felt. Conclusion: Contrary to popular concerns about the negative impact of mothers’ employment on children development, optimal work hours (full time) are beneficial to daughters’ social and emotional wellbeing. It is when mothers do not work or working part time or working long hours that is detrimental to the social and emotional wellbeing of daughters. The negative impact of fathers’ long and excessively long work hours on male offspring’s wellbeing underscores a critical need for fathers to devote more time to family and children.

References
Author: Heejung Chung (University of Kent, UK)
Co-Author: Pierre Walthery (University of Oxford, UK)

Title: The Outcomes of Shared Care on Child and Parent’s Wellbeing Outcomes

Abstract: In recent years, researchers as well as policy makers have increased their interest for the sharing of care roles between men and women in light of tackling the persistent gender wage gap in our societies. However, we know very little about how the amounts and the division of time spent on caring for children by mothers and fathers impacts child outcomes, parents’ well-being, and family relationships. This paper examines how the length and quality of time spent by parents with children, and most importantly the division of time between mothers and fathers, relate to well-being and relationship outcomes for children and parents themselves. This is done through the 2015 UK Time Use Survey (TUS). In this paper, we distinguish between enrichment/non-routine activities (Craig and Mullan 2011), which are crucial for child development and socialisation (Leiferman et al. 2005; Zick et al. 2001) and routine activities which include basic daily and logistical care activities; between solo-care vs care when the other parent present; and untainted childcare time vs that combined with other household tasks and paid work (Craig and Brown 2017) for our analysis. This paper will first examine who is more likely to share care between parents in two parent families with children under the age of 15, and then we will examine how the different types of shared care leads to well-being outcomes for couples and children. Family well-being outcomes examined in this study include the enjoyment levels reported by children and parents, as well as satisfaction levels for health, work-life balance, leisure time, marriage, and job of both parents. Finally, we are able to examine the stress, health levels of individual partners. We expect that when care is shared, especially when fathers take on more routine activities and solo-care of children, mothers’ well-being levels will be higher and that their relationship satisfaction will also be higher. We also expect that children's enjoyment levels will be higher in families where share of routine and enrichment activities are shared relatively equally by both parents. Craig, L., & Brown, J. E. (2017). Feeling rushed: Gendered time quality, work hours, nonstandard work schedules, and spousal crossover. Journal of Marriage and Family, 79(1), 225-242. Craig, L., & Mullan, K. (2011). How Mothers and Fathers Share Childcare A Cross-National Time-Use Comparison. American Sociological Review, 76(6), 834-861. Leiferman, J., Ollendick, T., Kunkel, D., & Christie, I. (2005). Mothers’ mental distress and parenting practices with infants and toddlers. Archives of women’s mental health, 8(4), 243-247. Zick, C. D., Bryant, W. K., & Österbacka, E. (2001). Mothers’ employment, parental involvement, and the implications for intermediate child outcomes. Social Science Research, 30(1), 25-49.
Author: Laura Dunstan (The University of Melbourne, Australia)
Co-Authors: Sana Nakata and Belinda Hewitt (The University of Melbourne, Australia)

Title: Indigenous relations of health: The impact of Indigenous family life on child social and emotional wellbeing

Abstract: In Australia, the processes of Indigenous family life have historically been side lined from mainstream conceptualisations of healthy and successful family functioning in social policy frameworks. Indigenous family life differs both culturally and structurally from non-Indigenous family life, particularly in relation to the importance of extended family, kinship and community networks. Indigenous children have lower levels of health and wellbeing than their non-Indigenous counterparts. While family life is known predictor of child wellbeing, little research has examined how the networks and processes of Indigenous family functioning shape child outcomes, and their differences from non-Indigenous family life are often conceptualised as being deficient in policy and practice. However, these processes may also function to provide strength and resilience for Indigenous children. We investigate this possibility. We conceptualised five dimensions of family functioning that captured unique aspects of Indigenous family life. These dimensions encompass different resources and supports available through involvement with extended family and kinship networks, including: time with family, material, instrumental, informational, emotional resources and social capital. Using data from Wave 8 of the Longitudinal Study of Indigenous Children (LSIC) we estimated a series of linear regression models to examine which factors were associated with child emotional and behavioural difficulties measured using the Strengths and Difficulties Questionnaire (SDQ). From inception, the LSIC has incorporated principles of Indigenous data sovereignty and as such provides a unique resource for examining Indigenous Australian experiences. Results indicated that higher levels of cohesion and involvement with family (i.e. leisure, cultural and everyday activities with family members), child knowledge of their family history and culture, good parental physical and mental health, sibling cohesion, trust in community services, and living in more advantaged areas were associated with fewer child emotional and behavioural difficulties. Conversely, increased family financial stress was associated with increased child difficulties. This paper aimed to conceptualise and explore how different dimensions of Indigenous family life influence child wellbeing outcomes. Together, our findings indicated that Indigenous child wellbeing is strengthened and supported by multiple dimensions of family life, and in particular by a mode of family functioning that enmeshes intimate and extended family, kinship and community networks and resources. This underscores the importance of relational networks that span multiple social environments and in which cultural and community connectedness are foregrounded. Whilst not widely captured in social policy frameworks, these processes of contemporary Indigenous family life represent a diverse way of doing family that is positively associated with Indigenous children’s outcomes. This demonstrates the importance of identifying family and community relationality within a strengths-based approach for understanding Indigenous children’s wellbeing.

References
Session title: Identifying trends, patterns and relationships in paid and unpaid work

Author: Lyn Craig (University of Melbourne, Australia)
Co-Author: Brendan Churchill (University of Melbourne, Australia)

Title: Convergence and Divergence in Market and Non-market Activities in Australia 2001-2016: patterns by age and gender

Abstract: This paper investigates how the social and economic participation of Australian men and women changed between 2001 and 2016. Using data from the longitudinal Household, Income, Labour Dynamics in Australia (HILDA) survey, and between-estimator (BE) regression modelling, we compare gender patterns in market (full-time work, part time work) and non-market (including un/non-employment, education, homemaking and care) activity, within and between age cohorts (range 20-69 years, n= 12,496 men and n= 13, 051 women). The early 2000s were an economic boom period in which employment rose for both genders, although women’s market work in all age groups remained much lower than men’s. Following the Global Financial Crisis of 2008, young people’s full-time employment has trended significantly lower. Young men lost most ground in relative terms. Those in the middle age groups were also pulled into market work pre-GFC but experienced little relative change in market work thereafter, with marked gendered activity differences largely maintained. Australians over 60 years old, especially men, were more likely to be in market work following the crisis than before it. The results have generational implications, including that younger people’s greater difficulty gaining work may reflect older people’s greater need to remain earning rather than retire. We find evidence of downward gender convergence in market work amongst the young, due to lower proportions of young men in full-time employment but higher proportions in part-time work. In contrast, we find more gendered activity divergence at the opposite end of the age spectrum arising from older men’s relative gains in full-time work.

References:
Title: Women's Employment Trajectories across European and North American Countries, 1990-2015: What Matters and for Whom?

Abstract: Objective: In European and North American countries, women's employment rates exhibited a variety of trajectories from 1990-2015. We aim to understand the causes of this variation. Why have women's employment rates increased in some countries while declining in others? Background: Our recent work decomposing trends in women's employment rates during this period finds that changes within and between countries were not uni-directional and were largely driven by the changing relationships between women's employment and family responsibilities (i.e., partnership and parenthood). Changes in women's employment behaviours were highly variable across countries and were not widely shared across groups of women within countries. Partnered mothers with lower levels of education were the main contributors to change and showed the greatest variability across countries. We concluded that explaining variation in this group's employment behaviour is key to understanding change, or lack thereof, in women's employment during this period. In this paper, we turn our attention to explaining the trajectories of specific groups of women, with a focus on partnered mothers with low educational attainment, while making comparisons to other theoretically interesting groups. Framework: Scholars seeking to explain variation across countries in women's employment typically begin with social policies directly targeted at families as well as labour market policies and conditions that incentivize or dis-incentivize women's employment (Estévez-Abe 2009, Hegewisch and Gornick 2011, Mandel and Semyonov 2006, Pettit and Hook 2009). We seek to make three additional advances. First, although income inequality is at the heart of welfare state analyses, there is little attention to how inequality in wages impacts whether and which women work (although see Cooke, 2011 for equality trade-offs between gender-class groups). Second, building upon prior work that brings culture into cross-national, quantitative analyses of women's employment (Boeckmann, Misra and Budig 2015), we adopt a more complex conceptualization of gender egalitarianism (Knight and Brinton 2017) and consider the salience of class-specific gender cultures. Third, we consider the salience of these factors for women's employment at the intersection of educational attainment, partnership, and motherhood. Method: We analyse 154 datasets from Luxembourg Income Study (LIS) Database spanning 23 countries from roughly 1990 to 2015. We combine these data, in within-between random effects models, with an original collection of country-year indicators. We model trends over time within countries and test for group-specific effects to establish how well changes in national-level conditions explain changes in group-specific employment rates. Contribution: We advance the literature through a focus on change over time, incorporation of income inequality, a richer conceptualization and measure of gender culture, and attention to inequalities among women.

References:


Title: Time-use patterns of UK mothers and fathers and their relationship with different dimensions of parental wellbeing

Abstract: The UK has seen some convergence in how parents divide paid work and care, with a growth in dual full-time earner households, increased working hours of mothers in part-time employment (Connolly et al., 2016), growing expectations around ‘a participative father’ (O’Brien et al, 2015) and continuing shifts towards more egalitarian views on division of labour within the household (Taylor and Scott, 2018). However, mothers still spend substantially more time on housework and childcare than fathers (Altintas and Sullivan, 2017) and more than half of fathers report not having enough time with their children (Elliot et al, 2018). What are the implications of the gender inequalities in how parents allocate their time for their subjective wellbeing? The paper uses data from the UK Time Use Survey 2014-15 to examine the relationship between parental time-use patterns and their levels of wellbeing. (The analysis sample consists of 1,191 mothers and 841 fathers with children aged 16 or younger in household.) We examine amounts of time mothers and fathers spend on paid work, housework, childcare, leisure and sleep as well as the degree to which their time is fragmented (with frequent switching from one activity to another) and multitasked (when more than one activity are carried out simultaneously). We relate data on how parents, and their partners, use their time to their subjective experiences of wellbeing. We draw on the theoretical framework which encompasses the stress process model (Pearlin, 1989) and sociological perspectives on parenting and gender (Nomaguchi and Milkie 2017). Our findings suggest that parental time-use patterns are associated with parental wellbeing but the nature of the relationship differs depending on whether we consider evaluative, eudemonic or hedonic wellbeing. We find that the stress process model is useful for understanding differences in parental wellbeing but normative expectations around mothers’ and fathers’ roles in the family also play a part.

References

Workshop

**Authors:** Lucy Daniels *(London Borough of Wandsworth, UK)* and Suzan Lewis *(Middlesex University, London)*

**Title:** Innovative community, work and family support for working carers

This workshop explores community, work and family initiatives and strategies for supporting working carers. It begins with a presentation of an innovative, community based initiative for supporting parents of disabled children, including many with multiple caring roles, in the London borough of Wandsworth. This will be followed by a general discussion and brainstorming session on what we can learn from this case study about strategies for supporting working carers more broadly, in a range of contexts, drawing on community, work and family resources.

Combining work with care of children, elders or others can be challenging for all. It is well established that supportive social and workplace policies and practices are important for working carers. In the workplace flexible working arrangements and especially supportive supervisors who encourage use of formal policies or provide informal support are important in enabling carers to work and care. This is particularly the case for parents of disabled children who face unique challenges in combining care for their children with paid work. Certain government policies, such as extended maternity or parental leave after the birth of a disabled child are important, as are allowances following the diagnosis of a special need or disability. However, it has long been argued that community based supports, both professional and informal are also crucial to meet the complex needs of parents of disabled children (Canary, 2008; Kagan et al, 1999; Lewis et al, 2000) and for other carers. The case study presented in this workshop illustrates a working carers’ support model based on intersecting work, family and community processes, focusing on working parents of disabled children. In particular, this model helps those who may have had to reduce their working hours or give up work entirely, but who seek, over time, to return to employment.

**Case study**

The project developed by Wandsworth council in London builds on the statutory obligation that all councils in the UK have to present parents with information on services and to keep a Disabled Children’s Register so that they can keep in touch and support families. Wandsworth council recognised that sign-up to the register, which is voluntary, was low, limiting what could be learnt about parents’ experiences and needs, particularly among harder to reach communities. Consequently, the council developed a number of initiatives to increase sign-up and involvement of parents with disabled children. Initiatives included the launch of a membership card (WAND card) offering benefits such as discounts, free swimming, zoo entrance and hospital parking. A volunteer Parent Champion scheme was also developed, focusing on diverse ethnic groups to connect with BME parents and other carers. The project also involves working with the economic development office and local employers, providing bridges into employment. While the project continues to develop, outcomes so far include not only better parent support and enhanced confidence and capability to work and care, but also development of social cohesion and community solidarity, in some cases even challenging cultural gender roles. In addition, some first-generation British parent volunteers involved with the project have begun to promote the model to contacts in their countries of origin.

The presentation will look beyond the details of the project and outcomes to focus on innovative strategies and processes that make this possible. Discussion of broader implications of the case study, including whether and how elements of the strategies and processes may be transferable to other contexts, will draw on workshop participants’ experiences of research and/or practice or interests in relation to working carers.

**References**


**Session title:**
Solo entrepreneurs and their work-family challenges

**Author:** Jean-Charles Languilaire *(Malmö University, Sweden)*

**Title:** Entrepreneurial Life-Puzzle and Wellbeing: Swedish case of women entrepreneurs

**Abstract:** This study offers a new perspective anchored in boundary theory on individuals' life-puzzle (LP) especially the ones of women entrepreneurs in Sweden. This paper is based on qualitative research. This chapter argues for a deeper understanding of work/non-work preferences for each boundary between life domains in order to comprehend the complexity of individual's life puzzle as combination of integration and segmentation at the service of their wellbeing. Findings show that women entrepreneur in Sweden mostly develop blended LP composed of three domains: entrepreneurial work (EW), social and family. EW combines the work and private domains as entrepreneurship is a way to align work activities with personal values and personal interest to stimulate higher needs in terms of sustainable society. The entrepreneurs’ LP is a result of integration and segmentation that complement each other. However the range of blending/overlapping is greatly variated between individuals so that a zone of work-life reconciliation (ZWLR) is emerging. This paper concludes that there is a zone of work-life reconciliation for entrepreneurs but that its size/shape/scope is contingent to the level of support for (women) entrepreneurship offered and perceived in time and place.

**Author:** Simone den Brinker *(Bielefeld University, Germany)*

**Co-Authors:** Marloes van Engen *(Tilburg University, The Netherlands)* and P. Peters *(Nyenrode Business University, The Netherlands)*

**Title:** Juggling with values and meaning-making: The art of crafting work and family of employed fathers and solo-entrepreneurs

**Abstract:** Using the lens of Job Crafting and Schwartz' Values Theory, this study aims to contribute to the literature on work-family and self-employment by examining the role of job-crafting strategies and tactics of fathers in dual-earner families in their work and family lives, and more specifically, how these strategies and tactics are facilitated or hindered by work and nonwork factors. In addition, it examines how this differs for self-employed versus employed fathers. Based on 30 qualitative semi-structured in-depth interviews, we assessed how fathers' value orientations influenced their enacted job-crafting strategies and tactics when it comes to shaping their lives at work and home in a meaningful way. Strikingly, our preliminary results indicate no difference between the solo self-employed fathers and employed fathers' enactment of job-crafting strategies and tactics, the most frequently used being enhancing their job resources by adapting the temporal location of their working-hours to their work and family values. Although all fathers mentioned the importance of the well-being and development of their loved ones at home, this ‘benevolence-value’ appeared to be outweighed by personal and work-related values, such as self-direction, achievement and tradition. While solo self-employed chose to enhance their job resources to realize their value of self-improvement by learning-on-the-job, employed workers often used formal education-paths or even transitions from job-to-job to fulfil this value. Solo-self-employed fathers often took on work-challenges that satisfied their need for broadening their skills and experience leading to a high level of work fulfilment and fulfilment in their role as father and partner compared to their employment-period. More solo-employed than employed workers made longer hours, which may be explained by home based working where professional activities are always at hand, enabling these fathers to strengthen the relation with their customers, hereby complying with perceived pressure to be always available and being able to fine tune their tasks which contributed to their need for achievement. Fathers' long hours and value-based choices were facilitated by their spouses who took responsibility for domestic duties and in majority worked in part-time jobs. Based on these findings, we conclude that enactment and type of job-crafting strategies and tactics are strikingly similar across employed and self-employed fathers, led by personal and work-related value orientations rather than home-related value orientations. Key words Job-crafting, self-employment, work-family, Schwartz' Values, meaning-making.
Author: Hanna-Mari Ikonen (Tampere University, Finland)

Title: Contemporary mothering and creative work: Creative aspirants sensing the contradiction in terms

Abstract: This paper studies contemporary parenting and contemporary working life, the combination of these two and affects it generates in individuals. The focus is on mothering, because Western societies still prioritize mothers as the first-place caregivers (Lee et al. 2014), and on cultural and creative labour, because it is the (future) form of work that is often seen as a legitimate career to aspire but also unstable and unequal (Conor et al. 2015). When these two perspectives – mothering and aspirational creative careers – are brought together, affects such as love, passion, insufficiency and insecurity emerge. Managing these affects through/in material practices and mental labour becomes a core question. The paper is based on a small data whose gathering is still on its way. Together with a group of students, we have already interviewed 12 white Finnish female creative workers who are also mothers of children under school age. The interviewees are mainly highly educated and in middle-class positions, but there are also women from working class cultures. This variety is no wonder, because routes to creative employment are often self-invented. My interest is on practices and affects that contemporary mothering culture generates in women in entrepreneurial, creative work and in a neoliberal culture which idealizes self-responsibilisation and self-management, both in terms of work tasks and affective states. The current Western parenting culture prioritizes intensive parenting, motherhood in particular. The importance of the first year(s) for an infant’s brain development is actively reported in the news media and further spread in mommy communities (Macvarish 2016). Therefore, motherhood is knowledge intensive due to a huge amount of expert knowledge available particularly in the Internet, it is spatially intensive due to the ideal of the constant presence of the mother, and, consequently, it is time intensive due to the time recourses needed to accomplish all these expectations. I argue in the paper that mommy anxiety is a social affect which, for creative aspirants at least, goes hand in hand with work anxieties. It is not only the negative register of affects; the core argument is that the affectscape spans from the deepest love via the darkest rage to the most corroding insufficiency. At the same time, it is not a simple task to convey the affectscape to a researcher. Neither is it easy for the researcher to convey it to others in a written form. However, exactly because these are collective feelings (Ahmed 2014), there are moments when one can sense what the other lives through. This is a question I try to approach with a new materialist, affective methodology (Knudsen & Stage 2015).

References

How Supportive is Support? Facilitating Employment Maintenance in Parents of Children with Special Needs

Background. Parents of children with special healthcare needs are more likely than others to have their employment situation impacted - often to the point of leaving the workforce - due to unique, intensive caregiving demands (DeRigne & Porterfield, 2010, 2017). Employment maintenance may be even more critical in this population due to high healthcare costs and insurance needs, compounded with the fact that these families are more likely than others to be impoverished (Bowe, 1995). Objective. We explore factors that might help parents of children with special needs maintain employment. Extant research has identified various factors impacting these parents’ relationships with work (e.g., number of children, organizational culture; Brown & Clark, 2017). We focus on emotional support because of its unique potential for impacting outcomes across domains (e.g., work and family; Michel, Mitchelson, Pichler, & Cullen, 2010). However, based on conservation of resources theory (Hobfoll, 1989), we expect that support sources which impose additional time demands (e.g., a counselor) will be less useful than others in reducing the employment discrepancy between parents of children with special needs versus others. Methods. We tested our hypotheses using a subset (N=19,681) of the 2016 National Survey of Children’s Health (CAHMI, 2018), two linked surveys distributed to households across the United States. The initial survey requested information about all children in the household, which we used to parse single-child homes for direct comparison based on child’s special needs status (the independent variable). A second, longer survey (~1 month later) sourced more detailed information about one randomly selected child from the household and information about the respondent; this provided all other variables: the dependent variable (stopping work within the past year), moderators (general and specific types of emotional support), and control variables (respondent’s sex, hours spent at home with the child, hours spent arranging medical care, family poverty). Results. As expected, parents of children with special needs were more likely than others to have stopped working in the prior year (r=.12, b=.00411, p<.0001). General emotional support moderated this relationship (b=.00382, p<.0001), such that it was strongly positive among those lacking daily emotional support (b=.00793, p<.0001) but non-significant among those experiencing such support (b=.0003, p=.82). We observed a similar pattern concerning emotional support from a spouse (interaction effect b=-.00233, p<.05; no support b=.00582, p<.0001, support b=.00116, p=.42) or family member (interaction effect b=-.00298, p<.01; no support b=.00647, p<.001, support b=.00051, p=.72). However, other support sources (healthcare provider, religious source, support group, peer group, counselor) evidenced no such effect, thereby emphasizing the uniquely critical role of the spouse and family. Discussion. Results suggest that not all types of emotional support are equal in helping parents of children with special healthcare needs continue working. Spouse or other family member support helps these exceptional caregivers to remain at work while more time-intensive support sources had no significant effect. Future research should examine ways to improve the utility of non-familial sources of support, allowing parents of children with special needs to survive and thrive in the workplace.

References
Disclosure or concealment: How employees caring for dependent older adults and those with disabilities manage the communication boundaries at work

Many employees with dependent care needs face potential challenges when trying to integrate their work and caregiving needs of family members with complex care demands. This paper examines the disclosure decisions employees with disability-related care make when making requests for flexibility and compares these decisions with those of employees caring for older adults. Participants discuss the perceived receptiveness of the requests by managers and human resource professionals to requests for flexibility. Research on employees with dependent children with disabilities shows that employee carefully consider the possibility of stigmatization and retaliation from supervisors and co-workers when making disclosure decisions (Rosenzweig, Huffstutter, Malsch, Stewart, & Brennan, 2011). They often develop strategies to obtain workplace support in order to manage their care demands while maintaining a high level of performance at work (Rosenzweig, Brennan, & Ogilvie, 2002). Not yet understood is how these strategies might differ from employees caring for related older adults. This gap is significant given cross-national workforce studies find caregivers with disability-related demands have different patterns of use of workplace supports and job outcomes compared to those caring for older adults (Stewart, 2016; Principi et al., 2014). Understanding how employee scaring for dependents with disabilities and those caring for older adults make disclosure decisions and manage communication about their dependent care needs is important given the growing body of research that finds they often more likely to be fired, face limited career attainment and social participation because of the social contexts of disability that influence the availability of family, workplace, and community supports (Columbo et al., 2011). Methods: Twenty semi-structured interviews were conducted with employees who were caring for either a dependent with a disability (N = 11) or an older adult (N = 9). The sample was predominantly female (90% female; 10% male), white (81%; 10% bi-racial, Latino/a 9%), middle aged (M = 52, SD = 12.19) and most had a college degree (54% graduate degree). Participants were recruited through an invitational email that was sent out to all employees within a single organization. Interviews elicited participants’ strategies for asking for workplace support, including their perceptions of how their requests were received and managed by supervisors and human resources. Interviews were transcribed verbatim and coded using Atlas-Ti software, using grounded theory technique. Findings: Disclosure and discussion decisions were influenced by whether one was caring for a dependent older adult or dependent with a disability. Among employees caring for older adults these decisions were based on an interrelationship between relational experiences with co-workers and supervisors, job function and workplace culture. Among employees caring for dependents with disabilities, these decisions are informed by the same considerations and prior stigmatization experiences. Implications and conclusions: Findings highlight understanding of employees’ experiences of work-life integration when they care for dependents with disabilities as well as those caring for older adults. Implication for workplace inclusion policies and practices are discussed.

References
Title: Workforce Engagement of Parents of Children with Mental Health Difficulties: The Impact of Community Services and Supports

Abstract: Providing care for children with emotional or behavioural difficulties can affect parents’ health and economic situation, and jeopardize workforce engagement (Brannan, Brennan, Sellmaier, & Rosenzweig, 2018; Brown & Clark, 2017; Kagan, Lewis, & Brennan, 2008). Employing a life course fit perspective (Moen, 2011), this study explores the effects of demands related to caring for children with mental health difficulties and the resources of community ecologies including school, health services, neighbourhood, and social supports, on parental workforce engagement. Methods. Our study involves secondary analysis of the 2016 National Survey of Children’s Health (U. S. Department of Health and Human Services, 2017). The sample for the current research is 7,587 children between 6 to 17 years old identified as having some mental/behavioural health condition. Accordingly, 67.9% of surveyed parents indicated their children’s health affected their ability to do things “somewhat” or “a great deal.” Children were on average 12.61 years old (SD = 3.28), and identified predominately as White Non-Hispanic (73.9%), followed by Hispanic (10.3%), and Black Non-Hispanic (6.1%). The majority lived in two-parent households (85.3%), with parents being on average 45.49 years of age (SD = 9.01) and the majority holding a college degree or higher (56.9%). Results. Most mothers and fathers were employed for 50 of the last 52 weeks (68.5% and 84.7%, respectively). Only 4.2% of parents reported that they stopped working because of the child’s health, but 11.3% indicated someone in the household cut back work hours due to the child’s health. Binary logistic regression analysis was employed to assess the impact of care demands and community factors on parental workforce engagement. More time spent arranging and providing health care, more days of school the child missed, higher levels of frustration with services, greater parental stress, and higher ratings of the child’s health issues were significant positive predictors of someone in the home cutting back on work hours (Nagelkerke R squared = .22). The extent of the child’s health issues, time spent providing health care, number of missed school days, parental stress, and parental education were positive predictors of someone in the household stopping employment (Nagelkerke R squared = .20). The likelihood of the responding adult being employed was significantly correlated with the child’s age, parental education, number of missed school days, time spent providing care, and the adult’s age (Nagelkerke R squared = .13). The number of times the school contacted the household negatively predicted parental employment. Conclusion and Implications. This study explores the complex intersection of community ecology including health care, school supports, and neighbourhood safety, with the care demands of raising a child struggling with mental health challenges. Analysis revealed workforce disengagement patterns of parents were related to the demands of care and the resources available in communities. As employers struggle to retain talented workforces, the diversity of those raising a child with a disabling health condition must be acknowledged. When community systems fail to provide needed supports for diverse families (Stewart, Stutz, & Lile, in press), workforce disengagement can ensue.

References
The work-life experiences of migrant domestic workers in Malaysia

A large number of middle-class households in Malaysia employ migrant women to work as live-in domestic workers. There are currently 250,000 registered migrant domestic workers in Malaysia, with the majority coming from Indonesia and the Philippines. The live-in migrant domestic workers provide domestic, childcare and eldercare labour to the employing families to help ease the burden on the family and household domains. This in turns facilitates the work-life balance of the employing families, many of whom are dual-income. In the process, most live-in migrant domestic workers endure ‘imbalance’ in their own work-life interface, as they leave their homeland and family for a long period of time as the primary (sometimes sole) income earner. Unlike other migrant workers in Malaysia, they are required to live with their employers, which means that their working and living environments are the same, blurring the boundaries between work and non-work. In this paper, we focus on the work-life experiences of migrant live-in domestic workers, who have largely been ignored in the mainstream work-life literature so far. We draw on a qualitative study of 13 women domestic workers from Indonesia and Philippines who took part in individual or group interviews to share accounts of their current work-life experiences and their understanding of ‘work-life balance’ as a construct. We draw on Ozbilgin et al’s (2011) intersectional approach for work-life research to frame our analysis of the women migrant domestic workers’ accounts, which captures the intersection of gender, race, ethnicity, and class in shaping their lived experience of the work-life interface and so-called work-life balance within this unique context. Our paper contributes to the critical literature on the work-life interface by a) giving voice to an invisible and taken-for-granted group of migrant workers and b) capturing power inequities at the intersection of work and life.

References

The small island state of Malta is passing through an unprecedented period of social change and economic development. Fast economic growth is resulting in an increasingly problematic shortage of labour supply, creating human resources difficulties in various sectors. The influx of foreign workers in Malta over the last years has been substantial, and is set to continue increasing. Currently, nearly a fifth of all workers in Malta are foreigners, when compared to about 1% in 2000. The 2,400 Filipino workers in Malta constitute the largest group of third country nationals in the country (Martin, 2018). Despite the need for foreign workers, surveys indicate an increasingly negative sentiment of the Maltese population towards foreigners (European Commission, 2018), in line with the growing nationalistic zeitgeist across many parts of the world. While considerable research has been carried out across the European Union about working conditions, such research tends not to focus specifically on the situation of third country nationals. Indeed, little is known about the specific working conditions of Filipino workers in Europe in general, and far less in Malta. However, international research indicates that foreign trained migrants tend to be de-valued despite the host country’s dependence on their labour (England & Henry, 2013), and they might be at higher risk of work-related injuries, discrimination and exploitation (Schilgen, Nienhaus, Handtke, Schulz, & Mösko, 2017; Lovelock & Martin, 2016). This study intends to investigate important aspects of the working life of Filipino workers in Malta, to understand how their fare in comparison to the general working population in Malta and in the European Union. A survey will be carried out with over 350 Filipino workers employed across the various sectors of the economy. The distribution and collection of the surveys will be carried out with the help of Filipino community leaders. The survey will be mainly based on the 6th European Working Conditions Survey (Eurofound, 2016), so that the results will be comparable to the general working population in Malta and in Europe. The survey will include questions about socio-demographics, job prospects, intrinsic job quality, working time quality, work-life balance, and general wellbeing. A quantitative analysis of the results based on descriptive and inferential statistics will be carried out through SPSS. The study aims to deliver a picture of the experiences and reality faced by Filipino workers in Malta according to their gender, age, level of education, type of occupation and economic sector in which they work. Furthermore, this study aims to examine the links between work experiences, work-life balance and general wellbeing, thus acknowledging the potential contribution of work to a person’s general adjustment in life. This study intends to add a useful piece in the complex puzzle that makes up the working and living experiences of migrant Filipinos in Europe.

References

Title: Intergenerational Solidarity through the lens of diverse cultural context

Abstract: Since geographical distance is a constraint to the exchange of support, it is important to understand how families reorganize patterns of support in situations of emigration. With the change in paradigms of mobility in Portugal, there is a lack of knowledge regarding the role that intergenerational solidarity plays in relations between those who emigrate and those who stay in the country of origin. Considering the Hofstede model dimensions, this paper aims to explore the factors that promote or disturb patterns of intergenerational solidarity in migrants, considering the dimensions of i) collectivism and individualism (between sociocentric cultures and egocentric societies) and ii) uncertainty avoidance. Using a qualitative approach, this study analyses the narratives of emigrants and their relatives in the country of origin (Portugal). The methodology used is a thematic analysis in a constructivist perspective, with the support of software N-Vivo, to 16 semi-structured interviews, to parents and children living in the European Union. The findings enable the identification and mapping of different aspects and types of solidarity in the relationship between migrants and family members in the origin. Furthermore, taking into consideration convergences and discrepancies in values between origin and destination cultural contexts, we uncover the factors promoting or disturbing well-being and alterations in patterns of solidarity among migrants and their families.
Abstract: In today's globalized world, characterised by international competitiveness, labour outsourcing, workforce volatility and the weakening of the trade unionism movement, matters related to the precariousness of work have become more prevalent in political and social discourse. Both public administrations and private enterprises worldwide are shunning their legal and moral obligations towards permanent workers by replacing their jobs with definite contracts and temporary work. Poor conditions of work might be even more audacious for domestic workers who perform their duties in private households. They often face very low wages, excessively long hours, have no guaranteed weekly day of rest and at times are vulnerable to physical, mental and sexual abuse or restrictions on freedom of movement. The International Labour Organisation (2017) estimates that there are at least 67 million domestic workers worldwide, and this number is increasing steadily in developed and developing countries. Female live-in carers who assist the disabled, the elderly or sick family members on 24/7 basis constitute a significant proportion of this category of workers. This study seeks to explore the grounded realities of live-in care workers in Malta; the EU's smallest member state. The growing economic affluence in Malta, coupled by an aging population, is resulting in a greater demand for live-in care givers, particularly from the Philippines. International literature maintains that with its explicit nurse export policy, the Philippines is a major supplier of nurse and health workers globally. In line with other western countries, Malta appears to be moving from a passive to a more active international recruitment of care workers. This transition is also being reinforced through public policy wherein Maltese families who employ a qualified live-in carer to look after their elderly are having half the carer's wages subsidised to tackle waiting lists in government homes. Adopting an inductive research strategy centred on a set of in-depth conversational interviews, this study tries to identify and analyse the living conditions of Filipino live-in carers in Maltese households. While Malta, as other European countries, prides itself with having strong employment legislation, do minorities such as Filipino live-in care givers benefit from legal safeguards? In an insular context wherein the demarcation line between work and personal life is non-existent, are the living and working conditions of these imported workers regulated by effective policies and enforceable legal provisions or are they at the mercy of their employers' changing moods who may think of themselves as 'owners'? To this effect, this study aims to create more awareness about this particular segment of economic migrants who may be at a greater risk of precariousness when compared to others. Finally, this study tries to render its fair contribution vis-à-vis the appeal of the European Economic and Social Committee that has called for more research about the rights of live-in care workers in Europe, 'which has long remained almost invisible to EU and Member State policy-makers' (EESC, 2016).

References:
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The Double-Edged Sword of Mobile Technology: Influences on Conflict, Enrichment, and Job and Wellbeing Outcomes

Abstract: Mobile work (mWork) refers to the frequency of using a mobile device (e.g., smart phone, laptop, tablet etc.) to engage in work tasks using internet access during family time (Ferguson, Carlson, Boswell, Whitten, Butts, & Kacmar, 2016). Today, mobile technology has become ubiquitous enabling an easy crossover between work and home. The Pew Research Foundation (2017) shows that 77% of Americans have a smart phone and 73% having broadband at home, with 45% of members reporting working during the weekends and evening hours through their mobile devices, which might otherwise be spent with family members. However, despite the interest in mWork, empirical studies have produced mixed findings. Some findings report detrimental effects from mWork (higher work-family conflict (WFC) and burnout), beneficial effects (higher commitment), and others no effect. The present study suggests that under the Conservation of Resources theory (Hobfoll, 1989), mWork can be beneficial to work-family enrichment (WFE) and job outcomes (job satisfaction and commitment), while also being detrimental to WFC and wellbeing (specifically insomnia). Hence, access to work via mWork can generate resources on one hand (confidence, self-esteem) while also depleting resources (time with family). This paper argues that theoretically, mWork can be both beneficial and baneful. To expand our understandings of mWork, the present study also tests family supportive organizational perceptions (FSOP) as an antecedent, suggesting the organizational focus on family time will discourage use of mWork. Hypotheses are tested using two samples to enhance confidence towards generalizability of findings: (1) New Zealand cross-sectional data (n=520), and (2) US time-lag data (n=219), with IV and DV data collected six months apart. Established measures were used and data was analysed using CFA in AMOS, confirming a good fit to the data. Analysis in SEM produced a model with good fit and supported a mediation model for both data sets. Overall, analysis indicated strong support for hypotheses. FSOP is negatively related to mWork and WFC, and positively related to WFE. FSOPs influence on job and wellbeing outcomes is fully mediated by mWork, which is, as hypothesized, positively related to WFC, WFE, and job satisfaction, organizational commitment and insomnia. Furthermore, WFC and WFE have mediating effects on relationships between mWork and outcomes. Overall, the findings indicate that there is a process model in effect, where FSOP shapes mWork behaviours, and these in turn influence conflict and enrichment, which subsequently influence outcomes. The paper concludes that mWork can have both beneficial and detrimental effects because the technology use provides avenues for both resource gains and losses. The study provides empirical evidence support for the Conservation of Resources theory and highlights how mWork (via technology) and simultaneously have both enhancing and detrimental influences.

References
Abstract: Working flexibility in time and place is one of the most prominent promises within the current discussion about the digitalization of the working world. Digital technologies such as information and communication technologies (ICT) that allow the interaction with supervisors and colleagues as well as access to data and information from anywhere at any time, facilitate more flexible work arrangements in time and place for an increasing number of employees. In this context, chances as well as risks for the integration of work and family life are discussed. On one side an increase in working flexibility in time and place may improve the integration of work and family life because work can be adjusted more flexibly to individual demands. On the other side, this flexibility may go along with an increased blurring of boundaries between the different life spheres, particularly if the flexibility possibilities are mainly used to satisfy employer interests regarding permanent availability and flexibility of employees. This is also reflected in inconsistent findings on work-family conflicts (WFC) in previous research, showing support for the hypothesis that flexibility is a resource that is related to fewer conflicts between the life spheres, as well as for the hypothesis that flexibility can be a demand that is connected to higher WFC. Referring to relational inequality theory we assume that the shaping of working flexibility in time and place is negotiated in organizations that differ in their histories, institutions, and environments as well as in the heterogeneity traits of those who work in them. Thus, the implementation as well as the implications for the integration of work and family will differ depending on different organizational conditions. Specifically, we investigate whether the use of ICT for the interaction with supervisors and colleagues is connected to decreased levels of WFC, and whether this varies depending on different organizational cultures (work-family supportive cultures, high-demand workplace cultures including high expectations on availability, overtime work and the ability to withstand stress). We hypothesize that in organizations with a family-supportive culture the use of ICT for the interaction with supervisors and colleagues is linked to less WFC. In organizations with a high-demand workplace culture the use of ICT is linked to higher WFC. Our analysis is based on a set of linked employer–employee panel data (LEEP-B3), which are organized around a representative sample of large German work organizations and their employees. Results based on organizational fixed-effects regression analysis indicate that the use of digital platforms or apps for work-related interactions is connected to increased levels of WFC, particularly when used for the communication with supervisors and when the organization is characterized by a high-demand culture including high expectations on availability, overtime work and the ability to withstand stress. In sum, the results support that the use of ICT may be both a chance and a risk for the integration of work and family life and that it depends on the organizational culture whether employees benefit from working flexibility in time and place.
Author: Gottfried Catania (University of Malta, Malta)
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Title: The effect of technostress on the work-life interface

Abstract: Information and Communication Technologies (ICT) have become part of our daily lives, being involved in much of both our work and leisure time. The use of the internet, for example, is widespread in the European Union, with 85.7% of the population using the internet in June 2017 (internetworldstats.com, 2017). Malta has one of the highest percentage of Facebook users in the EU, with over 92% of internet users having a Facebook profile. In 2017 there were also four mobile phone connections for every three people on the island (TOM, 28th Feb 2017), emphasising the importance of the smartphone in daily life in the modern world. A large body of research has considered the positive aspects of ICT at work and in daily life (Tarafdar et al., 2013), however, recent research has started to focus on the complex and often alarming ways in which ICT affects organisational and social life. Technostress has been defined as “a modern disease of adaptation cause by an inability to cope with new computer technologies in a healthy manner” (Brod, 1984). Statistics in this area can be quite alarming - in 2012, for example, 43% of smart phone users found their use stressful due to the constant pressure of checking messages, but 60% of users could not go for an hour without checking their phone for email/messages (Lookout Mobile Security, 2012). One of the possible negative effects of technology envisaged by Tarafdar et al. (2013) is its effect on family life. In fact Gamgoum (2014) examined the effects of 3rd party technostress, defined as the levels of stress technology causes to the people around the user, with 81% of his participants demonstrating symptoms of technostress. Most studies examine the effects of technostress on individual outcome variables (stress, burnout, job satisfaction) or those related to the organisation (decrease in productivity, lower efficiency). Our study extends this knowledge by looking at the effects of technostress on the work-life interface and relationships of all people (not just workers). In the first part of the study, thirty four interviews with adults from a variety of backgrounds were carried out and analysed using thematic analysis. Themes elicited included the sense of need generated by the use of technology, conflict created by misuse of social networking, and the feeling of being alone while physically being with others in a room. These results were used to construct a questionnaire which was administered to 720 adults together with the General Health Questionnaire (Goldberg & Hillier, 1979). Results indicated some negative effects of the use of technology on individuals, work-life balance and family life.

References
Session title:
The influence of career-related support, peer support and supervisor support: Experiences in different contexts

Author: Anne Bardoel (Swinburne University of Technology, Australia)

Co-Authors: Susan Mayson, Grant Russell, and Jenny Advocat (Monash University, Melbourne, Australia) and Margaret Kay (The University of Queensland, Australia)

Title: Should I stay or should I go? Turnover intentions and the case for developing sustainable careers for Australian female general practitioners

Abstract: Gendered families, policies and organizations General medical practice is an increasingly feminized profession as more young women move into general practice, seeing it as an attractive career option within the medical profession (LeFevre, et al., 2010). However, there continues to be predicted shortages of general practitioners (GPs) (Brett et al., 2009). This qualitative study examines gender factors implicated in general practitioner (GP) turnover by capturing the ‘lived experience’ of female doctors in Australian general practice. In Phase 1 of this study, we analysed quantitative data from the Medicine in Australia: Balancing Employment and Life (MABEL - 2008-2011) survey to examine turnover intentions among Australian GPs, and found that younger GPs were most at risk of turnover (Bardoel et al., 2016). As a result, this study (Phase 2) began with a sample of young female GPs, within 10 years of initial practice. Within this younger cohort, the GPs identified a host of difficulties they faced that influenced their plans for remaining in general practice. This raised the question of how female GPs from earlier generations survived early career stresses to go on to build a sustainable career in general practice. In response, the sample was broadened to include more experienced female GPs, resulting in an interview sample of 24 female GPs, with 12 below the age of 36 years, and 12 above that age (3 of whom had left practice). We view the female GPs experience through a gender lens by adopting a theoretical framework that draws upon Acker’s (1990) understanding of the ‘gendered organization,’ and the notion of ‘embodied work’. We do this to shed light on how gendered organisational structures and processes built on normative expectations of being a female GP (worker), shape their workplace experiences, outcomes and longer-term career decisions. To do this we turn to literature on ‘sustainable careers’ (Herman & Lewis, 2012; Newman 2011) and problematise the notion of career ‘choice’ to explain how female GPs career choices are constrained or enabled by gendered institutional arrangements and social expectations. We find that female GPs’ everyday experience of work and the rewards (psychological and economic) it brings are shaped by the gendered organization of GP work. That organization pressures female GPs to take on low monetary value tasks, including patients with mental health problems, and to partially withdraw from GP work in the form of part-time work, which is itself devalued and often involves unpaid working time. In broadest terms, the feminization of GP work has fostered an environment where the government (through a process labelled ‘bulk billing’), patients, administrators, male GPs, and female GP identity devalue female GP work, leading to many female GPs to experience stress, burnout and high levels of dissatisfaction. The few strategies found in the data which respond successfully to these pressures are individualistic, involving particular family arrangements, the location of rare GP settings where female GPs are valued (e.g., in rural areas), or very limited time devoted to GP work. By exploring the impact of gender on female GPs working experiences, outcomes and career decisions, this study contributes a gender aware examination of female GPs’ decisions to remain in or leave general practice.

References
Title: Integrating FSSB with Flexibility I-Deals: The Role of Context and Domain-Related Outcomes

Abstract: As the needs of organizations and employees become more complex, requests for flexible work practices have become more commonplace. One way to achieve this flexibility is by negotiating individualized schedule and time deals (i.e., flexibility i-deals). While research on i-deals has been growing recently, less attention has been paid to flexibility i-deals. In this research, we aim to explore the nomological network of flexibility i-deals. Drawing on COR theory and the W-HR model, we propose that flexibility i-deals are a mechanism through which family supportive supervisor behaviours (FSSBs) relate positively to family performance, and negatively to deviant work behaviours. We collected multi-source data within Chile and Columbia. For the current study, we collected data from manager-subordinate dyads. The participants in each company were full-time employees. Separate questionnaires were used for managers and subordinates. We analysed our data using structural equation modelling (SEM) with latent variables. In line with SEM procedures, we first examined the measurement component of our model to verify the factorial structure of observed items and ensure adequate fit with the data. Our results supported the mediating role of i-deals and highlighted the importance of boundary conditions in the relationship between FSSBs, i-deals and employee outcomes. Specifically, we found that in most cases family friendly environment and prosocial motivation moderated the indirect effects of FSSBs on employee outcomes. A core contribution of this study lies in its adoption of resource theories of W-HR model and COR, to expand the nomological network of flexibility i-deals. We bridge i-deals literature with the W-HR model and underline that i-deals are resources that employees can draw on to excel their performance within non-work domains. Reconceptualization of i-deals is important because prior research has argued that i-deals lead to better work and home performance only due to their reciprocity or their signalling functions. These theoretical approaches limit our understanding to employees’ reactions once an i-deal has been granted. In contrast, by approaching i-deals from a resource perspective, we broaden our understanding of the processes surrounding flexibility i-deals, from antecedents to outcomes. We also contribute to research on flexibility i-deals by emphasizing the enabling role of line managers through FSSBs, the importance of organizational context and the role of an individual characteristic in materializing and sustaining these deals. From a FSSB perspective, this research contributes to a nascent body of research exploring the outcomes of such behaviours. Our study has shown that taking a resource perspective such the WH-R model, can illuminate new antecedents and outcomes for flexibility i-deals in the workplace, highlighting the importance of both FSSBs and family friendly environment in the creation of i-deals. This theoretical perspective positions the employee as an active and agentic decision, connecting their behaviours across multiple domains workplace phenomena.

References

Title: 'It’s all about relationships': Gendered variation in career-related support in STEM and the possibilities for transcending them

Abstract: Academic women are under-represented in Science, Technology, Engineering and Mathematics (STEM) in higher education and research institutions (HERIs). Various explanations have been put forward for this including the differential career-related support received by women in a male dominated, masculinist environment. This context has been seen as one where ‘individualism is the myth while male support systems are the reality’ (Bagilhole and Goode, 2001:162). This paper focuses on the perceived career-related support provided by three categories of relationships: academic supervisors, particularly at PhD level; line management, particularly Head of Department, and more broadly by other senior people. It draws on interview data with a total of 106 people (57 men, 49 women) at different points in the academic hierarchy in four higher education and research institutions: one each in Ireland, Turkey, Bulgaria and Italy. Implicit in the focus on career-related support lies a recognition that HERIs are not simply bureaucracies staffed by automatons (Weber, 1947), but gendered structures (Acker, 1990; 2006), where career progression is affected by relationships: and particularly by homosociability (i.e. the tendency to identify with people like oneself: Grummell et al., 2009). The paper will differentiate between a mentoring relationship which provides guidance and emotional support and sponsorship which is focused on the advancement of the protege and predicated on power. It will explore the balance of these elements in each of the three structural relationships (academic supervisor, head of department, other senior relationships). In the context of Ibarra et al.’s (2010) observation that women are over-mentored and under-sponsored it will look at the extent to which this balance varies by gender at the recipient level both across these relationships and/or the HERIs. It will also look for any indication as to what the implications of women as givers of career-related support might be in these contexts. Finally, the possibilities for transcending gendered patterns of homosociability underpinning career-related supports will be explored: firstly, in the context of a Head of Department’s responsibility for ensuring that ‘academic housekeeping’ activities (Heijstra et al, 2016) such as teaching and pastoral care are done although they are not seen as facilitating an individual’s career progression; and secondly through the creation of formal mentoring systems which try to help women to better understand and/or deal with the informal ‘rules of the game’ (Morley, 2013). The implications of these patterns for the careers of individual women; for challenging the male dominated masculinist culture in STEM and more broadly for the structure, culture and purpose of HERIs will be discussed.

References
Title: Peer support in the group: Experiences of Finnish mothers

Abstract: Peer support in the group: experiences of Finnish mothers Peer support can be regarded as a special form of helping. It gives people in a similar life situation an opportunity for sharing of experiences and conveying of experiential knowledge. (Borkman, 1999; Mead et al, 2001; Munn-Giddings and McVicar, 2007; Seebohm et al, 2013.) It is known that the need for peer support might arise while becoming a mother by virtue of strain related to it. Part of mothers longs for support to alleviate for instance loneliness or uncertainty. (Cronin, 2003; Choi et al, 2005.) In spite of that, only few studies have investigated peer support from mothers’ point of view. My paper addresses this issue by aiming to describe and understand mothers’ experiences of peer support. The paper is part of my on-going PhD research project and is based on phenomenological-hermeneutic methodology (see e.g. van Manen, 1990). The used qualitative data is gathered within the peer group of mothers in Finland. It covers two parts. Firstly, the data consists of thematic interviews with 23 mothers participated in the peer group activity. Secondly, written notes gathered during participant observation in the peer group are included in the data. The data is analysed by applying phenomenological-hermeneutic approach. On the grounds of preliminary analysis, mothers’ experiences of peer support are possible to interpret through three meaning wholes: (1) sharing of experiences, (2) learning from experiences and (3) caring based on experiences. By exploring the relationships between meaning wholes, it can be noted that first of them builds a basis to two another. Sharing of experiences creates a room for learning new ways to think and act. It is also a starting point of caring among the mothers. The preliminary results suggest that giving and receiving peer support can support in several spheres of life. However, it cannot be materialised without room for voicing of experiences.

References
Session title:
The complex nature of the work/family/life interface in diverse contexts

Author: Jared Law-Penrose (Indiana University, Southeast, USA)

Title: Meeting Needs at Work and Home: The Moderating Effects of the Source and Domain of Psychological Need Satisfaction

Abstract: Throughout life, individuals seek to satisfy their psychological needs for belongingness and distinctiveness (Snyder & Fromkin 1980; Deci & Ryan, 2000; Leary & Baumeister 2000; Brewer, 1991). The concept that psychological need satisfaction drives attitudes and behaviours serves as the core for various theories of motivation (Haggar, Chatziharantis, & Harris, 2006). Thus, it is important for organizations and societies to recognize that the domain (work vs. non-work) in which these needs are satisfied may differentially impact attitudes at work. The relationship between the psychological needs of belongingness and distinctiveness and the affective/cognitive components of job satisfaction are likely to be moderated in at least two different ways: the source and domain in which the need is satisfied. The source refers to whether the needs satisfied as a result of individual difference or group membership. In an organizational setting, an individual may have their need for distinctiveness satisfied as a result of their individual characteristics because s/he perceives clear differences from their co-workers and as a result of their group membership because s/he perceives that their group (e.g. organization, division, team, etc.) is clearly different from other groups. The domain refers to the role in which an individual need is satisfied. For the purpose of this paper, I define domain as either work or non-work roles. To use Baumeister and Leary's example “one might imagine a young fellow without any family or intimate relationship who [has their psychological needs] satisfied by being heavily involved in an ideologically radical political movement” (1995, p. 500). As noted previously, other scholars have called this concept substitution where one psychological need is satisfied through participation in a distinct domain. The result is that psychological needs may be satisfied at either/both the source and/or domain. Because there are two distinct moderating factors of the relationship between psychological needs and attitudinal outcomes, it is possible that there is a three-way interaction between psychological needs, source of satisfaction, and domain of satisfaction. In this paper I test series of three-way interactions using a sample of more than 300 working individuals across a variety of industries. Participants were largely female (67%), married or in a domestic partnership (68%), employed in full-time jobs (84%), with an average salary of between $60,000 - $70,000 USD, and ranged in age from 22 to 75. Data were analysed using linear conditional process analysis following the procedures described by Hayes (2013). Using this approach allows one to test each individual relationship simultaneously with the whole model. Conditional process analysis utilizes the same general linear model framework as structural equation modelling; however, it is more appropriate when the moderating effect is the interesting phenomenon (Hayes, 2013). For moderation effects, bootstrapped 95% confidence intervals using 5000 draws are also reported. Results indicate a variety of significant three-way interactions between the source (individual vs. group) and domain (work vs. non-work) of psychological need satisfaction on affective/cognitive commitment and job satisfaction.
Title: Negotiating work-life boundaries in close relationships at work, home and other life domains

Abstract: Work and private life can be regarded as two of the most important mental and experiential categories of modern social life (Nippert-Eng 1996, xv). The boundaries between work and private life are typically defined through physical, temporal and psychological dimensions (Clark, 2000). Physical and temporal dimensions refer to the separate places and times for work and home activities. Psychological boundaries mean that individuals have different rules in work and private life which prescribe when patterns of thinking, behaviour and emotion are appropriate for one area and not the other. However, recent research has shown that boundaries are also constructed through a social dimension, as boundaries are negotiated through social interaction in employees close relationships (Clark, 2002; Krouse & Afifi, 2007). New types of information and communication technologies are changing traditional ways of working in which work was fixed to a certain place and time. In today’s worklife, employees may be constantly connected to work also in their private lives (e.g. Mazmanian, 2013), but technology also enables them to stay in touch with family members and friends during their worktime. This type of boundary-crossing through technology may have several implications for the employees as well as their close others both inside and outside of work (see also Clark, 2002). Therefore, it is important to understand how individuals adapt and manage these boundaries and how they negotiate them with their colleagues, family members and friends. The theoretical framework of this study is based on the work-life border theory (Clark, 2000; 2002), in which the boundaries between work and private life are seen as negotiated and transformed through social interactions and practices. The aim of the study is to unpack the processes related to work-life boundary negotiations between employees and their close others at work, at home and in other life domains. Our research questions are as follows: RQ: How employees manage their work-life boundaries in their close relationships both in and out of work? RQ2: What are the themes and topics in employees’ boundary negotiations that enhance or hinder employees' perceptions of their work-life boundary management? Data and method. The study focuses on knowledge-intensive experts and their experiences on boundary-crossing and boundary management between work and private life. However, in contrast to previous studies, this study also aims to highlight the perceptions of people outside the working community and the role their perceptions might play in employees' boundary-crossing and boundary management. Preliminary data collection using semi-structured interviews with 14 employees doing knowledge intensive, creative work was carried out in autumn 2018. In addition, in early 2019, in-depth interviews will be held with employees and their close others, such as colleagues, family members and friends. The preliminary analysis of the first interviews began parallel to the collection of the interview data. The interviews were transcribed and analysed with inductive thematic analysis methods (Braun & Clark, 2006). The initial findings show that employees doing similar type of knowledge-intensive work and using same types of communication technologies may have very different perceptions of whether work and private life are completely separate domains, whether they overlap or whether they are fully integrated. In all cases, it seems that the boundary negotiations require strategic decisions, partly related to the ways communication technology is used, particularly outside the office. The findings contribute to the work-life boundary theories by highlighting the role of employees’ close relationships both in and out of work in the boundary negotiations and boundary management strategies. Select bibliography Clark, S. C. 2000. Work/family border theory: A new theory of work/family balance. Human Relations, 53(6), 747–770. Clark, S. C. 2002. Communicating across the work/home border. Community, Work & Family,5(1), 23–48 Krouse, S. S., & Afifi, T. D. 2007. Family-to-work spillover stress: Coping communicatively in the workplace. Journal of Family Communication, 7(2), 85–122
Title: Successful ideal (male) expatriate performers in China: Where are the families?

Abstract: Accelerating globalization has leading companies to send more senior employees on expatriate assignments to increase corporate competitiveness in the global market (Brookfield, 2017). Expatriate workers have been extensively studied in international human resource management and international business (see Bhaskar-Shrinivas, Harrison, Shaffer and Luk, 2005, for a review). This stream of research has focused predominantly on the cross-cultural adjustment (e.g. Aycan, 1997) and the performance, success and/or failure of the expatriation (e.g. Harzing, 1995). Further, previous research has identified failure of expatriate assignments for family related reasons, such as dual career pressures or the family’s lack of adjustment (Swaak, 1995; Haslberger & Brewster 2008) Still, issues such as lack of work-life balance, exhaustion and burnout during expatriation are often overlooked. To address this research gap, we conducted a qualitative study with 76 interviews with 35 expatriates in 18 organizations in China. Two out of the 35 expatriates are female. This is in line with previous research suggesting that women are more seldom offered international assignments (Harris, 2006; Gripenberg et al. 2013). We followed purposeful sampling method in choosing informants (Lincoln and Guba, 1985). In our data analysis, we have used an abductive approach in the process of theorizing (Van Maanen, Sørensen and Mitchell, 2007). Our findings suggest that there is a blurred boundary between life and work for all the expatriates. To them, expatriation in China means spending 12+ hours in the office and then going home to eat, sleep and maybe also be with their families. However, when asked how they have adjusted to working and living in China, the majority of the male expatriates only talked about himself. A very small percentage of the male expatriates talked about family adjustment in more than one sentence. In comparison, the talk on families was much more prominent among the two female expatriate interviews. Furthermore, despite the fact that work has clearly been exhausting and deeply invasive to their lives in China, they all tried to project a successful ideal performer image. Family was either explicitly absent: “The bad thing of course is that I am sort of alone. My family and my children are in Finland. I see them only two times a year.” or, more implicitly, not much talked about: “I have much longer working days here than in Finland. I spend a lot of time at work.” Drawing on literature on the ideal worker (Acker 1990) and on gender analysis more generally, focusing on the persisting traditional, gendered patterns of (male) expatriates and their families (Hearn, Metcalfe, and Piekkari, 2006, 2012; Mäkelä, Mayerhofer, & Suutari, 2009), we discuss how male expatriate workers are pressured to be “the ideal performer” who can endure stress, meet new work demands, and be competent in leading their local colleagues. We emphasize the need to bring the analysis of gender, work-life balance and families to centre stage in research on expatriates. References will be available upon request.
Title: Transformational Leadership, Voice, Emotional Labour and Employee Well-Being: The Mediating Role of Work-Family Balance

Abstract: In this manuscript we theorize and empirically investigate, within the Job Demands-Resources (JD-R) framework (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001; Schaufeli, & Taris, 2014), a mediated model which examines two understudied job resources within the work-family literature (i.e. upward voice and transformational leadership) and a unique job demand (emotional labour) and demonstrate their joint contribution to different dimensions of employee well-being (i.e. mental health, sleep quality and feelings of enthusiasm and energy at work) through work/family balance (WFB). Surprisingly, WFB has not been previously examined as a mediator of these relationships. Emotional labour (Hochschild, 1983; Grandey & Melloy, 2017) relates to the idea that employees are required to hide their true feelings and display emotions that are in conflict with what they actually experience. Most studies focused on outcomes that occur within the workplace, and only few investigated how emotional labour spills from work to home (e.g., Wagner, Barnes & Scott, 2014). Only recently have investigators looked into the possibility that leadership behaviours and style may have outcomes that express themselves beyond the realm of the workplace (Li et al., 2017), and specifically that a transformational leadership style may reduce work-family conflict (Kossek, et al., 2018). However, researchers did not traditionally look beyond that link. In the current study we explore the idea that if supportive leadership is positively associated with WFB, then this connection would have further positive personal outcomes such as increased mental and physical wellbeing. Finally, upward voice relates to employees' ability to openly communicate about problems and provide opinions, suggestions and concerns to someone in a higher organizational position (Morrisson, 2014). Previous research linked voice to organizational outcomes such as performance and turnover and to individual outcomes such as career opportunities and performance evaluations. We add to the literature on voice by focusing on WFB and well-being outcomes. Structural equation modelling (SEM) analysis, which draws on the 6th European Working Conditions Survey conducted in 2015 on a random sample of employees in 35 countries, reveals that both transformational leadership and voice are associated with higher WFB, which in turn is positively associated with enhanced mental health, energy and sleep quality. Conversely, emotional labour is related to lower WFB, which is translated into diminished sleep quality and reduced mental health and energy. Practical implications for individuals and organizations, as well as suggestions for future research, are provided and discussed.

References:

Title: Minding the care gap. Public day-care usage and the negotiation of work and family among Swedish mothers and fathers

Abstract: Using the example of Sweden, we explore the extent to which public daycare services can alleviate work-family tensions in a country moving from a 1.5- to a dual-earner society. Considering parents’ usage and perceptions, does day care allow for two full-time careers or does a (perceived) ‘care gap’ constrain and complicate mothers’ work involvement? Daycare services for pre-school children are regarded as the most defamilializing and degenderizing aspect of family policy (e.g., Saxonberg 2013) and in Sweden, public daycare have been widely available since the 1980s (Grönlund et al 2017). However, at a time when the majority of women have moved from part-time to full-time work (OECD 2018), new tensions appear. For example, usage of daycare may be affected by gendered divisions of work and discourses emphasizing maternal care (e.g., Elvin-Nowak 1999). In a mixed methods approach (Tashakkori and Teddlie 2003), we use quantitative and qualitative data to explore how daycare usage is related to mothers’ and fathers’ involvement in paid and unpaid work and their perception of stress. The focus is on daycare hours and parents’ ambitions to keep limit the time children spend in daycare. The quantitative analysis draws on a recent survey comprising employed mothers and fathers with children aged 3 to 6 (n ≈ 2 250). Using latent class analysis and OLS regressions we study, first, how spouses working time arrangements and division of unpaid work are related to day care hours and, second, whether longer daycare hours and the ambition to limit hours provide a source of stress. The qualitative analysis is based on semi-structured interviews with strategically selected survey respondents (n≈40). Here, we explore how parents talk about limiting daycare hours in terms of motives, strategies and perceptions of stress. Preliminary findings: The importance of limiting daycare hours emerges as a prominent theme both in the quantitative and qualitative data. The survey analysis suggests that although maternal part-time work remains a main way for families to keep daycare hours down, flexible work arrangements and a more equal sharing of care work can allow both parents to work full-time without necessarily prolonging daycare hours. Both longer daycare hours and parental ambitions to limit daycare hours increase stress for mothers, but the levels of stress are modified when fathers share childcare responsibilities. In the interviews, mothers and fathers report different motives for limiting daycare hours. While fathers highlight the importance of creating ‘family time’, many mothers see shorter daycare hours as a means to reduce strain, both for the children and themselves. Part-time work remains an important strategy to keep daycare hours down, however, this strategy can collide with gender equality ideals, causing stress and frustration. In other families, daycare hours are kept down through a strategic contract by which both partners work-full and share care work, taking shifts in the home. Here, strong ideals of equal sharing also allow parents to redefine their ambitions regarding daycare hours.

References
Title: Fairness Perceptions of the Division of Labour: Housework versus Childcare

Abstract: Over the last decades, the labour market participation of women has increased considerably, and traditional views about men’s and women’s proper roles in paid work and household labour have shifted toward more egalitarian views. These changes, however, did not result in an equal division of household labour. Women, regardless of their labour market participation, continue to do most of the housework and childcare (Bianchi et al., 2000; Milkie et al., 2002; Poortman & van der Lippe, 2009; Rogers & Amato, 2000). Despite egalitarian gender norms, men’s actual behaviour in household labour has not changed as quickly. One reason may be that people do not regard an unequal division of labour as unfair. Research has found that the division of household labour is often regarded as fair, even when women do most (Baxter, 2000; Nordenmark & Nyman, 2003). This research has foremost focused on fairness perceptions regarding housework, little research has investigated fairness perceptions in relation to childcare. Scholars have argued that housework is conceptually different from childcare in the context of the actual division of labor (Sullivan, 2013). We contend that this may also be true for fairness perceptions, because housework may be regarded as less pleasant than childcare (Poortman & van der Lippe, 2009). This study therefore focuses on both housework fairness and childcare fairness. We will examine for men and women to what extent they consider the division of housework and childcare to be unfair; how the division of housework and childcare are related to housework fairness and childcare fairness; and whether there are differences to be observed in these patterns depending upon whether housework or childcare is considered. We analyse data from the second wave of the New Families in the Netherlands survey (2015/16) on married and cohabiting parents from a heterosexual relationship with children aged below 18 (N=1,035). Descriptive analyses (preliminary) show that mothers are more involved in housework and childcare than fathers. For example, 67 per cent of mothers and 43 per cent of fathers report that mothers do more housework. For childrearing, 53 per cent of mothers and 46 per cent of fathers report that mothers take most responsibility. Despite the unequal division of household labour, only 42 per cent of mothers and 30 per cent of fathers report the division of housework being unfair to mother. Similarly only 22 per cent of mothers and 16 per cent of fathers feel that childcare is distributed unfairly to mother. In contrast, the majority of mothers and fathers report the division of housework and childcare being fair for both. In further analyses we will perform regression analyses to examine the link between the actual division of labour and fairness, whilst controlling for other factors that may influence fairness perceptions such as partners’ working hours. In addition we will investigate and test whether the associations between actual divisions of labour and fairness not only differ by the type of task (housework/childcare), but also by gender and other relevant characteristics such as people’s gender ideology or working hours.
Author: Gerlinde Mauerer (University of Vienna, Austria)

Co-Author: Eva-Maria Schmidt (University of Vienna, Austria)

Title: Constructions of parental responsibilities at parents’ workplaces and their relation to gender inequalities

Abstract: Based on qualitative research in Austria (Schmidt 2018, Mauerer 2018), this paper focuses on current gender inequalities between parents in fulfilling their parental responsibilities and reconciling childcare responsibilities with their breadwinning responsibilities as employees. Despite major normative changes during the last decades, Austria is characterized by a substantial gender gap in men’s and women’s labor force participation. Particularly, the transition to parenthood entails long-term gender inequalities in parents’ careers and involvement in family life. While men are still predominantly perceived as main breadwinners for their family, women’s salaries mainly are evaluated as secondly relevant in securing the family’s subsistence and caregiving is interpreted as women’s main responsibility. Among other reasons, this is rooted in the social and historical development of mothers’ protection at the workplace in Austria and Germany (Hausen 1997, Neyer 1997) and in the former establishment of social partnership in Austria. We will present findings regarding the question how parents are confronted with constructions of parental responsibilities at their workplaces, from their employers and colleagues, and how these constructions shape parents’ decision on sharing parental responsibilities and on reconciling breadwinning and caregiving. Preliminary results indicate a persistent high relevance of a (modernized) male breadwinner model with the mother as primarily responsible caregiver. Although reformed family policies have aimed at overcoming binary gender codes in parenting and careers and include partnership-oriented childcare benefits, effects still seem to be limited at parents’ workplaces. The presented results show that employers’ and colleagues’ evaluations of women’s involvement during and after the transition to parenthood and their views on men’s role in being responsible for the family income are highly relevant for parents’ decisions towards opting for rather traditional pathways in the reconciliation of work and family. All presented results derive from the following research projects: (1) a qualitative longitudinal study (2013-2015), including 66 problem-centered interviews with mothers and fathers before pregnancy, six months after and two years after the first birth, (2) an ongoing study consisting of problem-centered interviews with 46 parents (from which 22 parental couples and 2 single mothers), with a youngest child aged 30 months or less, (3) qualitative-interpretative data deriving from two research projects on men’s realization of (long-term) parental leave in Austria, including 36 interviews with men on parental leave in Austria (2013-2014), and (4) two follow-up studies including female partner’s perspectives, basing on 12 interviews with female partners of men on parental leave (2015), and 12 interviews with employers (2015). In our contribution we want to indicate and discuss important aspects to support political goals like increasing shares of fathers on parental leave and decreasing gendered impacts on career trajectories, by revealing influences of gender constructions regarding parental responsibilities at parents’ workplaces on their decision regarding their way of sharing these responsibilities. We will further discuss our results in connection to gendered images of the loyal worker and of being a responsible parent. Both notions entail a high gender impact, and moreover, a perpetuation of gender disparities in men’s and women’s labor force participation.

References

Title: Working time arrangements, time with spouse and subsequent divorce risk: a register-based follow-up study among Finnish employees

Abstract: A considerable proportion of workers work outside the standard working hours in Europe (EWCS 2015). Earlier research has shown that non-standard working hours are stressful for the worker and can have a negative impact on the worker's physical and psychological health and well-being. The studies have, however, shown mixed effects of non-standard working hours on family well-being. Some studies have reported that unsocial work schedules are significantly related to an increased risk of divorce. Aims: The aim of the paper is to examine to what extent respondent’s working time arrangements and time spent together with the spouse are separately and combined associated with the subsequent divorce risk during a 10-year follow-up time. Methods: The analysis is based on the Finnish time use surveys (1979, 1987-1988, 1999-2000) merged with register-based follow-up data (1980–2011). The present study is restricted to 25 to 64-year-old employees with a spouse (n=7,167). The relative risk of divorce is examined by Cox proportional hazards analyses. The results are adjusted to background and work-related factors. Results: Both non-day work and short spouse time were separately associated with the increased subsequent divorce risk among employees (main effects). In addition, there was a combined effect: among non-day workers longer spouse time moderated the effects of non-day work on divorce risk compared to short spouse time. Conclusions: Employees with non-day work could benefit from longer spouse time: employees should have more possibilities to influence their working time duration and timing.

References
Session title:
Work-family and work-life balance: Different measures and different contexts

Author: Elena Macchioni (University of Bologna, Italy)
Co-Author: Federica Santangelo (University of Bologna, Italy)

Title: Couple Arrangements and Job satisfaction. The Role of the Work-Family Balance Measures.

Abstract: This paper aims to investigate the effects of an Italian work-family balance policy, called Family Audit, which provides financial and management tools to companies to enhance the quality of life of working citizens. The study involved a sample of 21 of the 50 companies that participated in the first national experimentation (2015). The survey was conducted in 2016 through a self-administered CAWI questionnaire via a web platform, it was completed both by 624 workers and their cohabiting partners to have a more reliable measurement of the dimensions related to family work sharing and family satisfaction and We adopt the work-family interface approach to investigate if and to what extent measures implemented by companies influence job satisfaction, taking into account the role played by couple arrangements on the (individual) work-family balance. First of all, we create a couples typology based on the partners level of awareness about their family work division (domestic work and care activities). Three types have come out: 1) the aware ones who show agreement in the declaration of the percentage of family work done by each one (which does not mean an equitable distribution!); 2) The average conscious (there is a medium level of awareness of the level of family work performed by each one); 3) the unaware in which both partners overestimate or underestimate the level of family work they usually perform. We use multivariate statistical analyses (linear regressions and quantile regressions) and we derived some suggestions. The roles’ accumulation (family + work), if adequately supported by WLB measures, can produce a positive relationship between the family sphere and the working one; the ability of measures to produce job satisfaction varies considerably among workers who are in a different distribution of job satisfaction, some of them showing less effectiveness among poorly satisfied workers and the other way around. Moreover, the positive influence of the measures is reduced, sometimes cancelling out, for the type 2 couples. In other words, measures aimed at better management of family care tasks also translate into an improvement in job satisfaction but only on couples who are fully aware of the division of family tasks and on those that have none, overestimating or considerably underestimating their role. This study highlights the need to treat complex dimensions such as the level of individuals' satisfaction taking into account their heterogeneity concerning to the satisfaction's quintile they belong to. Moreover, data shows the critical role played by couple arrangements on reducing the efficacy of WLB measures. Brough, P. and O'Driscoll, M.P. 2010. Organizational interventions for balancing work and home demands: An overview. Work & Stress, 24(3), 280-297. De Simone, S., Lampis, J., Lasio, D., Serri, F., Cicotto, G. and Putzu, D. 2014. Influences of Work-Family Interface on Job and Life Satisfaction, Applied Research Quality Life, 9, 831–861. Hook, J.L. 2010. Gender Inequality in the Welfare State: Sex Segregation in Housework, 1965-2003. American Journal of Sociology, 115: 1480-1523. Ramesch, S., Ireson, R. e Williams, A. (2017), International synthesis and case study examination of promising caregiver-friendly workplaces, Social sciences and Medicine, 177, 52-60 Ropponen, A., Känsälä, M., Rantanen, J. and Toppinen-Tanner, S. 2016. Organizational Initiatives for Promoting Employee Work-Life Reconciliation Over the Life Course. A Systematic Review of Intervention Studies. Nordic Journal of Working life studies, 6(3), 79-100. Saraceno, C. 2011. Beyond Care. The Persistent Invisibility of Unpaid Family Work. Sociologica, 1, 1-16.
Author: Linda Duxbury (Carleton University, Canada)
Co-Author: Michael Halinski (Ryerson University, Canada)

Title: Is Work Life Balance in Policing an Oxymoron?

Abstract: While in recent years women have increased their numbers in professions as diverse as the law, the military, academics and medicine, there remains one career where progress has been glacial – policing. Not only are fewer women pursuing careers in policing, but the data show that female officers are achieving promotions at a lower rate than men (O’Connor-Shelley et al., 2011). The lack of women in policing is troubling as female officers have been found to bring a unique, desirable skill set to community policing. A stronger female presence within the police service also has the potential to reduce problems with sexual discrimination and harassment and to effect changes in policies and procedures that are beneficial to both officers and the communities they serve. This study explores the idea that the dearth of women in policing is due in whole or in part with the how the career of a police officer is currently envisioned and structured, particularly when it comes to issues of work-life balance. Silvestri (2006) states that police services provide an excellent example of a strict linear organizational career in that they operate a single-entry system of recruitment with virtually all police officers beginning their careers as constables. Career advancement is achieved by climbing a highly structured career ladder through a series of ranks in organizations with strong paramilitary structures. This climb to the top typically takes anywhere from 20 to 30 years and requires police officers to work the longest and most inflexible hours during their childbearing and child raising years. Competing occupational and gender role norms require female police officers who wish to advance in their careers to limit their family size by either delaying having children until their careers are established or by having fewer children overall. While the empirical work in this area is limited, what is available supports the idea that women and men in dual-incomes families working in male dominated work environments such as police organizations minimize work-family conflict by reducing their family size. Kruger (2007) notes that this is unfortunate citing research linking being a parent and being a better police officer. Research identifying ways to increase the work-life balance of police officers should, therefore, benefit communities and society as a whole. Such is the goal of this study which hypnotizes that male and female police officers’ decision making with respect to career advancement will be differentially affected by: (a) work-life conflict (operationalized as work interference with family and family interference with work), (b) control over work and control over home, (c) organizational culture (operationalized as the myth of separate worlds and work takes priority) and the decision to have children. The following theories are used to develop the theoretical framework tested in this paper: (1) social role theory (Eagly, 1987, 1997), (2) work-life conflict (Greenhaus & Beutell, 1985; Edwards & Rothbard, 2000), (3) work-family fit/organizational culture (Kossek et al., 1999; Thompson et al., 1999, and (4) demand-control theory (Karasek, 1979). Sample: The sample used in this study includes 480 police women and 1,296 police men who took part in the 2012 National Work and Family study conducted by the author. All respondents were married, under the age of 45, worked full-time in front line positions (i.e., constables), and had a partner who also worked full-time. Measures: Work interference with family (WIF) and Family interference with work (FIW) were measured using the scales developed by Gutek et al. (1991). Control at work was operationalized using Dwyer and Ganster’s (1991) measure. Control at home was measured using six items from a modified version of control over family developed by Walters et al. (1996). Organizational culture was assessed using Allen’s (2001) Family Supportive Organizational Perceptions (FSOP) measure. Decision-making around having children was measured by asking respondents the extent to which they agreed/disagreed with the following two statement: “I have had fewer children because of the demands of my work” and “I have delayed having children due to the demands of my work.” The dependent variable (Promotion) was measured with the question “Did challenges with respect to balancing work and family cause you to turn down a promotion.”. Data analysis: The hypotheses were tested using Partial Least Squares (PLS) (Barclay, Higgins, and Thompson, 1995). Results and Discussion: Data analysis shows that the culture of policing is not supportive of work life balance for either male or female police officers. Gender differences were found in many of the paths of the model. A complete list of references will be included with the paper.
Author: Elena Macchioni (University of Bologna, Italy)  
Co-Author: Gianluca Maestri (University of Bologna, Italy)

Title: MAAM: Maternity as a master. Innovative work-life balance measures and innovative cultural codes

Abstract: The aim of this paper is to analyse the social mechanisms through which a digital platform, offered by companies to women employees, allow them to balance their roles between work context and family life during their maternity leave. The study carried out with qualitative methodology, through a semi-structured interview and a software analysis. The research involved 30 Italian female working mothers who used the tool, their supervisors (to verify the transfer of care skills in the work context) and their partners (to verify if and how the device supports the work-life balance). MAAM is a digital tool based on the lifelong learning approach. This tool through self-training sessions wants to develop mother’s meta-reflexivity. This process empowers women to transfer soft-skills developed in their maternity experience into soft-skills useful for the workplace organizations. We use the work-to-family/family-to-work interface approach to analyse the effects of the role accumulation and the soft skills process transposition to verify the efficacy of the tools as a real social innovation in the work-life balance field. We observed that this social innovation process it triggers in a global mutation of cultural codes that characterized the maternity experience in the modern societies. Medium and large companies, belonging to different sectors, introduce MAAM in their people care programs. That demonstrates a new codification of female role and maternity experience in the workplace organization, but already present in the civil society. Data reveal that mothers that used MAAM they’ve become aware of the positive spillover between care maternity experience and job commitments. 

The acquisition of this capability allows working mothers to codifying the conflicting semantic between maternity and job inside a discursive universe founded upon the fundamental human skill of taking care of others. We suggest that this (innovative) process could contain a new gender paradox: the risk is to use the semantic of taking care to stigmatize social actors (women; mothers; female) through the burden of care.

References

Author: Katarzyna Wolanik Boström (Umea University, Sweden)

Title: The demands, strategies and practices of “internationalization” in an academic community and its effects on family life.

Abstract: The paper addresses the demands and practices of “internationalization” as experienced by scholars and teachers of Romance languages at five Swedish universities. In this qualitative case study, 15 in-depth interviews were subject to narrative thematic analysis (Riessman 2008), first on the level of individual interviews and then on an aggregated level. I present the scholars’ reflections on the hierarchies in the academic communities that they were immersed in, and the practices and predicaments of “internationalization”, especially in relation to family life. The expectations both from the Swedish academic community and university policies included physical movement. At least a short-term mobility was considered to be a natural part of a professional development, an expected part of a career trajectory. Practicing the language, collecting data in local libraries and archives, networking and cooperating with scholars abroad, were supposed to help a scholar to become a member of a wider, international academic community (cf Ackers & Gill, 2008). However, not all places and circumstances counted as equally beneficial for career. Though Romance languages (e.g. Spanish or French) are native languages in many countries across the globe and thus in a profound way “international”, in the universities’ rankings of publications and mobility these languages/ countries seldom counted as “international” – as the English language and locations in English speaking countries. In the “geographical imagination” (cf Riaño, 2015) of the academic community, there was a clear global hierarchy of places. Both short-term and longer physical mobility was, however, not unproblematic for the interviewed scholars. Especially the family’s well-being weighed heavily in the decision to go abroad. Having a partner who might not want to put his/her own career on hold, having young children or other obligations, difficulties to find a suitable place to stay, the energy-consuming practicalities of moving and adjusting to a new place, concerns for health or safety – all of this prohibited or restricted physical movement. But it also inspired alternative strategies, e.g. only selected conference participations or applying a strategic “family timing” (cf Wolanik Boström, Öhlander & Pettersson, 2018; Coles & Fechter, 2008; Doherty et al., 2015, Teichler, 2015). Ackers, L. and Gill, B. (2008). Moving People and Knowledge. Scientific Mobility in an Enlarging European Union. Cheltenham and Northampton MA: Edward Elgar. Coles, A. and Fechter, A.-M. (eds.) (2008). Gender and Family among Transnational Professionals. New York, London: Routledge Doherty, C., Patton, W. and Shield, P. (2015). Family Mobility. Reconciling career opportunities and educational strategy. London and New York: Routledge. Lundström, C. (2014). White Migrations: Gender, Whiteness and Privilege in Transnational Migration. Basingstoke: Palgrave Macmillan Riaño, Y. (2015). Latin American women who migrate for love: Imagining European men as ideal partners. In B. Enguix & J. Roca (eds.) Rethinking Romantic Love. Riesman, C. K. (2008). Narrative Methods for the Human Sciences. London: Sage Publications Teichler, U. (2015). “Academic mobility and migration: What we know and what we do not know”. European Review 23 (Supplement S1): 6–37. Wolanik Boström, Katarzyna, Öhlander Magnus & Pettersson, Helena 2018. Temporary international mobility, family timing, dual career and family democracy. A case of Swedish medical professionals. Migration Letters, Vol 15 No 1(2018)
Gender power (re-)negotiated? Shifting work, welfare and gender regimes in Finland and Sweden

Abstract: How is gender power (re-)negotiated in Finland and Sweden? Both countries are known as having a, relative to other countries, high degree of gender equality. They are based on a dual earner model combined with a dual caregiver model supported by the governments in form of generous paid parental leave, financed full time day-care subsidised from national tax revenues, regulation, and transfers. For example, in Sweden the parents have the right to 480 days of parental leave for each child and in Finland parents are entitled to 580 days, and the financial support levels are high in relation to salaries (Anttonen, 2003). The Nordic welfare state is portrayed as gender egalitarian and family-friendly, and is firmly based on notions of gender equality and justice (Anttonen, 1994). However, in the Nordic countries, power structures are often disguised by gender-neutralising discourses and practices (Tuori & Silius, 2002), and the gendered division of work and family responsibilities are far from equal. Both countries still has a horizontal and vertical gender segregated labour market and women still do more unpaid household and care work than men (SCB 2018; Statistics Finland, 2018). For example, in Sweden fathers take 28% of the parental leave (SCB 2018), whereas in Finland the corresponding amount is only 10% (Statistics Finland, 2018). In the Nordic countries, the demographics are changing. At present, Sweden has an increased birth rate, with an approximately 40% share of all babies born in the Nordic countries (Nordic Council, 2018). At the same time, the average age for having the first child in both Sweden and Finland is getting higher, 29 years for women and 31 years for men (SCB 2017; Statistics Finland, 2018). In Finland, the fertility rate at 1.49 is also an all-time low (Statistics Finland, 2018). Further, working life is shifting in both contexts. In Finland the labour market have shifted from industry work towards a stable growth in knowledge intense work (Lehto & Sutela, 2008), and there is a similar trend in Sweden, where high and low qualified service work in the public and private service sector are replacing blue collar work (Berglund & Essen, 2014). Some of these changes in both private and work domains add pressure in form of dual commitment to work and family accompanied with atypical family constellations, atypical work and an increased work pace, leading to blurred boundaries between the domains of work and private life. In our paper, we discuss the similarities and differences in these two Nordic welfare state contexts in the times of political pressure of further shared care responsibilities, in the changing mobile contexts of work, shifting demographics and gender contracts. The paper is based on descriptive national statistics of paid and unpaid labour, and political policies in the area of gender equality, in order to scrutinize if and how the gender order/regimes are reproduced and/or transformed in these two similar, yet partially contrasting, contexts. References are available upon request.
Author: Elaine Berkery (University of Limerick, Ireland)

Title: Gender, society and organizational contexts: A systems perspective on women in the workplace

Abstract: This paper summarises the substantive contributions of my PhD thesis, which examined systematic issues relating to the progression of women in the workplace using a gender-organisations-systems perspective (GOS). The GOS perspective, developed by Fagenson (1993), provides a holistic approach to the study of women in the workplace, which recognize the simultaneous interaction between the person, the organisation and societal context within which they operate. Building on the gender-centered perspective (Fagenson, 1986; Harragan, 1977; Horner, 1972; O’Leary, 1974; Putnam & Heinen, 1976; Riger & Galligan, 1980; Schein, 1973, 1975) and the organisational structure view (Kanter, 1976), the GOS perspective introduces a third factor, the social and institutional systems in which organisations are located, recognizing the instantaneous interaction between the individual, organisation and society.

The GOS perspective is applied as following in this study: (1) societal context: under societal context examines the impact of profound changes in Irish society during the twentieth century to the perception of women’s suitability to the managerial role; (2) personal factors: under personal factors the study identifies the traits ascribed to men, women and managers in general. By identifying the traits used to describe men, women and managers in general, conclusions can be drawn about the prevalence of gender stereotypes and whether or not women are perceived to possess the traits necessary for the role of manager; (3) organisational context: under organisational context the impact of organisational culture, networking and tokenism on the selection of women into higher echelons of the organisation and maps the trends in the appointment of females onto state boards in Ireland from 1970-2007; (4) societal, personal and organisational context: this element of the model takes into consideration the interconnectivity between the three different elements of the GOS perspective. This study considers the individual needs of employees, in the form of the need for FWAs, the organisational context in terms of the policies and procedures in place which govern the availability of FWAs and the social context in terms of the institutional environments in which organisations are operating. In doing so, the availability, uptake and organisational benefits of offering FWAs across seven EU countries is examined. Although each of the individual elements of the GOS perspective are dealt with separately, the use of a systems lens allows the interactions and relationships between the different elements to be consider. Therefore, instead of arguing that women’s limited progression in the workplace is due to societal, personal or organisational factors the GOS perspective argues that women’s limited progression in the workplace is due to a combination of their gender, organisational contexts and the larger society in which they function. The overall pattern of results recorded (1) reinforce the importance of the interconnectedness of the different elements of GOS when examining women’s progression in the workplace and (2) that organisational contexts appear to be having the greatest impact on the progression on women in the workplace. Based on overall pattern of results recorded in this thesis, women can only hope that if societal and personal changes follow a similar pattern in the future, reflecting favourable changes to the perception of women, organisational contexts will also start to change. This in turn should have a favourable impact on the progression of women in the workplace.

References

Title: Parental leave in the plural welfare system: a typological proposal

Abstract: Since the early 1990s, the demand for Parental Leave, as well as for external child care facilities, has been increasing in all European countries in parallel with the influx of women into the labour market (Annesley, 2007). Although the European Union Directive on Parental Leave has obliged member states to introduce appropriate legislation, significant differences can still be found among the countries adopting this directive in relation to eligibility to leave, duration of leave, levels of payment, and flexibility in how the leave can be taken (Koslowski, Blum and Moss, 2016). We want to explore whether the traditionally used distinction (à la Esping-Andersen) to identify welfare regimes with unique and mutually exclusive characteristics helps us to adequately understand this variation in the way Parental Leave is implemented across countries. There have been limited previous efforts to take into account multiple factors of social and cultural orientation into a classification of Leave Models such as that proposed by Escobedo and Wall (2013). This presentation offers a theoretical link between the arena of welfare policies and the wider configuration of socio-economic and institutional frameworks within which the different welfare regimes are placed. The central argument is that Parental Leave policy must be conceptualised within a broader framework concerning care-work policies and cultural ideas over care tasks. In line with this conceptualisation, we propose a model based on two main analytical dimensions, proposing that social policy scholarship on Parental Leave should become integrated with a number of elements that, in a distinct manner, have been proposed by various authors in recent years in an attempt to improve the theoretical perspective on the subject. We specifically consider a “structural dimension” and a “cultural dimension”. The role of culture is particularly helpful in illuminating welfare regime differences in cross-national comparisons (Pfau-Effinger 2005; Jo 2011). Of particular interest for our discussion are ideas about who is responsible for care of elderly or young people, which is the role of the state and family in care responsibility, how work and family interrelate. Thus, structural dimensions considered in the model include: leaves (maternity, paternity, parental based on parental leave network review -Blum S., Koslowski, A. and Moss P. 2017), attendance of childcare services (0-3 years and 3-6 years), the relationship or gap between leaves and Early Childhood Education and Care (ECEC) entitlements, occupational welfare (% of voluntary private expenditure) and family structures (e.g. children living with two parents, divorce rate). Cultural dimensions include levels of gender inequality (Gender inequality Index) and intergenerational solidarity orientation (from European Values Study). Considering these six dimensions we focus on Eu 15 countries (Germany, France, Italy, Netherlands, Belgium, Luxembourg, Denmark, Ireland, United Kingdom, Greece, Spain, Portugal, Austria, Finland and Sweden) These countries recall well-established regimes and allow comparable data providing at the same time interesting variations in terms of both broad societal context and Leave systems. By a cluster analysis on the six indicators described above (leaves, childcare services (0-3 years and 3-6 years), relationship/gap between leaves and ECEC, occupational welfare and family structures; inequality and intergenerational solidarity orientation) different groups of countries has been identified, only partially recalling E-A regimes. We could conclude that the extent to which Parental Leave enables parents (mother and/or fathers) to stay into the labour market or encourages them to withdraw is strictly related to the governance of leave policies, childcare services and their relationship/gap with leaves, occupational welfare, family in/stability, gender inequality and intergenerational solidarity orientation. These structural and cultural elements are differently combined in each country: for example, leave policies help making the transition from paid to care work more flexible and redistribute the gendered division of care work in the home (i.e. Nordic countries and Germany) while the lack of childcare services could reinforce the role of family (Italy) or the role of VOW (UK).
Session title: Work-family dynamics in the military and police settings

Author: Sandra Idrovo Carlier (Universidad de la Sabana, Colombia)
Co-Authors: Ximena Campos García and Pamela Leyva Townsend (Universidad de la Sabana, Colombia)

Title: The Work-Family Interface in the Armed Forces in Colombia

Abstract: Research on the work-family interface coming from different countries has certainly grown in the last years. Although still scarce, data from Latin American countries on work-family issues is now available (Idrovo et al, 2012; Las Heras et al., 2015a; Las Heras et al, 2015b; Spector, et al., 2004; Spector et al., 2005). However, research from those countries, in this case Colombia, has focused on the work-family interface in firms and organizations mainly from the private sector. Specific and demanding professions that impose additional pressures to the work-life interface such as the military have not been centre of attention (Carvalho & Chambel, 2017). Nature of the work of military employees affects directly the work-family interface: energy and both psychological and behavioural pressures in their work evoke family tensions (Wadsworth & Southwell, 2011). Along the same line, aspects of workload (i.e., working hours, hours of sleep, days training, and perceived work overload), health, and morale are considered the strongest predictors of the work–family conflict (WFC) in militaries (Britt & Dawson, 2005). But the military is not only a demanding profession is also a profession characterized by a hierarchical culture that might hinder (Adams et al. 2006) or aid in developing work-family supportive practices. The present study centres on one specific profession: the military and looks at how the work and family realms interact for members of one of the armed forces in Colombia. It is an exploratory study and it uses quantitative and qualitative data. Around 3000 members of the military were surveyed and 5 (five) focus groups were held. We used the IESE questionnaire that consists of three main sections: independent variables (Work-Family Policies, Family Supportive Supervisor Behaviour, Family-Friendly Organizational Culture, and Individual characteristics), dependent variables (organizational outcomes [Turnover Intentions, loyalty, commitment, and Perceived Organizational Support], and individual outcomes [Health, Work-Family Enrichment and Satisfaction Work-Family Balance]), motivation and demographic indicators. Results show a significant negative impact of the supervisor behaviour in the organizational (turnover intention) and individual outcomes (work-to-family conflict). At the same time family friendly organizational culture negatively affects turnover intentions and work-to-family conflict. Focus groups also offer insightful perspectives on how to develop better work-family policies for the military in order to improve their work and family well-being.

References

Title: The transition to self-employment among military veterans – identifying class differences in success and failure

Abstract: Among its European counterparts, the UK has had the third largest rise in self-employment since 2009, reaching a total of 4.8 million people being self-employed in their main job in 2017 (15% of those in work), which represents the highest proportion of self-employed people in the UK in the past 40 years. Self-employment (if freely chosen) can provide freedom from the constraints of employment, but such independence can also impose responsibilities and insecurities. Such independence can be particularly challenging for military veterans, who are used to operating in teams, overseen and protected by a large institution, which eliminates the need to take responsibility for basic tasks such as paying bills and understanding tax returns. Self-employment among military veterans has been under-researched, including the identification of any differences with the general population in motivations, routes into self-employment, barriers and supports to self-employment and subsequent success or failure (and indeed, how ‘success’ or ‘failure’ are defined). The MOD-funded Career Transition Partnership (CTP) investigated levels of self-employment among veterans and reported that out of former UK Regular Service Personnel in work, 6% of those who left the UK Armed Forces in 2013/14 and 4% of those who left in 2014/15 were self-employed within six months of leaving service. Forces in Mind Trust commissioned this piece of research to understand the role of self-employment in a successful and sustainable employment transition. Using mixed-methods research involving a literature review, stakeholder interviews, an online survey and qualitative interviews with veterans, findings showed that success in self-employment, as described by the research participants, includes financial sustainability, better work-life balance, job satisfaction and enjoyment and pride in work. Those factors determining success included: - Skills and competencies gained through military experiences; - Camaraderie amongst veterans and a willingness to support each other in the civilian labour market; - Having a good and extensive network; - Leaving the military with a full or partial pension or a lump sum; - The ability to plan ahead and do the research to identify a gap in the market.

There were also identified barriers to success for military veterans: translating military-related skills into a civilian context, different values and standards around work in ‘civvy street’ and naivety among veterans about the realities of self-employment. Many ‘fell into’ self-employment as a result of a lack of success in, or disillusionment with, the civilian labour market. This paper highlights differences in success by education and class, as those in higher ranks, most of whom had a degree and were able to draw on a full pension on transition, were more able to transfer their skills into a civilian context and were also more likely to draw on large networks, both military-related and non-military. Those in non-commissioned roles were less able (or willing) to draw on their networks and found the transition to self-employment more challenging.
Title: Organizational space for work and family in the Finnish Defence Forces

Abstract: Recent social changes and transformations have made the relationship between work and family an increasingly topical and multifaceted issue, particularly in the context of work organizations and gender relations. This study explores the interface of paid work and family among men engaged in military work at two units of the Finnish Defence Forces (FDF), the Army Command and the Armoured Brigade. From a work and family point of view, the FDF constitutes a peculiar work environment: it is an institutionalized organization that is closely identified with the state and its security policy. Military personnel are confronted with many specific regulations and standing orders in addition to social norms and expectations. In the 21st century, work and family issues have emerged widely in organizational and public debate. One significant cause of this increased attention is the implementation of reforms that have resulted in major structural changes, which in turn have affected the prospects and preconditions of the individual employee to arrange his or her work and family relationships. In the theoretical framework of the study, I combine theorizations of space and gender. The data consist of group, individual, and expert interviews (29 altogether) and official materials collected from the Army Command, the Armoured Brigade, and the Defence Command. The data sets are analysed by employing content and discursive analytical methods. Firstly, I examine what kinds of practices and processes that organize soldiers’ interface of work and family can be found at the studied units. Secondly, I examine how these practices and gender are intertwined and shape each other. With reference to the first issue, I analyse the main features of the material-regulative, social, and mental dimensions of the organizational space of work and family at the studied units, and the ways they interrelate. In order to address the second issue, I explore how gender is present in the practices and processes that organize the interface of work and family and how male soldiers negotiate mobilizing masculinities. According to my findings, the material-regulative dimension of the organizational space for work and family featured greedy and generous flexibility, mobility, economic rationality, and workload. The social dimension of the organizational space for work and family involved homosociality and hierarchy. The mental dimension of the organizational space for work and family was constructed by the tension between the institutionalized vocation and professionalized paid work. The family was given the role of the adjuster whose role was to take care of the reproduction of the soldier’s daily work ability. In my presentation, I will open up these dimensions. I will also present the interplay of the dimensions and the consequences of this interplay to the organizational space of work and family. In addition, I will discuss about the findings, which indicate that in circumstances of organizational change, conventional ways of mobilizing masculinities are collectively reasserted and ways of mobilizing masculinities that are inconsistent with convention are restricted.

References
Author: Linda Duxbury (Carleton University, Canada)
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Title: It's Not all About Guns and Gangs: Exploring the Relationship Between Role Overload, Work-family Conflict and Stress in Policing

Abstract: Community safety depends, to some extent, on the presence of engaged, mentally healthy police officers. Unfortunately, extant research in the area shows that policing is one of the most stressful occupations with officers reporting high levels of perceived stress, work-role overload and work-life conflict (Duxbury & Higgins, 2012). This paper presents key findings from a study exploring the relationship between: (1) work and family-role overload (total work/family demands for time and energy are too great to perform these roles adequately or comfortably), (2) work interference with family (WIF) and family interference with work (FIW) (requirements in the work domain impede performance in the family domain or vice versa), and (3) perceived stress (the extent to which an individual perceives (appraises) that their demands exceed their ability to cope). Policing is a 24/7 operation. Policing often involves a combination of long work hours and changing shift arrangement which can lead to fatigue, WIF and FIW for those officers with responsibilities in the home (Duxbury & Higgins, 2012) and to poorer mental health outcomes (Beyondblue, 2018). Of relevance to this study is research showing that policing is one of the most difficult jobs to combine with having a family (Silvestri, 2006) with many police officers reporting considerable difficulty in reconciling their work with the demands of family-life (Duxbury & Higgins, 2012). The challenges are particularly acute for police women who still take on the major responsibility for household and family duties. As Silvestri (2007, pg. 274) observes "while police officers' wives may offset the occupational stress experienced by their partners, there is little to suggest that the reverse is true for women." In such circumstances, the more one has to do at home (operationalized as family-role overload) the greater the conflict between work and family (FIW) and the higher the levels of perceived stress. The following theories are used to develop the framework tested in this paper: (1) role theory (Kahn et al., 1964; Frone, 1997; Barnett & Baruch, 1985), (2) role conflict (Greenhaus & Beutell, 1985; Edwards & Rothbard, 2000) and (3) resource drain theory (Edwards & Rothbard, 2000). Gender differences hypothesized in this study are supported by the work of Casper et al. (2007), Eagly (2013) and Frone et al. (1992). We test a model that hypothesizes that: 1. Work-role overload is positively related to WIF for (a) male and (b) female police officers. [supported] 2. WIF is positively related to perceived stress for (a) male and (b) female police officers. [supported] 3. Family-role overload is positively related to FIW for (a) male and (b) female police officers. [supported] 4. FIW is positively related to perceived stress for (a) male and (b) female police officers. [4a supported; 4b not supported] 5. The relationship between work-role overload and WIF will be stronger for male officers than female officers. [supported] 6. The relationship between WIF and perceived stress will be stronger for male officers than female officers. [not supported] 7. The relationship between family-role overload and FIW will be stronger for female officers than male officers. [Significantly stronger for male officers] 8. The relationship between FIW and perceived stress will be stronger for female officers than male officers. [not supported] Sample: The sample was drawn from a database of 3,330 police officers who took part in the 2012 National Work and Family study. To ensure that the decisions being considered were relevant to our respondents we identified a sub-sample of police officers who could be considered at high risk for both overload and work-family conflict (i.e. officers were married/lived with a partner and were in the sandwich generation spending time each week in both childcare and eldercare). The final sample included 296 policewomen and 643 policemen. Measures: Work-role overload was operationalized using the measure provided by Caplan et al. (1980). Family-role overload was measured by modifying Bohen & Viveros-Long (1981) and Caplan et al. (1980) measures of role overload for use in the family domain. Work interference with family (WIF) and Family interference with work (FIW) were measured using the scales developed by Gutek et al. (1991). Perceived stress was operationalized using the measure derived by Cohen, Kamarck & Mermelstein (1983). Data analysis: The hypotheses were tested using Partial Least Squares (PLS) (Barclay, Higgins, and Thompson, 1995). Relevance: Results from this study can be used by interested police services and communities to design policies and programs to address the issues identified in this research. Such efforts should improve officer work-life balance and mental health and their ability to interact effectively with the communities they serve. References will be included in paper submission.
Session title: Changes to women’s work and motherhood

Author: Maha Karkabi Sabbah (Tel-Aviv University / University of Haifa, Israel)
Co-Authors: Amit Kaplan (Academic College of Tel Aviv-Yaffo, Israel) and Hana Herzog (Tel-Aviv University, Israel)

Title: “When I iron my son’s shirt, I feel my maternal role”: Making Women’s Invisible Work Visible

Abstract: This article seeks to explore how women perceive invisible work and how it affects their lives. By identifying the various interpretations of invisible work, the study contributes to the integration of its different aspects into a conceptual whole. The research conducted in this field since the 1970s underscores that invisible work (such as housework, care-giving, volunteering, office housework) is first and foremost gendered (Bianchi et al., 2012; Coltrane, 2000; Craig and Brown, 2017;) and may be the most powerful mechanism influencing the status of women (Fraser, 2009). Hitherto most research has confined itself to one type of invisible work, such as care work, housework, and volunteering, without taking into account the various aspects of this phenomenon (Hatton, 2017). Nine focus group interviews (Berg and Lune, 2004) were conducted with Israeli mothers from differing national, ethnic, religious, class, and age groups. The interviews focused on identifying the dimensions of invisible work in women's daily lives. After that, they were requested to describe their feelings about these activities, their perceptions of how they organized their day, their coping strategies, and the extent to which they were willing to change their daily schedule. In the last part of the interview the concept of ‘invisible work’ was introduced for discussion, focusing on whether the participants perceived their housework, family caring and "office housework" as such, and how they perceive the role of the state and its capacity to change invisible work. Analysis reveals that the distinctions between aspects of invisible work, such as housework and care work, and between activities belonging to the private sphere and the public sphere are more blurred in mothers’ lives than might be elicited from the academic literature. Furthermore, the meanings and expressions of invisible work evolve throughout the course of a woman’s lifetime. It emerges in this study that the nature of invisible work requires responsibility and management, creating an ongoing struggle throughout a woman's lifetime. Mothers experience this in terms of stress and the limitation of flexibility and choice in organizing their own daily routines. The study examines these complex issues in light of the changes in the ideal of the ‘good mother’ that came about with the implementation of a neo-liberal economic policy in Israel (Lavee and Benjamin, 2015).

References


Author: Anna Stenpass (University of Hamburg, Germany)

Title: Commuting, family, gender equality within the household – (In-)compatible?

Abstract: One of the most significant changes over the last decades in Germany has been the increase in women’s participation in the labour market, driven by the growing participation of married women and mothers (Kollmeyer 2013). Previous studies have shown that the gains outside the home have not been transferred into the home – and into an egalitarian division of domestic labour (Fuwa and Cohen 2007). As a result, households and intimate relationships are crucial for gender inequality between men and women. Mobility and flexibility have become crucial characteristics of modern societies (Schneider, Limmer and Ruckdeschel 2002). Today, commuting seems to be a part of someone’s everyday life. Whereas in the past men were more likely to commute than women, the number of women commuting has increased over recent years. It is undeniable that a long journey to work influences one's private life. Studies show that commuters have lower life satisfaction and their intimate relationships are more likely to be impaired by mental stress (Rüger and Schulze 2016). The study examines the effect of commuting on the division of domestic labour in heterosexual relationships. A long journey to work has an influence on other areas of life. When looking at domestic labour the question arises of who is in charge of managing the household. Do women still adopt the “lion’s share of housework” or take over the “second shift” (Hochschild and Machung 2003), if they spend part of the day commuting to work and back home? I present the results of pooled and longitudinal regression analysis that I conducted on data from the German Panel Analysis of Intimate Relationships and Family Dynamics (pairfam; http:/ /www.pairfam.de/) for the years 2013, 2015, 2016 and 2017. The analysis focuses on time-consuming tasks like housework (including laundry, cleaning and cooking) and childcare and shows that a longer commuting time decreases investments in household labour. Interestingly, if a woman has a longer commuting time, her partner’s investment in household tasks does not increase very much. Instead, the partners do share those tasks. On the other hand, if a man has a longer commuting time, his partner has a larger share of household tasks rather than an equal division of labour.

References
Title: Gender, society and organizational contexts: A systems perspective on women in the workplace

Abstract: This paper summaries the substantive contributions of my Ph.D. thesis, which examined systematic issues relating to the progression of women in the workplace using a gender-organisations-systems perspective (GOS). The GOS perspective, developed by Fagenson (1993), provides a holistic approach to the study of women in the workplace, which recognize the simultaneous interaction between the person, the organisation and societal context within which they operate. Building on the gender-centered perspective (Fagenson, 1986; Harragan, 1977; Horner, 1972; O'Leary, 1974; Putnam & Heinen, 1976; Riger & Galligan, 1980; Schein, 1973, 1975) and the organisational structure view (Kanter, 1976), the GOS perspective introduces a third factor, the social and institutional systems in which organisations are located, recognizing the instantaneous interaction between the individual, organisation and society. The GOS perspective is applied as following in this study: (1) societal context: under societal context examines the impact of profound changes in Irish society during the twentieth century to the perception of women's suitability to the managerial role; (2) personal factors: under personal factors the study identifies the traits ascribed to men, women and managers in general. By identifying the traits used to describe men, women and managers in general, conclusions can be drawn about the prevalence of gender stereotypes and whether or not women are perceived to possess the traits necessary for the role of manager; (3) organisational context: under organisational context the impact of organisational culture, networking and tokenism on the selection of women into higher echelons of the organisation and maps the trends in the appointment of females onto state boards in Ireland from 1970-2007; (4) societal, personal and organisational context: this element of the model takes into consideration the interconnectivity between the three different elements of the GOS perspective. This study considers the individual needs of employees, in the form of the need for FWAs, the organisational context in terms of the policies and procedures in place which govern the availability of FWAs and the social context in terms of the institutional environments in which organisations are operating. In doing so, the availability, uptake and organisational benefits of offering FWAs across seven EU countries is examined. Although each of the individual elements of the GOS perspective are dealt with separately, the use of a systems lens allows the interactions and relationships between the different elements to be consider. Therefore, instead of arguing that women's limited progression in the workplace is due to societal, personal or organisational factors the GOS perspective argues that women's limited progression in the workplace is due to a combination of their gender, organisational contexts and the larger society in which they function. The overall pattern of results recorded (1) reinforce the importance of the interconnectedness of the different elements of GOS when examining women's progression in the workplace and (2) that organisational contexts appear to be having the greatest impact on the progression on women in the workplace. Based on overall pattern of results recorded in this thesis, women can only hope that if societal and personal changes follow a similar pattern in the future, reflecting favorable changes to the perception of women, organisational contexts will also start to change. This in turn should have a favorable impact on the progression of women in the workplace. References Fagenson, E. A. (1986). Women's work orientations: Something old, something new. Group & Organization Management, 11(1-2), 75-100. Fagenson, E. A. (1993). Women in management: Trends, issues, and challenges in managerial diversity: Sage Publications, Inc. Harragan, B. L. (1977). Games mother never taught you: Corporate gamesmanship for women. New York: Rawson. Horner, M. S. (1972). Toward an understanding of achievement-related conflicts in women. Journal of Social Issues, 28(2), 157–175. Kanter, R. M. (1976). The impact of hierarchical structures on the work behavior of women and men. Social Problems, 23(4), 415-430. O'Leary, V. E. (1974). Some attitudinal barriers to occupational aspirations in women. Psychological Bulletin, 81(11), 809-826. Putnam, L., & Heinen, J. S. (1976). Women in management—fallacy of trait approach. MSU Business Topics, 24(3), 47-53. Riger, S., & Galligan, P. (1980). Women in management: An exploration of competing paradigms. American Psychologist, 35(10), 902. Schein, V. E. (1973). The relationship between sex role stereotypes and requisite management positions. Journal of Applied Psychology, 57(2), 95-100. Schein, V. E. (1975). Relationships between sex role stereotypes and requisite management characteristics among female managers. Journal of Applied Psychology, 60(3), 340-344.
Symposiums:

**International Research on Family-Friendly Supports in Diverse Workplace Contexts**

**Authors:** Bianca Stumbitz *(Middlesex University Business School, UK)*, Clarice Santos *(University of Lincoln, UK)*, and Suzan Lewis *(Middlesex University, UK)*

**Title:** Family-supportive supervisor behaviours: A cross-cultural study

**Co-Authors:** Mingze Li *(Wuhan University of Technology, China)*, Ujvala Rajadhyaksha *(University Park, USA)*, Clarice Santos *(Universidade Federal do Rio de Janeiro, Brazil)*, Margaret A. Shaffer *(University of Oklahoma, USA)*, Min *(Maggie)* Wan *(Texas State University, USA)*

**Title:** Enhancing Women Migrant Workers’ Capability for Sexual and Reproductive Health: the Case of Malaysia

**Co-Author:** Lilian Miles *(Middlesex University Business School, UK)*

**Title:** The Role of Supervisor Support for Breastfeeding Mothers in Low Pay Factory Settings: The Case of Clothing Workers in South Africa

**Co-Authors:** Ameeta Jaga *(University of Cape Town, South Africa)*, Bianca Stumbitz *(Middlesex University Business School, UK)*

**Title:** International Research on Family-Friendly Supports in Diverse Workplace Contexts

**Sponsorship:** WFRN International Committee and Cross-Cultural Research SIG

Despite the broadening scope of work-family research internationally, findings from the Global North continue to dominate the literature. Findings are often applied to the Global South in a non-critical way, without taking sufficient account of the cultural, socio-economic and political contexts in which working families are embedded in these countries. In addition, the large research literature on family friendly workplace support is based predominantly on formal HR policies in large organizations, providing only partial insights into the highly complex nature of provision and take-up of support in practice. In line with this year’s conference theme, this symposium brings together culturally-sensitive research on family-friendly supports in diverse workplace contexts, with a particular focus on the Global South. The papers focus on qualitative methodologies, and also cover those workers who are often overlooked in research, such as migrant workers and those in low-income/low-skilled employment. They underscore the different dynamics in family-friendly workplace supports across and within national contexts, demonstrate the need for culture- and context-sensitive interventions that leave no one behind, and highlight implications for work-family research more widely.

The organizers will facilitate an overall discussion of the presentations with a particular focus on (i) challenges in carrying out context-sensitive research, (ii) challenges in implementing approaches that provide solutions for improving family-friendly support practices on the ground, (iii) identifying research directions and potential future collaborations.

**Paper Abstracts**

Despite calls for context sensitive research on work and family over many years, most work-family research has neglected context or attends only to certain limited aspects of it, ignoring the complexity of contextual interconnections.

In the first paper, a multicultural team presents a Cross-cultural Study on Family-supportive Supervisor Behaviours. Family-supportive supervisors are those that empathize with, and actively facilitate, an individual employee’s need to balance demands from the work and non-work spheres. Meta-analyses have shown that family-supportive supervisor behaviours (FSSB), including either emotional and instrumental support towards their subordinates, role modeling behaviour or creative work-family management, have positive effects related to work, non-work and health. However, the theoretical development of FSSB mostly draws on large scale quantitative studies and research stemming from the US, with the implicit assumption that the FSSB construct is universal across cultures. An extensive literature search by the authors revealed that FSSB studies exploring cultural differences are extremely limited. To address that gap, the study adopts a qualitative approach to explore how FSSB is interpreted and experienced in a mix of countries that include the US, China, Brazil and India. It aims to explore multi-level antecedents of FSSB, such as gender role orientation of supervisors, as well as cultural and contextual determinants of FSSB.

The next paper by Lilian Miles, titled Enhancing Women Migrant Workers’ Capability for Sexual and Reproductive Health: the Case of Malaysia, uses the capabilities approach to explore ways of supporting
women migrant workers in Malaysia to meet their sexual and reproductive health (SRH) needs. These women are subject to extreme exploitation with few rights and entitlements, and work in harsh conditions in an environment unresponsive to their health and well-being. The approach focuses on the actual living that people manage to achieve (as opposed to the amount of resources available to them) and the emphasis is on securing real opportunities to achieve a set of outcomes which they wish for. Drawing on a case study involving employers, NGOs, unions, healthcare providers, government agencies and women migrant workers in Malaysia, the paper explores how different stakeholders in community, work and family can support and expand these women's ability to achieve good SRH. It also highlights the challenges in applying the approach.

The final presentation by Ameeta Jaga and Bianca Stumbitz focuses on the Role of Supervisor Support for Breastfeeding Mothers in Low Pay Factory Settings: The Case of Clothing Workers in South Africa. Breastfeeding support at work has been identified as a low-cost measure that can lead to considerable positive outcomes for mother and infant as well as the employer; yet the return to work for mothers is a major barrier to optimal breastfeeding, particularly for women in low-income work. As South Africa has one of the lowest exclusive breastfeeding rates in the world and every fifth child is malnourished, improving breastfeeding continuation rates has become a health and economic imperative. In this qualitative study the authors explore workplace breastfeeding support within the South African clothing industry, which is dominated by women (89%) who are mainly black and poor, and return to work soon after childbirth because of economic necessity. The findings point to a very important relationship between the factory line supervisor and mother for providing support and information to breastfeeding mothers. The authors propose solutions aimed to upskill supervisors to play a key role in facilitating breastfeeding at work and prolonging the breastfeeding duration for working mothers.
A better understanding of family policies continues to be of importance. Policy makers at national and European levels continue to consider family policies an important policy instrument to achieve goals that include greater gender equality, a larger labour force, and better and more equal child development. This requires high quality indicators of monitoring the implementation of family policies, including differences thereof across countries and over time. In addition, the existing body of work shows how various family policies, that include paid parental leave, public early childhood education and care (ECEC) services and child benefits, can contribute to achieving such goals. Family policy scholars have been using several strategies to measure family policies, in particular in country-comparative research. Examples range from individual-level indicators on whether and which services were used by individuals and families, to qualitative descriptions of family policy arrangements, to quantitative country-level indicators such as the duration of parental leave people are legally entitled to or enrolment rates of children in ECEC. Yet, there seems to be no systematic thought, let alone consensus, about what the strengths and limitations of these different types of indicators are, and whether for specific questions some are perhaps better suited than others. There is thus a need for strategic development of high-quality indicators for better being able to evaluate the efficiency of policies in reaching the goals set up. What indicators are required for the next decade of research?

This symposium brings together family policy scholars using different types of family policy indicators. The symposium coordinators will introduce a general overview of types of family policy indicators. Each contributor will then present their perspective on, and work with, a specific type of indicator, and is then invited to reflect on the respective strengths and weaknesses. The symposium ends with an exchange among participants and audience pertaining to what type of indicator(s) best suit the questions we seek to answer in the next decade of family policy.

Introduction
The symposium coordinators will introduce an overview of different types of family policy indicators, as already introduced above. In this introduction, they will discuss some initial insights pertaining to (a.) strengths and limitations of different types of family policy indicators, (b) what questions are to be answered in the next decade of family policy research, and (c.) what types of indicators they consider lacking in the light of these questions. This introduction serves as a starting point for the exchange among participants and audience.

Network on Leave Policies & Research - Alison Koslowski (University of Edinburgh, UK)
Alison Koslowski will present the work of the International Network on Leave Policies & Research, which includes collecting country-level indicators on parental leave entitlements. The annually produced report from a wide variety of countries provides yearly updates of parental leave development, which is also compiled into comparative tables. The international network on leave policies and research consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Why childcare indicators can be misleading - Wim Van Lancker (University of Leuven, Belgium)
Wim Van Lancker will discuss the problems and pitfalls of using existing measures of childcare policies based on spending and enrolment as ‘policy indicators’. He will empirically show why relying on measures of enrolment can be misleading and is not always reliable. In doing so, he will draw on EU-SILC and EU-LFS microdata. Furthermore, he will discuss why spending measures are limited in their usefulness for furthering the field of childcare research. For instance, it is not possible to make a distinction between spending on public and private providers, or between spending on services and on parents. He will argue what is needed in terms of family policy indicators for the next decade of research.
Social rights and ECEC - Laure Doctrinal and Sebastian Sirén (Stockholm University, Sweden)
Laure Doctrinal and Sebastian Sirén will present an ongoing project on collecting cross-nationally comparative indicators on early childhood education and care (ECEC) policies, in which they are involved. There seems to be widespread consensus that ideal ECEC policies ensure that the services are available, affordable, and of good quality (Gambaro, Stewart & Waldfogel, 2015). Yet, while research on each of these three aspects of ECEC policy exists, available policy indicators seem to be limited with respect to their coverage of countries and years. The purpose of this project is to collect policy indicators based on the social rights perspective, that cover the availability, affordability and quality of ECEC services in a way that is comparable across countries and over time. Their project is unique because it is rooted in the tradition of analyzing social policy based on the social (citizenship) rights perspective (Marshall, 1950), in which policy indicators explicitly single out what rights individuals can expect in terms of, in this case, public services. They will argue how this is a major improvement over the far more commonly used indicators based on expenditure and enrollment.

Linking laws to micro-data - Margaret O’Brien (University College London, UK)
Margaret O’Brien combines legislative information regarding parental leave rights with micro-data on individuals’ employment history and earnings. Doing so, she is in a unique position to study how the rules regarding parental leave play out in reality, and for different groups in society. For the United Kingdom, she has demonstrated with this approach that in particular for the precariously employed with low income, the parental leave policy plays out far less generously than what may be taken at face value. She is currently involved in a project commissioned by the European Institute for Gender Equality (EIGE) to perform this analysis across European countries.
Title: Unpacking Gender Differences in Work-Family Enrichment: A Meta-Analytic Approach

Abstract: Scholars have long acknowledged that gender is intimately tied to the work-family interface (Eby, Casper, Lockwood, Bordeaux, & Brinley, 2005). However, despite widespread recognition that there are complex links between gender and work-family relations, our knowledge of gender differences on key work-family related constructs is still underdeveloped. Although recent work has sought to clarify the relationship between gender and work-family conflict (Shockley, Shen, DeNunzio, Arvan, & Knudsen, 2017), the relationship between gender and positive work-family constructs (i.e., positive work-family spillover, work-family enrichment, and work-family facilitation) remains unclear and debated in the literature (e.g., Greenhaus & Powell, 2006; Wayne, Grzywacz, Carlson, & Kacmar, 2007). Given the growth of the literature on positive work-family constructs, there exists sufficient data to begin to answer these critical questions. To this end, we conducted a meta-analysis, using methods outlined by Hunter and Schmidt (2004), of the relationship between gender and work-family enrichment (which we use as the overarching term to represent the positive work-family constructs described above). Preliminary analyses revealed that women experienced higher work-to-family enrichment compared to men ($\rho = -.037$, 95% CI [-.060, -.014], $k = 50$, $n = 27398$). Although this effect is small, it is two to three times the size of gender differences in work-family conflict (Shockley et al., 2017). In contrast, men and women did not differ in their experiences of family-to-work enrichment ($\rho = -.002$, 95% CI [-.035, .030], $k = 29$, $n = 16022$). Our meta-analytic coding has been completed, analyses are ongoing and are expected to be completed prior to the conference. Specifically, additional analyses will include examining whether the nature and magnitude of gender differences in work-family enrichment may differ as a function of the gender egalitarianism of the cultural context, the specific facet of enrichment (e.g., affect vs. instrumental), and across various subgroups (e.g., parents vs. non-parents, full-time vs. part-time workers). Additionally, we plan to test and integrate prior theoretical explanations regarding the mechanisms that may give rise to these gender differences. That women experiences greater work-to-family enrichment relative to men is surprising as prior theorizing has argued domains that are important to an individual are more likely to enrich other domains (Rothbard, 2001) and that strong boundaries may prevent spillover, both positive and negative, between domains (Powell & Greenhaus, 2010), paired with evidence that men report higher work centrality or importance than women and women construct stronger boundaries around the family then men (Shockley et al., 2017), as both effects would suggest that women would experience less work-to-family enrichment than men. Thus, it is necessary to determine whether these relationships operate as theorized as well as ascertain whether there may be additional countervailing forces or mechanisms at play that may ultimately explain why women report higher work-to-family enrichment than men. Specifically, we will explore whether women also tend to possess greater work-related resources, such as co-worker support or family-supportive supervision, relative to men and whether this helps to explain their tendency to experience greater work-to-family facilitation compared to men.
References

Title: The consequences of work-family conflict according to relationship status and gender: The effect on the behaviour of the child

Abstract: Study background. Balancing work and family is a challenge for many families nowadays. The consequences of dissatisfaction with the work-family balance are devastating for people's overall wellbeing, with various studies confirming the negative impact on people's health, life satisfaction, and relationships. Moreover, experiencing work-family conflict as a parent not only affects the parent self, but can affects all family members. A few studies exist that made the connection between work and family characteristics, and the development of the child which argues that this is not a direct effect, but that parental characteristics are important mediators to take into account (Bauer, Hearst, Escoto, Berge, & Neumark-Sztainer, 2012; Strazdins, Clements, Korda, Broom, & D'Souza, 2006; Strazdins, OBrien, Lucas, & Rodgers, 2013). Objectives. The aim of the current research is to disentangle the relationship between the parent’s work-family conflict and the child’s behavioural problems. Three hypotheses are formulated: (1) The parent’s work-family conflict is positively related to the child’s behavioural problems, (2) parent’s wellbeing and parenting mediates the relationship, and (3) relationship status and gender (and the interaction) moderates this relationship. Data and methods. The study uses the German Pairfam survey dataset. We will use wave 8 and wave 9 of this database which enables us to study the long term consequences on the child’s behaviour. Data will be analysed using Structural Equation Modelling (SEM). Different models are investigated according to relationship status, gender, and the interaction between both. Results. First, the direct relationship between the parent’s work-family conflict and the behaviour of the child appears to be not present, but the parent’s wellbeing and parenting are significant mediators in this relationship. Second, preliminary results reveal that relationship status does not moderate the relationship between the parent's work-family conflict and the behaviour of the child, but that gender does. Main conclusions. These results indicate that, in order to understand the child's development and behaviour, one must take into account the interrelations between the child, the family, and the wider environment. The moderating influence of the relationship status and gender needs to be explored further. Bauer, K. W., Hearst, M. O., Escoto, K., Berge, J. M., & Neumark-Sztainer, D. (2012). Parental employment and work-family stress: associations with family food environments. Social science & medicine, 75(3), 496-504. Strazdins, L., Clements, M. S., Korda, R. J., Broom, D. H., & D'Souza, R. M. (2006). Unsociable work? Nonstandard work schedules, family relationships, and children’s well-being. Journal of marriage and family, 68(2), 394-410. Strazdins, L., OBrien, L. V., Lucas, N., & Rodgers, B. (2013). Combining work and family: Rewards or risks for children's mental health? Social science & medicine, 87, 99-107.
Title: Long work hours of mothers and fathers are linked to increased risk for overweight and obesity among preschool children: Longitudinal evidence from Germany

Abstract: The rapid increase in childhood overweight and obesity in the last four decades worldwide coincide with rising maternal employment in developed countries. This co-occurrence has drawn much research attention to the link between the two trends (Li et al. 2017). Most existing studies on maternal employment and childhood overweight/obesity are from the US (Fertig et al. 2009; Anderson 2012; Cawley & Liu 2012; Datar et al. 2014). They are predominantly cross-sectional and show a consistent linear association between the two (Ziol-Guest et al. 2013; Datar et al. 2014). Fewer studies were conducted in Europe and elsewhere and less is known about the joint impact of fathers’ and mothers’ work hours on childhood overweight and obesity. Objectives: To examine the impact of maternal and paternal work hours on overweight/obesity among 1-6 year old children in Germany, using longitudinal data. Methods: Child body weight and height and their parents’ work hours were collected for 2,413 children at age 0-1, ages 2-3, and ages 5-6. Overweight and obesity was defined using the BMI percentiles based on the Cole LMS-Method (Cole 1990). Random-effects model was conducted, adjusting for demographic, socioeconomic, and health characteristics of parents and children. Results: Compared to non-employment, when mothers worked 35 or more hours per week, the risk for child overweight and obesity increased among preschool children. When fathers worked 55 or more hours per week, this effect was strengthened and maternal part-time hours (24-34 per week) also became a risk for child overweight and obesity. The effect was mainly found in high income families. Conclusions: Both mothers’ and fathers’ long work hours matter to young children’s overweight status. Employment protection and work time regulation for both working parents during the first 6 years of the child’s life should be considered in future policy. While we need to continue to support working mothers (e.g., equal pay, good quality childcare), we also need to support men to have time to care without suffering a job or pay penalty. Policies that encourage fathers to spend more time with their children (leave, flexible or reduced hours) and be more active in healthy food provision will help take the pressures off mothers.

References
Author: Jarrod Haar (Auckland University of Technology)

Title: Examining the linkages between Work-life Balance and Job Performance: A Two Sample Study

Abstract: Haar (2013) defined work-life balance (WLB) as “the extent to which an individual is able to adequately manage the multiple roles in their life, including work, family and other major responsibilities” (p. 3308). While the influences of WLB have received strong cross-cultural support (Haar, Russo, Sune, & Ollier-Malaterre, 2014) there is a major gap around the influence of WLB on job performance. Under the Conservation of Resources (CoR) theory (Hobfoll, 1989), employees with greater WLB should have more physical and psychological resources to perform better at their job. Despite these theoretical linkages with CoR there has been little examination of these linkages. Furthermore, the present study suggests the influence of WLB might be better understood as influencing feelings of meaningful work (MFW). In this regard, having higher WLB means employees have greater resources towards finding meaning and purpose in their work (higher MFW), and in turn, this makes them stronger performers. Thus, WLB influences MFW and in turn that influences job performance. Two studies were conducted to enhance generalizability and confidence in findings. In study 1, 339 New Zealand employees rated their WLB, MFW and job performance and established measures were used, and data was analysed using CFA in AMOS, confirming a good fit to the data (and good reliability). Analysis in SEM produced a model with good fit and supported a mediation model. Analysis indicated strong support for hypotheses, with WLB positively related to MFW and job performance, with MFW fully mediating the influence of WLB on job performance. In study 2, the self-reported nature of job performance was improved. Using data from 245 retail workers across many different stores, I collected self-reported data on their WLB and MFW, and had supervisors rate their in role performance and service performance. Established measures were used and data was analysed (CFA in AMOS) confirming a good fit to the data and good reliability. SEM analysis supported individual WLB influencing MFW and in role performance and customer service performance. However, while MFW fully mediated the influence of WLB on in role performance it had no influence on service performance. Overall, the findings indicate that there is small but significant influence from WLB on the performance of individuals (self-rated) or their supervisor-rated performance within a retail context. In most cases, the influence of MFW appears to play a mediating role, although this was not universal towards customer service performance. The paper provides much needed empirical evidence on the influence of WLB on performance.

References

Session title:
Changing attitudes, behaviours and practices in parenting

Author: Brendan Churchill (University of Melbourne, Australia)

Title: Children of the Revolution: How Progressive are Younger Birth Cohorts in their Attitudes towards Parenting Roles

Abstract: Using data from the longitudinal Household, Income, Labour Dynamics in Australia (HILDA) survey (n=23,436) and growth curve analysis, this paper estimates cohort effects in attitudes towards men’s and women’s roles as parents. This research finds strong cohort effects in attitudes. Birth cohorts born after the Baby Boom indeed hold more progressive attitudes towards women’s parenting roles, reflecting their unique socio-historical position as children born after the gender revolution decades prior. Their attitudes towards men’s parenting roles, however, are more complicated, perhaps reflecting their socio-historical position too and society’s more general struggle towards greater gender equality. This research also makes a strong theoretical contribution, finding that the attitudes of birth cohorts do change over time, contradicting previous decades of research.
Title: Coparenting is highly culturally embedded: a systematic literature review

Abstract: A key issue in entering parenthood and combining parental and work roles in a gender equal way is co-parenting, where parents – whatever the form of their relationship – learn to work as a team sharing duties, agreeing about child rearing and planning their family life together. Leading scholars (e.g., Bornstein et al., 2011; McHale et al. 2012) agree that coparenting is highly culturally embedded and the drivers and barriers of coparenting may vary in different cultural contexts. Coparenting is strongly affected by existing gender ideologies, work cultures and family policies, which are currently under reform in many countries. Researchers see the examination of coparenting in a cross-cultural context as extremely relevant, although they agree that such a design is challenging and calls for a special methodology that is sensitive to cultural diversity. In this presentation, we aim to capture the cultural diversity that exists in the form, quality and significance of coparenting during the early parenting stage. Through a systematic literature review, we explore the cultural embeddedness of coparenting, that is, how existing work and family policies and cultural ideologies frame the significance, form and the development of coparenting. We ask how coparenting is understood and conceptualized in different cultures during the transition to parenthood according to research literature on coparenting. A critical interpretive synthesizing approach is taken to the analysis of empirical articles on coparenting (N=18) selected for the study. For our purpose the interpretative review process consisted of a broadly defined search strategy, systematic inclusion and exclusion of papers, descriptive mapping of selected papers and finally analysis and synthesis of reviewed articles. In thereview, three research frameworks having distinct assumptions concerning the form, drivers and significance of coparenting were identified: Nordic, Multi-ethnic and Collectivistic. The review also revealed a large diversity within culture, between socio-economic groups, ethnic minorities and rural versus urban areas. The review witnessed a wide variety of research designs within coparenting research and a lack of comparative cross-national research. The coparenting relationship can be understood in many ways and includes grandparents, friends and non-resident fathers as well as parents themselves. It is suggested that culture-sensitive data collection methods are needed to capture the variety, significance and meaning of coparenting. The findings of the review can be utilized in developing coparenting programs as well as family policies and services. References: Bornstein, M. H., Putnick, D.L., & Lansford, J. (2011) Parenting attributions and attitudes in cross-cultural perspective. Parenting Science & Practice, 11, 214–237. Dixon-Woods, M., Cavers, D., Agarwal, S. Annandale, E. & Arthur, A. (2006). Conducting a critical interpretive synthesis of the literature on access to healthcare by vulnerable groups. BMC Medical Research Methodology, 6, 35. McHale, J., Waller, M. R. & Pearson, J. (2012). Coparenting interventions for fragile families: What do we know and where do we need to go next? Family Process, 51, 3, 284-306.
Title: How parents mediate adolescents' use of technology?

Abstract: The widespread use of mobile technology has generated many changes and perhaps even more expectations, often negative ones in many areas of social activities. This is especially the case when evaluating its effects on children. Concerns have arisen that while mobile devices are undoubtedly an essential information source or a useful tool to be connected to others, devices have a powerful distracting force seriously undermining children's ability to concentrate. Earlier research has also investigated whether intense internet usage, and most recently mobile devices and applications, can take away attention and time from learning. Intense use of social media applications are often seen as particular threats distracting adolescents’ attention. As a consequence of this phenomenon, deteriorating school outcomes, for example poor grades can be expected. Parents’ social background and existing parental mediation strategies, however, might prove to be significant influencing factors. Although more and more research deals with children's media use and increasingly ask children's opinion, parallel research of the two partners (parent-child) in the same survey is almost missing from the growing body of international literature. In this presentation, we intend to focus on the issue whether and how adolescents’ use of technology, in particular their screentime, affect their learning outcome, measured in grades, depending on parent's educational background and parent's mediation strategy. In order to explore the social processes, we include parents’ educational background and the characteristics of parenting mediation strategies as crucial variables explaining and influencing the potential correlation. Parental mediation strategies might curb teenagers’ technology usage by creating and maintaining boundaries or by negotiating about the appropriate use. In this manner, they can affect teenagers’ academic achievement by protecting study activities from the distracting influence of technology. In the course of the analysis special attention will be paid to parents’ and adolescents’ gender. The above discussed questions will be answered by the analysis of a representative survey carried out in 1000 families in Hungary November 2017. In this research 12-16 year-old teenagers and their parents were asked about their experiences and perceptions of the time spent together. The questions related to the amount of time spent with their everyday practices and routines, investigating both the quantitative and qualitative aspects, and also adolescents’ screen time and their technology use. The questionnaire addressed parents' work-life balance, adolescents' well-being, teenagers' view on parenting capacities as well. The first results show that one of the most important factors in the analysis of adolescents' screen time and their school achievement is their parents’ qualification, which is in line with previous research findings. At the same time, we expect different kinds of parental mediation strategy and control depending on the gender of parents and children alike, as well as the age group of adolescents’. This research might also contribute to the discussion on social effects of youth's technology use on school outcomes. It might be particularly important that the analysis gives an insight into the relationship between screen time and school grades with the inclusion of different sociological variables, such as parental mediation, parent's education and gender. The novelty of this research might be also that the analysis of this topical issue will be carried out in a Central European country. The research is supported by the National Research, Development and Innovation Fund project ('Race against time' NKFIH K120089).

References


Author: Maria Letizia Bosoni (Catholic University of Milan, Italy)
Co-Authors: Sara Mazzucchelli and Davide Pellini (Catholic University of Milan, Italy)

Title: Improving Welfare Management Project: Best Practices of parenting management in Italy

Abstract: Policy innovations and workplace interventions - ABS: As it’s known parenthood represent a challenge for contemporary families and the balance between work and childcare is a crucial issue. Italy, alongside with other countries in Europe, is still affected by low births rate and maternal employment. In recent year, different models of maternity management have raised in Italy (Vitullo, Zezza, 2014). In this context, the Improving Welfare Management (IWM) Project is an innovative method of parenting enhancement (focused not only on maternity) with and within companies, born from a synergic action of different partners (Family Studies and Research University Center of the Catholic University of Milan, EDWIHR business consulting and Lexelent law firm). The project aims at creating a new culture of parenting based on both behaviors and values, engaging all company levels. The method is based on a part of research of best practice (Mazzucchelli, 2011) followed by an applicative part of dissemination: it intends to understand how parenthood is perceived and managed in the company, in order to enhance it, turning it from a problem into a benefit for all the stakeholders (for the company, for the employees and their families and for all the community) (Freeman 1981). Parenting management is supposed to support company productivity and employees' wellbeing, contributing to increase births and maternal employment (Donati, Prandini 2015; Cecchinato 2013). In this presentation we will discuss results of a quanti-qualitative study in Italy in 2018 - the first part of the IWM project - aimed at mapping company practices in parenting management: through an online questionnaire, 26 company best practices have been collected. The questionnaire, composed of 44 questions, has investigated the genesis and the design of the parenting management project, the communication and evaluation of it, the implementation of flexibility and leaves measures as well as cultural aspects under the project. The main actions promoted by the companies ware birth celebration, childcare services and flexibility - for all the employees, but with a special attention for those with young children -; as motivations that have driven the company to develop such initiatives were reported the protection of parenting and family as a value in the company and in the country and the improvement of the company climate. In general project started by a needs analysis and with internal staff involved in the design and implementation of its. The care of elderly in the family was less supported. Companies reported as main difficulties in the implementation and management of effective parenting management policies: the communication and involvement of all the staff, the implementation of personalized services, to combine production needs with family needs and the assessment of investments. In a second phase, some of the 26 best practices has been analyzed with interviews in order explore in particular the role of company culture. While company strategies are different in terms of formalization and spread of the projects, the cultural aspects of management and organizations emerge as crucial for the application of parental management best practices (Faldeetta, 2008). Thus, best practices are based on a concept of "person", rather than "worker" or "employee" and a close relationship between work and family, on the rejection of philanthropy but rather on organizational performance. Finally, while in many companies the work and family balance is often managed informally, formalized actions and project have a better impact on company performance and employees wellbeing.

References

Around the world, entrepreneurial activity is the preferred employment option for people seeking flexibility to align work and family demands. This alignment is a critical issue for working women in societies where work-family conflict is identified as the main reason to drop out of a job and as a motivation to start up a business venture (Kirkwood and Tootell, 2008; Xavier et al., 2013). However, in the volatility, uncertainty, complexity, and ambiguity (VUCA) environment business managing is a challenging and a highly demanding endeavour, even for business majors, but particularly for large number of entrepreneurs who lack education and business training, but are pressed into entrepreneurship by a high need to generate a source of income. Hence the trade-offs for entrepreneurs pressed to decide, design, and combine work-family strategies is a continuous dilemma that hinders business outcome and impacts on the performance of entrepreneurial venture (Shelton, 2006).

Therefore, studies on entrepreneurial wellbeing are overdue as economic and social development imperatives anchored in the paradigm that entrepreneurship is a legitimate business when “the head engages the heart” (Shepherd, 2015). Entrepreneurial wellbeing is important for both men and women due to increasing numbers engaging in entrepreneurship and at a fastest rate driven by either necessity (subsistence) or opportunity (growth). In both cases, entrepreneurs are making contributions to their nations’ economic system increasing national production and decreasing unusually stubborn rates of unemployment.

This symposium is presided by Katherina Kuschel, and connects four studies from the SIG members, that will show the diversity of strategies for reaching work-life satisfaction and wellbeing, from a diverse group of entrepreneurs and self-employed.

1. The Work-Life Boundary Management Tactics of Women Entrepreneurs in Ethiopia

This study examines how women entrepreneurs in Addis Ababa (Ethiopia) enact work-life boundary-management strategies and tactics. Our analysis of 31 in-depth interviews reveals that women entrepreneurs’ boundary management strategies cannot be described based on the general continuum between the two extreme poles 'integration' versus 'segmentation,' but should rather be viewed as a complex and multi-layered phenomenon. That is, the women entrepreneurs in this study were found to use both integration and segmentation strategies simultaneously to reduce the work-life conflict involved in running their businesses, in addition to their roles in their non-work domains (family and community). Moreover, women entrepreneurs 'stack' multiple tactics to help them use a combination of strategies (both integrating and segmenting) simultaneously in order to manage boundaries and fulfill roles in the light of the challenges they face from their work, family and community domains.
2. Women entrepreneurs’ flow: No boundaries between business and leisure
This study investigates the experience of 20 women entrepreneurs in Chile, and we found that some of them mastered the integration between their business activity and other life dimensions (such as leisure, family, entrepreneurial training). This sample of women challenges the current semantic separation between domains. As they enjoy working for their entrepreneurial venture, they experience a deep sense of flow. They thrive and attain personal growth when they are learning and developing new skills. Personal growth together with purpose of life are fundamental elements for entrepreneurs’ psychological wellbeing (Ryff, 2018).

3. A holistic model for work-life tactics of self-employed
We propose a model that extend our understanding of boundary management, far beyond the concepts of segmentation and integration. We observed on entrepreneurs that their entrepreneurial activity and its interaction with other life domains enable them to find their own configurations or “flexible work-life puzzles”. These are adaptable configurations that change very quickly, and not only along the self-employed life course. Nonetheless there still are many ways to reach such reconciliation. This is thus a zone that varies in time and place.

Utilizing a comparative/doing gender approach and thematic narrative methodology, we examine how copreneurs --romantic business partners-- construct business and caring responsibilities. We interviewed male-female partners separately from 12 couples in the Czech Republic (CR) and 13 in the United States, countries with diverse entrepreneurial histories, norms, and family policies. We ask: 1) How do copreneurs construct/”do” business and family? 2) How do copreneurs credit partners’ contributions? 3) How are constructions of business, caring, and credit embedded in country contexts? Results show that business tasks did not comport with strict gender stereotypes. CR respondents’ task characterizations shifted according to doer’s sex category. CR men claimed business leadership; US men gave women equal credit. In both countries, domestic responsibilities were attributed to women. Women’s narratives addressed blending business and care; men’s narratives concentrated on business. We document how these gendering practices referenced country employment opportunities, gender norms, and family-leave policies.

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Plenary Session:
Translating Scholarship with the Work and Family Researchers Network

Author: Stephen Sweet (Work and Family Researchers Network and Ithaca College, USA)
Co-Authors: Professor Marcie Pitt-Catsouphes (Boston College) and Dr Kathleen Christensen (Alfred P. Sloan Foundation)

Title: Translating Scholarship with the Work and Family Researchers Network

Abstract: The Work and Family Researchers Network (WFRN) is an international membership organization that unites researchers and makes work-family scholarship visible to stakeholders beyond academe. The workshop will provide participants with an overview of existing WFRN resources, which include a work-family news feed; a searchable database of work-family publications, an online encyclopaedia, statistical summaries, policy briefs, international comparative analyses, and teaching activities/syllabi. Participants will examine these existing resources, considering how they might become involved in efforts to expand this information and be recognized for their efforts. In 2018 the WFRN reconfigured its information distribution strategy, opening numerous opportunities for work-family scholars to translate their research for practical application by end-users such as teachers, workplace practitioners, legislators, and care providers. The WFRN also provides opportunity for researchers to have contact with intermediaries, such as journalists and policy advocates, and identify prospects for consultation. Workshop participants will engage in collective identification of resources most needed by stakeholder groups. Included in the workshop will be opportunities for participants to join networking communities within the WFRN and become content development leaders.
Author: Shlomit Manor (Western Galilee College, Israel)

Title: Retiring with a White Coat on: Physicians working post-retirement

Abstract: The gradual increase in life expectancy causes many people who reach retirement age to continue working after the law-mandatory retirement age. People who work after retirement have in the past decade become an important part of the workforce and a common phenomenon. However, not many studies have examined the significance of work among people who choose to continue working after retirement age. This study examines the issue of working post-retirement among Israeli physicians. In-depth interviews with 20 physicians who have retired over the course of the past five years but have continued to work within a variety of frameworks demonstrate that: (a) the medical profession remains very central to their identities and (b) physicians experience a tangible fear of living without working, and in the absence of alternative recreational pursuits they prefer to continue to work in their profession. Furthermore, continuity of work affords them a sense of self-worth because they are still needed. The main finding of this study is that working beyond retirement allows physicians to put off the advent of old age, as it were, and to avoid self-definition as “retired” persons. Thus, by occupying the medium ground of “a retired worker” they manage to preserve their status and professional identity.
Title: The interplay between family transitions and work: a challenge for over 50 women

Abstract: In the contemporary social context, family transitions become increasingly challenging and affect not only the family life but the whole social context and intertwine in particular with the work context. With the term transition we mean periods of ‘crisis’, resulting from an event that modifies in a very significant way personal and family life and requires a process of redefinition so that a new equilibrium can be found. Such transitions are often invisible, but inevitably impact on professional life. This topic was dealt within a broader research project “Ageless Talents - An observatory on the condition of over 50 employed women” funded by Valore D (https://valored.it/); in the first phase (2017) a survey was carried out on a sample of 4962 workers aged between 50 and 69: an important presence of personal and family transitions in the life of over 50 employed women has been highlighted; 73% of interviewed reports an event that significantly changed one’s life, in particular separation / divorce, loss of a loved one, own illness or a family member. Starting from this data, it was decided to carry out a qualitative survey aimed at understanding personal and family transitions in the life of over 50 employed women, in particular deepening personal experiences and motivations. The survey, through the focus group methodology, focused on two emerging aspects: -the urgency of managing illness in the workplace (illness as a transition) -the urgency of managing separations and divorces (separation or divorce as a transition) 11 companies associated with Valore D have joined, for a total of 42 over 50 workers. The focus groups involved workers from all categories: manager, executive, office worker, manual worker. The discussion was moderated by two members of the research team, audio-recorded, transcribed and analysed using the paper-pencil method (content analysis) and the Tlab software (lexical and correspondence analysis). The participants gave a decisive contribution by putting themselves at stake, sharing their personal experience in an atmosphere of respect, listening, interest, mutual respect. At the end of each focus group, different for subject matter, what dominated was a feeling of gratitude for the possibility of being called to tell their experience in a serene, free and total listening and welcoming atmosphere. This fact immediately gave us back the urgency and importance of giving voice and a space of speech to topics that usually struggle to find a suitable time, space and interlocutor. In short, the main results emerged with respect to each topic of discussion: Sickness as a transition In particular the importance of narrating and reconstructing the continuity of one’s life story emerges. Companies are faced with very different situations (such as tumors, neurodegenerative and autoimmune diseases, disabling genetic syndromes) that can directly touch the worker or one of his family members. In both cases we can distinguish two temporalities or phases: an emergency phase- close to the illness event and requiring immediate coping and a detachment from work - and a chronicity phase- at a distance from the event, with more dilated and blurred temporal boundaries where the worker can resume work even with some precautions and modulations. Work allows continuity, despite the disease, although specific measures are needed to allow people to rebalance their personal life spheres. Separation as a transition: There are different aspects related to this experience: the time dimension (how many years have been separated, the time spent), the professional dimension (how much has impacted the work on the transition, if and how much the company has supported this transition), the material dimension (residential and economic) and the relational dimension (primarily with the “children” as an irreversible relationship). We can distinguish two temporalities or phases: an emergency phase - close to the separation event and requesting an immediate coping with a sharp resumption of work - and a chronicity phase - at a distance from the event, with more dilated and nuanced temporal boundaries. This transition therefore requires a rethinking of own work and personal life reconciliation and the need to deal with new issues and economic difficulties that in turn affect the workload (work more to earn more) and the need to save time to devote to the care of relationships (children, new partners, etc.). Shortly the qualitative survey clearly shows the need, for companies, to create listening spaces to intercept critical moments and accompany the transition, investing above all on a humanized culture and management training (management awareness and cultural change).
Title: Gender (in)equality in old-age income and pension reforms: looking at the distributive effects of pension privatization in high-income countries

Abstract: To cope with increasing demographic and economic pressures on the sustainability of their pension systems, many governments have undertaken pension reforms over the last decades. In OECD countries, these pension reforms have decreased the generosity of public pensions (Whiteford and Whitehouse 2006). Moreover, the development of private pensions have tightened the links between individually made contributions (during work-life) and pension benefits (Arza 2008; Queisser, Whitehouse, and Whiteford 2007). This change in the public-private interplay of pension income towards the private sector, where pension risks rely increasingly on individuals, might affect the income maintenance of certain groups, especially women and low-income earners (Behrendt and Woodall 2015). Women and men have indeed very different life-courses, including (but certainly not limited to) their working life. Gendered divisions of labour still limit women’s work histories and contribution histories to their pensions. These gender inequalities of the working life tend then to be reproduced at the time of retirement (Bardasi and Jenkins 2010; Frericks, Knijn, and Maier 2009; Ginn 2004). If private pensions indeed tighten the link between individual’s work history and pension benefits, this may have then profound consequences for women, and for gender inequality in pension age. The distributive effects of pension privatization from a gender and a cross-country perspective has however been quite overlooked so far in the literature.

Most of the studies that have explored the effects of the shifts from public to private provision as regards income maintenance and poverty have only focused on a single country over time or on several country at one moment in time (Caminada and Goudswaard 2005; Goudswaard and Caminada 2010; Smeeding and Williamson 2001). Using the Luxembourg Income Study microdata, this paper aims at exploring the redistributive effects of private pensions in a comparative and longitudinal perspective. It does so from a gender perspective. In particular, this study will explore how private provision of pensions in 18 OECD countries affected the gender gap in pension-age poverty for the period 1990–2013. It will moreover test the hypothesis that pension privatization increases the pension-age gender gap in poverty particularly in those countries in which women faced a lack of support to combine work with family responsibilities.

References

Firstly, one third of all employed are aged 50+ in the Czech Republic. Employment characteristics indicate a precarious position of people aged 50+ on the labour market, with women being more than men at risk of early retirement from economic activity, unemployment, short working hours and precarious work conditions. The effective (average) retirement age almost copies the age of the state pension entitlement: 61 years for women and 63 years for men. Retirement is very sharp and most people retire at the age of reaching the statutory retirement age, which is also the main reason for retirement together with physically demanding working conditions and health issues. Job satisfaction is the main reason for staying in employment after the retirement age. Although it is possible to work past retirement age and still receive a pension, there are no significant institutional or policy incentives. The gender gap in employment was 19p.p. in 2016 for the age group 55–64, indicating, among other reasons, significant difficulties experienced by older women in finding a job. The gender pension gap is 18%. The result of gendered norms and policies are specific life-course gender scripts. In the Czech Republic the gender scripts are strongly traditionally gendered: male breadwinner with long-term linear career and female secondary breadwinner and carer with interrupted career. In this paper we analyse the three extended working life (EWL) policy dimensions: retirement, employment, and pension policy following Ni Léime and Loretto and our research question is: What is the potential impact of EWL policies on working life practices of women and men 50+ in CR? Specific EWL policy is very recent in the Czech Republic and it so far does not implement gender mainstreaming but rather reproduces gender stereotypes. We use secondary quantitative analysis of SHARE and Labour Force Survey data to analyse the gendered nature of practices extending working lives or leaving the labour market in this specific policy context. Women aged 50+ represent the “sandwich generation”. They still care for their dependent children and they might also care for their older relatives. Data from the longitudinal SHARE study indicate that the Czech Republic, alongside Poland, has the largest share of long-term care that is provided informally in Europe: 97% of occasional care needs and 78.5% of daily care needs are met by family members or friends. Women account for 80% of primary carers for adults with disabilities, that is, the people who see to another person’s daily hygiene and feeding needs. Men also provide care, but with lesser frequency and intensity, and their share in caregiving decreases with the increasing level of dependency of care recipients. Le Feuvre, N., Kuehni, M., Rosende, M., & Schoeni, C. (2015). Gendered variations in the experience of ageing at work in Switzerland. Equality, Diversity and Inclusion: An International Journal, 34(lss 2), 168–181. Hašková, H., & Uhde, Z. (eds). (2009). Women and Social Citizenship in Czech Society: Continuity and Change. Prague: Institute of Sociology, Czech Academy of Sciences. Ni Léime, Á., & Loretto, W. (2017). Gender perspectives on extended working life policies. In Á. Ni Léime, D. Street, S. Vickerstaff, C. Krekula, & W. Loretto (Eds.), Gender, Ageing and Extended Working Life. Cross-national Perspectives. Bristol: Policy Press. Betto, F., & Verashchagina, A. (2012). Long term care for the elderly. Provisions and providers in 33 countries. Luxembourg: Publications Office of the European Union. Dudová, R. (2015). Postarat se ve stáří. Rodina a zajištění péče o seniory. Prague: Sociologické nakladatelství. Dudová, R., & Vohlidalová, M. (2018). Muži a ženy pečující o seniory v rodině. Sociologický Časopis/Czech Sociological Review, 54(2), 219–251.
Session title:
The work Family Interface in International Contexts

Author: Farah Asmaa (Cadi Ayyad University, Morocco)

Title: Work-family interface in Moroccan context

Abstract: The interest in work-life interface is due to several sociodemographic changes in the world: feminization of work, increase in homogamy, struggle for gender equality. During last years, generational expectations confirm this interest. The Generation Y employees ask for more than linear and hierarchical progression within the organization, they want to have a lifestyle allowing them to balance their existence between work, family, leisure Work seems to be less central to their lives! (Jean M. Twenge,2013) In Morocco, many of those changes took place in last decades. The female participation rate rose from 10% in the 1980s to 26% in 2017 (World Bank). The emancipation of women and their fight for equality is today a daily debate. Also, the work-life balance emerges as an expectation in a recent study about executives (La Vie éco,2015). In this context we thought that it is important to understand the place of work-family interface in Morocco. Our study has the aim to understand the societal changes which impact the work-life interface and to explore if companies take this issue in consideration. By this paper we are exploring the situation of the work-family interface through an analysis of the organizational and societal levels. Since the aim of this study is comprehensive, an inductive and interpretative approach is appropriate (Yin 2003). The study was based in a qualitative design and interpretative approach (Sandberg, 2005) through semi-structured interviews with 30 experts: human resources directors, HR consultant, sociologists and psychologists. This paper gives a descriptive overview about the societal level (family evolution, spousal relationships, man and women relations.) and organisational level (work-family policies, organizational culture). The results show that many changes affect the work-family interface which is rather conflictual in Morocco especially for women. In the organizational level, the issue of work-family interface is emerging but the practices still rare.

References

Introduction Women in the legal profession face heavy demands from work as well as from gendered social roles. Work-life balance (WLB) research has usually focused on women in Western legal and social contexts, and has documented the difficulties women confront in combining caregiving responsibilities with career advancement in a work environment characterised by long hours and vertical gender segregation (Tremblay, 2016; Walsh, 2012). In contexts where the demands and resources associated with social roles are different, how do the experiences of women in law compare? Using the resources-and-demands approach (Demerouti et al., 2001; Schaufeli and Bakker, 2004) as its theoretical lens, this paper explores experiences of the work-life interface among female legal professionals in Nigeria, a strongly patriarchal society. Methods Participants were recruited in five Nigerian cities (Abuja, Kaduna, Lagos, Ibadan, and Ilorin), using both purposive and snowball sampling. The final sample consisted of 32 participants: six magistrates, two justices and 24 lawyers. Semi-structured interviews were conducted in English and were of one hour’s duration on average. Thematic analysis was employed to analyse the data. Findings indicate that participants’ WLB is impaired by overt gender bias against female professionals, and multifaceted, gendered role expectations based on religious philosophies in which women’s roles of wife and mother are viewed as “God-given” (Mordi et al., 2010). For lawyers in private practice, clients are often of the opinion that female lawyers are inferior to their male counterparts and unsuited to taking on large and/or complex cases. Faced with these attitudes, women respond by increasing work time and effort to prove their ability, which impedes WLB. An unexpected resource identified by approximately one fifth of the study participants is polygamy, which is credited with enhancing work-life balance due to secondary wives’ assistance with domestic and, in some cases, paid work. None of these women had chosen to be in a polygamous relationship; each had undergone a painful period of adjustment after her husband made a decision to take a supplementary wife or wives. However, these participants found that the contribution of co-wives to household work left them with more time and energy for both work and non-work activities, enhancing their WLB. Patriarchal systems can thus both constrain and facilitate women’s WLB. These results serve as a reminder that cultural context has a key role to play in determining the demands faced and resources available in the work and family domains, and that an intersectional lens is needed to uncover the dynamics resulting from the interplay of gender and social status.

References
Title: The International Study of Work and Family (ISWAF): Preliminary Findings from 25 Countries

Abstract: The International Study of Work-Family Experiences (ISWAF) is a large-scale comparative cross-national study that analyses relationships between cultural values and individuals’ work-family conflict, work-family enrichment, work-family balance, as well as their management of boundaries between work and family roles. The vast majority of work-family studies have been conducted in single countries, with few studies outside the U.S, China, and Europe (Ollier-Malaterre & Foucreault, 2017; Shockley et al., 2017). However, work and family roles are socially constructed within specific national cultures - the sets of beliefs, values and norms that are shared by individuals in a country. Therefore, single-country findings and recommendations cannot be generalized in a context-blind way (Powell, Francesco, & Ling, 2009). A common survey was designed by three scholars from the cross-national work-family field. Following recommendations to have expert co-authors for emic studies (Dulk, Peper, Sadar, Lewis, Smithson, & Doorne-Huiskes, 2011), collaborators from a theoretically contrasted set of countries were invited to collect data in their country. In the period 2017-2018, comparative empirical data have been collected in 25 countries and 5 continents. Our samples include at least 300 employees from each country, in a range of organizations, jobs, and industries. Local teams also wrote country contexts reports so that the data can be contextualized not only culturally, but also in terms of the legislation regarding leaves and childcare. This paper will present preliminary findings regarding: (1) The reliability and measurement equivalence across countries of core work-family constructs and important cultural values, one of which is a new scale we developed (specificity vs. diffusion). (2) Descriptive comparative statistics on work-family conflict, positive spillover, balance, boundary management preferences and behaviours, family demands and resources, work demands and resources, and work and family centrality. ISWAF makes several key contributions to the cross-national work-family literature. Specifically, the project: • Examines not only the negative aspects of the work-family interface (conflict) but also the positive aspects (Powell et al., 2009) (balance, positive spillover and individuals’ strategies to create and maintain boundaries between work and family roles). • Focuses on important cultural values that have received limited attention in cross-national work-family research (Korabik, Aycan, & Ayman, 2017): humane orientation, specificity vs. diffusion, and time orientation (in addition to well-studied dimensions, i.e. individualism/collectivism and gender egalitarianism). • Assesses cultural dimensions at the individual level rather than inferring them from other studies (Spector, Liu, & Sanchez, 2015) (such as the GLOBE project or Hofstede’s scores). • Employs cutting-edge multi-level analytical methods to enhance our understanding of the intersections between individuals, organizations, national policies and cultures. • Extends research to employees at all levels of qualifications including the oft overlooked low-income employees. • Extends research to geographic regions of the world that have not been the focus of previous work-family research (e.g., Africa, South Asia).
References

Family Motivation of Supervisors: Exploring the Impact on Subordinates’ Work Performance via FSSBs and Work-Family Balance Satisfaction

Abstract: Family supportive supervisor behaviours (FSSB) have emerged as a powerful resource of informal support for the well-being and development of employees. However, research to date offers limited insight into the antecedents and underlying processes that may trigger FSSBs. Drawing from research on family motivation and FSSBs, we investigate the association between family motivation of supervisors and FSSBs, and how the latter mediates the association between supervisors’ family motivation and subordinates’ work performance. Furthermore, building on empathy research (e.g., perspective taking and empathic concern for others at work), we examine the role of supervisors’ satisfaction with their work-family balance as a contextual variable influencing our proposed associations. Using matched and multi-source supervisor-subordinate data collected from an organization in Chile (196 subordinates, 75 supervisors). Due to the nested structure of our data (i.e., subordinates at Level 1 were nested within supervisors at Level 2), we tested our hypotheses using multilevel structural equation modelling. Following recommendations by Preacher and colleagues (2010), we simultaneously tested the individual multilevel mediation paths when needed as well as the multilevel mediation model when needed. Triggered by recent research on family motivation, the over-arching aim of this study was to understand how supervisors’ family motivation cascades down to influence subordinates’ work performance. We introduced one mechanism (i.e., supervisors’ FSSBs) and one contextual condition (i.e., supervisors’ work-family balance satisfaction) to explain how the impact of family motivation unfolds. Our conceptual model was supported, lending contributions to family motivation, FSSBs and broader research on trickle-down models. Our findings revealed that FSSBs are mechanisms linking supervisors’ family motivation to subordinates’ work performance. Interestingly, this positive association is moderated by supervisors’ satisfaction with their work-family balance, such that the mediation of FSSBs is stronger for supervisors who are not satisfied with their work-family balance. Our findings underscored the importance of supervisors’ family motivation in driving work performance of subordinates. Given the crucial role of work performance for every organization, recruiting supervisors who are family oriented could be an important step. A second step could be to encourage and set the norms for family supportive organizational culture (Rofcanin et al., 2018). Bibliography Hammer, L. B., Kossek, E. E., Yragui, N. L., Bodner, T. E., & Hanson, G. C. 2009. Development and validation of a multidimensional measure of family supportive supervisor behaviors (FSSB). Journal of Management, 34(4), 837–856. Hammer, L. B., Kossek, E. E., Bodner, T., & Crain, T. (2013). Measurement development and validation of the Family Supportive Supervisor Behavior Short-Form (FSSB-SF). Journal of Occupational Health Psychology, 18(3), 285–296. Kossek, E.E. et al., 2011. Workplace social support and work–family conflict: A meta-analysis clarifying the influence of general and work–family-specific supervisor and organizational support. Personnel psychology, 64(2), pp.289–313. Las Heras, M., Bosch, M.J. & Raes, A.M.L., 2015. Sequential mediation among family friendly culture and outcomes. Journal of Business Research, 68(11), pp.2366–2373. Menges, J.I. et al., 2017. When job performance is all relative: how family motivation energizes effort and compensates for intrinsic motivation. Academy of Management Journal, 60(2), pp.695–719. Preacher, K.J., Zyphur, M.J. & Zhang, Z., 2010. A general multilevel SEM framework for assessing multilevel mediation. Psychological Methods, 15, pp.209–223. Rofcanin, Y., Las Heras, M., Bal, M., van der Heijden, B., & Erdogan, D. 2018. A trickle-down model of task and developmental I-deals. Human Relations, 71 (11), 1508-1534. Valcour, M., 2007. Work-based resources as moderators of the relationship between work hours and satisfaction with work-family balance. Journal of Applied Psychology, 92, pp.1512–1523. Williams, L.J. & Anderson, S.E., 1991. Job satisfaction and organizational commitment as predictors of organizational citizenship and in-role behaviours. Journal of Management, 17, pp.601–617.
Session title:  
Community, Work and Family: Putting the spotlight on community

Author: Gert-Olof Boström (Umea University, Sweden)  
Co-Author: Katarzyna Wolanik Boström (Umea University, Sweden)

Title: Local community, local heroes and a culture of solidarity in a company drama

Abstract: The aim of the paper is to analyse the narratives about the intertwined relationships between a local community in a rather remote region in northern Sweden, a central workplace in this locality (an internationally leading company related to forest industry) and a family-like workplace culture of solidarity. The conscious strategy of creating a family-like culture had a mobilizing, uniting and consolidating effects on the workforce, which helped to outlive a severe downturn in the global economy and the recession in all related industries – and flourish. This interdisciplinary, qualitative case study that combines different theoretical perspectives and methodological competences of business administration and ethnology. Two narrative interviews with the owner/CEO of the company were performed within a two-year period. The interviews were subject to thematic narrative analysis in order to investigate the presentation of the company’s recent history and the successful managing and mobilizing local forces and resources for overcoming the crises. The company was located in the inland of the northern part of Sweden and a world leading actor in the industry. The location was an important factor, as it had been a critical employer due to its size and there were few other comparable workplaces as realistic alternatives for the employees. In order to understand the full context of the narratives, we also had to take into account the economic, legal, social, cultural and moral dimensions. The interview highlighted the following themes: responsibility, solidarity, professional pride of all the co-workers and wider local bonds. These themes were the central ingrediencies in the development of an organisational culture – strongly related to the local culture in the community – of strong bonds, solidarity and survival, which were the prerequisites to envision a future and to endure the hardships. Narrative analysis (cf Riessman 2008, Boye 2001) is the central approach in our study, combined with the insights from discourse analysis in social psychology (Potter & Wetherell 1987). Narrating is a profound way to give meaning to reality, a social practice taking place in a cultural and ideological space. In the analysis, we focused on significant themes, main plotlines, characters (e.g. heroes, villains, helpers), settings and evaluations. We let the interviewee to establish the plot himself. It was a productive way of obtaining information about challenging issues and letting the subject to present himself as an understandable and moral person and to construct a professional identity. The narrative showed the close interplay between personal intentions and the (geographical, social, material, organizational, economic, cultural etc.) context perceived as crucial to the outcome. We were also interested in the linguistic devices involved, e.g. excuses, justifications, blamings, disclaimers, similes, and metaphors – used to gain credibility and the power to persuade (cf. Potter & Wetherell 1987:74ff). The narrator’s decisions and actions were sometimes explained by the force of generalization; e.g. by the industry realities, global economy, or the locality’s specific characteristics, and thus seem tactical and ingenious. Other narrative strategies used were categorization (i.e. creating categories out of attributes) and particularization (i.e. splitting categories, distinguishing smaller instances, making exceptions). The mode of presentation was carefully balanced between humoristic, “clearsighted”, and reflexive views on the narrated episodes.
Whose family? Whose community? Whose work? Family homelessness in Dublin and the emergence of new forms of family institutions

Family homelessness in Ireland is a prominent public issue. Between 2015 and 2018 the number of families recorded as homeless and living in emergency accommodation more than doubled to 1753 families with 3829 dependents (1). As in other countries, the crisis in family homelessness has been directly linked to a decline in government supported social housing and an increase in private market investment in housing developments. A key government response has been to place families in emergency accommodation such as B&Bs, hotels and, more recently, ‘family hubs’. There has been much critique regarding the plight of families and children growing up in such accommodation. Family hubs are perceived to curtail family functioning in parenting, child development, education, employment and families’ ability to maintain wider family networks (2, 3, 5). While family hubs have been presented as a better alternative to B&Bs (4), concerns have been raised about: the establishment and running costs of this new form of homeless housing provision (6); interests of commercial, religious, and non-governmental organisations in the hubs as employers and service providers; and, significantly, of the generation of a new form of institutional care in a country that has a negative legacy of institutional care organised by religious and charitable organisations (2). Through a secondary analysis of media, government and research reports on homeless accommodation services, and interviews with key informants, this paper presents a critical analysis of the current response to homeless service provision, with respect to family hubs, and offers a conceptual framework that provides a new perspective on the interface between homeless families, the communities in which they reside, and the organisations that serve them. The paper concludes by offering a new perspective on housing provision for families experiencing homelessness through a framework informed by architecture and user-centred design principles, community development principles of empowerment, participation, social justice and human rights, and family practice theory.

References

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Co-Authors: Marcel Hoogenboom *(Utrecht University, The Netherlands)* and Jana Javornik *(University of Leeds, UK)*

Title: Where’s the Community in Community, Work and Family? A capabilities framework

**Abstract:** Significant work-family policy advancements designed to help men and women more equally combine employment with other spheres of life have been made in recent decades yet gender inequality persists. Work-family research has produced key insights in this area, but work-family theories fail to sufficiently explain the tenacity of gender inequality. They traditionally emphasize the individual level (e.g. Greenhaus & Beutell, 1985; Greenhaus & Powell, 2006), which results in problems theorizing how individual work-family decisions relate to the national and organisational contexts in which individuals live (den Dulk, Groeneveld, Ollier-Malaterre, & Valcour, 2013). While differing national and organisational contexts are increasingly recognised as relevant factors, theory on how they interact with individual characteristics to produce work-family decisions is underdeveloped. Moreover, theory development in the work-family field has been hampered by a narrow focus on work and family even as both work and care responsibilities have become more complex. As the boundaries between work and family continue to dissipate, community becomes increasingly important in men and women’s lives, however this is often not reflected in work-family scholarship (e.g. Pocock, Williams, & Skinner, 2012; Voydanoff, 2007). In this paper, we propose a multi-dimensional theoretical framework that captures differences in capabilities - what individuals are effectively able to achieve – by focusing on work, family and community. Integrating locality, local relationships and local policies offers new ways of theorising work-family issues, such as gender inequality. We do this by shifting the focus from outcomes – like gender (in)equality in paid work, or work-family conflict – towards processes that lead to these outcomes. We suggest that understanding these processes starts with understanding policy design through a capability perspective, one which incorporates community into work and family. The way in which policy design matters differs in relation to individuals, their characteristics and how they are situated in differing national and local contexts. This paper offers a new framework for understanding these complex processes, the interactions of policy design in relation to individual, community and societal factors and how this can affect what people are effectively able to be and do – i.e. their work-family capabilities.

References


Session title:
Understanding diverse families, work-family challenges and strategies

Author: Mareike Reimann (Bielefeld University, Germany)
Co-Authors: Charlotte Marx and Martin Diweald (Bielefeld University, Germany)

Title: Single-parents and Work-Family Conflicts

Abstract: The challenge to integrate work and family life responsibilities is discussed as especially pronounced for parents compared to childless couples or single persons because they face high demands in both the work and the family domain (Winslow, 2016). Especially if full-time employed, single-parents should be even more disadvantaged compared to two-parent families, since they have to handle the demands from both life spheres alone. In Germany, the proportion of single-parent families has risen constantly since the mid-1990s. Even though the traditional two-parent family with a male breadwinner or a dual-earner couple is still the predominant type of family, one out of five families with underage children was a single-parent family in 2014. Previous research shows that single-parents have a higher risk of poverty, less labour market opportunities, and decreased health and well-being. Consequently, research has focused on effectiveness of policies regarding the provision of income and care. Existing research on Work-Family Conflicts (Greenhaus & Beutell, 1985) has compared parents with childless couples, mothers with fathers, or dual-earner with single-earner families. However, we still know less about whether and why employed single-parents differ from two-parent families in their experience of conflicts between both spheres of life. We intend to fill this gap by looking at workplace as well as family demands and resources and investigate to what degree they contribute to differences in work-to-family conflict (WFC) as well as family-to-work conflict (FWC). We use a pooled sample of employed parents with children under the age of 25 living in the household from the first (2012/2013) and the second (2014/2015) wave of linked employer–employee panel data (LEEP-B3) based on a representative sample of about 100 large German work organizations and their employees (N=3,710). Results show that single-parents on average experience significantly more WFC and FWC. Using the resources-demands approach (Demerouti et al., 2001) single-parents face similar job and family demands compared to other parents, with the exception that they work full-time less often and have fewer supervising responsibilities. They have less job resources regarding job autonomy and income but more supervisor support. Family demands such as the time spent for care and housekeeping are higher for single-parents, family resources such as childcare opportunities are surprisingly lower. Results from linear regression analysis indicate that, for parents in general, job demands such as availability expectations are associated with higher, job resources such as job autonomy and support from colleagues or supervisors with lower WFC and FWC. However, those effects mostly do not differ significantly between single-parents and parents from two-parent families. Regarding FWC, only social support from close friends is more helpful for single-parents in comparison with other parents. With regard to family-friendly measures in particular, single-parents use flexible working hours and telework/home-office even to a slightly lower amount and they do not benefit more from these flexibility measures. In sum, the results provide evidence that for the matter of work-family integration employed single-parents are not generally disadvantaged as research has suggested for other outcomes such as income or labour market opportunities. Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The Job Demands-Resources Model of Burnout. Journal of Applied Psychology, 86(3), 499–512. Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict Between Work and Family Roles. Academy of Management Review, 10(1), 76–88. Winslow, S. (2016). Work-Family Conflict, Gender, and Parenthood, 1977-1997. Journal of Family Issues, 26(6), 727–755.
Author: Dries Van Gasse (University of Antwerp, Belgium)
Co-Author: Dimitri Mortelmans (University of Antwerp, Belgium)

Title: Work around the clock: single parent work strategies

Abstract: Single parenthood is often approached as a problematic situation. People become single parents by divorce, separation or bereavement and have to cope with this situation (Fisher & Low, 2015; Pai & Ha, 2012). These transitions to single parenthood provoke unforeseen struggles in reconciling work and family responsibilities. In order to maintain the household, single parents have to both work and take up all the household roles (Bakker & Karsten, 2013). This is a feeble balance as single parents have a higher poverty risk (Maldonado & Nieuwenhuis, 2015) and don’t have a partner to share their family responsibilities with. Single parenthood and the working place is thus problematized in past research. However, Van Gasse, Chandesais & Mortelmans (2017) argued that this is partly due to the focus of divorce research looking at divorce as a dichotomy. Previous research tended to look into divorce as a dichotomy, while single parents seem to outgrow their problems and construct a single parent lifestyle. As single parenthood is becoming more and more prevalent in nowadays society, it can be a valuable perspective to look into the recovering of a separation process. Therefore, this study investigates how single parents adapt their work-interface in order to fit their new single parent family. Although a vast amount of quantitative studies investigated the work-life balance of single parents, there are some aspects that remained unexamined (Casey & Pitt-Catsouphes, 1994; Dermott & Pomati, 2016; Konrad & Yang, 2012; Tausig & Fenwick, 2001). One of which are the changes people make in their working life to reorganise their work life interface after separation. This will be the focus of our study with as main research question: “How do single parents adapt their working interface to find a new balance in work and household responsibilities?”.
Author: Katarina Boye (Stockholm University, Sweden)
Co-Author: Marie Evertsson (Stockholm University, Sweden)

Title: Who gives birth (first) in female same-sex couples in Sweden?

Abstract: In recent decades, we have seen the emergence of family constellations that previously either faced severe difficulties forming and/or were not legally recognized. In Sweden, there has been a considerable increase in families with two female partners. Despite this increase, little is known about which couples become parents and who, within the couple, becomes the birth mother. In addition, socioeconomic differences between same-sex couples who chose to become pregnant and have a child and those who do not, has rarely, if ever, been studied with nationally representative data. Joint adoption by same-sex couples is rare in Sweden and given that same-sex couples need outside help to become pregnant, often by medical clinics, pregnancy is often associated with higher costs for female same-sex couples compared to different-sex couples. With a focus on socioeconomic factors, we study the transition to parenthood in married (including registered partnerships), female same-sex couples in Sweden and ask, (i) which couples become biological parents, and (ii) which partner the couple choses to be the birth mother. According to theories on family utility maximization, it is rational to let the person earning the least invest the most in home production and child care, a proposed explanation for the gendered division of work in different-sex couples. Once female same-sex couples have decided to (try to) become parents via insemination or IVF, the decision regarding who will be the birthmother is open to negotiation and has to be consciously addressed by the partners, unless one of the partners is considered too old or not in good health. Consequently, same-sex couples provide a unique test case for assessing sociological and economic theories on family formation. We analyse Swedish longitudinal register data and focus on the period from 1995, when registered partnership for same-sex couples was implemented, until 2016. Results show that the higher the household income and education level, the more likely female same-sex couples are to become parents. They are less likely to become parents if any of the partners had a child before the current marriage. Within the couple, the younger partner is more likely than the older partner to become the birthmother of the couple's first child, particularly if the younger partner is in her late thirties and/or the partner is more than three years older. The younger partner is also more likely to be the birth mother if the older partner has a child from before. The likelihood to become the birth mother shows a tendency to increase with income. Hence, in female same-sex couples, short-term financial concerns seem to be of less importance than suggested by economic theory. Overall, our models are better at predicting which couples become parents than who, within the couple, becomes the birth mother. Whereas the choice to (try to) become parents is likely to be influenced by socioeconomic factors, the choice of birth mother may be much more influenced by unmeasured individual characteristics and couple dynamics.
Title: The renewing process to continue fostering a child – The Voices of Foster Families in Portugal

Abstract: In the Portuguese scenario, in which, in 2016, only 261 children were in foster care, representing 3.2% (CASA Report, 2017) of the 8,175 children in placement, it is urgent to increase the available vacancies, through the recruitment and training of new foster families, and also to work for the maintenance of the experienced foster families. The foster care is a topic on the agenda, accentuated by the expectation of the publication of the regulation of the second amendment to the Law on Protection of Children and Young People in Danger, Law no. 142/2015, of 08 September. The new redaction of the law reinforces the recommendation for the integration of children, who are placed in alternative forms of care, namely until the age of six, to be carried out by foster family instead of institutions. The Convention on the Rights of the Child (1989), the international recommendations, and the Constitution of the Portuguese Republic (1976) are aligned to the increase of number of children growing in a family context, as it shape an adequate psychosocial children's development. The methodology of this qualitative study is based on the application and analysis of narrative interviews to ten foster families and semi-structured interviews to the practitioners from the two Portuguese organizations that (the public Social Security Institute, and the Mundos de Vida, a private Foundation). The analysis of the empirical data was inspired by the work of Charmaz (2006) in the scope of Grounded Theory using the software MaxQDA12. Three profiles of foster families are identified, in terms of the renewal of the disposition to continue fostering, in this study called as unconditional; hesitant and retired. The unconditional foster families, that characterize themselves as “addicts” in fostering, state that they can’t imagine themselves without children. The hesitant foster carers experience the first placement, and therefore they do not have a consolidated opinion about the continuity of the task because they have not yet experienced all stages of fostering. Lastly, the retired are the type of caregivers who, because of personal limitations such as age and health, understand that they have already made their social contribution and that they are not able to continue to play the role of foster family. The results also suggest that the caregivers’ satisfaction with the procedures for the cessation of the prior fostering; as well as the maintenance of contact with the children after the fostering is over; and also the quality of the service and the performance of the protection system professionals, all together, constitute a key element on the retention of the experienced foster families. • Charmaz, Kathy (2006), Constructing Grounded Theory A Practical Guide Through Qualitative Analysis. London, SAGE Publications. • De Maeyer, Skrallaan (2014), Motivation for Foster Care, Children and Youth Services Review 36, 143-149. • Delgado, Paulo (coord.) (2013), Acolhimento Familiar de Crianças, Evidências do presente, desafios para o futuro, Porto: Mais Leituras Editora. • Nutt, Linda (2006), The Lives of Foster Carers, Private sacrifices, public restrictions, Routledge, Taylor & Francis e-Library, http:/www.ebookstore.tandf.co.uk/. • Rhodes, Katrin (2006), Foster Parents’ Reasons for Fostering and Foster Family Utilization, Journal of Sociology & Social Welfare, December 2006, Volume XXXIII, Number 4. • UNICEF (1989), Convention on the Rights of the Child
Title: Poles apart? The impact of occupational class and hours of work on part-time job quality for women

Abstract: Access to part-time work has undoubtedly been instrumental in raising the overall participation rate of women (Hegewisch and Gornick, 2011), but part-time work has long been negatively associated with career success. It has been demonstrated in many previous studies that part-time jobs are more readily available in lower-level occupations (e.g. Anxo et al., 2007; Durbin and Tomlinson, 2010; Thornley, 2007; Tomlinson et al., 2009; Warren, 2001). As a result, many women—including the highly qualified—crowd into these lower-level jobs, especially during the key child-rearing years, and often remain trapped, unable to get back onto the career ladder (e.g. Connolly and Gregory, 2008a; Grant et al., 2005). Other research (e.g. Kelliher and Anderson, 2010) has focused on the difficulties faced by part-timers in higher-level occupations. While evidence has shown that women like working part-time (Scott and Dex 2009; Gash et al. 2012) and part-time working women tend to report lower work-life conflict (Crompton and Lyonette 2007) and higher life satisfaction (Gash et al., 2012) than full-time women, part-time workers have been consistently shown over many years to have lower status and pay, and fewer training and development opportunities, than similar full-time workers (Lyonette et al. 2010; Warren and Lyonette, 2015). Warren (2004) found that female part-time workers in lower-level jobs are the least financially secure employees and, linked to this, are also less satisfied with their social lives. Furthermore, there are differences in job quality and satisfaction not only between part-time and full-time workers but also within the part-time category itself, and a far more complex picture emerges when the part-time/full-time dichotomy is disaggregated (Fagan and Rubery, 1996; Warren and Walters, 1998). For example, the quality of part-time jobs is known to vary by hours worked (Anxo et al., 2007; Warren and Walters, 1998). We hypothesise that there will be a hierarchy of job quality, ranging from short part-time hours (bad) to full-time hours (good), although it is unlikely to be straightforward. This somewhat limited view of job quality also does not tell the full story and we propose that subjective evaluations of jobs should be considered in an assessment of job quality as a whole. There were some encouraging signs before the 2008/9 global recession that the gap between part-time and full-time workers was narrowing (Gallie and Zhou, 2011) and some employers were recognising the importance of retaining and recruiting the best staff by offering more flexible working opportunities in ‘quality’ jobs (e.g., Lyonette and Baldauf, 2010). This paper seeks to explore the diversity among part-time female workers over time, using a unique data set, which also allows for an examination of the longer-term impact of the 2008/9 recession on full-time and part-time workers. In so doing, the part-time category is divided into short part-time and long part-time workers.
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Co-Author: Galit Yanay-Ventura and Javier Simonovich (Yezreel Valley Academic College) and Brain. A. Polin (Jerusalem College of Technology, Israel)

Title: The Centrality of Work, Family and Community among Women and Men at Different Organizational Levels.

Abstract: One of the meaningful global economic and social changes is the increase in women's participation in the workforce. Moreover, more and more women are entering managerial positions and these facts escalate the potential for work-family conflict for women. As far as we know, there are no studies that compare middle managers, junior managers and workers according to gender, regarding the five life domains (work, family, leisure, community and religion). This contemporary study, which compares middle managers, junior managers and workers according to gender, aim to reveal how they balance the life domains. The ‘Meaning of Work’ questionnaire was conducted on 1,201 participants. From this sample, we took out the data about employees who described themselves as blue and white collar workers (212 men and 307 women), junior managers (122 men and 99 women) and middle managers (119 men and 68 women). The findings indicate that the centrality of family is higher among women than among men in the three organizational levels. However, in the new millennium, for the first time in Israel, no traditional gender differences were found in work centrality, not among middle or junior managers and not even among workers. While men's work centrality increases and religion centrality decreases with higher organizational status, those factors are not affected by women's organizational status. Moreover, men workers and junior managers have higher religion and community centrality than their women counterparts. Women in middle managerial level have significantly lower leisure centrality than their men counterparts and then women and men in the other organizational statuses. There are no differences in leisure centrality within and between men and women in different statuses (except women middle manager). Overall, the demographic factors have a higher effect on men's life domains than on women's life domains. Although women are integrating into the labor force and work has become more central in their life, they still fulfill the traditional role of wife and mother even in managerial positions. It seems that women in mid-level management who have more children than junior managers and workers use a special strategy to cope with the work family conflict by reducing working hours and their leisure domain. Top management have to take into consideration the increasing work centrality among working women at all organizational levels and should implement flexible hours and Work-Life Balance (WLB) programs to decrease work-family conflict, especially among women managers. The other applications of the findings are discussed.

References:
Title: Do collective agreements influence parental leave take up in Sweden?

Abstract: The division of parental leave is known to be a major watershed for continued division of labour between parents and one of the major reasons for a skewed division is the economic compensation during leave. In addition to the Swedish parental leave benefit of 77.6% of earlier earnings, most of the labour market is covered by collective agreements that stipulate enhanced payments during parental leave. The main division of agreements is between the 1) state, 2) municipality and county and 3) private sector, but particularly within the private sector, a number of different agreements exist. The enhanced payment is generally comprised of two parts; extra payment of 10% on income in addition to the payment from national social insurance, and covering the income loss over the ceiling, with 90% of usual wage income. In the 2000s, collective agreements became much more generous in the municipal and private sectors, catching up with the state sector. The state sector was already at the present level of generosity in 2000 and extra benefits have not changed since then. The difference in agreements for different segments of the labour market is likely to influence parental leave use, especially for parents with income over the ceiling and who would otherwise lose a lot of income while on parental leave. Nevertheless, a major problem of effectiveness of agreements is that the agreements are not always known about. In this paper, we focus on the importance of collective agreements for parental leave take-up. We will compare how parental leave is used in the beginning of the 2000s and a decade later, when agreements are more generous. Our focus will be on women and men in different sectors and with different income levels, thus differently affected by the change in the agreements. The study will use register data on parents to children born in 2000 and 2010 of different sex and with different income level the year before becoming parents. We will also use register data on the sector of employment and complement it with contextual data on collective agreements over time. In particular a number of different agreements within the private sector can be connected to parents working in these sectors. Administrative data on parental leave days is the dependent variable of interest and how it changes over time. We will descriptively compare the amount of parental leave used by different groups of parents during the two years following birth to investigate whether the increased generosity in agreements will change the number of days used. We expect differences between parents across the three sectors with a similar level of income to decrease as the agreements in private and municipal sector are catching up with state sector. The study will deepen understanding of how and whether the level of economic compensation during leave matters for take-up, even in an already generous statutory system.
Abstract: In Canada, parental leave is available to both mothers and fathers to support the transition to parenthood for working parents. At the time of this study, fathers, who meet the qualifications, had access to 35 weeks of leave and could be shared or taken solely by one parent. On leave parents are paid Employment Insurance, 55% of your annual salary to a maximum of $543 a week. Despite the availability of leave less than 10% of leave takers in Canada, outside Quebec, are fathers. Why are more men not taking parental leave? There is no simple answer, but rather a list of potential concerns or perceived barriers for men such as loss of income, partner preference, breastfeeding, fear of repercussions, organizational culture, managerial support, and employees' perceptions of both managers and organizational culture. These factors impact employed fathers' choice to take time off, how long they take, and selection of formal (i.e., parental leave) or informal leave (e.g., vacation time). This research discusses factors that contribute to employed fathers' decisions about taking time off after having a child. Method: 596 employed fathers from seven large employers in Manitoba, Canada participated in this study. Participants completed a self-administered questionnaire exploring a variety of topics related to their work-life experience, including time taken off after the arrival of their child, their choice to take or not take parental leave, the reasons influencing this decision, as well as personal, employment and employer information. Descriptive statistics were used to describe this sample of employed fathers' leave usage, reasons for choosing not to take parental leave, and their informal leave strategies. Finally, logistic regression is used to explore how personal, employment, and employer context characteristics influence the odds of employed fathers taking time off. Results: A third of the employed fathers took no time off and only 17% reported taking parental leave. The remainder (53%) took time off, but used informal leave strategies, ranging from one day to 3 weeks. The most frequently cited reasons for not taking leave were: policy did not exist when I became a parent (29.6%), partner preference (21.3%), mother nursing (16.5%), while only 8% cited financial concerns. Reporting to a supportive manager, spousal employment, and perceived organizational support for family were significant factors contributing to fathers taking time off work after the arrival of a child. Implications: Many fathers take time off work after the arrival of a child, though some take formal parental leave, more utilize informal options. The primary reasons men choose not to take formal leave related to partner factors. This finding would suggest that if we want to increase fathers' leave usage then government needs to develop a paternity leave, which is a use it or lose it policy to remove the domestic negotiation. For informal leave taking fathers, the supportive culture of the organization and reporting to a supportive manager increase the odds of employed dads taking time off work, which suggests employers play a key role as well.
What matters the most? Fathers’ engagement in the context of gender cultures, welfare state institutions and individual factors

Abstract: Fathers’ engagement in childcare differs significantly between welfare state regimes, also showing different developments over the last decades (Altintas & Sullivan, 2017). However, across countries, research evidence suggests a departure from the male breadwinner model, mainly caused by women’s increased employment participation and an associated re-organisation of the gender division of labour. It is still a contested question which factors mediate fathers’ time for childcare the most: Which role do country-specific cultural and institutional foundations have? And how do these macro level factors interact with (fathers’) individual factors? With regard to the macro level, cultural gender arrangements (Pfau-Effinger, 1998) and cultural models of the mother/child relationship in children’s first years are seen as significant predictors of fathers’ engagement. In addition, welfare state institutions such as parental leave policies or the availability of public childcare services are discussed being influential. However, both the cultural and the institutional macro-factors are rarely analysed in one model. On the micro level, age, educational level, household characteristics, use of public childcare services or work arrangements are discussed mediating fathers’ time for childcare. This study includes cultural, institutional as well as individual factors to assess which factors matter the most to explain fathers’ engagement in childcare. The study examines how fathers’ engagement in childcare for less or more than ten hours a week can be explained. Building on EU-SILC data (2017) of employed fathers in 29 European countries, a multilevel (logistic) regression is applied to account for the hierarchical data structure. The values for the macro level variables are conducted with the European Values Study (for the country-specific cultural models of gender arrangements and the mother/child relationship in early years), with country reports of the ‘International Network on Leave Policies and Research’ (for the gendered structure of parental leave policies) and with Eurostat data (for information on children in public daycare). The results reveal the relevance of cultural foundations of gender arrangements on the country level compared to welfare state institutions to explain fathers’ engagement in childcare, with also accounting for the relevance of individual factors beyond country specific characteristics, such as socio-economic factors, individual working conditions and the use of public childcare or parental leave.
Title: Fathering in the absence of mothers- it's impact on parenting self-efficacy, work-family image management and identity construction of gay and single dads

Abstract: Although it is acknowledged that men's involvement in childcare is increasing, due to gendered parenting expectations fathers are still often considered secondary parents (Kaufman, 2018). As a result of shorter parental leaves, men return to work earlier than women which is why women have more opportunities than men to develop parenting self-efficacy (Miller, 2011) and men generally report lower parenting self-efficacy (Hudson et al., 2001). Prior research has demonstrated how self-perceived parenting skill links with childcare involvement (Fagan and Barnett, 2003) and has also found that gay fathers have more confidence in their parenting skills than heterosexual fathers (Goldberg and Smith, 2009) which might be due to gay fathers parenting without women, and as such not having to compare their parenting abilities to that of women. However, the experiences of men fathering in the absence of mothers, who manoeuvre both work and primary parenting has infrequently been explored in existing research. Prior research has largely focused on investigating the work-family interface of married, heterosexual fathers. However, focusing on gay and single fathers has distinctive merit as we argue that they are on the vanguard of gender equality in both the home and at work and have more opportunities, and indeed requirements, to practice primary parenting. In this qualitative study, we draw on in-depth interviews and focus group data to explore the experiences of gay and single dads who engage in primary parenting practices in the absence of mothers with the aim of understanding the impact this has on men's parenting self-efficacy. Secondly, we aim to understand how this influences their work-family image, how they feel they are perceived by others in these roles, and identity construction, who they personally view themselves to be in these roles. We build on the recent conceptual framework by Ladge and Little (2018) which, based on theorisation focused on heterosexual, married parents, suggests an individual’s work-family image is based on their perceived parenting abilities and professional competence. When work-family norms cause discrepancies between perceived and desired image, they propose individuals engage in impression management behaviour which in turn can lead to discrepancies between image and identity that can prompt work-family identity adaption. The framework is presented as a one-way process in which identity adaption is the outcome of impression management behaviour triggered by a perceived deficit in either one’s work or parental image. Moreover, they suggest possible image management strategies fathers could use, which include working longer hours than they actually do. Our findings, firstly expand Ladge and Little's (2018) framework by revealing how image management and identity adaption follow a more iterative, circular process. Secondly, our findings highlight the influence of strong fathering self-efficacy on this process. Fathering self-efficacy is strong in the absence of mothers due to increased parental learning, but it is evident in diverse ways, depending on family type. This increased strong fathering self-efficacy demonstrated by our participants influences the applicability of the current framework which is implicitly aimed at heterosexual, married parents and is less applicable to more diverse family structures. This is supported by our findings regarding the image management strategies diverse fathers use, where we find that fathers parenting without mothers adopt image management strategies suggested to be more relevant for mothers. Instead of faking longer work hours, fathers in our sample hide their family responsibilities to embody the image of a competent worker. Finally, we find interesting differences in the way in which gay and single fathers evidence parenting self-efficacy, or in other words, their perceptions of how good parenting is demonstrated, and how this is connected to their work-family identities.

References:
Title: Having it all, or avoiding black holes? Career-family strategies and the choice between leaving or staying in academia among Swedish PhDs

Abstract: The gender imbalance at higher academic positions is commonly attributed to female exits from the university, described with powerful metaphors of ‘leaky pipelines’ and ‘black holes’. However, the empirical underpinnings of these metaphors are shaky. In the Nordic countries, women do not seem to leave academia more often than men (e.g., Silander 2010). Also, the bleak metaphors, suggesting that exits are inherently problematic (e.g., Eltzkowitz and Ranga 2011), and the underlying assumption that family responsibilities explain female exits (Mason and Goulden 2004, Williams 2005) seem simplified and outdated. There is a need to study the motives, strategies and implications of leaving versus remaining in academia from a modern gender perspective. Here, Sweden provides an interesting context. Nordic family policies are increasingly criticized for stymieing women’s careers (e.g., Mandel and Seymonov 2006) and this ‘gender equality paradox’ may be relevant for understanding exits from academia. In the paper, we explore the issue of leaving versus staying by utilizing qualitative data from 32 interviews conducted in 2018 with Swedish female and male PhDs working in- or outside academia. The PhD degrees were acquired 2003 - 2013 in eight disciplines in STEM and social sciences and women and men were matched across disciplines. Preliminary findings: Although leaving is described as a radical, irreversible step, this step can be both accidental and strategic (as can the choice of staying). Job security appears a major reason for leaving and, for both men and women, strongly connected to starting a family. Academic careers are described as requiring an adaptable partner, potentially colliding with the Nordic dual earner-model and equality ideals. Some women remaining in academia report complex strategies (e.g planning fertility) to deal with career demands and discrimination. Further analysis will explore in greater depth the choice of leaving vs remaining and the perceived implications.

References
**Title:** Is the Push for Employer Provided Family Friendly Practices Context-Dependent? Comparative evidence from Germany and Poland

**Abstract:** Motivation and research question Over the last decades, the share of women in the workforce increased substantially (see Ortiz-Ospina & Tzvetkova 2017). The increase in the share of female employees and dual-income couples in the workforce has pushed companies to provide family friendly policies to allow their workforces – and in practice especially their female employees – to reconcile work and family life (see Salzstein et al. 2001). However, the strength of this demand-driven push for employer provided family friendly policies will most likely vary depending on institutional and cultural contexts: In contexts with more “traditional” gender roles and where working conditions in general are less employee friendly, we would expect the push for employer provided family friendly practices to be less strong than in contexts with more “modern” gender roles and where working conditions are more employee friendly. That is, we expect the link between the share of female employees and the provision of family friendly practices to be stronger in a context with more modern gender roles and where working conditions are more responsive to the needs of the workforce than in a context with more traditional gender roles and less employee friendly working conditions. Context and theoretical expectation As to the cross-country comparison, we compare Poland and Germany. We contrast two different institutional and cultural contexts: a context with rather traditional gender roles and comparatively less employee friendly working conditions (Poland) with a context with comparatively more modern gender roles and comparatively more employee friendly working conditions (Germany). Following Oliver's (1991) theoretical framework where company policies are seen as strategic responses to expectations, demands and pressures, and in line with Salk and Brannen (2000) who argue that culture plays an important role when pushing for a change, we hypothesize that the link between the share of female employees and the provision of work-family practices will be more pronounced in the German sample and less pronounced (or even non-existent) in the Polish sample. Dataset, Variables and Analysis We analyze our research question with data from Asset4, a database of Thomson Reuters, which collects information from publicly available sources, such as CSR reports, annual reports and company websites. In the sample, 80 companies are listed in the German DAX or MDAX index, and 20 companies are listed in the Polish WIG20 index for a period of 10 years (2005-2015). For our analysis, we employ random effects logistic regressions. In line with Bennouri et al. (2018) we decide against the fixed effects estimator because we have a dynamically endogenous panel dataset including cases with only very few observations over time. While our data set does not allow to make causal inferences, we address the question of reversed causality by lagging our explanatory variables by two years.

**References**

Title: Shared parental leave and shared parenting: The role of employers and use of litigation by employees in the UK

Abstract: Gender inequality in paid work and care has been a persistent social problem in the UK, despite the adoption of gender equality policies since the 1970s. In this one-and-a-half earner model, women leave the labour market or work part-time after childbirth and take on higher parenting and care responsibilities than men (Lewis, 2009). To challenge traditional gender division of labour and to remove historic workplace inequality between women and men, the UK government introduced Shared Parental Leave (SPL) in 2014. Its intrinsic aim was to expand parents’ capabilities to share parenting, by affording fathers similar entitlements to post-birth leave as mothers. Policy sought to simultaneously address other sources of gender inequality such as attitudes among men and women which make women the primary parent, responsible for family (Robeyns 2006). This would expand parents’ capability sets to remain in work after childbirth and to share parenting differently. Such social policy developments are prima facie positive and represent a major step forward in addressing gender inequality at home and at work. However, the UK’s SPL policy has not produced the desired change in fathers’ leave uptake and the implementation has exposed several issues. Drawing on Robeyns (2006), we argue that legal rights are one possible instrument for reaching that goal and can be effective in some cases and contexts. Policy on parental leave intertwines different but intersecting social policy domains, including family, employment and gender equality, child well-being, and demography (Kamerman and Moss, 2011). That means that both SPL rights and capabilities (opportunities) depend on multidimensional and comprehensive social systems, and are, as such, vulnerable to specific contexts associated with these separate policy domains. To include a wider legal and labour market landscape as a potentially relevant source of inequalities in parents’ opportunity sets to share parenting through SPL, we apply the capability approach (CA) to deal with some of the shortcomings of rights. Combining social science and legal scholarship, the CA’s comprehensiveness and interdisciplinary character (Robeyns 2006: 79) is particularly apt for our analysis. Using the CA, we evaluate policy’s effect on all capabilities (opportunity sets) of parents, and the CA helps to provide a contextualised account of the complex interplay between SPL and the legal environment (Busby, 2011). We use the CA as an analytical perspective from which we examine (1) how the SPL scheme shapes fathers’ capability set to co-parent; and (2) how the broader regime of employment and anti-discrimination law addresses gender equality in home and at work. Our analysis offers a more comprehensive explanation for the failure of SPL to enhance parents’ capability (opportunity sets) to share parenting in ways they as a couple have reason to value (while remaining in work), as well as an example of how to incorporate a multi-level interdisciplinary analysis of legal rights into social policy analysis through a capability lens.
Title: The importance of organizational support on improving engagement in age discriminatory contexts

Abstract: In the recent years age discrimination has spread at a global level across every work sector. The causes are the progressive aging of the workforces and the presence of four generations in the same workplace. Therefore, this is becoming a problem for the organizations and for the older employees. Age discrimination creates invisible barriers that, for example, prevent the older workers from accessing the training or selection opportunities. They are forced to face up to that discriminatory behaviour, that damages their career or their access to the work environment. Age discrimination can assume different forms: it can consist of direct and intentional actions or indirect or invisible forms that affect the self-esteem. Moreover, the main effects are mainly psychological and they have a negative effect on work outcomes. In order to address such potential issues for the organization and employees, multiple organizations had invested on project and politics of Age Management. The principal goal is to support the workers, so that they could be perceived as a value by their employers. The perception of organizational support is fundamental to improve the work engagement and satisfaction. This work is part of a larger research study based on a sample of 13 thousand people over 50, involving Catholic University of the Sacred Heart and Valore D company. Its goal is to investigate how the perceived organizational support is positively related to the construct of work engagement and how the organizational identification is an important proxy to improve the employees’ engagement. The perceived organizational support enables the reciprocity norm, that is the supporting policies are viewed as an organizational signal to help and valorise their human resources, so that the employees will reward the organization with an higher engagement. Furthermore, on the basis of social identity theory, we hypothesize that the people that feel to be supported by their organization have a better organizational identification and higher engagement. On the other hand, a lot of organizations and age management policies are not able to reduce and fight age discrimination resulting in the breaking of the reciprocity norm between employees and organization. Since the victims of age discrimination perceive that their employers don’t support and invest on their wellbeing, they start to feel alone and stop considering any organizational support as a real help. The consequence is that they reduce their levels of engagement. We hypothesize that age discrimination is a negative moderator in the relation between organizational support and work engagement. In order to test such hypothesis, we have built a model with SPSS PROCESS. The results show that the model is able to partially explain those correlations. Chou, R. J., & Choi, N. G. (2011). Prevalence and correlates of perceived workplace discrimination among older workers in the United States of America. Ageing and Society, 31, 1051–1070. Redman, T., & Snape, E. (2006), The consequences of perceived age discrimination amongst older police officers: Is social support a buffer?. British Journal of Management, 17 (2), 167-175. Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. Journal of Applied Psychology, 86, 825–836.
**Session title:**

**Gender, work and family in conflict settings**

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**Title:** The resourceful gender: power renegotiations within Syrian refugees' households

**Abstract:** As violent outbreaks trigger mass displacements in the region, communities and families are torn apart, decomposed and recomposed across borders. The families of missing persons pose a growing challenge to national governments and international organisations. In Lebanon, the ICRC has launched a project aiming at addressing the needs of the Syrian families of missing persons, in which female-headed households appear to be the most vulnerable. While research has extensively demonstrated the impact of gender on the representation of vulnerable women such as refugee, displaced and in war situations, the role of gender, as a social construct and discursive practice, in the renegotiation of social hierarchies in contexts of displacement remains understudied. Fieldwork conducted in 2015/2016 on resilience Syrian female-headed households in Amman, Jordan, demonstrated the resourcefulness of gender both in the study, and in the experience of transnational displacement. In this context, this paper suggests that a thorough, complex and theoretically-informed study of gender and its implications in transnational displacement could support and inform a better identification of the needs of, and support to, families of missing persons.

**References**

Authors: Shiri Levinas and Nitza Berkovich (University of the Negev Beer Sheva, Israel)

Title: Evolving Model of Motherhood in Situation of a Violent Conflict

Abstract: Societies that are involved in violent conflict cope with unique circumstances that affect all walks of life. In this situation, concepts like community, work and motherhood are all charged with new meaning and significance that emerge out of these unique and extreme life conditions. In order to elicit these new meanings, in this study we explore the ways in which women that live in an area that is afflicted with frequent outbreaks of violent conflict narrate their lives and make sense of them. In that, we join scholars of family and work, more specifically of motherhood and work that are exploring how the two are being shaped by various forms of intersectionality. We also follow feminist conflict scholars that argue that to understand situations of war and conflict we need to listen to those submerged by war, how they experience their lives, and the meanings they attach to it. Using in-depth semi-structured interviews, we analysed the narratives of seven Jewish women, of various class and ethnic origin, all living in a small town located in the geographic and social periphery of Israel in proximity to the border with the Gaza strip who endure recurring and escalating violence between Israel and Gaza. We found two main themes that shape the narratives of our participants. The first was that of a “double talk” regarding their feelings toward the violent situation. On the one hand they underplayed the immediate danger and the difficulties that accompany their lives as a marginal community, trying to create an image of normalcy and ‘business as usual’. On the other hand, their stories express on-going fear and constant anxiety. Both “talks” are related to the second theme – motherhood. The interviewees talked extensively about their own mothers, about themselves as mothers (or mothers to be) and about motherhood in general. It was their being mothers that was the main source of the ever-lasting, never-ending worries and fears. Yet, these motherly worries did not lead to passivity or inaction but rather motivated them to take action. This action included not only caring, but also and mainly breadwinning and protection. They felt that it was their responsibility to provide for their families and to protect them. Interestingly enough, they did not see their role of protection as limited to their own family, but rather to their whole community for which they felt responsible. Thus, motherhood has shaped these women’s perceptions and the ways in which they experience their lives, hopes, and fears. The model of motherhood that evolved from their narratives challenges the traditional and stereotypical representation of women and of mothers prevalent mainly in the literature of violent conflict. It is the role of saviours and warriors, especially in life threatening situations that the mothers took upon themselves and in that, presented motherhood not of passivity and victimhood but rather of agency, resourcefulness, and courage. 1 Gaza strip was occupied by the Israeli military in 1967. In 2005 the military withdrew from the area. Since then, it has been ruled by Hamas but Israel still maintains control over the area and its population. It is important to note that by focusing on the experience of Jewish women who are exposed to political violence we are looking to suggest that their experience is similar to the suffering, hardships and the violence experienced by the population of Gaza.
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Title: Home-based work and time in dual-earner households

Abstract: The study examines the relations between working at home and time use at household level. The aim is to investigate concentration of home-based work into same households and to what extent working at home has an effect on both individual and spouse time use. Methodology The analysis is based on the pooled spouse data of Finnish Time Use Surveys from 2000 and 2010. The analysis focuses on 19-63 year's old employees living in dual-earner households (n=2633 diary days). In the analysis we only concentrate on (heterosexual) dual-earner households. We use two measures for home-based work: 1) diary information whether person reported doing paid work while at home, and 2) questionnaire information on whether respondent sometimes do work connected with their principal job at home (never, occasionally or partially at home, work at home only). The dynamics of home-based work between spouses is analysed using Actor-Partner Interdependence Model (APIM). APIM effects are estimated using Multilevel Analysis (SPSS Mixed). Results On average 44% of sample members worked at least occasionally at home. There was a clear connection between home-based working of spouses. According interview data 53 % of spouses of male employees who reported working at home at least occasionally also worked at home. Correspondingly, 60 % of spouses of female home-based employees also worked at home. Contrary, only 9 % of respondents did paid work at home during diary day. Again, there was clear association between spouses home-based working: 19 % of spouses of male employees who worked at home also worked at home. Corresponding figure for female home-based workers was 25 %. Using APIM framework we found that working at home during a diary day had both actor and partner effects on employee's free time. In uncontrolled models home-based work decreased ones’ own free time for both men and women, the effect being stronger for men. There was also negative partner effect for women i.e. men's home-based work decreased their spouse's free time. When work hours during diary day were controlled for only the actor effect of home-based work on men's own free time stayed significant. Thus, the negative effect of home-based work on free time is mainly product of increase in paid work hours. In all models there was a clear positive correlation between spouses free time. Using interview data on home-based work we found no significant actor or partner effects on free time. Discussion Although working at home concentrates at household level it does not seem significantly affect the use of time. The results suggest that spouses only to a small extent adapt, or can adapt, the length or timing of working time at the household level. The collective time structure still has a great influence: working time, and use of time, is still organized based on habits, agreements and perception of 'normal'. Working at home has not changed this, although it would in principle allow organizing working time based on individual, or household, needs.
Title: Can the environment improve work-life balance experiences? The case of working parents within a university in Nigeria

Abstract: Work-life balance has been a subject of discuss in academic and non-academic settings. In understanding how employees experience work-life balance, researchers have explored different contexts, different levels of support and different work settings. Many studies in parts of Africa, including Nigeria have also documented evidence on work-life balance policies and practices in the banking, manufacturing and oil and gas sectors. This study however was carried out in a public University, in the South-Western part of Nigeria and it focuses on facilities within the University that improved the work-life balance of male and female employees. Fifty questionnaires were administered to male and female staff of the University. Participants were staff that had at least a child under the age of eleven. Preliminary results show that the University environment made it conducive to combine work and family responsibilities. Although formal policies assisted people with family responsibilities informal practices like work schedule flexibility, taking time off to attend to emergencies and other routine family responsibilities were more useful. More importantly, it encouraged male employees devote more time to childcare responsibilities unlike earlier documented evidence in African literature on work and family where this responsibility was mostly taken up by females. Keywords: Work-life balance, Nigeria, working parents, University.

References
Title: Juggling between work and care – the coping strategies of the “Sandwich Generation” in Israel

Abstract: Although Israel is still a relatively young country with only 11% of the total population aged 65+ and older, changes in age structure are rapidly changing. Most of the old people live in the community. This is in congruence with the social policy of “Aging in Place” which encourages elders to stay in their homes, even when they have health and mobility limitations. Developing various services for old people like day centers, house hospitalization, and permit to employ home care workers who live with their clients, reflects this policy. Taking care for old family member(s) becomes a normative task of the middle generation called therefore “The Sandwich Generation” who have children as well as old parents and sometimes very old grandparents to care. Most of the middle generation (adult children) are active participants in the labour force thus, having to juggle between multiple demands in order to balance between family members (being parents and spouse) care providers (for old parents) and workers. In Israel there are two main ethnic groups—Jews and Arabs who share many similarities in their traditional family culture and strong filial responsibility, but who differ in personal, economic, and social resources and in patterns of using formal services. The aim of the study was to describe and analyse the coping strategies used by working carers, men and women, in combining work and care and to examine the implications of the situation on health, economic and well-being of the carers. Cultural, communal, and state policy were considered and special attention was given to areas of disruption to the working organization. Research method—mix method design using quantitative survey and qualitative in depth interviews with 60 Jews and Arabs family caregivers. Recommendations for policy makers in the macro level (state), mezzo level (community, workplace and family), and micro level (working carer) are discussed.

References
Title: The Politics of Europeanization patterns of work-family life reconciliation policies: Germany and Turkey

Abstract: With the dramatic changes in the extent to which women and men contribute to unpaid domestic work and paid employment, reconciliation of paid work and family life has become more prominent than ever before within the European Union (EU) agenda. Although the issue was left to national level initiatives for a very long time, particularly from the 2000s documents started to require a relatively stronger convergence from member and candidate states. However, this does not necessarily bring a total policy change. Existing domestic political and cultural conditions may facilitate or prohibit the change at national levels. This paper thus is an endeavour to explore and explain the Europeanization patterns of gender equality of a longstanding candidate country, Turkey and a founding member country, Germany in the specific policy area of work and family life reconciliation over the last decade with a particular emphasis on intervening domestic actors. In the aim of achieving this goal, this study has utilized a combination of the review of the related literature, document analysis and 75 semi-structured in-depth interviews with Turkish and German political elites, civil society organization representatives and key academics sharing the similar research interest as well as the EU-representatives. The collected data have been analysed through a combination of process tracing and thematic analysis. The combination allowed the researcher to identify the key features of a very complex, uneven and less researched process with a greater focus on the intervening causal process. Relying on the data collected especially during the fieldwork, this research contends that the processes of Europeanizing both German and Turkish work and family life reconciliation policies have been filtered through the existence of domestic actors. Although both countries have made various legislative changes in response to the adaptational pressure coming from the EU, the conservative outlook within both the German and Turkish governments, which prioritize women's motherhood and caregiver roles and expect men to work full time together with various country-specific norms and values, country-specific cost-benefit calculations in terms of the relations with the EU, the actions undertaken towards Europeanizing work and family life reconciliation policies remained incomplete, contradictory and patchy in both countries.
Title: Exploring the family roles and responsibilities of Generation Y Fathers and the influence thereof on their careers and work-family interface

Abstract: The study of generation Y fathers’ family roles and responsibility is an important research interest, as literature often exclude this workforce from work-family research. The present study aimed to understand the fathers’ new family roles and how they experience it, especially within dual-earner relationships. Purpose: The main purpose of the study was to explore how generation Y fathers experience their family roles and the associated responsibilities and how it impact their careers (esp. regarding decisions, progression and success) as well as their work-family interfacing. Thus, this research aimed to expand on the changing roles and responsibilities of such fathers. Research method: A qualitative study was used where a non-probability, purposive and voluntary sample was selected comprising 15 South African working fathers from generation Y. Semi-structured interviews were conducted and recorded with the participants’ consent, after which the responses were transcribed and processed through a comprehensive thematic analysis. Main findings: Various themes were extracted from the data. One of the first themes describes dual-earner relationships and how generation Y fathers negotiate their roles and responsibilities within this setup. Thereafter an explanation is given of these fathers' family roles and responsibilities and their support structures. Findings also describes how these fathers engage in family roles and responsibilities while simultaneously pursuing a career. One of the main themes describes and explains how increased involvement in family roles and responsibilities influence these fathers’ careers and decisions, as well as briefly sketches the work-family interface these fathers maintain. Practical implications: It is vital for organisations to recognise the importance and significance of generation Y males keeping their family responsibilities. Organisations should assist employees through more family-supportive interventions in the workplace, not only for mothers but particularly for fathers as well. Organisations should also consider new policies and procedures that consider fathers’ work-family situations. In this regard, findings from the present study provide organisations more insight into generation Y fathers’ behaviour within the workplace influenced by family roles and responsibilities. This also entails suggestions on how to retain working fathers within the organisation by accommodating their work-family needs in the workplace. Contribution: This study expands on gender and work-family research, by shifting the focus to the changing roles of fathers and how family responsibilities influence their careers. Key words: Generation Y fathers; dual-earner couples; career success; career decision; career progression; work-family interface
Author: Alexandra Lipasova (Universitat Pompeu Fabra, Spain)

Title: Transition from employment to inactivity among mothers in European Countries

Abstract: Transition from employment to inactivity among mothers in European Countries vast research is devoted to the phenomenon of “motherhood penalty” which is discrimination in hiring, salary, and leadership opportunities for working mothers relative to childless women (Benard & Correll, 2010; Correll, Benard & Paik, 2007). By contrast, working fathers receive a fatherhood bonus: a boost in hiring, salary, and leadership opportunities compared to childless men. Female labor supply is adaptable (García-Manglano 2015). For a significant number of women (and an increasing number of men), work is not a continuous uninterrupted status but rather an activity that can be put on hold temporarily in order to prioritize other life pursuits, such as raising a family. But a large percentage of women never return to labour market after becoming mothers. According to Generations and Gender Survey data, the share of stay-at-home mothers in European countries varies from 10% (Hungary) to 25% (Germany). The main research question addressed in this paper is “Which factors influence the probability of becoming inactive for mothers in different European countries?”. These factors can be divided into three groups: (1) Individual factors: - person's preferences, e.g. holding traditional views about working mothers or being committed to the ideology of “intensive mothering” - using methods of child-rearing which are child-centered, expert-guided, emotionally absorbing, labour-intensive, and financially expensive (Hays 1996); - external constraints: workplace discrimination, quality of a job, husband's opposition to wife's work, uneven division of household labour, bad health; (2) Timing of family events: the time of marriage and fertility decisions defines weak or strong attachment to the labour force in early adulthood; (3) Macro-factors: labour market structure in terms of vertical inequalities and horizontal differences (vertical inequalities relate to job rewards and positions, the concept of horizontal differences refers to the fact that men and women concentrate in specific occupations and/or labour market segments (manual/production sector vs service and care-giving occupations); gender culture, family policy. The methodology used in this paper is sequence analysis and regression analysis: I am exploring five - year life trajectories of women who are mothers (2 years prior the birth of the first child and 3 years after). The probability to fall into a certain sub-category (“full-time”, “part-time”, “full-time – part-time”, “withdrawal”) is a dependent variable in regression analysis.

References
Extensive motherhood as a constraining element of gender regime

The notion of motherhood is strongly determined by the dominant social norms and expectations, but even more decisively by the underlying gender regime. Following the gender regime definition of Pascall and Lewis (2004: 373) we use the concept as ‘the key policy logics of welfare states in relation to gender’. Gender regimes comprise the pattern of employment, childcare arrangements, household division of labour, and participation in public life as well. So, it can be argued that the gendered character of welfare state defines and outlines the settings in which women and men live their working life and follow their career path. Policies, related to both employment and care work, designate women’s and men’s places in social structure. Consequently, gender regimes have a strong effect on women’s career ambitions. It is true even in the case of female ‘high flyers’ aiming at careers comparable to their male colleagues. Based on the example of motherhood perception of managerial women the present paper aims to explore, how the gender regime - expressed in inflexible labour market policies and child care policies, the ‘generous’ three-year long parental leave scheme and traditional household division of labour along with gender norms - turn into inner obstacles for women’s career. Motherhood perception will be reconstructed from twenty interviews with women managers in Hungary carried out in 2015. The analysis shows that even if female managers reach high positions in their workplace and have a supportive partner, they do not reach real gender equality, as they remain the ones, who feel obliged to make the emotional and ‘logistical’ work connected to their family. It means that these women follow the line of extensive mothering. The dominant gender regime undermines women’s real equality. Although many women try to overcome the traditional gender division of labour, they obviously struggle with the guilt being a ‘bad mother’ echoed by their wider social environment, e.g. professional at childcare institutions, schools, or even relatives. It will be even further reinforced by the expectations connected to good parenting practices. As the recent demography-driven political slogan reinforces the traditional perception, it is hard to expect any change with the appearance of younger generation.

References
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Title: Some personal, work, and family characteristics distinguishing spouses both lower or higher levels of work-to-family conflict

Abstract: The “Spillover-Crossover model” (Bakker & Demerouti, 2012) integrates two mechanisms of transfer of well-being. Spillover processes refer to the processes of intra-individual transfer of stress, affect, and energy from one domain to another domain in an individual’s life. Crossover processes refer to processes of interindividual transmission of stress, affect, and energy. It is used in psychological research to investigate the impact of the work domain on the family domain and then the transfer of work-related emotions to other members of the household (especially the spouse). If work-family conflict could be viewed as the absence of work-family balance, which is defined as the “accomplishment of role-related expectations that are negotiated and shared between an individual and his or her role-related partners in the work and family domains” (Grzywacz & Carlson, p- 458), it is interesting to see the factors differentiating spouses who manage to achieve such balance or do not. The aim of this study was to determine personal, work, and family characteristics (shown in previous research as predictors of work-family conflict) which may distinguish spouses who both perceive either lower or higher levels of work-to-family conflict. The 350 couples participating in the study were full-time employed dual-earner spouses with at least one child living with them. They both filled the same set of self-assessment questionnaires, that is, they reported their age, education level, number and minimum age of children, total household income, their level of striving for achievement (through power and competition), perceived levels of work control and difficulty (workload), of social support at work and in the family from various sources (supervisor, colleagues, spouses, and other family members and close people), of the quality of family functioning (family competence and conflict), symptoms of stress experienced in the last six months and work-to-family conflict. They were categorized according to the median of the results on the six-item subscale measuring work-to-family conflict (Netemeyer, Boles, & McMurrian, 1996; Šimunić, Proroković, & Ivanov, 2014) and two groups of spouses were left in the further analyses: 1) those who both perceive lower levels of work-to-family conflict (N=104) and 2) those who both perceive higher levels of work-to-family conflict (N=117). Discriminant forward step-wise and canonical analysis with the categories of spouses as the dependent variable showed that the spouses with lower levels of work-to-family conflict, in comparison to those with higher levels of it, are more likely to have a lower household income, where the male spouse perceives less family conflict, has a lower workload, higher control at work, and less symptoms of stress and the female spouse is younger, has less workload and perceives higher levels of social support from their spouse and colleagues. Suggestion for future research would be to take into account more structural characteristics of the domains and more different personal traits, along with using more objective assessments, for instance, spouses assessing one another instead of only themselves.
Title: Childbirth-related leaves in the European former socialist countries: Transitions in the last five decades through a gender lens

Abstract: Leave policies are based on different gender- and class-related assumptions and may differently affect men and women, as well as various social groups. Understanding gendered assumptions embedded in policy goals and instruments – including a gender-class intersection within the leave policy design – is thus crucial if one wants to understand the outcomes of a particular leave policy design. While the gender dimension of leave policies design becomes increasingly discussed in the comparative family policy literature, discussions have been often limited to the experience of several countries that are usually seen as leaders in the field (e.g., Nordic countries). Experiences of the former socialist countries that have considerable legacies of leave policies development are less known. In the European former socialist countries, the leave schemes started to develop more extensively after World War II, following the political goal to expand women’s labor market participation. Even though a dual-earner family model was actively promoted, the leave policies were built on maternalist (Orloff, 2006) assumptions. The gender equality dimension of leave policy design has ascended at the political agenda in the last two decades, albeit solely in the countries that joined the EU. In many countries, the tendencies to reinforce traditional, mother-centered leave policies remain strong although women are expected to actively participate in the labor market. Many women thus break their careers to care for their children in their first years. First comparative works on former socialist countries (e.g., Kocourková, 2002; Stropnik, 2003; Hantrains, 2004) pointed to similarities and differences in their leave policies and reforms. A complexity of undertaken reforms and their consequences remain under-explored. For instance, the abrupt shifts in gender assumptions behind the leave policy design in the transition period (and even later) had brought essential implications for women’s position in the labor market and as family carers. This paper thus contributes to the stream of the comparative family policy literature that deals with diverse experience of European former socialist countries (current European Union Member States, as well as ex-Yugoslav and ex-Soviet Union countries) by mapping and discussing the development of childbirth-related leaves (maternity, paternity and parental leave) in these countries in the last five decades, that is, since the 1970s. The particular focus is on competing priorities and inter-related policy concerns embedded in policy design, such as gender equality, fertility incentive, or labor market participation, each of them bringing different gender implications. The analysis covers leave characteristics, such as eligibility rules, duration, benefit levels, flexibility, etc. It puts additional light on the contexts behind significant leave policy reforms, particularly as related to two breaking points: 1) transition from the socialist to the capitalist regime, and 2) the European Union (EU) accession. The main question the paper aims to answer is: what are the effects of policy design on gender (and social) inequalities in the European former socialist countries from a historical perspective?
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**Title:** Families as Self-Regulating Systems: Construction of Family Time Culture Among Couple Families

**Abstract:** Daily life includes many temporal dimensions. These include spending time, timing of activities, pace of time, and turn taking which are played together in family life. Ultimately, families need shared time to maintain family’s activities. In this study I understand families as self-regulating systems that create a belief system on time, conceptualised as family time culture, that is linked to family practices (i.e. the micro-mechanisms of daily life). Although families are located in the wider societal surroundings and by institutional factors and time anchors, there is room for actions. Yet institutional factors, such as the moral economy of care and family life, gender norms and use of time, constrain how time is divided and organized and these construct the way people locate in time. Family time culture is dynamic and it may include disputes on time. The study contributes to the existing research on time and family relations with specific attention to how families construct a family time culture. The aim of the study is to discuss family time culture theoretically, methodologically and empirically. The study uses an interview data on 24 heterosexual couples (couple interviews, i.e. 48 individuals), interviewed in 2016 in different parts of Finland. The data is analysed with thematic content analysis.

References:
