Towards meaningful relations in space and time

COMMUNITY, WORK AND FAMILY

What are we talking about after 10 years?
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# 6 Themes about Community, Work and Family in 2015

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6 Themes about Community, Work and Family in 2015

Consistent with the overall aim of the International Community, Work & Family conference, this 6th edition aims to increase knowledge on community, work and family relations from a multi-disciplinary perspective. The conference covers 6 major themes as presented in the picture below:

**METHODOLOGICAL CHALLENGES**: This theme is to stimulate methodological discussions in the field of community, work and family. Papers in this theme can discuss the strengths and weaknesses of current research methods in the field as well as present and discuss alternative and innovative methods to understanding meaningful interactions between community, work and family in time and space. We invite papers discussing the centrality of qualitative and quantitative approaches and their combination.

*Sessions: 3-C & 5-C*

**LIFESPAN DECISION MAKING**: This theme encourages discussions about the evolution of the relations between work, family and community throughout one’s lifetime and how decisions are made to reach meaningful relations between community, work and family in time and space. We encourage contributions addressing the relations between work, family and community in the context of aging and dependent care, shifts from student to working life, retirement, unemployment and work transition. We invite papers on decision-making about lifestyle migration, career management decisions including work-arrangements and family choices.

*Sessions: 1-A; 2-A; 3-A; 4-A; 5-A; 6-A & 7-A*

**DIVERSITY**: This theme addresses the potential impact of diversity, as understood in a broad sense, on the relations between community, work, and family. We welcome papers presenting diversity in terms of individual background and family constellations. We encourage contributions on meaningful relations for special populations, including military families, immigrant families, single-parent families, racially and ethnically diverse families, and gay and lesbian families. We invite papers on diversity in organizational, cultural and societal settings such as inter-cultural research showing that different “places” are essential to meaningful relations between work, family and community.

*Sessions: 1-C; 2-C, 4-C, 6-C & 7-C*
URBANISATION AND MOBILITY: This theme aims at stimulating discussions on the positive and negative consequences of urbanisation for meaningful relations between work, family and community in time and space including mobility between the three domains. We invite contributions focusing on the urban community, urban security and work-life, urban regeneration for meaningful life, transport strategy for work-life integration, city’s strategies for work-life, urban design and planning for work-life balance. We encourage papers discussing how meaningful relations contribute to urban development as well as their consequences for rural development.

Sessions: 2-B & 6-D

POLICIES: This theme encourages discussions on the roles of supranational, national, local and organisational policies in supporting the development of meaningful relations between work, family and community in time and space. We seek contributions evaluating and problematizing the roles of policies at different levels in shaping meaning between work, family and community. We welcome papers on policy translation between diverse levels and their consequences for the development of meaningful relations at these different levels. We appreciate papers touching upon laws and how the current working-laws create a frame for meaningful relations between work, family and community.

Sessions: 1-B, 3-B, 6-B & 7-B

LEADING AND ORGANISING: This theme is to stimulate a debate on how the processes of organising and leading support the development of meaningful relations between work, family and community. We seek submissions on the roles of leaders at different levels and in different contexts in shaping possibilities for meaningful relations. We encourage papers on work engagement, the discourse of leisure/pleasure, motivation as well as on collaborative and innovative practices, the use of projects and teams, and social networks for meaningful relations between work, family and community. We invite papers on trends and innovations in leading and organizing communities including papers on the roles of social entrepreneurship for meaningful relations between work, family and community in time and space.

Sessions: 4-B & 5-B
65 Contributions in Alphabetical order of 1st author

Depending of your submissions, these summaries are based on either your abstract submitted at the call of for paper, your revised abstract from the final paper or on the introduction of the final paper.

We wish you a good reading and a fruitful conference

The organising committee
Erika Andersson Cederholm & Malin Åkerström

With a Little Help from my Friends: Relational Work in Leisure-Related Enterprising (Session 4-A)

Background and aim

The present paper analyses the indistinct boundaries between formal and informal economic exchanges, with a focus on friendship and work relations. To illustrate these intersections, we present a study of Swedish lifestyle entrepreneurs who run small-scale horse-related enterprises (Andersson Cederholm, 2014). The specific characteristics of this form of business—in which the horse farm owners/operators, customers, employees, and voluntary workers share a leisure interest in horses and participate in the everyday work on the farm—provide the foundation for a specific form of work environment. Here we focus on the need for ‘helping hands’ and favour exchanges in these labour-intensive enterprises, with discussion and analysis of how hybrid friendship–business relationships emerge in the intersection between the spheres of work and leisure. In this context, a formal economy of provider/customer and employer/employee relationships co-exists with informal economic exchanges among kin, neighbours, and friends. This creates a dynamic situation where various forms of relationships both define and are defined by different forms of economic exchange. The present study aims to demonstrate how friendship reciprocity, a gift economy, and a formal monetary economy may be intertwined. More specifically, we analyse the roles of friendship and favour exchanges by examining the nuances and intersections—rather than the distinctions—between a formal and informal economy, as well as various types of personal relationships.

The paper is structured according to the following themes: Firstly, we discuss work-oriented friendship: friends and acquaintances that become integrated in one’s work. Secondly, we analyse the more instrumental but less formal task of strategic friendship making. Next, we describe friendly work relations: people with whom one has a formal work relationship with, such as customers, but who one may ask for ‘a little extra help.’ Finally, we analyse the practices of repayments, as well as experiences of strains and dilemmas concerning one’s social relationships in the horse business.

Methods and material

The present study sample includes nineteen small-scale businesses in Scania, in south of Sweden. The study is mainly based on interviews with the owners of the horse-farms, but we also had access to an extensive set of qualitative data collected in several ways. We used ‘go-alongs’ (Kusenbach, 2003), ‘work-alongs’ (Wadel Cato, 2011), and field observation during the everyday life and work in the small-scale horse businesses. We also studied the businesses’ homepages, which contain information regarding locations and prices, and sometimes also narratives describing why the business was started and a short life narrative of the entrepreneur.

Main results and conclusions

Drawing on Viviana Zelizer’s notion of ‘relational work’ (V. A. Zelizer, 2012; V. A. R. Zelizer, 2005), the present analysis focuses on how relationships, transactions, and forms of repayments are constantly negotiated along a continuum between work-oriented friendship and friendly work relations. The empirical illustrations demonstrate the limitations of the notion of boundary work often employed in studies of relational work—which emphasizes boundary definition. In contrast, it seems that relational work may also involve practices that intentionally maintain indistinct boundaries between different types of relationships, thus sustaining tension between a formal and informal economy. Zelizer has previously discussed ‘the connected world’ of the intimate, social, and economic spheres, and has argued that these spheres are often more interrelated than traditional economics have considered. In the present context, formal relationships—such as between employer and employee, and service provider and customer—exist both parallel to and intertwined with friendship and friendship-like relationships. Sometimes these are parallel worlds, but often the formal transactions of a monetary economy overlap with a gift economy, and the specific forms of favour reciprocity in the gift economy tie into private friendship relationships.

Our interviewees described a constant negotiation of favour exchanges and forms of relationships with people who are ‘helping out’ (eg friends, neighbours, employees, and customers) along a continuum between work-oriented friendship and friendly work relations. This can also be described as a continuum of relationship characteristics according to who the actors are, to what they do. In this context, on one side, we have work-oriented friendship with friends among whom the specific leisure-oriented work is a means of socializing. Other points on the continuum are friends who represent both a form of symbolic social capital and with whom you can exchange favours, and the friendly assistants and voluntary workers who are willing to assist with mundane everyday tasks in a reciprocal gift exchange. On the other side of this continuum, we have relationships founded on more formal workplace relationships, such as employees and customers. These relationships are founded on all
kinds of networking and social contexts, often outside the workplace. Employees are sometimes also considered friends, with a reciprocal gift exchange taking place in tandem with a formal employer/employee relationship. Furthermore, customers often help out, sometimes in parallel with the formal provider/customer relationship and without affecting the economic transaction involved. However, other times such assistance does affect the transaction, and a gift economy will be mixed with monetary transactions—for example, when a customer pays reduced rent in exchange for helping out.

These interactions take place in a dense social world, often described by the involved actors as a ‘small world.’ The continuously on-going negotiations and boundary work performed in this relational work is highlighted when things do not work smoothly. Expectations for favours exchanges are often below the limit of what is articulated, and misunderstandings are common. Regarding the concept of relational work, Nina Bandelj (2012) has commented that some economic environments are more scripted while others are more ambiguous and open to vivid negotiation. In the presently analysed leisure-based work environment, many different types of ‘relational packages’ (Zelizer, 2012) exist simultaneously. Specific circumscriptions require independent negotiation of the understanding of relations and transactions and of what forms of repayment (money, education, riding tours, etc.) is considered appropriate. For instance, a given type and amount of work performed (eg when a customer is riding the horse farmer’s horse) could potentially be valorised as a return favour from the horse farmer’s side, as an activity that the customer should pay for, or as an activity that the customer is being paid to do. Thus, it is not the type of work task that sets the value, but instead the character of the relationship between the involved actors.

Boundaries between the formal and informal economy can be either strengthened or blurred by the use of money, by the conspicuous absence of monetary costs or rewards, or by the use of other currency (eg knowledge). In line with Zelizer’s perspective on the symbolic role of money, our findings demonstrate the situated role of money; it is sometimes avoided due to its potentially distancing effect in close relationships, but may have a connecting role as well, as a token of agreement. However, our study also demonstrates that the role of money as repayment is related to the negotiable span, and ambiguity, of the relationship; when relationships between kin or friends are clearly defined, monetary exchange can exist in parallel with other forms of exchange without the risk of “cooling” the relationship.

Apart from emotional reasons and the fact that the business owners cannot afford to pay, we suggest that owners also sometimes avoid monetary exchange because it valorises the exchange more definitively than other tokens of exchange. This, in effect, limits the negotiable span in which relationships are given meaning and reduces the palette of various forms of relationships, which are necessary for many lifestyle-oriented businesses. In this context, relational work—reinforced by the specific characteristics of leisure-based enterprises—creates space for many forms and variations of friendship-like relationships and various forms of repayments, which seem to sustain the intersection between a formal and informal service economy.

**Theoretical implications**

Our analyses illustrate how boundaries are often intentionally indistinct—suggesting that Zelizer’s emphasis on relational work being oriented towards maintaining boundaries should be revised to reflect that relational work may also be done specifically to keep boundaries fuzzy. Furthermore, the present study seeks to contribute knowledge to the emerging literature on ‘thick’ and in-depth interpretations of the relationships between a monetary economy and gift exchanges (see Williams, 2008), the tendencies towards crossing boundaries between work and different social spheres (Glucksmann, 2005; Taylor, 2004), and the interconnection of friendship and market relations (Back Pedersen & Lewis, 2012; Pettinger, 2005).

**Contributions to the conference**

This paper contributes to the overall theme of the conference by explicitly focusing on the intersection between community, work and family. The paper aims to demonstrate how tensions between different life spheres are sustained in every day practice.

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School-to-Family and Family-to-School Enrichment in Women pursuing Post-Secondary Education
(Session 6-C)

Juggling between the demands of school and family for women pursuing post-secondary has traditionally been analyzed from a conflict perspective (i.e., that school and family roles take away from one another) whereas recent theorizing emphasizes the positive influence of school on family and vice versa.

In the context of conflict, it is assumed that women will have limited resources with which to meet the demands of the school due to competing demands related to their roles as primary caretakers in the family. Nevertheless, there is a substantial amount of empirical evidence for the conflict hypothesis. More recent studies have supported that it is the quality of experiences that persons have within role contexts, rather than occupying a number of roles per se, that is the most important in predicting life satisfaction. Additionally, empirical evidence has argued that the benefits of being involved in multiple roles far outweigh tensions due to inter role conflict.

This study investigated how the school and family experiences may positively affect women pursuing post-secondary through their experiences of school-to-family enrichment and family-to-school enrichment. It was hypothesized that satisfaction with school, (low) school isolation, school-to-family balance and mastery experiences would be positively associated with school-to-family enrichment (SFE). In addition, it was hypothesized school-to-family balance and satisfaction with family would be positively associated with family-to-school enrichment (FSE). Beyond that, it was hypothesized that both SFE and FSE would positively impact students’ satisfaction with life.

A snowball sampling technique was used to recruit 88 women (working students with dependent children) who were enrolled in a full-time, evening undergraduate program. The participants completed paper and pencil questionnaires.

The proposed model was tested using path analysis. As hypothesized, mastery experiences and low school isolation were positively correlated with SFE. Furthermore, school-to-family balance was positively correlated with FSE. School-to-family balance and satisfaction with school were unrelated to experiences of SFE and family satisfaction was unrelated to experiences of FSE.

Since there is a paucity of research investigating the positive influence of attending post-secondary education while being a mother, the findings of this study can shed a light on the key dimensions that help women to satisfactorily juggle school and family demands.

These findings can have additional implications for the effectiveness of undergraduate programs to promote positive experiences that can improve the enrichment of women pursuing post-secondary education.

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*Do Men Care? Men’s Supply of Unpaid Labour (Session 3-C)*

**Background & Aim**

Paternal involvement in care and unpaid work is very low in Southern European countries. However, it is central to understand both men’s wellbeing and gender relations. This paper aims to shed more light on men’s capability to provide unpaid work, considering both childcare and housework activities. The definition of the capability of being engaged in unpaid work is based on Sen’s Capability Approach (Sen 1985, 1992, 1999, 2009), which points out the importance of studying what people are free to do and be (the capability sets), rather than what they do and who they are (the achieved functionings). The goal of this paper is to study whether men have restrictions in their freedom of being engaged in unpaid work activities. Moreover, the paper analyse simultaneously paid and unpaid work, to understand interconnections between work and family.

**Methods and Material**

We propose a new methodology to measure men’s capability of being engaged in unpaid work, pioneered by Luce (1959) and McFadden (1973, 1984), extended to a setting with latent capability sets along the lines suggested in Dagsvik (2013) and Andreassen, Dagsvik and Di Tommaso (2013). Our random scale model allows stochastic scale representations of rank orderings of alternatives driven by alternative specific variables, individual preferences and restrictions variables. The dataset used in this application is the Spanish 2002 sample of the Multinational Time Use Survey (MTUS), a cross-country harmonised set of time use surveys composed of comparably recoded variables.

**Theoretical/Practical/Methodological Implications**

The use of random scale modelling within the Capability Approach framework represents an advancement in the literature related to work and family and has two main implications. First, it allows us to study whether and to what extent men are restricted in their freedom of being engaged in unpaid and paid work activities and we describe their restrictions; second, we analyse men’s preferences in combining different levels of paid and unpaid work, given their capability sets.

**Main Results and Conclusions**

Our findings suggest that even though men do relatively little childcare, it is important to them. So men do care to care. Our estimates show that only about 14% of men are totally unrestricted in their capability sets. 56% are restricted to provide little time to unpaid work. Our estimates suggest that both individual, household and institutional variables are important drivers in shaping restrictions and preferences. In particular, we find that higher regional male unemployment rates increase men’s restriction in paid work and that men married to low educated women are more likely to be restricted into the low time unpaid work group. On the contrary, highly educated men prefer to spend more time in childcare and domestic work.

**Contributions to the conference**

Our paper represents an important contribution in increasing the knowledge about work-family relations. First, it utilises the Capability Approach framework, a revolutionary approach for measuring well-being, which is not based on achievements, but on the capabilities to achieve the functionings that
are relevant to the individuals. Second random scale modelling, enables to measure both capabilities and choices. The model can help to assess the effect of community or institutional variables on the development of men’s capability to provide care and domestic work.

Keywords: household production, random utility models, time use, capabilities.

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The Role of Work Context in the Work-Life Balance of Self-Employed Workers (Session 7-C)

Background and Aim
Although self-employment might be a way to combine work and responsibilities in other life domains for some, this does not seem to be valid for all. The aim of this article is to examine the influence of work context on the work-life balance satisfaction of self-employed.

Methods and Material
Using a large sample (N= 13.193) of the Global Entrepreneurship Data 2013 data, we conduct multilevel analyses which allow us to test the influence of different work contexts. Main Results and Conclusions: The results show that autonomy, motivation to become self-employed and work experience have a direct effect on the self-employed’s satisfaction with work-life balance. Furthermore, moderator analysis show that the effect of work experience becomes stronger in the context of an innovative business. Autonomy appears to be less important for work-life balance in high-income countries.

Theoretical/Practical/Methodological Implications:
This article has two main contributions. First, the capabilities approach is applied in the context of self-employment to understand how the work contexts may result in different capabilities to meet work and personal role demands. Second, in this article the heterogeneity of the self-employed based on individual work context is taken into account, rather than treating the self-employed as a homogenous group. The results indicate that research should go beyond testing the direct effects of job demands and resources to understand the work-life balance of self-employed workers. The work context might influence the self-employed’s ability to actually use these resources to achieve a work-life balance. Furthermore, this article shows that work context variables play an important role in acknowledging the homogeneity among self-employed workers.

Contributions to the Conference
This article provides insight in how community, work and family relate to each other in the context of self-employment. Self-employed workers have a different work context than employees, which by consequence changes the meaning of time and space in the field of community, work and family. Furthermore, findings are analysed from a capabilities theory adjusted to WLB, which is relatively new in this research area.

Keywords: self-employment, work-life balance, capabilities approach, multi-level, cross-national

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*Mental Health and Multi-Generation Caregiving: A Longitudinal, Australian Study (Session 1-A)*

**Background & Aim**

Decades of research address the ‘sandwich generation,’ or adults providing unpaid care to both a child and a parent or in-law parent (hence ‘parent’), and suggest there are related adverse mental health effects. However, that definition excludes more diverse family and non-family relations that may also be relevant.

More recent research has incorporated these sources of diversity in one of two ways: either financial supports are added, or care for individuals other than children and parents is included. We take the latter approach and study anyone providing unpaid care for children and adults with a long-term illness or disability, or multi-generation caregivers (MGC). The rationale for this approach follows the logic underlying the notion of the sandwich generation: care for two children is qualitatively distinct from care for one child and the child’s grandparent. Implicitly, it is generational divergence in care needs which motivated study of the sandwich generation.

This approach is relevant to mental health. Prior research suggests that unpaid care for a spouse or partner with a long-term illness or disability has stronger adverse mental health effects than care for a parent with a similar condition, and MGC status accounts for this group.

The term sandwich generation is linked to historical changes in lifespan decision making. Absent the post-WWII baby boom, the group who entered sandwich generation status would not have been large, so might have been ignored. Absent the increased longevity and delayed fertility which expanded as the boomers aged, simultaneous care for dependent children and older parents would have been rare.

The term MGC can additionally be linked to two recent changes in lifespan decision making. The first is the deinstitutionalization of individuals with health conditions, which expanded the need for unpaid caregiving across lines that are broader than children and parents. The second is the aging of the boomers, many of whom are retiring, and sometimes engaging in simultaneous care for an adult in need as well as a dependent grandchild.

Admittedly, the path avoided here – including financial supports for others – is relevant for other research questions, such as employment or reciprocity. For mental health, however, the MGC definition may be useful and relevant.

The aims of this research primarily involve asking whether the mental health effects of diverse types of MGC status diverge, and identifying dynamic effects on mental health related to modes of entry and exit from MGC status.

**Methods and Material**

The research uses data from the Household, Income, and Labour Dynamics in Australia (HILDA) survey. Starting in 2001, 13,969 adults were surveyed, with reinterview rates of 68.8% as of 2011, with a top-up sample of 4,009 adults added in 2011.

Data identifying the sandwich generation, with a dependent child under the age of 16 and care for parents, are available from 2005 through 2012, as are data on unpaid care for related and unrelated adults, allowing identification of MGC status. For 2007 and 2011, data on grandparent care for children and adults is available, allowing coverage of MGC status for this group. Mental health is measured by the Mental Health Index 5 (MHI-5) from the SF36 mental health scale.

The analyses cover between-individual and within-individual effects. For the prior, mental health is compared cross-sectionally for 2007 and 2011, for the sandwich generation, MGC less sandwich generation, and grandparent MGC (i.e., care for a grandchild and an adult). For within-individual effects, a fixed effects model is applied to the sandwich generation and MGC groups across the years 2005-2012, to isolate the effects of modes of entry into and exit from that status.
Main Results and Conclusion

Preliminary results suggest that adverse mental health effects are identical for the sandwich generation and MGC definitions, but absent for grandparent MGCs. Longitudinally, there is some foreshadowing of the adverse mental health effects of entry, with temporary declines at exit if an adult death or empty nest is involved.

Theoretical/Practical/Methodological Implications

Theoretically, the notion of MGC is more general than the sandwich generation, and may be useful in future research. Practically, MGC more clearly identifies groups that may benefit from psychological, family, community, and public policy supports. Standard methodologies are used.

Contributions to the conference

The field of “work and family” started with the simple question of how mothers could balance employment and children. This conference, and this paper, continues a long tradition of expanding our understanding to include more diverse relationships of care, to see how these are linked to the life course, and to identify related progressive public policies.

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*Understanding national differences in top managers’ support for work-life arrangements using mixed methods*  
*(Session 6-B)*

Work-life arrangements are increasingly part of the general terms of employment offered by employers to their employees. The actors within organizations that decide upon the provision of work-life arrangements are the top managers, such as CEO’s and members of boards of directors. The decisions of top managers around work-life arrangements seem related to the national context, as there are national differences in work-life arrangements provided by organizations and top managers’ support for work-life arrangements vary between countries. However, it remains unclear what these differences entail. Because the national differences are relatively badly understood, in this study we aim to get a better understanding of how top managers’ support for work-life arrangements is related to the national context. We start from the question: Are there national differences in the considerations of top managers to support work-life arrangements, and if so, how can these differences in considerations be understood?

Insofar, the majority of studies are single country studies stemming from Anglo-Saxon countries. Therefore the theories explaining their provision are developed to fit this context. The question is whether these explanations are transferable to understanding the provision of work-life arrangements by employers in other countries or whether modifications are needed. By looking at the considerations of top managers and relating them to the national context, we are able to see whether the common theoretical explanations of why work-life arrangements are adopted by organizations are equally applicable in all countries included in this study. We selected countries from the context of Europe to be included in this study. To ensure variety in the national context, we selected countries from the different corners of Europe: Finland, the Netherlands, Portugal, Slovenia and the UK. We adopted a mixed methods approach combining a vignette experiment with semi-structured interviews. Combining qualitative and quantitative data enables us to study the topic from different angles and gives a more in-depth understanding. Altogether, 1111 vignettes were judged by 200 top managers and 78 top managers participated in a semi-structured interview. The vignettes were analyzed by comparing separate logistic multilevel regression models for each country. The semi-structured interviews were analyzed using open coding followed by axial coding. The resulting categories were compared across countries.

In this study we found that above all, top managers across-countries share a big piece of common ground in their considerations with variation between individual top managers to be understood from the organizational context as well as top managers’ personal beliefs. Nevertheless, we also found some remarkable national differences in top managers’ considerations around work-life arrangements. First, they assess work-life arrangements against how work is commonly organized in their country. Generally types of work-life arrangements were supported which are in line with common work practices in a country, for example full time working hours. That top managers in the UK and the Netherlands were less opposed to part time working hours meant that they were in general supporting a wider range of work-life arrangements than top managers in Finland, Portugal and Slovenia. This enhanced the possibilities and choices employees have in reconciling work and family life. Second, when the government is providing extensive parental leave policies and public child care (Finland and Slovenia), top managers generally feel it is not their responsibility to support their employees in these domains by extending the government policies which happens more often in the other countries (The Netherlands, Portugal and the UK). However, this still happened not very often and it almost never complemented it to the level offered by the governments in Finland and Slovenia. Thus from the employee point of view, government regulations seem key to having access to leave policies around child birth. Third, the national context seems to shape how top managers frame work-life arrangements: mainly as a business
case, mainly as their social responsibility or a combination of these two. Recently scholars have called for studies that clarify whether it are mainly economic arguments that make top managers support work-life arrangements or institutional pressures. The results of this study turn this question upside down and imply that whether business case arguments are emphasized to a more or lesser extent by top managers actually results from institutional pressure. That business case argumentation is not the main reasoning for employers of every country implies that we need to broaden our language when discussing work-life arrangements and adjust the theoretical framework used.

This study can contribute to the conference because it gives an in-depth understanding of how the national context affects the decision making within organizations about work-life arrangements. This can give fuel to the debate about how we should incorporate the national context in research towards work-life policies.

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Sharing the Caring: Attitudes to Parental Leave and Continued Family Dynamics in Sweden
(Session 5-A)

Background and Aim
A majority of Swedish women and men think it is important to share parental leave equally. The Swedish parental leave system is gender neutral, and parents are entitled to share the leave as they prefer. Still, the mother use 75 percent of the parental leave days. This indicates that there exists a discrepancy between women and men’s attitudes to how parents should share the care of small children, and their actual behavior. In this study we examine how attitudes regarding the sharing of parental leave, the actual division of parental leave, discrepancies between the two and satisfaction with the actual division of leave are associated with (a) relationship satisfaction, (b) continued childbearing, and (c) union dissolution.

Methods and Material
We use Swedish panel data from the Young Adult Panel Study (n=554), which is a unique combination of data from two surveys (2003 and 2009) and population registers (2009-2012). Our main independent variables are attitudes to the sharing of parental leave (measured in the survey 2003), actual sharing of parental leave of the first child born after 2003, and satisfaction with the division of parental leave (both measured in the survey 2009). We study how these attributes are associated with relationship satisfaction (as reported in 2009) as well as couples’ continued childbearing and union dissolution risks, up until December 2012.

Main Results and Conclusions
Our results show that mismatch between attitudes and behavior is common. 20 percent of the respondents believe that parents should share parental leave equally, at the same time as the man in the couple uses less than 20 percent of the total parental leave. In line with this, 20 percent of our respondents in retrospect wish they had shared the parental leave in a more egalitarian way. Being dissatisfied with the division of parental leave is associated with markedly lower relationship satisfaction, lower propensity of continued childbearing, and twice as high probability of union dissolution. Satisfaction with the division of parental leave is of much greater importance for our three studied outcomes than attitudes to, or the actual sharing of, parental leave.

Theoretical/Practical/Methodological Implications
Dissatisfaction with parental leave division shapes both relationship satisfaction and family-demographic behavior. From our results it is evident that the unequal sharing of parental leave does not necessarily stem from an unwillingness to share. To facilitate parents’ sharing of leave would in many cases reduce parents’ dissatisfaction, which is likely to impact continued childbearing as well as the stability of unions.

Contributions to the Conference
Parents’ division of parental leave has major implications on work- and family life, as well as on gender equality. Understanding the constraints parents face when deciding on their division of parental leave, as well as the consequences these decisions have, is hence a crucial part in understanding gender relations and their consequences. The study adds to the research field in particular by acknowledging that it is not only the length or the division of the parental leave that has consequences, but how well this corresponds with ideals related to it, as well as with how satisfied the parents are with the division in retrospect. This knowledge becomes particularly important in a context where egalitarian values are widely embraced by most young individuals, and where gender equality seems prevalent at a first glance. By going beyond cross sectional information on attitudes and behaviors, the study contributes with deeper knowledge on the potential outcomes of gender equality and the lack of it, and how this affects family dynamics.

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Employed Parents of Children Receiving Mental Health Services: Caregiver Strain and Work-Life Integration
(Session 1-C)

Background and Aim
Caring for children or youth with disabling conditions can result in heightened physical, emotional, financial, and family demands, and can make workforce engagement problematic (Brennan & Brannan, 2005; Lero et al., 2007; Lewis, Kagan, & Heaton, 2000; Rupp & Ressler, 2009). These competing demands can result in caregiver strain, the observable and emotional impact of caring for a child with a disabling condition, including mental health difficulties (Brannan et al., 1997; Vaughn et al., 2013). Adopting Voydanoff’s (2009) ecological systems model, we examine employment patterns predicted by the family demands and resources that are particular to employed caregivers of children and youth entering community-based mental health service systems. The current research aims at exploring the relationship between child symptom severity, caregiver strain, family interactions, free time, and work engagement for employed principal caregivers of school-aged children and youth receiving mental health services.

Methods and Materials
Our research involves the secondary analysis of baseline interviews from the Longitudinal Child and Family Outcome Study (LCFOS), which was part of the national evaluation of the Comprehensive Community Mental Health Services for Children and their Families Program in the United States (Holden et al., 2001). The sample of 3,546 employed caregivers who were interviewed at baseline was primarily female (90%), biological parents (82%), of low income (20,000-24,999 USD median annual income), and of varied educational level (31% had no college education). They worked an average of 34.6 hours per week, and missed on average 5.8 days of work in the past 6 months due to their children’s behavior. The participant families were racially and ethnically diverse, and had an average of 2.5 children in the home. Of the children in treatment 47% were non-Hispanic Whites, 26% non-Hispanic Blacks, 16% Hispanic (of any race), and 11% other. The Child Behavior Checklist (CBCL; Achenbach & Rescorla, 2001) assessed child symptom severity in internalizing behavior (anxiety, depression, worry, withdrawal), and externalizing behavior (aggressive behavior, hyperactivity, conduct problems). Three subscales of the Caregiver Strain Questionnaire (CGSQ, Brannan et al., 1997) measured objective strain, subjective internalized strain, and subjective externalized strain. Family interactions were assessed using the Family Life Questionnaire (FLQ). Single items measured free time with family and with friends, and employment outcomes.

Main Results and Conclusions
All three caregiver strain subscales were generally directly correlated with both the CBCL internalizing and externalizing subscales. Family interaction was significantly and inversely correlated with the CGSQ subscales as well. Higher scores on each of the three CGSQ subscales were also associated with higher rates of absenteeism due to care demands. Only subjective externalized caregiver strain (e.g., anger, resentment, embarrassment) was directly correlated with average hours worked per week. Hierarchical regression analyses introducing child functioning on Step 1, adding CGSQ and FLQ and free time scores on Step 2, and including demographic variables on Step 3, significantly predicted months worked in the past half year, average hours worked per week, and workdays missed because of caregiving. We concluded that substantial child mental health difficulties have an impact on caregiver strain and family interactions, even for family members who are able to maintain employment. Additionally, caregiver strain and quality of family interactions are strong predictors of workforce engagement, even controlling for demographic characteristics.
Implications
A picture is beginning to emerge of the complex relationships between child disability and parental employment. Our study reveals the pivotal role that caregiver strain plays for employed parents. Although this research explores caregiving demands and family interactions as they impinge on work behavior, it is missing the community dimension of the ecological systems surrounding these challenged parents. With longitudinal data sets tracking both children’s treatment and parent’s employment, such as the LCFOS, future research can unpack changes in employment patterns as child symptoms are relieved through community-based treatment, and caregiver strain fluctuates over time.

Contributions to the Conference
There is an emerging group of Work and Family scholars who consider providing care for family members with disabilities as a key aspect of workplace diversity (Brown, 2014; Stewart, 2013). In line with the “special populations” emphasis of the Diversity Theme of the conference, the current research extends that thinking to include employed caregivers of children with mental health difficulties who have reached out to community service systems to improve their children’s and family’s situation.

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The Costs of Parental Leave and Part-Time Work: Is there a Wage Penalty for Fathers who use Family-Friendly Policies in Germany?
(Session 3-B)

Background and Aim
Whereas work-family conflict used to be a women’s issue, men are increasingly struggling to balance work and family obligations, as well. Many German fathers would like to spend more time with their children. But the majority of fathers still decide against using family-friendly programs such as parental leave and part-time work. One of the major reasons for this decision is the fear that parental leave or part-time work will lead to financial penalties and career disadvantages. As breadwinning is still an important component of what defines a good father, many men hesitate to compromise their careers in favor of more time at home. Yet, to date, we do not know whether fathers’ worries are empirically founded.

Data and Methods
This article therefore evaluates fathers’ concerns by empirically examining the effect of parental leave and part-time work on fathers’ wages. To do so, the study uses data from two panel data sets – the German Socio-Economic Panel (SOEP) 1991-2012 and Families in Germany (FiD) 2010-2012 – and estimates fixed-effects regression models.

Results, Conclusions and Implications
The results show that parental leave does not lead to a wage penalty for fathers – irrespective of the length of leave, fathers’ level of education and sector of employment. This shows that fathers’ concern that parental leave leads to financial disadvantages appears to be without cause. In fact, the parental leave reform has succeeded in its aim of enabling fathers to be with their infant for a limited period of time without negative repercussions on their careers. However, part-time work is associated with a wage penalty of 0.2% per month. Hence the law that prohibits discrimination against part-time workers does not sufficiently protect fathers from a wage penalty for part-time work. This is problematic, as it indicates that fathers who work part-time because they want to have more time for their children in the long run, have to sacrifice part of their wages. As fathers continue to be the primary breadwinner in the majority of German families, it therefore appears unlikely that more fathers will reduce their working hours in the near future.

Contribution to the Conference
The paper contributes to the conference by showing to what extent family-friendly policies help German fathers in their struggle to balance work and family life. Previous research has provided an in-depth analysis of the associations between family policies and mothers’ labor supply, working hours and wages, but the consequences of using family policies for fathers have received much less attention. Recent research indicates that not only mothers but also fathers desire a better work-life balance and aim to be actively involved at home. But German fathers will hesitate to so if it compromises their responsibilities as primary breadwinners.

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*Diversity Within LGBT Communities*  
(Session 7-C)

**Background and aim**
Modern Western democracies pride themselves on their liberal credentials of equality and toleration towards non-normative sexual variation. This toleration is heralded as the ultimate mark of social progress and civility, and is often gauged explicitly against those societies from the Global South in which such toleration is seen as signally lacking. In such a tolerant climate, what might it mean to make a claim to being someone with a penchant for male same-sex genital relations; to have come out and be rid of the closet whilst simultaneously being aware of the continued precariousness of that cultural identity? As Walters (2014) would have it in the US context: ‘What does it mean to emerge as gay – or queer – in an era when gayness is itself both a tool of marketing and an identity still in dispute?’ This question becomes even more poigniant when we acknowledge that the tolerated face of modern homosexuality is, most often, coupled, white, male and middle-class (what Lisa Duggan refers to as ‘the homonorm’ that differentiates the ‘good gay’ from the ‘bad gay’).

The current paper arises out of my recently completed PhD research in which I explore some of the tensions inherent in making claims to ‘gayness’; of resisting the potentially assimilationist impulse attaching to ‘gay’ as a way of normativising male same-sex relations whilst recognising the continued dominant currents of heteronormativity in such liberal contexts. The study aligns with the on-going, but largely under-researched, area which examines issues of inclusion and exclusion within Lesbian, Gay, Bisexual & Transgender (LGBT) communities.

**Methods and Material**
The larger study adopted an autoethnographic and Queer Theory approach in exploring some of the many personal and socio-cultural stories that exist, and which make claims to account for ‘gayness’. The autoethnographic aspects of the study allowed for a (re)tracing of some elements of my biography that structure my current claims to ‘gayness’ in a liberal urban British setting. Amongst others, I explored the axes of: rurality/urbanity; (Irish) nationality; socio-economic status, and a queerly-gendered relation to masculinity. The work examined how these other axes of identity intersect with and make more complex one’s sense of belonging as a member of an LGBT community.

The current paper focusses more specifically on the intersections of socio-economic status with gay sexual identity. Using autoethnographic analyses which combine personal experiences as they are embedded within their socio-cultural locations, the paper explores the potential meaning of ‘gayness’ when one is located problematically with the tolerated face of the middle-class homonorm.

**Main Results and Conclusions**
The autoethnographic analyses allows for a closer and more nuanced appreciation of how socio-economic status competes with and disrupts any easy claim to ‘gayness’ in finding a sense of belonging to LGBT community. The findings show how socio-economic class acts as a marker of precarious insiderness in LGBT communities. This precarity is most clearly the case for those from lower socio-economic classes, but also has impact for those who come to the respectable face of ‘gayness’ with the past baggage of lower socio-economic class. The analyses force a reappraisal of sexual identity as a single-issue agenda in conceptualising identity and in understanding ideas of belongingness within LGBT communities.

**Theoretical / Practical / Methodological Considerations**
The paper explores how autoethnography is useful in voicing identity positions outside of, marginal to, or resistant to, the norm – in this case the homonorm – when conceptualising ideas of LGBT community.
An autoethnographic approach has the potential to call into question what we might mean by, and how we might understand, belongingness in relation to LGBT communities. As such the paper calls for a reappraisal of how, as practitioners (academic and/or community) we work with and for LGBT communities. Similarly, the paper calls for those with an interest in understanding community to consider how the productivity of LGBT politics has the potential for re-alignment with other axes of identity – specifically socio-economic status – in forming broader identity-based community alliances.

Contributions to the conference
The paper calls for a re-appraisal of our understanding of belongingness in relation to LGBT communities. Concomitantly, the paper calls attention to how we think more broadly about issues of inclusion and exclusion in relation to identity-based communities.

The paper also makes a methodological contribution to the conference in demonstrating how autoethnography can be added to the methodological armoury for understanding ideas of community and how community contributes to experiences of belonging and well-being.

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Using photo-elicitation to address the immediacy of the work-life interface
(Session 5-C)

Background & Aim
There have been calls recently to extend the methodological tool-kits of researchers in the work-family area with the aim of enhancing the plurality of methods used within the field. In this paper we critique the use of photo elicitation as a method for collecting data about real-time experiences of conflict between work, life and family domains. This paper outlines the potential offered by this methodological innovation and the response of respondents to it.

Methods and Material
Our research concerns how individuals make decisions in instances of work-family conflict on a daily basis. As part of the interviews that underpin the study methodology we ask participants to produce a series of photographs that characterise work life conflict or work life balance. We then analyse the photographs and the talk they provoke to generate the study findings.

Main Results
In the paper we discuss how the interviewees who took part in the research experienced the use of the photographic method. The results include commentary on: their approach to the task; the advantages of the method; participants’ concerns about the method; and the opportunities it offered for their reflection upon their work-life balance.

Theoretical/Practical/Methodological Implications
Within the paper we consider how this methodological approach enables distinctive insights into the theoretical concerns within the field and evaluate the practical implications of using such an approach.

Contributions to the conference
This paper offers a critique of a novel methodological approach in this field. Other researchers may be interested in using similar approaches in their own work.

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Barriers women of color (i.e., African American, Latina American, and Native American) faculty face in the pursuit of their career in STEM (science, technology, engineering, and mathematics) disciplines at predominately white colleges and universities in the United States are well documented. However, heretofore, the challenge of mission drift, lack of effective mentoring, denial of access to influential networks, and feeling of isolation, contributes to the absence of professional-personal life balance has not been thoroughly explored.

Two focus groups, consisting largely of tenure-track women of color (WoC) STEM faculty (three from science, three from technology and one from math), were conducted at RIT during the spring of 2013. The participants were on the faculty at RIT for an average of four years. Analysis of the data collected, using the constant-comparative method, reveals that institution mission drift, lack of effective mentoring, denial of access to influential networks, and feelings of isolation, contributes to the absence of professional-personal life balance and presents significant barriers to RIT WoC STEM faculty’s career advancement.

It is well known that WoC are underrepresented in STEM fields at predominately white colleges and universities in the United States. There is evidence that they face much more stress than do women faculty in other disciplines at other institutions. In addition to the obstacles of gender, they encounter racial discrimination and bias.

Data for the period 2008–2011 indicate WoC faculty’s gross underrepresentation in STEM disciplines at RIT. In 2010, 95 tenured and pre-tenured women faculty were employed at RIT in these STEM disciplines. Ten of the 95 were WoC.

The focus-groups participants pointed out the lack of balance in their lived experiences as tenure-track faculty. Their experience lends support to the elements of gendered organizations where work-life balance is viewed as a gender issue. The previous lack of policies to support work-life balance at RIT made the situation more challenging for women faculty. This paper will address recent policies and a number of RIT initiatives facilitated by NSF AdvanceRIT including an automatic tenure-clock extension of 1 year for women and men who have a birth or adoption occur and how these policies will be more supportive of women’s career advancement; hence, women will be more prone to career advancement.

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Assessing Work Resources, Work-to-family Enrichment, Engagement and Satisfaction among Employees in the South African Context (Session 4-B)

Background and aim
According to the literature certain antecedents and outcomes are associated with work-family enrichment. However, relatively little research is done on the relationship between these variables within the South African context. The aim of this study was to investigate the relationship between antecedents and outcomes related to the newly developed dimensions of the MACE Work-Family Enrichment Instrument. Furthermore, the aim was to investigate which antecedents and work-family enrichment predict outcomes. From recent literature, it is clear that work and family roles have reciprocal beneficial effects. By investigating the resources gained, the antecedents and outcomes that are associated with these roles may contribute to research and also assist organisations.

Method and material
A cross-sectional survey design was used among employees in various industries in South Africa (N = 627). The measuring instruments that were used were: Work resources scale; MACE Work-family Enrichment Instrument; Utrecht Work Engagement Scale as well as the job and career satisfaction scale. The following statistics were used to analyse the data: descriptive statistics, Cronbach’s alpha coefficients, product-moment correlations and multiple regressions.

Main results and conclusions
Results indicated that dimensions of work-to-family enrichment are seen as significant predictors of various outcomes. More specifically, the results indicated that work-family perspectives are seen as a significant predictor of high levels of job satisfaction, career satisfaction, and work dedication. Work-family affect was found to be significant predictors of high levels of job satisfaction, career satisfaction, work dedication and work vigour. In conclusion, results support the idea that participation in one role may enrich the quality of life in the other role.

Theoretical/Practical/Methodological Implications
The results give researchers and managers insight into the specific antecedents (e.g. work resources) and outcomes (e.g. job satisfaction) that play a role in work-family enrichment, therefore interventions can be developed to address these issues.

Contributions to the conference
This study provides information on the relationship between antecedents and outcomes associated with work-family enrichment. It further provides a more comprehensive understanding of the positive side of the work/family interface.

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Poking a Sleeping Bear: The Challenge of Organizational Recruitment for Controversial Topics
(Session 5-C)

Background and Aim
Researchers often approach employers in an effort to investigate employees’ work and family experiences. Depending on the topic, organizational willingness to grant access to employees can vary. In some cases, employers can be barriers to data collection, especially when the topic under investigation is seen as controversial or contentious for the employer. This paper explores this methodological challenge of the organizational barrier to data collection using an example from the Province of Manitoba, Canada.

Methods and Material
The research project explored the use of parental leave by male employees and had a particular focus on the role of managerial attitudes and corporate culture. During the organizational recruitment phase, which lasted a year, 60 large Manitoba employers were contacted with only 7 of those organizations agreeing to participate in the research. In this paper, the reasons organizations gave for declining to participate in the research project and the implications of their decisions for the research are examined.

Main Results and Conclusions
Although the final sample included 905 managers and employees, participating organizations tended to be employee-focused and family-friendly employers, which minimized the variance in the data. Organizations declined participation for a variety of reasons: avoiding raising the issue with unions, awareness that their policies unfairly benefited female leave takers, and simply not seeing the relevance of investigating a topic relating to men’s work-family experiences.

Methodological Implications
It is important to understand how employers can be barriers to data collection and limit researchers’ access to employees on controversial topics. In some situations, the existence of such barriers indicates the need to explore avenues to recruit participants directly.

Contributions to the Conference
This paper provides an opportunity for conference participants to discuss the recruitment of samples through employers and the potential limitations of this avenue of data collection. Other avenues and the implications of organizational self-selection bias are discussed.

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Responsible Fatherhood by Finnish Fathers: A Narrative Analysis
(Session 2-A)

Background & aim
This paper draws on the results of my doctoral thesis (Eerola 2015) in which my aim is to study the narratives of responsible fatherhood produced by Finnish men in their early fatherhood years. In more detail, I analyze in what terms responsible fatherhood is conceptualized, and what gendering of responsibility men’s narratives reveal.

Methods and material
The thesis draws on narrative methodology, that is, fathers’ accounts are analyzed as narratives, and the data were gathered using narrative interviews. In total, the empirical data comprises 60 interviews conducted with 44 fathers during the first three years of their fatherhood.

Main results and conclusions
In the men’s narratives, the comprehensive engagement of fathers in caregiving from the very beginning of parenthood was highlighted as a major feature of responsible fatherhood. That is, nurture and hands-on care by fathers were seen as self-evident and performed on the father’s initiative. In many ways, differences between fathering and mothering were not emphasized, as the narratives were close to or parallel with the cultural portrayals of “good” motherhood. Also, traditional paternal responsibilities such as breadwinning were narrated as shared parental duties in principle.

Practical implications; Potential contributions to the conference
On the basis of the results, several implications for practice to increase well-being in the areas of community, work and family can be made. On the level of Finnish family policies, direct action towards more equally shared infant care should be taken. In work life, attention should be paid to attitudes to the balance of work and family, men’s family leaves and other family-based absences. Men’s further involvement in the family would also be facilitated if fathers’ attendance at maternity and child welfare clinics were to be loudly and clearly called for from the very first visit. As in Finland maternity and child welfare clinics are probably the most respected mediator of information on child care, fathers’ active role in the clinics would be one of the easiest and most effective ways to engage them as well as mothers in shared parenting.

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6th International Community, Work and Family, Community, 2015, Malmö University 30
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Fathers on Call? A Study on the Sharing of Care Work Among Parents in Sweden (Session 2-A)

Background and Aim:
Although gender equality in the home has increased over time in Sweden, progress has been slow and not evenly distributed in the population. For example, while some salute initiatives to increase the for each parent reserved months (the so called daddy months) in the parental leave insurance, others are critical, claiming that it should be up to the parents to decide if and how to share the leave. This paper aims at gaining an understanding of (i) factors that according to parents are the most vital for their decisions regarding how to share the parental leave, (ii) how these reasons link to the length of the leave, and (iii) the extent to which fathers’ parental leave length is related to their (later) relationship with the child and their time spent with the child.

Methods and Material:
Quantitative as well as qualitative data and methods are used to study the reasons that heterosexual couples provide for why they divided the leave as they did. We also study how happy the parents are with the division of leave. In order to get an understanding of potential long-term consequences of fathers’ leave taking, the parents’ division of care for the child and the extent to which the mother is satisfied with the division of care, when both parents have started working again is studied. The qualitative analyses also indicate how leave taking may be linked to fatherhood and motherhood practices later on in a group of middle-class parents. For the quantitative analyses, we use the Swedish Young Adult Panel Study (YAPS). The qualitative analyses are based on semi-structured qualitative interviews with 40 first-time parents.

Main Results and Conclusions:
Analyses show that the fathers who use the most parental leave are those who state that they want to stay at home for a long period and want to share the leave with their partner. Hence, if these desires are strong enough, obstacles seems to be overcome. Results also suggests that the father’s parental leave length is a strong indicator of gender equality in the actual sharing of child care when both are back at work again and this is most likely one reason why mothers whose partner has taken a long parental leave are happier with the division of child care than are others. In the qualitative interviews, parents describe how the father-child relationship has grown stronger during the father’s leave and after his leave, the child tends to turn to both parents (or equally often the mother and the father) when sad or in need of comfort.

Theoretical/Practical/Methodological Implications:
Our research contributes with an understanding of the basis for parents’ negotiations – as well as their outcome and consequences – regarding how to divide care, something that should facilitate for policy makers to make informed decisions regarding potential policy changes. Our research is also informative for the women and men who are considering how to divide the parental leave and care for the child during its first few years, as it provides evidence for the more long term consequences of shared parenting.

Contributions to the Conference:
This paper contributes to three of the themes of the conference. First, we contribute to methodological challenges by suggesting a way in which quantitative and qualitative methods can be combined to answer complex research questions related to community, work and family. Second, we contribute to the theme on life span decision making and reveal how decisions regarding the sharing of care during a child’s first few years may influence not only the relationship with its parents there and then but also more long term consequences. Third, we contribute to the theme on policies by discussing how national policies support ...“the development of meaningful relations between work, family and community in time and space.” (quote from the conference web page).

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What makes Fathers involved? An Exploration of the Longitudinal influence of Fathers’ and Mothers’ Employment on Father’s Involvement in Looking after their Pre-School Children in the UK
(Session 2-C)

Background and Aim
Measures have been introduced into family policy in many countries to enable fathers to allocate more time to looking after their children as part of wider family policy measures to help parents to combine employment with childraising. Fathers in the UK have benefited from the introduction of statutory rights to take paternity leave, parental leave and to request reduced or flexible working hours’ as part of a wider package of reforms which include improvements in childcare services and maternity leave entitlements. These reforms have made it easier for fathers to become more involved in looking after their children but the scale of support remains limited compared to the situation in other European countries where the full-time working week for men is shorter and where more extensive childcare services and parental leave options provide a more enabling institutional framework conducive to more gender equal parenting.

Previous research has shown that the gender division of parenting in the home is shaped by financial pressures, gender role attitudes, cultural norms and various other practical considerations. However, the relative importance of fathers’ and mothers’ employment in shaping paternal involvement in childcare remains unclear. Moreover, little is known about the longer term impact, that is, whether the way that parents’ organise their work and childcare arrangements in the first year of the child’s life influences paternal involvement as the child grows up.

This paper presents new analysis about fathers’ involvement in looking after their pre-school children in the UK and evaluates recent policy interventions which are intended to support such involvement. Our analysis is developed in relation to Amartya Sen’s (1992) capabilities framework, which situates paternal involvement within a complex and multi-layered system of constraints and possibilities (Hobson 2014). We focus on employed couples to explore the influence that the mothers’ and fathers’ employment hours on the fathers’ involvement in looking after their pre-school child. Structural arrangements perpetuate the historical norm that the father is usually the ‘primary’ earner in two-parent households in the UK, not least the gender pay gap in the labour market increasing the probability that the man is in a better-paid job. If the woman interrupts her employment or switches to part-time hours this reinforces her position as a ‘secondary’ earner. With these labour market inequalities and gendered norms in place, it is expected that the fathers’ hours of employment would be the most influential factor on his contribution to childcare.

Our first aim is to establish whether mothers’ employment hours have a less, equivalent or greater impact on paternal childcare involvement compared to the fathers’ own employment hours.

Our second aim is to establish whether there is a longitudinal effect of the employment hours of mothers and fathers when the child is nine months old on paternal involvement in childcare once the child is aged three.

Methods and Material
We use the UK’s Millennium Cohort study (MCS) to analysis father’s involvement in looking after their child in the immediate post-birth period (when the baby was nine months old) and when the child is aged three years. We use multiple regression techniques and longitudinal data to examine the influence of gender role attitudes vis-à-vis employment hours, extending our previous research on the determinants of men’s capabilities to be involved fathers (Norman 2010, Norman et al 2014, Norman and Elliot, under review). We also explore the relationship between paternal involvement in the immediate post-birth period (when the child was nine months old) and paternal involvement when the child is three years old. We control for occupational class (as well as other socio-demographic variables) given mothers who pursue full-time, continuous employment after childbirth tend to be those with high
levels of human capital, measured by high level occupation with better earnings and career prospects (Fagan and Norman 2012; Chanfreau et al 2011).

Main Results and Conclusions
Our results show that both fathers’ and mothers’ employment hours are significantly associated with fathers’ caregiver roles. Fathers are more likely to be involved caregivers when they work shorter hours both nine months and three years after childbirth, but the hours that the employed mother works has the strongest effect. In other words, fathers are most likely to share childcare when the mother is employed full-time both nine months and three years after childbirth, regardless of what hours the father works and controlling for household income and other socio-demographic factors.
We find only a very weak association between father’s gender and parental role attitudes and their involvement in looking after their three year old child. This indicates that fathers may purport to support egalitarian gender roles but this may not necessarily be carried out in practice.

Theoretical/Practical/Methodological Implications
Our analysis underscores the importance of policy interventions to support fathers to be involved caregivers during the first year of a child’s life because this facilitates their subsequent involvement in later years. This is achievable by improving reconciliation rights for fathers through parental leave and the right to request flexible working, and placing limits on long full-time hours working. Given there is only a weak correlation between father’s gender and parental role attitudes and their caregiving practices, we conclude that fathers’ capabilities to put involvement into practice are likely to be most constrained by labour market structures.
Our results also show that mothers’ work hours and earnings shape fathers’ caregiving roles in both the immediate and longer term. Hence, measures to support maternal employment, via improved childcare services and interventions to reduce the gender pay gap, are also conducive to fathers becoming more involved in caregiving for their children. Occupational position may mediate the influence of mothers’ employment hours on paternal involvement in childcare, for our previous research finds that mothers from a higher occupational class are more likely to be employed full-time both nine months and three years after childbirth (Fagan and Norman 2012). Hence, supporting all women back into employment nine months after childbirth may be important for facilitating a more gender equal division of parenting overall.

Contributions to the Conference
The paper’s focus on fathers’ contribution to the parental care work involved in looking after babies and pre-school children raising contributes to two conference themes: ‘Lifespan decision making’ (the lifestage period of being a parent with young children) and ‘policies’ (a discussion of the UK’s statutory work-family reconciliation policies in relation to supporting fathers’ caregiving).

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Workplaces that Work: Care-related Employment Consequences and Flexible work arrangements
(Session 4-B)

In 2012 there were more than 8 million family caregivers in Canada and their numbers are growing quickly. As in most developed countries, most Canadian caregivers are employed and many report care-related employment consequences, such as missing whole or part days of work, reducing work hours, quitting or retiring early from a job, turning down promotions or career development opportunities. Growing awareness of the negative impact caregiving can have on labour force attachment, commitment and productivity is beginning to be reflected in Canadian public policy, while Canadian employers remain largely uncommitted to supportive workplace practices for caregivers. This may be because we lack a convincing business case for adoption of such practices in Canada. In this paper we examine the factors associated with higher risk that caregivers will experience care-related employment consequences and the potential for flexible work arrangements to lower these risks. Results of multivariate analyses of data drawn from 2012 Statistics Canada General Social Survey on Caregiving and Care Receiving indicate that caregivers at higher risk of employment consequences are women, providers of high intensity care, better educated, self-employed, in poorer health, and caring for close relatives. Availability of flexible work arrangements (the option to work flex time or part time or to take extended care leave) was associated with a lower risk of reducing paid work hours for both men and women, and absenteeism for men. Yet availability of flexible work arrangements does not guarantee access: almost half of caregivers (47% of women, 45% of men) felt that they could not make use of these arrangements without it having a negative impact on their career.

Keywords: family caregiving; care-related employment consequences; flexible work arrangements for employed caregivers
The National Work-Life Balance Index©: The European case

Background and Aim
This paper proposes an Index to measure the possibilities individuals have to balance their work and life spheres.

Methods and Material
Using data for 26 European countries, and principal components analysis, we compute the National Work-Life Balance Index© as a combination of five dimensions: Time/Schedule, Work, Family, Health, and Policy.

Main Results and Conclusions
We find that northern and central European countries, such as Denmark, the Netherlands, Finland, and Sweden have a higher value of the National Work-Life Balance Index©, compared to Southern and Western European countries, such as Spain, Greece, Portugal, Latvia, and Lithuania. These results are consistent with existing literature showing that there is a lower proportion of individuals reporting difficulty balancing their work and household responsibilities in Northern countries, compared to other European countries.

Theoretical/Practical/Methodological Implications
To the extent that international data becomes comparable, the National Work-Life Balance Index© may help to guide public policies aimed at improving the work-life balance of individuals in countries that are comparatively worse off in this respect.

Contributions to the Conference
Our National Work-Life Balance Index includes five dimensions with twenty-six variables, such that other social aspects, such as health, and the possibility of changing or adapting work schedules, are taken into account in the computation.

Keywords: Europe, National Work-Life Balance Index©, Principal Components Analysis
Jenny Fisher

"There’s always Someone Here to Talk to”: Creating Meaningful Community Spaces at Key Life Stages
(Session 3-A)

Background and aim
The importance of communities in enhancing belonging and well-being has been widely considered in academic research. However, the last decade has seen a decline in community spaces in the United Kingdom, intensified by the current austerity measures. There has been limited empirical work, in the UK and internationally, that explores the connection between community spaces and informal care, and the ways in which these spaces are produced by those who utilise them on an everyday basis. Further, the role of church and faith-based spaces are under-reported in ethnographic based research. This paper aims to explore how women produce temporal spaces of care in communities through drawing on ethnographic research with participants at two church-based community activities in an urban area in the North of England. The two community groups were a playgroup and an older person’s group. Many of the playgroup participants had recently had a baby and experienced a change in their everyday routines. For the older women, transition to retirement was a key reason for attending the group. In this presentation, I explore the importance of having a meaningful space in a community where women can go at certain life stages (new baby and retirement) to meet others and feel cared about.

Methods and Material
The research was ethnographic, and I undertook two mini-ethnographies that inform this paper. In undertaking the research, I used participant observation and conversations with women who attended the groups. This methodological choice has privileged a material and sensory representation of the social activities that are absent from traditional textual accounts. Throughout the study, I drew on interdisciplinary research and theory to contextualise and situate the ethnography. Social capital theory and the concepts of well-being and belonging were central tenets that informed my research. In undertaking the analysis of the findings, I drew on literature on carescapes and the production of space.

Main Results and Conclusions
My research findings demonstrate that social activities located in community spaces in neighbourhoods enable women’s social interaction at key life stages. The connections that the women make within a spatial and temporal context provide relief from isolation and feelings of belonging in community. Feeling cared for and cared about was a fundamental reason for attending the groups and the care was emotional and practical. I argue that space is a social concept produced within communities through social interactions and routines, as well as the physical use of a building.

Theoretical / Practical / Methodological Considerations
In the presentation, I assert that space within communities, is an ignored yet useful concept in developing our understanding of social capital. Further, community spaces can be theorised as third places (a space that is not work or home, and accessible to the community), and carescapes (a socio-spatial field produced through care). In the UK and many other Global North countries, the new ‘austerity’ politics continue to impact on public services. My research findings consider the fundamental role for community spaces in providing care and well-being for women experiencing a life stage change.

Contributions to the conference
This presentation details a methodology that explores life stages and the production and use of space. The inter-disciplinary nature brings together the disciplines of social geography, sociology and psychology, important in furthering research on community. In the presentation, I embed a theorisation of community and family, bringing together these two key areas.

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Self-Employment after Motherhood: A Temporary Solution or Permanent Shift
(Session 4-A)

Background & Aim
Research suggests that, for women, having young children is associated with a higher likelihood of being self-employed (Atalay et al., 2013; Baxter, 2013; Baxter et al., 2007; Bell and La Valle, 2003; Preston, 2001). In Australia, an average of 23.4 percent of working women with children under age 12 report engaging in self-employment, compared to around 9 percent of the female workforce (ABS, 2015, 2013; Baxter, 2013). It is often suggested that mothers who start their own businesses do so in order to balance their work and family commitments (Budig, 2006; Düberley and Carrigan, 2013; Ekinsmyth, 2013, 2011), but the self-described motivations of women who become self-employed after motherhood, and the longer-term consequences of that transition, have received little scholarly attention.

This paper aims to explore one facet of maternal self-employment: specifically, how women who have made this transition perceive organisational employment and whether they would consider returning to employee status in the future. Do women who become self-employed after motherhood see it as a temporary move, or does the transition signal a more permanent shift in the women’s attitudes toward organisational employment? Moreover, do the circumstances in which women become self-employed affect how they regard organisational employment as a future prospect?

This research examines these questions in light of the prevailing push-pull theory of entrepreneurial motivation and the sociological literature on women, work, and family. It seeks to understand whether the degree of individual agency or ‘willingness’ experienced in the decision to become self-employed affects the extent to which women perceive self-employment as a stopgap employment solution, or a more permanent departure from organisational employment.

Methods & Materials
This research applies a qualitative, interpretative approach to these questions, using open-ended questionnaire responses and in-depth, semi-structured interview prompts to elicit information on each woman’s career history, entrepreneurial motivations, and future orientations toward organisational employment. This research employs a theoretically-informed thematic narrative analysis (Braun and Clarke, 2006) applying the insights from the literature on entrepreneurial motivation, specifically push-pull theory, and the insights from the sociological literature on women, work, and family to the first-person accounts of 60 women who became self-employed in Australia after falling pregnant or having children.

Main Results and Conclusions
For some women, the transition to self-employment after motherhood is a conscious and deliberate move, made to facilitate certain personal or professional goals. Based on their narrative responses, this study finds that these pull-factor entrepreneurs are more likely consider returning to organisational employment at some point in the future than women who made the transition to self-employment reluctantly, in reaction to gendered barriers within organisations or other structural barriers that limit their ability to participate in organisational employment while caring for children (e.g., a lack of child care options, difficulty managing before and after school care). Women who experience being pushed into self-employment appear more likely to describe their self-employment as a permanent shift than women who experience being pulled into self-employment proactively and deliberately, regardless of whether their motivations were for professional or family-related reasons. These narrative frequently contain themes of rejection and betrayal, suggesting that the experience of being pushed into self-employment after motherhood ruptures the psychological contract (Rousseau, 1995) for these workers. The need for flexibility and autonomy were the most frequently cited impediments in considering a return to organisational employment among both push-factor and pull-factor entrepreneurs.
Theoretical/Practical/Methodological Implications

This research builds on previous studies examining women’s accounts of the move from organisational careers to self-employment (Kirkwood, 2009; Knörr, 2011; Mallon and Cohen, 2001; McKie et al., 2013; Orhan and Scott, 2001) with a particular focus on women who make this transition after motherhood (Duberley and Carrigan, 2013; Ekinsmyth, 2013, 2011). In addition to examining their motives for making the transition, this paper adds a new dimension to the research by asking subjects to consider their intentions regarding a return to organisational employment in the future.

Contributions to the Conference

Women with young children are considerably more likely to engage in self-employment than other female workers in Australia (Baxter, 2013). This is significant because women who engage in self-employment face substantial long-term disadvantages with respect to their lifetime earnings and retirement savings (Clare, 2008). Moreover, self-employed individuals who attempt to return to permanent employment are less likely to be called in for interview than their employee counterparts (Koellinger et al., 2015) and also experience long-term wage scarring (Williams, 2000). Recent Australian evidence suggests that self-employed mothers are less likely to transition back into permanent employment than other types of working mothers (Baxter, 2013), although the reason for this is not understood.

The increase in female business ownership around the world has generated an expanding body of literature examining the interaction between gender and entrepreneurship (Kelley et al., 2013). Much of this research has focused on the characteristics and motivations of female entrepreneurs as a whole; studies on maternal self-employment, in contrast, are relatively rare. This research adds understanding to the life-span decision making of self-employed mothers by affirming that some women use self-employment to balance their work and family commitments, but the extent to which women perceive this transition to be a deliberate and proactive strategy, as opposed to a reluctant and reactive one, is mixed. This research also suggests that women who feel forced or pushed into self-employment after motherhood by gendered barriers within organisations or other structural barriers (e.g. a lack of child care options) may be less likely to engage with traditional organisational employment in the future.

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Does Work-Life Balance have a Cultural face? An Inquiry into the Lives of Working Mothers in Lagos, South-Western Nigeria
(Session 7-A)

Background and Aim
Despite this traditional perception of women being care-givers and home-makers, global realities (economic recession, women’s emancipation and self-discovery) make it important for women to work and this has led to a rise in dual-income households. With an increase in the number of women seeking paid employment outside the home, negotiating between work and personal life is getting harder and the boundary between these two spheres is becoming thinner. Researchers have provided empirical evidence to substantiate the benefit of cross-cultural studies on work and family. This is because most research on work and family have been carried out in developed economies and it may not be adequate to consider theories developed in the West as applicable and generalizable in other contexts. The aim of the study are to investigate work-life balance programmes available within the Oil and Gas sector in Nigeria and to gain an insight into the strategies employed by working mothers in negotiating between work and family.

Theoretical/Practical/Methodological Implications
The negotiation between work and family is more challenging for working mothers in Africa because in addition to challenges experienced by working families, they live in an environment characterized by inadequate basic infrastructural facilities and poverty. In order to understanding work-life balance from a cross-cultural context as it applies in Nigeria, institutional and economic theories will be discussed. The relevance of the work-family border, role conflict and spillover theories in understanding work-family negotiation at the individual level becomes relevant.

Methods and Material
The research is based on the findings from qualitative semi-structured interviews conducted with five (5) HR Managers and twenty-five (25) working mothers in the Oil and Gas industry in Lagos, Nigeria. Samples included working mothers who had at least one child under the age of eleven because research has shown that families with younger children tend to experience more work-life conflict. The HR managers were employees in top management positions with a good awareness of their company’s future plans, as well as the level of discussion of work-life balance at the management level. The data generated from the interviews were analysed using Nvivo.

Main Results and Conclusions
This research agrees with earlier arguments of institutional theorists that institutional pressures influence an organisation’s orientation to the adoption of family-friendly policies. Inadequate infrastructural amenities, a challenging environment for business and the perceived laissez-faire attitude on the part of government has increased the pressure on organization to do more to increase worker’s productivity.

Despite the fact that multinational tend to standardize policies at subsidiary locations, the presence of strong social support system from families and relatives in Nigeria has makes companies more likely to overlook the relevance of some policies.

Contributions to the Conference
The paper fills part of the gap in research in understanding how national contexts influence workers
work and family experiences. This research has filled part of the gaps in literature on work-life balance in developing countries and will be beneficial to researchers investigating work-life balance in emerging economies. It will also be beneficial in understanding how national contexts influence workers' work and family experiences.

Keywords: Work-life balance, Nigeria, working women

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Background and aim
The quality of life in an urban city has been monitored quantitatively for example by hard scientific data on pollution rate or other indicator of environmental quality or by the productivity and economic growth in monetary terms. But are these really what reflects how an individual or a community is feeling about their urban life in terms of the fulfillment of their basic needs?

Methods and material
This study proposes a novel indicator called BNU (Basic Needs of Urban-life) index. BNU index is made up by information about the basic needs fulfillment based on details captured from a high-resolution time-use diary survey and people’s perception on the quality of six dimensions of the basic needs: water, food, energy, housing, job, and the community environment. A one-unit indicator produced by this method is expected to be more relatable and can empower a wider pool of stakeholders within the civil society. To demonstrate how BNU is used, a community in the second largest city, Indonesia was selected as the first pilot study. There were 124 total diary days used in this study from 16 women and 15 men aging between 30 to 50 years old.

Main results and conclusion
The demonstrated example from a community in Surabaya city, Indonesia showed that BNU is able to give a good estimate of the quality of life of a person compared to the general living condition of people in his community. Policy makers and other development practitioner may also use the results as a quick reference for priority setting and budget allocation on their development programs.

Theoretical / practical / methodological implications
In its future development and application, BNU index may not only be useful for individuals to monitor their quality of life but also to compare one community to another, a local community to the national community, or a national community to the regional and international community.

Contributions to the conference
Due to the nature of this novel indicator of using both objective and subjective data, it has the potential to enrich and to be enriched by practically every other study attempting to measure or monitor the state of a city. BNU can also empower the people in the city and encourage a worldwide collaboration in urban-development monitoring to produce a prominent database.

Keywords: city, SDGs, wellbeing, community, time-use, participatory workshop

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This chapter reviews the literature on work-family interventions focusing on linkages to evidence-based employee health and well-being outcomes, and on return on investment (ROI) in organizations. Work-family interventions include, but are not limited to, alternative work arrangements, family supportive supervisor behavior training, work redesign to increase schedule control, and the provision of dependent care supports. Work-family interventions have the goal of reducing work-family conflict and in turn increasing health and well-being of employees and the organizations in which they work (Kossek, Hammer, Kelly & Moen, 2014). Sixteen studies were identified that meet our criteria. The chapter provides a discussion of establishing the work-family intervention value proposition with a focus on ROI, concluding with a discussion of approaches and guidelines for future work-family intervention research and practice.

*Keywords:* Work-Family Conflict, Work-Family Balance, Evidence-Based Interventions

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Background and Aims
Migrant care work is now part of the equation in solving the care deficit in many European countries. It reflects a set of conjunctures: From the demand side, they include aging societies; women’s increased labor force participation without a concomitant increase in social investment in care (Daly and Lewis 2001); and the privatization/marketization of services (JESP thematic issue, 2012). From the supply side, they encompass trans-national migrations from poorer to richer nations providing a low wage work force, migrating from the Global South to the North and from East Europe to West, the latter influenced by EU enlargement and the free flow persons rule. Though there are differences in policies in welfare/care regimes, in the public/private mix of care (around childcare around elderly care), what we are seeing across European welfare states is the growing importance of private markets for care/domestic services for reconciling work and family life. The expansion in the privatization of services has spawned complex inequalities: (1) The widening gap in worklife balance between those families who can afford to buy services and those who cannot; in countries where the state offers tax subsidies for these markets, such as Sweden, France, and Belgium, there is redistribution upwards. (2) Another consequence of the expansion in private markets for care/domestic services is the emergence of a low wage sector, characterized by informality and precariousness, in which the majority are migrant women who often lack access to employment rights, vacations and time off and have little contact with their families in the receiving country and/or in the country of origin (Anderson, 2000; Chiatti and Shuttles 2012). Both effects reflect the inequalities in the capabilities of individuals and families for worklife balance and quality of life that have emerged from the privatization/marketization of care/domestic services. Here we use capabilities in terms of the scope of alternatives individuals have in different institutional contexts, derived from Amartya Sen’s framework (Hobson 2013).

This paper addresses the reconfiguration of states, markets and families/households in two welfare states in our post-crisis era of austerity and leaner welfare state budgets. Considered to be very different in the welfare/care regime literature, Sweden and Spain represent two ends of the spectrum: in terms of high and low public provisions for care of elderly and children, strict and weak regulation of migration, and intolerance and tolerance for informal employment. Yet in both countries the markets for care/domestic services have increased exponentially. In Sweden, specific policy incentives, in the form of generous tax subsidies, have tapped into the latent demand for domestic services among the elderly and dual earner couples (including childminding). In Spain, the demand is driven by the rise in women’s labor force and the lack of adequate policies and minimal public provisions for care. Both countries have introduced policies seeking to formalize the private markets in care/domestic work: indirectly, the Swedish tax subsidy, and directly, the law in Spain bringing this sector under the laws governing work contracts. We are asking two related questions: What effect have these measures had on care/domestic markets (the shift from informal to formal)? What impact have they had on migrant care/domestic workers in the sector (improvement in the conditions of work) and for those purchasing their services (increased worklife balance and quality of life)?

Methods and Data
Our paper uses mixed method comparative approaches and includes unique data. A qualitative semi-structured interview questionnaire of migrants working in the care/domestic sector in three cities (90 interviews in Madrid, Barcelona and Stockholm), using the same selection criteria. Relevant to this paper, we consider the tasks they perform and their conditions of work; their access to employee rights and social benefits; and their own family situations. Quantitative surveys: For Sweden, we use an E-survey targeting potential buyers of cleaning and childminding services conducted in Nov. 2013. Respondents were reached through a food delivery company that has a national mailing list: A total of 1,560 people answered the questionnaire of which 658 respondents bought services. The questionnaire
comprised of 60 questions related to why people buy or do not buy household services; their networks for locating them, and information on their preferences and contact with those performing the services as well as their perceived value of these services for worklife balance, time allocation and reduction in time stress. The Swedish survey has a special focus on impact of the specific policy incentive, RUT, the tax subsidy). For Spain, we will use a national randomized survey conducted last year, which includes a specific module on migration care/domestic work that has replicated some of the questions used in the Swedish survey: whether individuals/families purchase care/domestic services; whether they hire migrant workers, and they tasks migrant workers perform. The Spanish survey also contains questions relating to specific care needs: To what extent do these private care-giving solutions satisfy care needs for three groups: children under 3 years, children between 3-11 years and adult dependant

**Contribution and Policy Implications**

Our research provides a multi-dimensional approach to worklife balance in Europe, incorporating the trans-national level (migration flows and EU Law and bi-lateral agreements); national policies shaping private markets for care, and we link these macro level dimensions to the experiences at household level of those buying and those providing care/domestic services. The paper will contribute to the broader debates surrounding welfare state change and the reconfiguration of states, markets and families/households in which trans-national migration has become a crucial component. Whereas the research on comparative European welfare states and care regimes has focused on convergence, interpreted through the lens of neoliberalism and the retreat of the state, our research suggests more diversity and complexity in processes and outcomes. Our data suggests a widening gap in capabilities for worklife balance and quality of life among those who can afford to purchase services on the private market and those who cannot, in particular, those who provide services. Finally our data reveals that policies seeking to regulate and formalize private markets for services may not have the intended effects: in Sweden, informality continues to characterize the sector) or may in the case of Spain, have perverse effects, that pressures for formal contracts can worsen the situation for migrants working in the sector in light of the crisis and high unemployment.

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Responding to the New Backlash: The Continuing Case for Work-Life Research and Policies
(SESSION 1-B)

Background and Aim:

Work-family policies and programming have made enormous leaps forward in the public and private sectors in the last decades of the 20th century and first decades of the 21st century. The goal, broadly and generally stated, is enabling paid work, unpaid work, family care, self-care, and community involvement to all be part of a normal adult life course, regardless of gender or industry. We are not there yet.

Some areas of activism for work-family policy advocates include limiting work hours (for example, limitations on technology use evenings and weekends), increasing the quality and accessibility of child care, improving the fit of the school day and paid work hours, increasing the possibilities for time- and/or-place flexible paid work, improving the access of parents who have taken parental leave to return to paid work (at the same status they had before their leave; i.e. job protections), increasing fathers’ uptake of parental leave, part time work, and flexible work, increasing managers’ awareness of the importance of work and life initiatives for the long-range business and social situation, increasing the presence of women in leadership positions, and creating better possibilities for workers to become parents and for workers to care for aging or ill family members.

The term “work-family backlash” has been used to describe the negative reactions of people who don’t take advantage of work-family benefits and policies, reacting to their perceived disadvantage compared to colleagues who do take advantage of work-family benefits (Young 1999; Parker and Allen 2001). This classical work-family backlash is felt by the users of such policies, such as parents receiving social stigmas from colleagues for taking parental leave or leaving work earlier in the day for family reasons. But a second dimension of work-family backlash is that some public opinion voices, policy makers, political figures, and business leaders are targeting the policies themselves for backlash.

A recent example comes from Germany, where the editor of a philosophical magazine “Hohe Luft,” Thomas Vašek, of wrote a book called “Work-Life Bullshit: Why the separation of work and life leads nowhere” (my translation of the German title). Though it’s ranked 62,833 in the Amazon bestseller list, the title alone lends support for those who are skeptical about work-life balance. Several newspapers reacted, and many bloggers have responded (most to take issue with his arguments). His title suggests we all toss away the work-life initiatives and everyone should get his and her nose to the grindstone.

Vašek assumes that work-life scholars and policy makers advocate work’s limitation so that we can all get on with the “real” life after hours. He assumes work-life initiatives are about removing us from too much work, and that these initiatives imply that work is bad. Vašek pleads for work to be good quality and rewarding so that we don’t need to escape it. We don’t need work-life balance, he claims, if we love our work and are good at it.

The goal of the paper is to assist scholars and policy makers in successfully defending the relevance of work-life research and policy, especially against those who have taken only a cursory first impression of work-life initiatives and, whatever their motivation, reject the concept of setting limits on the reach of paid work.

Methods and Material

In this paper, I describe the primary arguments and weaknesses of the generalized work-life backlash rhetoric along three dimensions: (1) the wrong definition of work-life balance, (2) a too-narrow definition of the work-life situation, and (3) misunderstandings around the meaning of work in various national, cultural, or gender contexts. I set forth facts and arguments that can be used to counter these backlash points for scholars and policy-makers.
Main Results and Conclusions (see paper)

- How the “backlash” rhetoric has been getting the facts on work-life wrong
- How the backlash is defining the work-life situation too narrowly
- Misunderstandings around the meaning of work-life balance in specific national or cultural contexts.
- Why should we set limits on a good thing, if our work is good?

Theoretical/Practical/Methodological Implications

Work-life topics are relevant for a growing number of groups of workers, due to the much-discussed new priorities of the “Generation X” at one end of the work career and needs of those transitioning to retirement in later stages of the career. Growing concerns about health and sustainability are added to the much-researched and well-documented needs of couples, families, and individuals in managing work and non-work in a variety of ways over time. Important points are:

1) Types of work (paid, unpaid, voluntary) are important for understanding work-life balance.
2) The quality of work is important: not all jobs are good or healthy to perform in limitless ways.
3) The publics who argue against work-life balance carry assumptions about the universalism of the “Ideal Worker” and blend out the role of the “Marginalized Caregiver” despite the interdependencies of these two archetypes (Williams 2000).
4) Health and long-term productivity and sustainability perspectives go missing in the “celebration of work” arguments.

Contributions to the conference

Scholars and policy makers will have more arguments for the relevance of their contributions, and attendees will have a broader appreciation for the range of publics who benefit from work-life policies.

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The work-life balance is a pertinent issue at present. The work-life balance debate seems to focus on a number of assumptions and perceptions that work is experienced negatively, with long hours of work as a problem that affects employees' well-being and commitment to family institutions. Research on work-family conflict and its negative impacts on employees have been explored extensively in Western industrialized countries. Most employees attempt to use different strategies to cope with conflicting family roles and work demands, and there are many researchers interested to study the methods of dealing with work-family issues in a variety of environments and their relationship to some variables. Coping strategies are the ways an individual, group or organization use to minimize the effects of stress. Three types of coping strategies are identified for the present study. These are Structural Role Redefinition, Personal Role Redefinition, Reactive Role Behaviour. The sample of the study is based on Threestage stratified random sampling technique. The state of Punjab and Union Territory of Chandigarh appear at the first sampling stage, while public and private sector banks form the second stage of the sample. The women working in these banks appear at the third and ultimate stage of the sample. A total of 500 respondents were selected for the purpose of this study. Sample comprised of working women in the age group of 25-60 years, who were employed in branches of the banks in the selected cities. There are two strata of banks, i.e., public and private sector banks in the study. Therefore, in order to make comparisons, 250 working women from public sector banks and an equal number from private sector banks were selected for the study. A well structured questionnaire is used to collect the data. The said coping strategies have been measured on a five-point Likert scale. Results showed that all the three types of coping strategies mentioned above are used by the women to manage the work-family conflict, however, the usage is different in both the sectors.
Background & aim
Food is essential for life and holds an important societal function; often we socialise around a collective meal. Food poverty encompasses affordability, access, awareness and acceptability and has particular relevance for older people who live in areas of socio-economic disadvantage, sometimes described as ‘food deserts’ may be at a double disadvantage. Our environment and community circumstances affect our food choices and consumption, while ageing brings changed circumstances such as widowhood and reduced family size, which can impact on health and wellbeing, and appetite. Thus our interactions with food, community and our environment change with age.

This study aimed to gain a greater understanding of the interactions between older people, community and food in areas classified as socio-economically disadvantaged. It also questioned the relevance of the concept of food deserts in these areas.

Methods and material
This qualitative study was conducted in 2014 in a socio-economically disadvantaged area comprising two adjoining communities in north Dublin. A resource mapping exercise detailed food retail outlets providing context for the study and to validate the extent to which the areas could be considered food deserts. Two focus groups and eight semi-structured interviews were carried out with residents aged over 65. These spanned participant demographics, food practices, shopping experiences, shop access, and commensality. Data were thematically analysed.

The mapping exercise revealed a good variation of grocery shops, showing the area could not be understood as a food desert. Physical mobility was an issue in terms of both shopping and food preparation. Physical difficulties reported included carrying goods, walking or taking the bus, whilst there was no interest in availing of online shopping. Low car ownership featured in this group, compounding these difficulties.

Main results and conclusions
While affordability was a concern for this cohort, this was not to the same extent as accessibility. Participants mentioned that eating alone lacks meaning, and had reduced motivation to cook, and in turn skipped or simplified meals. This shops the importance of commensality and informs future work regarding isolation in older people. This study also found a desire for control and independence. Being able to care for others through cooking was important to maintaining independence, moving our understanding of independence from an individualistic pursuit to a socially oriented one.

The traditional understanding of the food desert model is challenged in this study. There is a need to rework our understanding of food deserts to a more nuanced understanding of food access among socio-economically disadvantaged groups, where each dimension of food poverty needs to be considered and addressed at both a community and policy level.

Theoretical/Practical/Methodological Implications
These findings are important in societies that are ageing rapidly. Practically social eating provides both the opportunity and excuse to take the time to eat a nutritious meal, which older people frequently skip or simplify when alone whilst additionally combatting loneliness. Theoretically this study broadens our understanding of food poverty, moving from an emphasis on affordability for older people to a more complete understanding of accessibility, which encompasses affordability, physical access and social circumstances surrounding food access.
Contributions to the Conference

This study contributes an increased understanding of the relationship between ageing and food access within a community context. The emphasis on location allows an in depth understanding of the issues surrounding food access among older people in a contextualised manner, revealing links between food and place that are mediated by community.

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Work/Non-Work Friendly Cities: Adopting a Human Perspective on Urban Sustainability
(Session 2-B)

Background and aim
Attaining work-life balance is one of most important needs for the 21st century global population. Traditionally, the work-life issues have been mostly treated from a sociologic perspective and from a business/HR perspective. Whereas in the first one the roles of societal values and social structures have been related with individuals' work-life balance, in the second one the roles of the employing organisations in enabling individuals to reach a balance have been discussed. Even if not visible on the research agenda, work-life issues also belong to "urban studies". This research bridges work-life studies with urban studies.

The 2012 edition of Demographia World Urban Areas (http://www.demographia.com/db-worldua.pdf) identifies around 1500 urban areas in the world sheltering about 1.9 billion people, or 52% of the world’s urban population. The report indicates that 850 urban areas in the world with a population of 500,000 or more represent 48% of the world’s urban population (http://www.demographia.com/db-worldua.pdf). From a work-life perspective, urbanisation indicates that cities shall represent one context in which individuals may fulfil their "needs" or "wants" to meaningfully develop and management life domains. The purpose of this paper is to describe the urban elements affecting work/non-work experiences and their roles for individuals' boundary development and management.

Method and Material
This paper is based on visual observations (picture) made by citizens about their urban milieu and how it affects their work/non-work experiences in terms of boundary management. The empirical context is Malmö, Sweden.

Main results
The pictures and associated text has been analysed from a bounday perspective reevaling a set of urban variables that are impacting individuals' work/non-work boundary management and thus work/non-work equilibrium. The results shows that several boundaries and their managment is impacted by few urban elemeents, like water as bieving associated with energy and thus Psychosomatic boundary managment, or a specific landmark that is associated where spatial and temporal boundaries.

Theoretical/Practical/Methodological Implications
The may be essential in city planning and the sustainability of the global society as cities are growing and represent a work/non-work context for more than half of the population.

Contribution to the conference
This paper clearly put on agenda a new context the urban context where boundray managemnt is made on daily basis. It also presents, boundary management in a contemporary timing of urbanisation that is a norm of developemnt.

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Work/Non-Work Process and Outcome for Alternative Lifestyles (Session 7-D)

Background and aim
Recognizing the richness of the current knowledge in the work-life research, it becomes legitimate to discuss its relevancy for every individual. Indeed, it is observable that most of this research in the work-life field is based on a knowledge accumulated for heterosexual individuals in couple with children that represent the “accepted lifestyle” in most societies. Diversity in terms of alternative lifestyles among those single-life by choice, no children by choice, bohemian lifestyle as well as gay-lesbian-bi-trans lifestyle (GLBT) are largely less represented. I argue that practitioners but also researchers shall pay attention to every individual including “alternative lifestyles” including LGBT lifestyle. **The aim of this paper is to problematize and potentially hypothesise work/non-work experiences alternative lifestyles from a boundary management perspective.**

Method and Material
This paper is based on several years of experience in the “gay world”

Main results
The paper shows the importance of the “person-enviroment” fit for boundary management. It reveals when the chosen “alternative lifestyle” is accepted in the context the work/non-work decisions experienced are similar to the ones from the “general lifestyle” but when the “alternative lifestyle” is not accepted the work/non-work decisions are becoming the individuals’ burden and that individuals must thus develop their own work/non-work strategy to avoid social tensions. Based on literature on work-life, this paper thus discusses how the “process” or boundary management for individuals with alternative lifestyle is different or similar to normative lifestyle. It also builds on how the outcomes of the process in terms of life domains constellation for individuals with alternative lifestyle is different or similar to normative lifestyle

Theoretical/Practical/Methodological Implications
The first implications are for individuals who may understand their difficulties in the life puzzle. The second is for organisation that should reflect on their “inclusive” or “exclusive” culture towards people who have alternatives lifestyles. The third implication is the suggestion of model and hypothesis that should be tested for different alternative lifestyles

Contribution to the conference
The paper touches upon what is “normative” today especially in terms of family. It underlines that societal changes for alternative lifestyles can have implications for individual’s well-being via a better work-life balance. It also underlines that societies that are not accepting alternative lifestyles may have responsibility towards the work-life conflict of their citizens and by extension may jeopardise social sustainability.

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6th International Community, Work and Family, Community, 2015, Malmö University
Jared C. Law-Penrose

Life is a Stage: A Model of Work-Life Conflict and Calling Throughout Life Stages (Session 3-A)

Scholars and practitioners have long sought to find the elusive “work-family” balance for employees. As a result, scholars and practitioners have developed myriad programs (i.e. flextime, telework, on-site daycares, etc.) and specific behavioral interventions (i.e. FSSBs, supervisor training, etc.) to decrease work-family conflict (WFC). While effective, these programs and interventions are largely tailored to employees with families. This traditional paradigm has resulted in a body of literature that explores antecedents and consequences of WFC as well as interventions focused on reducing conflict arising from this stage in life. More recently, there has been a shift in the literature to begin considering broader “work-life” conflict. Recent scholars argue that individuals without families may experience role conflict differently.

In this paper, I present a theoretical model for understanding work-life conflict from a life-stage and calling perspective. A departure from the traditional approach of viewing work-life conflict as an experience limited to those with families, the present model relies on three critical constructs: job, calling, and life stage. A job is defined as a set of tasks, duties, and responsibilities an individual executes in exchange for money. Calling is defined as a sense of purpose in life, manifest through some external action, and provides fulfillment. A key component of calling is that an individual’s “approach to work aligns with her or his broader sense of purpose in life; for such individuals, work is either a source of purpose in life, or serves as a life domain that allows an expression of a sense of purpose” (Duffy & Dik, 2013). While vocational orientation and personality are generally considered trait-like and therefore relatively stable overtime, an individuals experience and understanding of calling may change over time as a function of their life stage. In turn, an individual’s conceptualization of calling similarly may shift throughout life. Life stages are specific episodic periods experienced by individuals throughout their life. Super (1980) proposed nine life stages that individuals are likely to occupy at some point in their life. Super notes that these life stages typically, but not always, occur in a sequential pattern and in some instances are occupied simultaneously. Each of the life stages has distinct characteristics.

This paper is specifically focused on integrating the underlying theories for these three constructs: job, calling, and life stage. The result is a series of propositions addressing the experience of work-life conflict within and across each of these stages. Specifically, I present propositions explaining the ways in which the salience of specific roles (e.g. work, family, social, community) change as a function of life stage and calling. Additionally, when a job does not align with or allow the expression of an individual’s calling, increased levels of work-life conflict are proposed. Furthermore, interactive effects are proposed between life stage and calling on the salience of specific roles. Work-life conflict is likely to result when there is incongruence between life stage, calling, and/or job. The different combinations of incongruence are theoretically thought to result in different outcomes. Overall, the result is a theory that seeks to explain work-life conflict resulting from role incongruence experienced at different stages of life and manifestations of calling.

There are several key practical implications of this paper. First, it provides a theoretical basis for understanding the way in which work-life conflict is experienced throughout life stages. Recognizing the differential way in which conflict is experienced throughout life allows practitioners to tailor interventions and programs aimed at reducing work-life conflict for specific types of conflict. Second, it expands the discussion of work-life conflict by incorporating the concept of calling. This is important because it offers an explanation as to why individuals in similar life stages and similar jobs may experience significantly different levels of work-life conflict. Finally, this paper offers multiple avenues for future empirical research to test each of the propositions. Overall, by building on extant theory this paper extends the conversation on work-life conflict to incorporate individuals at multiple life stages.

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Managing Travel in Global Careers for Work-Life Balance: The European Context
Session 5-B

Background and Aim
Following from a previous study on how young global managers in North America manage demands of international business travel with family demands, this paper theorizes these issues for a European context. The construct of “Travel discretion” (Lirio, 2014) is discussed relative to global travelers based in Europe.

Methods and Material
This paper presents propositions based on the qualitative study of North American global managers in dual-career families (Lirio, 2014). The framework of Travel discretion and its components of “travel planning feasibility” and “travel enactment flexibility” are discussed in view of existing travel conditions for European-based global travelers.

Main Results and Conclusions
Executing personal discretion over travel and substituting in technology will also be key for work-life balance among European-based global managers. Yet, despite geographic proximity, which allows for international travel without crossing divergent time zones or flying to locations for extended periods, there may still be unique work-life challenges in planning and executing travel. A discussion around the developments in mobile and telepresence use is also advanced given the importance of technology in global business.

Theoretical/Practical/Methodological Implications
This paper extends the conversation in the literature about how and when international travel can be replaced through technology in order to control costs and sustain global workforces. The ideas can continue to encourage companies to foster flexibility among their global managers around travel decisions.

Contributions to the Conference
This research contributes to the theme of examining a work-family lens of “time and space” in the relatively unexplored context of global work. Here, the work ‘space’ is worldwide and ‘time’ is 24/7 or ongoing, thus creating conditions that challenge domestic-based norms of work-family relations.

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The impact of Work Motivation on Family life
(Session 4-B)

Background and aim

Previous research has focused on the conflict between work and family life. Work has been considered as necessary in order to support oneself and the family (Grawitch, Barber, & Justice, 2010). According to this view the job is rewarded by a value, for instance: money, usable for the family-life, or leisure time in general. In terms of motivation the job has an extrinsic value, whereas the family-life has an intrinsic value—extrinsic motivation occurs in the job and intrinsic motivation tends to occur in the family life. In a state of extrinsic motivation the behavior is controlled by extrinsic rewards (Deci & Ryan, 2000), for instance payment for performance. In a state of intrinsic motivation basic psychological needs are satisfied, which leads to emotional satisfaction (Gagné & Deci, 2005; Harakiewicz, Durik & Barron, 2005). According to Deci and Ryan (2000) the basic psychological needs are: 1) Autonomy, 2) Competence, and 3) Relations. Based on the presumption that the job is a necessity, the basic psychological needs are not satisfied in the job, but, possibly, in the family-life.

Grawitch, Barber, and Justice (2010) suggest an alternative view; there is not necessarily a conflict between work and family-life, but there are individual preferences and requisites determining the relationship between the individual, work, and family-life. To reach meaningful outcomes three resources are necessary 1) time, 2) energy, and 3) financial resources (Grawitch, Barber, & Justice, 2010). The process of obtaining such resources is related to extrinsic motivation, in cases where the process does not lead to satisfaction of basic psychological needs (Deci & Ryan, 2000). There are indications that people tend to minimize resource loss in activities that are perceived as necessary and to invest resources in activities that they enjoy (Grawitch, Barber, & Justice, 2010). Research has suggested that invested resources in one activity have effects on life in general (Wayne, Grzywacz, Carlson, & Kacmar, 2007). Consequently, intrinsic motivation in one activity can be spread to other activities. Activities in which the performer is intrinsically motivated consume less time, energy, and financial resources, due to a higher degree of autonomy. When an individual controls resources the operations with positive effects on the activity are performed instead of operations with none or negative effect. Due to the basic psychological needs (cf Deci & Ryan, 2000) the individual strives for improvement of the competence and use the resources in a way that produces positive effects for the activity. The redundancy, resulted from less consumption of resources, can be used in other activities. In contrast, activities in which the performer is extrinsically motivated consume more resources; as an effect of lower degree of autonomy the individual has less control of resources and the selection of operations is not optimal for the activity. A lower degree of autonomy affects intrinsic motivation negatively and extrinsic motivation might occur. The absence of intrinsic motivation increases the consumption of resources in the activity. Consequently there is less, or rather no, redundancy to be used for other activities.

The individual level has to be distinguished from an organizational level and an operational level for understanding of the situation for an individual involved in an activity. On the organizational level an activity is conducted originated in a motive. In a corresponding way actions are conducted originated in a goal on the individual level. Finally, operations are conducted originated in conditions on the operational level (Leontiev, 1978). On the individual level there are affects and imaginations. The individual imagines how the future will be and has affects in relation to the imaginations. The affects and the imaginations make the individual set goals. On the operational level conditions stimulate behavior, which is not necessarily consciously conducted. Operations come as a result of specific conditions. The individual plans actions to achieve goals. These actions consists of several operations, selected according to their essence for achievement of the goal. In other words, the actions are consciously conducted. In a state of intrinsic motivation, personal meaningful goals corresponds to the motive of the activity. In a state of extrinsic motivation the goal is located outside the activity. In the first case, actions are performed in direct relation to the activity, whereas in the second case, actions related to the activity are combined.
with unrelated actions to achieve the goal. On the organizational level a motive makes the organization perform an activity. A main difference between goals and motives is that goals are limited in time, whereas motives are continuous. The achievement of a goal is perceived by, at least one, person. In contrast to a goal a motive does not end up in a specific point in time - It is a force that makes the activity continue (Karpatschof, 2000 ). On the operational level the individual uses tools to perform operations. Watofsky (1979) distinguished between tools on the three levels. On the operational level primary tools are used. These tools are concrete and their functions are manifested in the performance of the operations. The instructions needed to plan actions, or coordinate several operations, are called secondary tools. Values held by the organization, to which the involved people relate themselves to, are called tertiary tools. The tools on the different levels are considered to be resources used to perform operations, actions, and activities, respectively.

Method and Material
A qualitative study of motivation among employees in the Swedish public sector was conducted 2004-2008. In total 64 interviews were made. Eight interviews were selected for an in depth analysis to reveal the perceived relationship between the employees themselves and their jobs. Then these analyses were compared to the content in the remaining 56 interviews. The analyses were reused 2015 for studying the relationship between work and family life. The analyses were based on the three-level approach suggested by Leontiev (1978).

Main Results and Conclusions
Employees who perceived high autonomy in their jobs also perceived that the tasks to perform in the job were clear to them. They knew which operations to perform and they had control over resources needed to perform them. Among employees perceiving autonomy, those who talked about their family life expressed problems in their families. These problems concerned 1) relatives suffering from health problems, or 2) conflicts between relatives. The content of the job was expressed in positive affects. In relation to the family life the job was a place for recuperation. They experienced that the job gave them self-confidence to handle the situation in their family-life. The self-confidence might be a result of control over resources. Those employees who perceived low autonomy in their jobs also perceived the job-tasks as unclear. They did not have control over resources needed to perform the operations and had to take instructions from superiors. Most of those employees who talked about their family life talked about the situation in their families as satisfactory. The content of the job was expressed in neutral or negative affects. In relation to the family the job was perceived as a source of financial resources, used for supporting the family. Employees perceiving low autonomy considered the resources in their job being out of their control. As a consequence they had to receive instructions to know how to operate.

Theoretical/Practical/Methodological Implications
The role of resources, emphasized by Grawitch, Barber, & Justice (2010) was confirmed in the analyses of the interviews of employees in the Swedish public sector. However, further studies are needed to achieve generalizable results. Understanding the relationships between 1) conditions in an activity and the operations resulting from these, 2) individual goals and the actions resulting from these, and 3) motive and the resulting activity is essential to understand how individuals become autonomous and, by that, able to save resources. To achieve autonomy the individual has to have control over resources in the job. An effect of autonomy in the job is self-confidence which makes family life easier to handle.

Contributions to the Conference
Applying Cultural-Historical Activity Theory on the relationship between work and family-life helps explaining the spillover effects from work-life to family-life - an increased level of autonomy in one sphere increases the level of satisfaction in the other sphere, due to the effect of saving resources.

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In this study, we examined the extent to which family policies differently affect poverty among single and two-parent households. We distinguished between reconciliation policies (tested with paid and unpaid leave) and financial support policies (tested with family allowances). We used data from the Luxembourg Income Study Database, covering 514,019 households in 18 OECD countries from 1978 to 2008, combined with data from the Comparative Family Policy Database. These data were analyzed using two distinct techniques: regression analysis (with cluster corrected standard errors) and a so-called pre/post transfer analysis of family allowances. In our presentation we will highlight the respective benefits and disadvantages of these two different techniques, highlighting how these allowed us to provide (different) answers to our research questions. Our findings suggest that poverty among both single- and two-parent households is lower with longer leave, a smaller proportion of unpaid leave, and more family allowances. Leave was found to be more effective among single-parent households, by facilitating their employment. Family allowances were found to reduce absolute poverty rates more strongly among single parent households. Furthermore, family allowances decreased the relative risk of poverty of single as compared to two-parent households in the Nordic countries, the Netherlands and Belgium, while increasing this relative risk in for instance Luxembourg, France, Germany and Ireland.

**Keywords:** single-parent households, poverty, family policy, cross-national, parental leave, family allowance

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Conceptualising Links between Work and Family for the Single Parent Phenomenon
– a Review and Research Agenda
(Session 7-A)

Despite the higher work-family-conflict (WFC) experiences of women, WFC and family-to-work conflict (FWC) experienced by single mothers receives less attention than dual earner couples but more so than single fathers. In acknowledging these shortcomings, this paper utilise a scoping literature review approach using thematic analysis to examine the nature in which the underlying challenges experienced within the work and family circumstances of single mothers and fathers contribute towards differences in their WFC and FWC experiences. The analysis culminates with four research propositions suggesting their separate and comparative qualitative explorations of the under researched single mother and single father phenomenon. Firstly as existing study of the link between the work and family domains is expansive and largely based on couple relationships; clearer separate definitions accounting for differences in the nature in which single mothers and fathers conceptualise this link are required. Research propositions two and three call for the separate and comparative qualitative exploration, of the time specific nature of WFC and FWC experiences of particularly UK single mothers and fathers. These propositions acknowledge that the sources of daily conflict experienced by single mothers and fathers within each of the work and family domains is not mutually exclusive but specific to experiences of work stereotypes and adoption of gender roles in sustaining family responsibility. Single mothers and fathers are sole breadwinners and carers, sacrificing personal time and overburdened with both work and family demands with growing evidence of the enhanced participation of single fathers in traditional gender roles around childcare responsibility. The analysis finds that these multi-dimensional complexities remain unexamined within existing, albeit limited explorations connecting employer awareness, support and policy accommodation of the single parent phenomenon.

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Creating a Bridge to Academic Research from Personal and Professional Learning in Community, Work and Family
(Session 5-C)

Background and Aim
My PhD, awarded in April 2013 was a methodological study entitled, ‘Transforming Personal Learning and Growth into Informative Research: Modelling a three level intersubjective process.’ I proposed that the model I developed could be of value in research where empowerment and personal growth are a corollary aim, for those wishing to explore their personal or professional experience as a bridge to academic research and as a way of research co-existing with work and personal life. The flexibility of the approach in encompassing work, family and community life allows interrelated aspects to become apparent. As part of the wider study, I examined my own conflicting and complimentary identities of academic and mother within my motherhood and work communities.

Method and Material
I established the method I had used retrospectively and iteratively, my research practices having involved seven inquiry groups with undergraduate students, two collaborative inquiries outside of the university setting and one individual project. Encounter style groups were used along with activities to explore our experiences and the meaning we attributed to them. The main method of research was conversation.

Main Results and Conclusions
My PhD research resulted in a method for facilitating personal growth and transforming it into informative research. This approach involved the notion that the subject for inquiry could be allowed to emerge and develop rather than be pre-determined and that the method should be identified retrospectively in questioning how co-researchers have come to a new or developed understanding. I offered a three level model for this reflection. I used the approach I had developed to explore my experiences of motherhood and my difficulties in completing my PhD. This resulted in conclusions about my own feelings of judgement as a mother in and a realisation that these feelings of judgement were mirrored in my work life. In group inquiries we have explored topics such as ‘relating’, resulting in the recognition of the importance of an open and supportive environment; ‘life stages’ which highlighted the importance of tradition and ritual in families; and ‘family’ where conclusions were drawn about the effect of early family life on personality development.

Theoretical/Practical/Methodological Implications
I am interested in researching with people and in encouraging others to research their own experiences and understanding. My PhD study highlighted the possibility of researching aspects of practice, relationships, interaction and experience through intersubjective collaboration.

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How does the Gender Composition in Couples affect the Division of Labor After Childbirth?
(Session 2-C)

Background and Aim
Previous studies have found increased specialization and an increased income gap between heterosexual spouses after childbirth. This pattern is often contributed to the fact that men have higher wages and thus are relatively more productive in the labor market which makes specialization beneficial for the household. However, a complementary explanation is that norms about gender also affect the behavior of couples. The aim of this paper is to investigate the importance of gender for the division of labor in couples after entering parenthood.

Methods and Material
Swedish population wide register data is used to compare the changes in the incomes gaps between the partners in lesbian and heterosexual couples when entering parenthood. The income difference between the heterosexual mother and father is compared to the income difference between the lesbian birth mother and her partner. Lesbian and heterosexual couples are matched on the spousal income gap before childbirth. I then use a difference-in-differences strategy to estimate the effect of the gender composition in couples on the change in the income gap after childbirth. In this way, I can see the effect of the gender composition of the parents on the division of labor after childbirth.

Main Results and Conclusions

Heterosexual couples show increased specialization, in terms of a vast increase in their labor income gap, after becoming parents. Lesbian couples, on the other hand, only specialize temporarily in household and market work in the first years of the child’s life, but then show no specialization (see figure 1). The preliminary results indicate that the gender composition of the couple does affect the division of labor after childbirth. The conclusions are that even though economic factors such as the relative earnings of the parents may affect the division of labor in couples, the direct effect of the gender of the spouses should not be neglected.

Figure 1: Income trajectories (in 1000’s SEK) of men and women in heterosexual couples and the birth mothers and partners in lesbian couples before and after childbirth.

Theoretical, Practical and Methodological Implications
The theoretical implications are that models that are used to describe couples’ behavior should take the direct effect of the spouses’ gender into account. Models for family decision making that disregard the impact of gender risk overemphasizing the importance of other factors or make incorrect predictions about household behavior.
Contributions to the conference
There are two main contributions of this paper. The first is a presentation of detailed descriptive statistics on lesbian and heterosexual couples in Sweden, showing for example their income trajectories before and after becoming parents. This will give increased knowledge about the behavior of these groups. The other main contribution is an increased insight into the importance of gender for behavior of couples. This is of high theoretical interest and potentially a contribution also to other areas of research.

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Socio-Economic Determinants of Domestic Time Use in Urban and Rural Households in Ondo State, Nigeria
(Session 6-D)

Time is an important economic variable and resource in the production of market and household goods. Despite the equality in the availability of 24 hours for all persons, it remains a scarce resource that is often allocated differently based on several determinants. Though time use analysis has advanced in the developed countries, it is still an under researched area in the developing world with paucity of information. This study therefore, examined socio-economic determinants of time used for domestic activities in households of Ondo State, Nigeria based on the rural-urban divide. The study specifically ascertained the time allocated to various domestic activities by respondents, with a view to determining significant differences based on place of residence. Gender differences were also determined to ascertain whether location influenced gender allocation of time to domestic activities in the study area. The data set used in this paper was derived from a cross sectional survey carried out in Ondo state in the year 2013 on ninety respondents. Ondo state consists of 18 Local Government Areas (LGAs). Ifedore LGA was purposively selected to represent the rural areas based on its rurality while Akure South LGA was selected to represent the urban area as the capital city of the state. Thirty public workers were randomly selected in Akure LGA while in Ifedore LGA, 60 respondents were randomly selected from among the farmer and artisan groups. The survey questionnaire contained a list of specific domestic activities which were categorized as indoor and outdoor domestic activities. Respondents filled in how much time they used on a particular activity per day and how frequent the occurrence during the previous week. This was multiplied to arrive at the time allocated to such activities weekly. Descriptive statistics like the mean and standard deviation were used while the Pearson Product Moment Correlation was used to identify correlates of time use. Analysis of Variance (ANOVA) was used to establish differences in time allocation between the two locations while a linear regression analysis was also run to establish significant factors determining domestic time use. Results at p ≤0.05, reveal significant relationships between total time respondents allocated to domestic activities and the following socioeconomic characteristics; age (r = -0.64), number of children (r = -0.57), household size (r = -0.39) and educational level (r = 0.35). Significant differences were also found between urban and rural areas in age, number of children, household size, educational level, time allocated to main job, average income and total time allocated to domestic activities. There were also significant differences for males in domestic indoor and domestic outdoor activities while for females only time allocated to domestic indoor activities was significantly different between the urban and rural areas. R² of 0.70 revealed that age and gender significantly accounted for 70% of total time allocated to domestic activities in the study area. However, on location basis, gender and educational level accounted for 76% of domestic time use in the urban area while gender, age, average income, duration at major occupation and educational level accounted for 79% of domestic time use in rural areas. The study concluded that location specific differences exists in time allocated by individuals for domestic activities in the study area based on socioeconomic factors especially gender, age and educational level. The findings imply that domestic work duration has no effect on income generating ability of respondents in the study area. Furthermore, the negative parameter (b = -0.57) of gender reveal feminity predisposes a person to more domestic work in the study area (dummy value of 0- female and 1- male) thus exposing the gender inequality in time use. Males (husbands) should thus procure household machines and tools to lessen the domestic burdens on women while they should also take time to assist. Higher educational level predisposed rural respondents to more work, while the contrary prevailed in the urban areas. This paper will broaden the scope and depth of the conference as it presents perspectives and empirical data from a developing country where not much research has been done in time use analysis. It will increase knowledge on community, work and family relations from a multi-disciplinary perspective as it explores the diversity in gender, cultural and rural-urban community settings in Nigeria which will help fulfill the aim of the conference.

Keywords: Rural-Urban Divide, Gender, Domestic, Socio-economic, Nigeria.

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‘It’s simple but it works’ An exploration of the important role of a community voluntary organisation in the current economic climate of austerity (Session 7-B)

Background and aim
Within the context of the current austerity measures in the UK, increasing numbers of families are experiencing hardship. Further, funding for the voluntary and community sector continues to be reduced in the UK. In this presentation, we draw on ethnographic research undertaken in Manchester, England with Home-Start, a voluntary organisation that aims to support families experiencing difficulty in caring for young children. Through considering the narrative accounts of families, volunteers and social care professionals, the presentation outlines how meaningful social relations are developed within local communities. These connections transformed domestic spaces into spaces of care associated with advice, generosity and friendship. In highlighting the role played by volunteers within the families’ homes, we consider how practices and performances of volunteering provide essential services to children and families who lie outside the legal criteria of being assessed as ‘in need’.

Methods and Material
In this presentation, we discuss findings resulting from the data collected using: focus groups; face-to-face interviews; telephone interviews; questionnaires and participant observation. Participants included: volunteers; supported families; staff; referrers and trustees.

Main Results and Conclusions
This research highlights a quality of relationship, which is beneficial and transformational for families with young children in need of support. The sharing of domestic tasks within the home environment provides the context to facilitate trustful, meaningful relations. The relationships that are developed between volunteers and families are distinctive because they blur the boundaries between professional and personal interaction and they are described as mimicking traditional family and community support.

Theoretical / Practical / Methodological Considerations
The presentation informs practices of voluntarism, professionals’ connections with a social care voluntary organisation, and the role of an area-based voluntary organisation in providing care in an age of austerity. Practical implications include recognising the significance of non-judgemental interactions for parents and how this can facilitate a growth in confidence and an ability to cope. The research also contributes to a theoretical understanding of volunteer/family relationship development and the significance of the volunteer as someone who ‘chooses’ to help. It has broader implications for social work practice, specifically demonstrating that co-production of care between the voluntary sector, professionals and families supports those experiencing difficulties in managing the everyday challenges of parenting.
Contributions to the conference
Current policy does not allow for the development of relationships with families in statutory services due to personal boundaries, professional conduct guidelines and work load. The findings from this research can contribute to the conference through exploring the benefits and risks of allowing boundaries to be blurred in volunteer (work) and family relationships. We will question where the space is in national and local policy to encourage the development of meaningful relationships, and illustrate how this has been achieved through this model of community engagement, ‘It’s simple but it works’.

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Changing Landscape: Care Negotiations across Generations of Indian Asian Families Living in the UK (Session 5-A)

Background and aim
When considering elderly care in the lives of people of South Asian heritage, the community and family are believed to be prominent providers. Phrases such as ‘they look after their own’, have historically been associated with discussions about the expectations of care from family and community members. Thus, whilst the relation between the community and family may seem predefined for both the current caring generation and their adult children, the changing place of paid work in people’s lives may have resulted in a shift in how people negotiate elderly care within their families and communities.

Methods and material
This paper will present qualitative data using case study examples across two generations (a carer, and the carer’s adult child). Semi-structured interviews were conducted with Indian Asians living in the UK and were analysed using Interpretive Phenomenological Analysis (IPA).

Main results and conclusions
The negotiation of the community, family and work varied and was dependent on generation membership, in the context of care. The interviewees described tensions between paid work, family care and community experiences. Cultural community influence seems to be implicit in caring but its influence seems to be smaller with successive generations. Family was important for both generations, however the negotiation of care between members of the family varied and seemed dependent on cultural traditions. The priority of work over family varied between the generations. For the caring generation, adjustments to work were made to accommodate care because family were perceived to be important. For their adult children however, family commitments were expected to conform around work. Interestingly, carers who, knowing the impact of care on family and work life, expressed their reluctance for their adult children to care for them. Separating community from the family and work does not seem to be a helpful way of looking at care for this group. Community and family play a prominent role in UK Indian Asian’s lives, however work seems to be influencing the care decisions of future carers.

Theoretical/practical/methodological implications
IPA is concerned with how an individual ascribes meaning to their experiences. It has a strong idiographic focus where the individual’s subjective experiences are explored resulting in the data being rich. It allows interviewees to talk about community, family and work in detail that may be missed in studies using quantitative data collection methods.

Contributions to the conference
This paper identifies how the tensions between the community, family and work are negotiated differently across generations within the same cultural group. Therefore, the cultural behaviour of a group should not be assumed to be homogenous. Furthermore, the paper also highlights that the future of elderly care, for Indian Asians, is not set in stone as it has been in the past. The future generation of carers will be negotiating the demands of work with their community and family traditions.

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*Who takes care of my child after I die? Care Decisions of Aging Parents with Intellectually Challenged Adult Children.*

*(Session 1-A)*

With the advances in medical care and social development, the average life expectancy in Taiwan has almost doubled from 42.33 years in 1943 right before the end of WWII to 80.02 in 2013 (Ministry of Interior, 2015). Following the national population trend, the average life expectancy of intellectually challenged persons has increased as well in the past decades. Wang (2003) indicated that over one third of these individuals in Taiwan were in their middle age or older, which indicates that their parents are likely to be over 60 years old. Jennings (1987) used the term of ‘perpetual parents’ to describe the never-ending love and care of parents to their intellectually challenged children. However, love cannot conquer age-related decline and the eventual death of these parents. Eventually, the days will come when parents are too old and frail to care or they may die. Who will take care of their children after they die?

This author started studying the parents with intellectually challenged adult children in 2012 in Yi-Lan, Taiwan. Her prior research experience in Yi-Lan presupposes that the care-giving decision making of these parents may be deeply embedded in the specific historical, geographic, economic and social environment of locality (Yang, 2010). Yi-Lan is a county at the north-east part of Taiwan, surrounded by mountains and facing the Pacific Ocean. Historically, Yi-Lan had always been a secluded geographic area (Xu, 1992). Mountain transportation had remained highly difficult until 2006 when a freeway was finally opened with the 5th longest highway tunnel in the world after 15 years of construction. The target group of elderly parents with intellectually challenged children have been fighting the harsh seclusion and the consequential ill development of medical and social welfare service systems all their lives. What are their thoughts and ideas about their dependent children’s care arrangement after they die? How is their long-term care plan made up and how is it evolved?

This study article aims to explore the meaning making of aged parents while reviewing their life-long journey of care with a specific focus on their decision making process regarding care arrangement after they themselves die. Since life experiences in rural areas are significantly different from those in urban areas, this study on Yi-Lan will be expected to shed lights on the web of social support and social welfare of intellectually challenged adults in a rural county of Taiwan.

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Is Own-account Working the Philosopher’s Stone for Labour-market Success? Explaining Own-account and Salaried Workers Subjective Career Success from a Person-environment Perspective
(Session 7-A)

Problem definition
The number of almost 1 million self-employed workers in the Dutch labour market also signals that own-account working has gained a lot of popularity among Dutch employers and employees. Although some may be pushed into self-employment, for example, due to restructuring during the economic crisis, many others may be pulled into self-employment by the perspective of a work environment which provides them possibilities to craft their own work and opportunities to achieve the type of career success which meets their own work values best. Using the Theory of Work Adjustment (TWA), this study examines the relationship between, on the one hand, their labour market status (own-account worker versus salaried worker), work values (regarding financial rewards, career development, work content, social work aspects, integrating work and personal life, and segregating work from personal life), and work resources (work autonomy and time-spatial flexibility), respectively, and, on the other, a set of subjective career success dimensions (e.g., self-recorded career satisfaction, job success, interpersonal success, financial success, hierarchical success, and life success).

Theoretical framework and hypotheses
From our theoretical perspective, workers’ subjective career success can be viewed to reflect the fit between workers’ work expectations, or alternatively, work values, and their work environment: the person-environment fit (P-E fit). Since own-account workers ‘are their own organisation’ and can craft their work according to their own liking, in a first step, it was hypothesized that own-account workers can achieve a better P-E fit than salaried workers, leading to higher levels of subjective career success. In a second step, it was hypothesized that own-account workers’ better P-E fit, and hence, subjective career success, compared to salaried workers, can (partly) be attributed to their different work values being important factors in subjective career success. In a third step, it was hypothesized that own-account workers’ better P-E fit can further be explained by them having more work resources (job autonomy and time-spatial-flexibility), also being important factors in subjective career success. In a fourth and last step, it was hypothesized that account-workers’ work environment better allows them to realize their work values and employ their work resources than salaried workers, which can be an additional explanation for own-account workers’ higher subjective career success.

Results
In line with expectations, multivariate analyses on a data set containing 509 professionals on the Dutch labour market, of which 235 can be labelled own-account workers and 274 salaried employees, showed own-account workers to experience higher subjective career success (career satisfaction, job success, financial success, and hierarchical success).

Also in line with expectations, the effect of self-employment on subjective career success diminished, or was reduced after entering work achievement values. However, a higher appreciation of financial rewarding work was associated with lower career satisfaction, job success, interpersonal success, financial success, and hierarchical success. Moreover, also valuing career development was associated with lower career satisfaction. Also, a higher importance attached to work content was associated with more career satisfaction, job success, interpersonal success, and hierarchical success. Valuing social work aspects did not affect career success. Valuing the integration of work and personal life was associated with lower job success and less interpersonal success. Valuing the segregation of work and personal life did not affect career success.
Again in line with expectations, work resources were factors in workers’ subjective career success. Autonomy was associated with more career satisfaction, job success, interpersonal success and hierarchical success. Time spatial flexibility was associated with more job and financial success.

In conclusion, also some interaction-effects were found to be significant, which implies that own-account workers can realize their work values better than salaried workers. For example, own-account workers valuing social work aspects achieved higher financial and life success than their peer salaried workers. Moreover, own-account workers valuing the segregation between work and personal life experienced more hierarchical success than their peer salaried workers.

**Conclusion**

Own-account workers in our sample can be taken to have a higher P-E fit than salaried workers which was signalled by them experiencing their own career as more successful. To some extent, this relationship was explained by the fact that own-account workers are led by other work values, have more work resources, and have created their own work environment which allows them to realize their work values and use their work resources better than salaried workers, all contributing to more subjective career success.

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Parental Leave Use by Male Employees: Use and Support Within a Canadian Law Enforcement Organization
(Session 2-A)

Background and Aim
In Canada, despite the availability of 35 weeks of parental leave following the birth or adoption of a child to both parents, women are still the primary leave takers. This gendered usage perpetuates the belief that family responsibilities are mothers’ responsibilities. This multi-level research study examined the organizational, manager, and employee characteristics that influence support for and use of parental leave by male employees.

Methods and Material
In 2012, seven large, Manitoba employers were recruited for participation. This paper examines, in greater detail, one of those organizations. Ninety-seven managers and 234 male employees from a law enforcement organization completed online surveys that investigated their usage of and support for parental leave. Data were collected using a structured interview at the organizational level and two self-administered questionnaires for managers and male employees. This organization’s workforce was male dominated and was not unionized; however, the organization did top up Employment Insurance (EI) benefits to 97% of leave takers’ annual salary.

Main Results and Conclusions
Male employees were significantly more supportive than managers of leave use by male employees and male employees reported more leave use as well. Male employees were more likely to have reported leave use if they were younger, had a positive attitude about leave use, their partners were not employed, and if they felt the organization was family friendly. However, male employees did express concern about negative career impact and managers suggested this was often the case. Future parental leave policy development should focus on increasing wage replacement and future research should explore how partners’ access to parental leave might support or hinder the use of parental leave by fathers.

Practical Implications
At the organization level, companies should holistically review their policies and practices surrounding maternity and parental leave to ensure that all aspects of policy support the use of parental leave by both mothers and fathers. This research discovered that although a generous EI top up was offered, the practice of not back filling leave takers’ positions was hurting the cultural perception of both parental leave and its users. Male-dominated organizations can support parental leave use by creating a corporate culture that is explicitly supportive of leave use, while also offering employees an EI top up to mitigate financial losses while on leave.

Contributions to the Conference
This paper provides insight into the unique organizational dynamics in a Canadian male-dominated, law enforcement organization. In addition, the research explores Canadian parental leave policy and the role organizations can play in supplementing the federal and provincial wage replacement rates.

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*Domestic Responsibilities as Predictors of Trajectories of Labour Market Attachment in Men and Women* (Session 6-A)

**Background and Aim**

Previous research has shown that time used on domestic work is related to lower wages both among men and women. There is less research on the effect of family responsibilities on employment in general. In this study, we analysed, whether high responsibility for domestic work and childcare in midlife is related to men’s and women’s later labour market attachment. In previous research on wages, the domestic work has usually been measured as the time used on different tasks. We measured the responsibilities as relative proportions. Having high responsibilities in the domestic sphere might be related to weaker possibilities in the labour market by restricting the time and other resources one has for paid work. The weakening effect of responsibilities on employment might also accumulate over time.

**Methods and Material**

The data is based on the longitudinal Health and Social Support Study that represents the working age population in Finland. Replies in the surveys in 1998 and 2003 were linked with register data on respondents’ employment contracts from years 2004–2011 (N=2,691 women and 1,618 men). The analyses were restricted to men and women in their 30s or 40s in the baseline, who were living with a partner and had children in their household in both survey years. We first categorized the individuals to subgroups according to their employment patterns using latent class growth analysis. The effect of responsibility for children and domestic work on individuals’ later labour market attachment was analysed with multinomial logistic regression. In the analysis we controlled for age cohort, prior labour market attachment, education, number and age of children, partner’s employment situation and importance of work measured in the baseline.

**Main Results and Conclusions**

Four trajectories for labour market attachment were identified for both men and women. They were characterized as stable, strengthening, later-on weakening and weak labour market attachment. High responsibility for both domestic work and children was related to weak labour market attachment among both genders. Among women, these associations weakened when we controlled for prior labour market attachment and other background variables. Among men, the associations more or less remained. In conclusion, among women, domestic responsibilities do not seem to have such long term effects on labor market attachment, at least when it is measured as the number of months employed. Combining work and family might be more difficult in the occupations men more commonly have. Future studies should take into account also the quality of employment, i.e. working part-time v. full- time or on temporary or permanent bases in the follow-up.

**Theoretical/Practical/Methodological Implications**

The strength of this study relates to the long follow-up time; survey information on family responsibilities was available from two time points and employment contracts over eight years. Latent class growth analysis fits well to the analysis of labour market attachment as it makes possible to identify subgroups of individuals with differing form and level of development.

A limitation of this study is that the register data does not include information on the quality of employment contracts; whether the individuals were working part-time of full-time, permanent or temporary bases. This might have weakened the associations for women. On the other hand, working part-time is rare in Finland even for parents. Another limitation is that the register data did not include information on the reasons out of the labour market; those with weak attachment were unemployed or for some other reason out of the labour market.
The division of family responsibilities among couples was used as the independent variable. It must be noted that having high responsibility over family does not necessary mean that the individual is experiencing a conflict between family and paid work. Finally, taking both greater responsibility over family and having weak attachment to labor market might partially be explained by personal orientations. To take this into account we used as a control variable a survey question measuring respondents’ views on the importance of work to people in general.

**Contributions to the Conference**

This study gives new information on the connections between family responsibilities and paid work in a Nordic welfare state. There are no previous studies analysing the consequences of family responsibilities in midlife both on men’s and women’s later labour market attachment.

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The Work-Life Integration of Highly Skilled Migrants: A Comparative Study of International Physicians and Academics
(Session 2-B)

Background and Aim
The paper presents the outline of a project that focuses on work-life experiences by highly skilled migrants. Political and policy-discourses often celebrate professional mobility. Our study, however, does not take the benefits of high-skilled mobility for granted. Instead, it suggests that migrants’ trajectories are far more complex and that they depend not only on professional, but also on private factors. The study looks at the migrants’ strategies of integrating the work and non-work domains of lives that involve professional and family networks and obligations in two or more countries, and the tensions they may encounter when doing so. It explores and compares how these challenges are experienced by migrants within two professional groups that are characterised by an increasingly high presence of international employees: physicians (medical doctors, irrespective of specialisation) and international migrant academics (university teachers and researchers in other disciplines than medicine) in the same region.

Methods and Material
As part of an effort to gain insight into subjective perceptions of work-life experiences, we intend to conduct biographical interviews with migrant physicians and academics from EU and non-EU countries. Apart from their national backgrounds, the interviews will explore the importance of other factors such as gender, age, levels of professional achievement, employment conditions and family circumstances. Special attention will be paid to the roles of the relevant local infrastructures and the overall meaning of place in this context; the interviews will therefore be conducted with migrant professionals working in the same region (Skåne in southern Sweden). A cluster of survey questions will be developed on the basis of qualitative interview material in order to investigate and compare larger samples of physicians and academics.

Main Results and Conclusions:
The preliminary literature review and pilot material suggest that highly skilled migrants meet exceptional challenges when it comes to integrating their international career and private lives, most notably when trying to accommodate transnational family responsibilities with job-induced mobility, foster private relations that span across borders, and establish continuity in the face of mobility, novelty and employment insecurity. Similarities and differences between migrant physicians and academics will be investigated in order to achieve a better understanding of the work-life issues.

Theoretical/Practical/Methodological Implications:
The study is innovative since it intersects and adds new perspectives to existent fields of research. It contributes with a migration and transnationalism perspective to the work-life research field and it adds to the research field of high-skilled migration – mainly dominated by the ‘brain drain/brain gain’ economic motivations and effects of such mobility – the migrants’ experiences of well-being in relation to work-life integration.

Furthermore, the envisaged mixed method research design will enable us to investigate and compare larger samples of highly skilled migrants, and at the same time gain in-depth insights into their perceptions of the well-being. These are essential to articulate possible obstacles highly skilled migrants face and to offer clues about how to support such kinds of international employees, both on institutional as well as policy level.

Contributions to the Conference
By intersecting work-life and high-skilled migration research, the paper hopes to offer an original perspective on the relation between work and non-work spheres that emphasizes its international and transnational dimensions. The authors’ former research on transnational migration, refugee employment and internationalization of higher education, as well as their disciplinary backgrounds in ethnology, sociology, and anthropology furthermore contribute to a complex understanding of the dilemmas of work-life integration. Due to the initial stage of the research outlined in the paper, we welcome the opportunity to critically discuss and exchange ideas about the central theoretical concepts of well-being and work-life integration, the envisioned mixed methods research design, and their applicability in our study.

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(Session 4-C)

Background and Aim
An increasingly homogenous characteristic of western capitalistic societies is the diversification of its population both in terms of race, ethnicity and cultural diversity and the overall ageing of its population. Population projections suggest that Black and Minority Ethnic (BME) communities will constitute about 20-30% of the total UK population in 2050 (ONS 2013). With the creation of the Equality Act (2010); legislation safeguarding race, gender and sexualities equalities has been integrated under a single policy. Yet, despite the rhetoric of ‘multiculturalism’ and ‘super-diversity’ (Parekh, 2000); racial and ethnic conflicts are at a knife’s edge in modern Britain. The ‘enemy’ is very literally at the ‘gate’. The rising popularity of UKIP and other nationalist parties promoting ethnic cleansing is being seen in many parts of the country. The Rochdale scandal of street grooming of young white girls by Asian male gangs (Orr, 2013) and overseas, the gathering powers of the Islamic State (ISIS), have sprung increasing xenophobia, especially against Muslim communities both in Britain and globally. Given the many gains and losses made by the race equalities and ‘black power’ movements of the 1960s and 1980s (Okitikpi & Aymr, 2009); how do ethnic minorities perceive their social identities in modern Britain today. This study examines the following specific objectives:

• How do ethnic minority groups living in the UK perceive their national and cultural identity?
• To what extent does settlement histories influence ethnic minority experiences of family caregiving roles and social integration?
• What are second and third generation ethnic minority youths’ experiences of ‘Britishness’ and social cohesion?
• Does social exclusion or social integration, characterise the ethnic minority experience of community life in Britain?

Method and Materials
This study will draw on mixed methods design to address the abovementioned research aims. Firstly, the authors will engage in secondary data analysis of the Ethnic Minority British Election Survey (EMBES, 2012), exploring political and voting behaviours of 2,784 Indians, Pakistani, Bangladeshi, Black African and Black Caribbean groups living in Britain. Data from the EMBES survey focusses on a range of issues including political participation and trust in democracy; beliefs about multiculturalism; experiences of direct or covert discrimination; bridging and bonding social capital and sense of national identity or ‘Britishness’ and social cohesion (Runneymede Trust, 2012). Secondly, content analysis is conducted based on newspaper and media articles around multiculturalism under the coalition government, and compared with equalities legislation that has emerged during this period. Thirdly, qualitative data is examined from an ESRC funded study exploring family caregiving and carer burden experiences of ethnic minority elders’ perceptions of belonging and social isolation (Victor et al, 2012). Triangulation of these different sources of data enable us to explore the demographic turn in ethnic minority perceptions and social attitudes; contradictions and consistencies in social policy and the lived experiences of ethnic minorities living in Britain.

Main Results and Conclusions
A picture of contradictions emerges from the data analysis. In keeping with the tone of media reports on ‘post-race’ societies and multiculturalism, the EMBES data suggests that most second and third generation ethnic minority groups who were surveyed were satisfied with the democratic process, were willing to participate in the political issues and perceived themselves to be largely ‘British’. However survey results also showed that 31% reported having experienced direct racial discrimination, and high...
rates of social exclusion, loneliness and social isolation. The qualitative data especially highlighted the cultural variations within and among ethnic minority groups in relation to their settlement histories and family caregiving roles and engagement in community life.

**Theoretical/ Methodological Considerations**
This study contributes to an increasingly important dialogue around ‘post-race’ and multicultural social policies, and the importance of eliciting ethnic minority views about social inclusion, social cohesion and community engagement. Theoretical considerations especially around ‘politics of representation’ by scholars such as bell hooks, Paul Gilroy and Frantz Fanon, remain central in shaping our understanding of minority experiences. Methodological rigour is highlighted through mining existing data sets, while enhancing theory generation through qualitative approaches.

**Contributions to the Conference**
This study makes a powerful contribution to a much neglected area in work-family studies: the politicization of social identities and work-family experiences of ethnic minority groups living in western capitalist societies. By focussing on a wider net of social issues and systemic level factors, this study begins to theorize and explore the interlinkages between the state, public policy and the individual in shaping social citizenship of ethnic minority groups and should contribute to lively discussion on work-family experiences in a globalizing world.

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Daddy Months as a Sustainable Policy? Discerning the Long-Term Influence of a New Parental Leave Legislation in Germany on Fathers’ Engagement in Childcare (Session 3-B)

Background and Aim
In 2007, a new parental leave legislation was passed in Germany, providing new leave subsidies for parents after the birth of a child. The new policy was meant to bring about a more equal division of childcare between the sexes due to an increase of fathers’ use of paid parental leave. Additionally, it was expected that fathers who take part in parental leave would also increase their engagement in childcare at home after their leave. With this paper we examine the relationship between parental leave use of fathers and their engagement in childcare up to three years after the child is born. We look especially at the significance of the duration of fathers’ leave, taking the leave directly after childbirth or at a later point in time and whether fathers take their leave together with the mothers or on their own. For being able to interpret the results adequately, we examine furthermore if the relationship between leave use of fathers and subsequent hours on childcare has to be seen as a consequence of the paid parental leave policy or rather their individual attitudes about childcare and the work-family relationship.

Methods and Material
Our analyses are built on integrated data derived from two German panel data sets, the German Socio-economic panel (SOEP) and Families in Germany (FiD). We answer our questions by performing first a difference-in- differences analysis to examine if the interrelation of fathers’ leave use and their engagement in childcare has to be understood as mediated only through their attitudes towards gender equality or if the relation can be interpreted independently of these. To assess the effects of fathers’ leave use on subsequent engagement in childcare up to the third year after childbirth we perform several group comparisons and correlations.

Main Results and Conclusions
We find a significant difference regarding the engagement in childcare in the long term between fathers who took leave and those who did not, even for the third year after childbirth. That is, we find a positive effect of the new parental leave legislation in Germany on fathers’ subsequent hours in childcare. Looking at selected modalities of fathers’ paid parental leave use, we find no significant difference between fathers who took any leave shortly after childbirth and those who took their leave at a later point in time. Instead, we find such a difference for those fathers who took any leave in the eleventh month or later until the fourteenth month when compared with the reference group. By looking at the significance of the fact if fathers took their leave without their partner we find that there is a distinctive positive difference in childcare engagement for those fathers who took at least one month of leave alone when comparing to those fathers who took all of their leave with their partner, with this difference being persistent over time. Further analyses leads to the conclusion that it is not the fathers’ leave use per se but rather the leave months taken alone that shows a positive effect on their subsequent engagement in childcare. Regarding the question of the relevance of fathers’ attitudes we can show that those fathers who take parental leave are not inclined to increased childcare participation before their leave time has started, providing evidence that the relationship between paid parental leave use and fathers’ engagement in childcare does not rely on their attitudes, but rather on their leave.

Theoretical/Practical/Methodological Implications
The new paid parental leave legislation in Germany has reached its goal to enhance a more gender equal division of labour. However, our analyses suggest that it is necessary to support fathers to take their paid leave alone. As current subsidy regulations imply that it is most profitable for the family when fathers take their paid leave directly after childbirth together with their partners, the potential positive effects of
the paid leave policy are weakened. This is why it seems to be important to take into consideration the interaction of new policies with already existing subsidies for families. What is more, we provide insights into the difficulties in the transferability of policies into other national settings.

Contributions to the Conference
This analysis builds on formerly gained results that find a relationship between even short parental leaves of fathers and their subsequent engagement in childcare two years after the child is born. By expanding on these results, we fill a research gap in explaining the specific effects of the new parental leave benefits – differentiated by duration and location of the fathers’ leave - on their sustainable engagement in family tasks. We therefore look at meaningful relations between policies and families and how the former may shape fathers’ time use as well as the arrangements in the family regarding the division of paid and unpaid labour. In the end, with this analysis we hope to contribute to the conferences’ cause of meaningful relationships between space and time by focusing on the interplay of (national) family policies and parents’ (sustainable) time use.

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Sometimes they just want to cry for their Mum”: Coupled Parent’s Accounts of Early Infant Care
(Session 3-C)

Background and aims
It is well recognized that the first year of an infant’s life places the greatest demands on coupled parents’ time and resources. As noted by Miller (2011: 1103) the draining emotion work in early weeks of infant care and impending return to work means many fathers take “the path of least resistance” by deferring care responsibility or agency to mothers rather than trying to ‘disrupt or transgress normative parenting patterns.’ Despite the significant implications for the ways in which men and women reconcile work and family life, little is known about how couples negotiate and rationalize gendered divisions in infant care tasks. To investigate this issue, we take a social constructivist approach to analysing qualitative data from 11 couples with infants (aged 6 to 8 months). We describe, interpret and deconstruct fathers’ and mothers’ discursive accounts of their involvement in infant care. Our main aim is to critically examine couples’ accounts of how they divide infant care tasks between them. The term “accounts” refers to a couple’s explanations or justifications for their decision-making behaviour.

Methods and Material
Our study is based on semi-structured interviews with 11 heterosexual couples who were interviewed separately. The interviews were conducted as part of an evaluation of the Dad and Partner Pay (DaPP) scheme commissioned by the Australian Government Department of Human Services (DSS). In total 102 parents (52 dads and 50 mums) were interviewed. The interviews in this broader sample included 76 interviews with just one member of the couple (either the mother or father), two interviews where a couple was interviewed together, and 22 interviews that involved both members of 11 couples. In this paper we focus on the 22 interviews with each member of the 11 couples. We take a qualitative, social constructivist approach, which is useful for understanding the ways in which fathers and mothers in coupled households describe, negotiate and justify child care time and tasks in a context of changing norms and ideologies.

Main Results and Conclusions
We find that even where fathers are actively involved in infant care there are very strong gendered divisions in the types of care that parents provide. We found that parents’ reports of the gendered divisions were reasonably consistent with each other, but we note, however, that couples tended to gloss over the degree to which the division of infant care was very unequal when the father was working full-time and the mother was at home full-time (Morison and Macleod, 2014). This ‘glossing over’ was evident, for instance, where parents said that their roles in infant care had remained the same once the father returned to paid work – even though it was clear that the father was working outside the home and thus no longer doing any infant care during work hours. These divisions are rationalized by contextual constraints as well as gendered discourses regarding mother’s superior ability to care for and nurture infants. For example, couple’s assumptions that a father’s paid work takes precedence over their involvement in child care was largely taken for granted and appeared not to be a source of disagreement or conflict. These gendered discourses mean that fathers can choose to opt out of more difficult infant care tasks, such as soothing an irritable infant, or defer tough care tasks to mothers. Couples accounts show relatively little conflict over gendered divisions of infant care, and suggest that relational couple dynamics reproduce dominant gendered understandings. Couples rationalise fathers’ limited involvement in particular infant care activities by constructing accounts of mothers as natural and instinctive nurturers. These rationales position fathers as secondary carers relative to mothers, and thus reinforce normative understandings of gender roles. Further, consistent with existing research we found that fathers tended to have little involvement in night care, particularly once they returned to paid work.

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(Maume et al., 2010). As a result of these gendered patterns of work and care, fathers become less practiced or expert in particular infant care tasks.

**Implications**

Our findings about how and why parents devote time to specific childcare activities during the infant phase illustrate the important contribution that qualitative research can make to work-family discussions from a policy perspective. Qualitative research provides the necessary insider views into the decisions families make about infant care, how this relates to working patterns and highlights the relational aspects of couple dynamics that affect care patterns. This insight can better inform work-family policies which aim to decrease gender inequality, by providing a deeper, relational understanding of the social dynamics and practical constraints that sustain sharp gender divisions in infant care and thus work and care patterns. We discuss three important policy implications in the paper, including the need to increase the availability of paid paternity leave, the need for further incentives for fathers to make use of leave provisions to be more involved in care, and changes to workplace cultures and social norms around what is ‘acceptable’ care and work behaviours for fathers, and the opportunity for educating fathers on the supporting role they can play in certain aspects of infant care.

**Contribution to conference**

Whereas existing studies have focused on overall differences in the roles played by mothers and fathers during the first year (Doucet, 2009; Miller, 2011), our study has focused more specifically on how couple-negotiated gendered divisions in infant care are enacted in the early months of infant care. Moreover, our focus on couples and the division of specific child care tasks allows us to identify the extent to which these divisions are a source of conflict. This insight can arguably only be gained through an in-depth qualitative approach which is able to capture couples’ perceptions and rationales for the care they provide to infants. Our findings further add to evidence from quantitative studies. We elaborate on this point in the paper.

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Background and Aims
Transitioning from adolescence toward adulthood is a non-linear, multilayered, multi-year negotiation of developmental tasks (Arnett, 2011). Although a complex developmental stage for all youth, achievement of normative milestones such as employment is particularly difficult for young people with mental health disorders (Wagner & Newman, 2012). Work-life researchers Goodwin and Kennedy (2005) found that adults with severe and persistent mental illness identified employment as being crucial for financial independence, self-confidence, identity, and successful community integration. Despite the pivotal nature of youth employment in developing satisfying and balanced adult lives, international concerns have been raised regarding the sharp increases in the numbers of young people (16-25) seeking access to disability benefits due to mental health difficulties (OECD, 2010). These young people are at risk of never establishing a history of engagement in paid employment, and therefore never being fully-contributing members of community life. Our research aims at determining whether: (1) School functioning, and perceived effectiveness and cultural appropriateness of community-based services, predict young peoples’ confidence in their career strengths; and, (2) Confidence in career strengths, and young people’s ratings of effectiveness and cultural competence of services, and prior work history predict engagement in paid employment.

Methods and Materials.
Longitudinal data were collected as part of the National Evaluation of the Comprehensive Community Mental Health Services for Children and their Families Program (Holden, Friedman, & Santiago, 2001). We examined interview data at baseline, 6 months, and 12 months following intake into mental health treatment. Predictors of employment after a year of services were explored using measures from the Behavioral and Emotional Rating Scale Version 2 for Youth (BERS-2Y) and its Career Strength Subscale (α = .90; Epstein et al., 2004), and the Youth Services Survey (YSS) measuring perceptions of service outcomes and cultural competence of service delivery (α = .91; Brunk et al., 2000). The sample included 248 young people ages 17-22 (M = 17.54, SD = .96) who received services in public mental health systems in the United States. The sample was 52.3% male, and very diverse: 25.2% non-Hispanic African American, 3.6% Asian American/Pacific Islander, 30.2% non-Hispanic European American, 27.4% Hispanic/Latino, 10.1% Native American, and 2.8% multiracial youth. Fully 80% lived with their family of origin. Families were predominantly low-income, with only 28.4% above the poverty line.

Main Results and Conclusions
At service intake 42.7% of the young people reported they held a paid job in the past six months. This employment was unstable, since the young adults indicated they had worked an average of three months of the past six months, and the majority were in part-time employment (Mean = 20.2 hours per week). A year later, the percent of the young people working for pay was still less than half (41.9%) but the proportion of months worked had grown to 4 of 6, and the number of hours per week had increased (Mean = 24.6). Regression analysis revealed that the young people’s ratings of school functioning, service outcomes and cultural competence of services significantly predicted their BERS-2Y Career Strengths scores (p < .001; R^2 = .35). A logistic regression predicting employment at 12 months using career strengths, service outcomes and cultural competence, and employment at six months correctly classified 76.7% of the youth and was statistically significant, (p = .001, Nagelkerke R^2 = .38).
Implications
Knowledge about transition to employment, sustaining employment, and work-life integration experiences for young people is foundational to informing policy makers, employers, service providers and families about how best to assist youth toward community integration and contributive adulthood. Our results point to culturally relevant and effective mental health services, increased youth confidence in their own career strengths, and support for career development as potential contributors to workforce engagement of young people with mental health difficulties.

Contributions to the Conference
In line with the Diversity Theme of this conference, this presentation addresses the work-life issues of a special population: young people with mental health challenges. Our presentation will include discussion of policy initiatives including increasing access to community-based prevention, early intervention, and treatment services, as well as career planning initiatives (OECD, 2010; Sowers, 2013; Wehmeyer et al., 2003). We will also briefly consider inclusion initiatives that prepare supervisors and co-workers to welcome and support diverse young employees (Ryan & Kossek, 2008).

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Marriage, work and health: A cross national comparative study of the impact of welfare regimes on gender-specific working hours and self-assessed health (Session 6-B)

Welfare regimes are important determinants of health (Zambon, Boyce et al. 2006, Bambra, Pope et al. 2009). Studies have also consistently shown that self-reported health vary by social welfare regime types (Eikemo, Bambra et al. 2008, Bambra, Pope et al. 2009, Richter, Rathman et al. 2012). These variations in health outcomes may be explained by the active roles of the state, the family and the market in the welfare provisions (Esping-Andersen 1990). In this regard, the welfare state is important to health in terms of how the state policies interact with family structure (Hatland 2001) and work. The relationship between work and family structure is also complex because of the gender differences in time allocation to paid and unpaid household work. Furthermore, the unequal divisions of labour for both paid and unpaid work has been hypothesized to be one of the main factors driving these gender-specific inequalities in health among married people. One of the reasons provided for these differences, is the disproportionate time spent by women on household activities and providing care.

Although there exist a vast literature on the social determinants of health inequalities, one area which has remained understudied is the relationship between time allocated to paid and unpaid work and variations across welfare regimes. This will either increase or decrease the difference in time use between men and women. Bearing in mind the gap in previous literature, this paper investigates the gendered impact of self-assessed health among married individuals in time allocated in paid market work, unpaid household work and childcare. These differences will be assessed both from a cross-national and a welfare policy perspective. The following questions are addressed: (1) what are the factors which determine the allocation of time between men and women across different countries and welfare regimes? (2) How does time allocated to paid market work, unpaid household work and childcare impact the self-assessed health of married men and women? (3) Do these effects vary with gender and social welfare policies?

We aim to contribute to the vast literature on the observed gender-specific differences in health by placing special emphasis on the differences in health among married men and women. Furthermore, through the adoption of a rigorous statistical technique which includes the use of cross-national data the comparability of the results will be ensured.

This question is of particular importance because there is an acknowledged inequality in health. Therefore by conducting these analyses, especially in a cross national perspective, we may be more adequately equipped to address these issues and inform policy.

Data for the analysis was taken from the Multinational Time Use Study (MTUS) and based on national time use surveys from five countries (Germany, Spain, Italy, United Kingdom and the United States). This is a rich data set containing information on the socio-economic and demographic background of respondents (so-called “diarists”). The diarist indicated the total time spent per day on 41 activities in 10 minute intervals. After considering the mean age for entering a first union across these countries and taking into consideration the stage of the life course which most individuals are involved in balancing of family and work life, the age of study participants was limited to respondents aged between 20 and 60 years, who were married at the time of the study. Five countries and three types of welfare regimes were used for the analysis.

In an effort to examine the aforementioned questions, we used seemingly unrelated regression models
(SUR) to determine time allocation by gender across different welfare regimes, while binary logit models and the Blinder-Oaxaca decomposition method is used to examine health differences. These approaches allow us to investigate individual and group heterogeneity in self-assessed health among married men and women. One main challenge of this study is the fact that self-assessed health may be endogenous to time allocated to market and household work.

Preliminary results indicate that the determinants of time allocation is distinctly gender specific, whereby women across all countries allocate a smaller proportion of their time to paid work, while increasing the mean number of hours spent on unpaid household work and childcare once they have children. However, time allocated to these activities has not been explained by differences based on the institutional setting. We cannot discern a general pattern among the various welfare regime-clusters even though we classified the countries based on similarities such as level of social security spending, family policy spending, and labor market participation. Meanwhile, we find cross-country differences in the size and effect of the relationship between self-reported health and time allocation decisions by gender.

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Defining and Representing the Work-life Interface in Brazil: Evidence from Human Resources Professionals
(Session 5-B)

Work-life studies address an individual’s need to reconcile work and non-work aspects of life. With the increasing demands in both spheres, organizations have responded by developing policies and programs aimed at alleviating conflict and providing support for workers. Despite an increasing trend in cross-cultural work-life studies, the majority of research has focused on Anglo-Saxon countries with a plethora of findings from North America, Europe, Australia and New Zealand. A key issue remains examining whether theories, models and findings are valid in a less comparable setting. The concepts of work-life balance and work-life conflict were constructed within a particular time and context and thus may be culture- and context-specific. The present research contributes to this understanding by examining the work-life interface as impacted by the meaning of life outside of work and specific aspects such as gender and family roles within the Brazilian context. As such, the research also hopes to shed light on the effectiveness of organizational work-life policies, thus providing insights to decision-makers.

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Africa is urbanizing fast. Its rate of urbanization soared from 15 percent in 1960 to 40 percent in 2010, and is projected to reach 60 percent in 2050. Urban population in Africa are expected to triple in the next 50 years, changing the profile of the region, and challenging policy makers to harness urbanization and mobility for sustainable and inclusive growth.

It is now widely accepted that urbanization is as much a social process as it is an economic and territorial process. It transforms societal organizations, the role of the family, demographic structures, the nature of work, and the way we choose to live and with whom. It also modifies domestic roles and relations within the family, and redefines concepts of individual and social responsibility. Paradoxically, growing population in the developing countries like Uganda and historically low fertility levels in developed countries have combined to produce mobility (migrations) into those cities in the developing countries that serve as contemporary gateways or cities. Those cities, in turn, have been transformed, in social and ethno-cultural terms, as a result of this mobility.

Family as an organization is largely affected by the changes in the social structure. Change in the social structure affects the status of the family members. Many basic functions of family are now performed by the secondary institutions and associations. For example, formerly child-rearing and education were the primary functions of the family. But in today’s urban centres, there is a need for dual-income families. This changing status and the role of women and children in the present times have also brought about changes in the family structure. Given the increasing industrialization in Uganda, women’s role is not only confined to the household or farm, but also she has to go out and work (be it in an office or market place). This change has brought about changes in the relationship between husband and wife, children and extended family they are now more of companions or friends. Family change is set in the context of changes in the economy, political life, social life and labour markets and the demographic, industrial and occupational changes since Independence (1962). Today, these changes are associated with increases in women’s economic activity rates and a decrease in their ‘degree of domesticity’. They are also associated with increasing differentiation within families such that occupational heterogeneity is now found at the heart of the elementary family as well as within kinship groupings as was the case 51 years ago.

As a result, families become smaller relatively quickly, not only because parents have fewer children on average, but also because the extended family typical of rural settings is much less common in urban areas. Children are clearly less useful in urban settlements, as units of labor and producers, than in rural settings, and are more expensive to house and feed. In fact, fertility levels in developed countries have dropped so low that cities are seldom capable of reproducing their own populations. They grow, if at all, largely through in-migration from other cities or from rural areas the latter is now a largely depleted source of population in Western countries and increasingly through immigration. Yet, rural dwellers still tend to put family values above achievement and careers, and also are not so keen on accumulating wealth, whereas the inner city residents are capable of doing anything to become rich. Although many have narrated about the phenomena, what is clear to us is that is impossible to deal with Africa’s growth and its effects without managing urbanization. Urbanization is not a sub-plot, but rather the main policy narrative for Africa.

The paper focused on the impact of urbanization and mobility through the social change experienced in African countries like Uganda and how this relates to family change. The main issue is that during the period of social change (cultural transition) is understood, culturally, as involving a process of...
institutionalization, rapid migrations and unplanned urbanization. In a structural sense, the African social changes in family and community life has often involved differentiation within elementary family groups as well as within extended family networks. In the first part, the paper attempted to specify the degree and character of social change, contextualizing the traditional African family then later theorised to guide the paper. It also described the cultural, demographic, industrial and occupational changes that have taken place in Africa’s urban areas, and their consequences. In so doing we draw out the relation of these changes to changes in family, social relations and economic activity. Finally it discussed the increasing heterogeneity of the kin universes of individuals and, particularly, the differentiation that can now be found within the elementary family, specifically within married couples and their children.

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Granparents and grandchild care in the Republic of Ireland: the silent partners in family, work and welfare
(Session 1-A)

Background & Aim

In the Republic of Ireland, as in many other countries, changes in work patterns, family structure, state policy, and the health and wellbeing of older people has generated greater interest in the experience of grandparenthood. An important part of this is the role of grandparents as childcarers to their grandchildren.

Grandparent childcare should be considered against a background of a dramatic increase in Irish women’s labour force participation. Between 1998 and 2007, almost 300,000 Irish women joined the labour market. In response to this increase a range of formal and informal childcare options have emerged. Although care of children by their grandparents has always been an important aspect of childcare, and of kinship care, policy on employment, social protection and family life have been familialist and based on a male breadwinner model. While Irish society is changing, particularly in terms of work and gender, and family life, policies on work and family have been slow to catch up. Grandparent childcare is also important in the context that Ireland is an ageing and increasingly globalised society.

National representative data on grandparent childcare is only available since 2013. We are now able to get some insight into the prevalence and characteristics of grandchildcare in Ireland.

Methods and Material

A secondary descriptive analysis of findings from two Irish longitudinal studies Growing Up in Ireland (GUI) - the Irish longitudinal study of children, and TILDA, the Irish longitudinal study of ageing is presented. The analysis aimed to establish the extent of grandparent childcare, socio-demographic variations in grandchildcare and intergenerational relationships and exchanges.

Main Results and Conclusions

At nine months of age 12% of children are looked after by grandparents. For families who make use of non-parental childcare, grandparent care is the most popular (32%), followed by crèche/childcare centre (27%) and childminder/au pair/nanny. As children get older the use of grandparent care declines: at 3 years of age, 9% were being cared for by their grandparents.

TILDA presents a different picture on the extent of grandchildcare when questions about care of grandchildren are asked of the carers themselves: 35% ‘took care’ of their grandchildren for at least one hour a week.

According to GUI, a third of relatives engaged in childcare (of nine-month-old babies) were paid. Of paid carers, grandparents were the least expensive. Families with lower incomes were more likely to use grandparent childcare for their 9-month-old infant. Those with higher levels of formal education were more likely to choose group care (GUI). Some families use grandchildcare as their main source of childcare, while others integrate it within a jigsaw of childcare that includes formal and informal models. Having grandparents living close by predicts grandparent childcare: having a crèche close by the grandchild’s home did not reduce grandparent childcare (GUI). Seventy-four per cent of older people in the TILDA study lived near their children.

TILDA presents evidence of intergenerational transfers that are much more likely to go in the direction of parent to adult children (and grandchildren where present). Grandchildcare may be augmented by other forms of support to adult children such as shopping and household chores. TILDA indicates women aged 50-69 years with living parents and with grandchildren looked after the latter for an average 34 hours per month. ‘Sandwich generation’ women who cared for their parents were more likely to be supporting their children financially and non-financially, including providing childcare.
One third of 9-month-olds had at least one ‘non-Irish’ parent, classified as either being from the Republic of Ireland, UK, EU-13, EU accession states, Africa, Asia, or ‘other’. Regardless of the parents’ nationality, grandchildcare dominated relative care.

**Theoretical/Practical/Methodological Implications**

Social, economic and demographic factors influence grandchildcare in the Republic of Ireland: the child’s age and number of siblings; mothers’ employment rates; childcare costs and options; family proximity to grandparents; parental age, income and education; family type; grandparent life expectancy; grandparent health and age. Some of these will impact considerably on the extent and nature of grandchildcare in the future, particularly older people’s longevity and health, birth rates, women’s employment, and changes to the retirement age. Methodological implications are the need for coherence in the construct of grandchildcare, and for more empirical Irish information in relation to grandparent roles, tasks, and relationships with their grandchildren.

**Potential contributions to the conference**

Contributes to understanding how grandchildcare is an important, yet not well understood area that has significant implications for family and childcare policy in societies that are both globalising and ageing.

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Work/Family for women Bankers in Bangladesh
(Session 4-C)

Background and Aims
This study is set in Bangladesh, a traditionally conservative patriarchal society which had historically kept women poorly educated and out of the workforce. The need to improve the position of women was identified as critical to Bangladesh’s development and thus has been a concerted policy by government and many NGOs to improve women’s status through education and economic participation. This research focused on a group of more-privileged women who have particularly benefitted from the increased opportunities – women professionals in the banking sector – and analyses their experience of paid work, particularly in terms of combining work and family.

Research Methods and Material
Three sets of data were collected: an initial set of semi-structured interviews with 16 senior managers from the banking industry; a survey of bank employees (male and female) from selected banks; and a final set of indepth interviews with 21 women bank managers to detail their personal experiences. The first set of interviews were designed to gather contextual information on the attitudes of the bank management towards the employment of women and work/family issues as well as on the banks’ work/family policies and practices. The ensuing survey sought the bank employees’ views on work/family outcomes and aspects of their employment experience. The final set of interviews aimed to provide indepth detail of the lived experiences of women bank managers who are mothers in combining work and family.

Main Results and Conclusions
The work/family literature shows that the outcomes for women are the consequences of the intersection between the regulation, policies and attitudes of the State, the employing organisations and the family/community. This paper analyses the influence of each of these three domains in relation to these women.

The State has indicated their intent to encourage women’s participation in the paid workforce through such recent measures as requiring all government institutions, including banks, to ensure that at least 10% of their workforce are women and increasing paid maternity leave for women public servants from four to six months. There is, however, the need for much more regulation and policymaking to progress the position of women. The same conclusion would be drawn in relation to organisations. Interestingly, in the banking sector, Bangladesh’s Central Bank issued a directive to all banks in December 2011 requiring them to report on gender equality. Within the banks in the study, whilst one bank had an on-site childcare centre there was an absence of work/family policies and practices beyond the implementation of maternity leave. Women employees reported their dependence upon informal arrangements. The position of women within the banks reflected the developmental phase of professional women entering the Bangladeshi labour market. The proportion of women employees in the 11 banks participating in the study ranged from 2 to 16.5%, with none in senior management in five of the banks. The interviews with managers revealed differential attitudes towards, and treatment of, women despite their insistence that no discrimination was occurring. Cultural views shaped expectations about women employees’ participation in networking events, fieldwork, overtime and certain work roles. A high proportion of bank employees reported working long hours.

The family was the primary domain enabling these women bankers to combine paid employment with their domestic responsibilities. Firstly, it was found that their husbands were very influential in both approving their decision to engage in paid employment and their choice of profession. Beyond this, it was largely a combination of extended family and paid assistance which replaced the women’s domestic work while she was at work. The women were expected to actively manage the domestic sphere with
minimal contribution from their husbands and spent many hours before and after work cooking and caring.

The women were observing that their combination of paid work and family responsibilities was resulting in very long total hours of work compared with that of their husbands, yet they expressed no major clamour for change within the home nor in the workplace. Similarly they did not perceive gender-differentiated behaviour at work as unfair discrimination, it fitted with their expectations. The women were not questioning their primary role in the domestic sphere and were motivated to pursue their professional careers as a critical part of their identity and financial freedom.

**Theoretical/Practical/Methodological Implications of the research**

This research highlights the diversity of societal settings in which community, work and family intersections are occurring and the importance of continuing to broaden our understanding of women’s experience of work/family beyond the body of literature that is largely based on Western models and concepts. It illustrates how the concept of ‘family’, societal expectations of women, the State and of organisations varies within different societies and therefore reinforces the point that work/family is a ‘social construct’ occurring within a particular socio-economic and historical context.

At the same time Bangladesh is undergoing economic and cultural transition which can be expected to result in changes in attitudes and expectations. It might also be observed that there are some similarities between the position of these women bankers in Bangladesh and that of women in Western countries fifty years ago and therefore that Bangladeshi policymakers may learn from some of the developments that have occurred in the West.

**Contribution to the Conference**

There are two particular ways in which this paper may contribute to the conference. Firstly, it presents an interesting set of findings which contribute to our understanding of the diversity of work/family internationally. Secondly, it conversely also enables identification of commonalities in how gender plays out in the workplace and the family internationally.

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*Work-Life-Balance and Sustainable Livelihoods: A study of Women Workers in Tribal, Rural Area (Thakurmunda Block) in Odisha, India (Session 2-B)*

**Background**
In patriarchal society women are secondary earners, while men are the primary wage earners in a family. Economic factors together with institutional structures shape women’s work participation in most of the developed countries. But, in developing countries, women tend to get into gainful employment to meet high cost of living, to save for old age and to meet medical or financial emergency in the family.

Census 2011 show, women in India constitute only 48% of the population at 933 women per 1000 men. In adult working age group (18-59 years) barely 13% of the Indian women were categorized as workers. Almost 96% of the women workers are in unorganized sector which is distress induced, compelling women to take up jobs which offer very poor wages and no social security, creating stress amongst them. Low literacy, ill health, practice of universal marriage, high fertility rate and existence of large informal economy sector has direct implications on women’s participation in paid labour in India. Women (81 to 87%) are most likely to be paid below the standard minimum wages against men (40-50%) workers; reports National Commission for Enterprises in the Unorganized Sector. Subsidiary employment is prevalent among women workers because economically gainful activities have to be combined with socio-culturally determined non-market household activities.

ILO’s Global Employment Trends 2013 Report reflects India’s labour force participation rate for women fell from 37% in 2004-05 to 29% in 2009-10. Another important feature is biased measurement and faulty perceptions of capturing economic activities that woman perform in Indian Economy. Out of 131 countries with available data, India ranks 11th from the bottom in female labour force participation. In 2011-12, Female Labour Participation Rates in rural India has witnessed a sharp fall after an increase in 2004-05. Women’s participation in economic activity is governed by availability of agricultural and household industry work where they can combine work with house-hold activities, working mostly as unpaid labourers. The factors that affect labour rates amongst Indian women are complex and not well understood. Thus, there is a great need to understand the overlapping relationship that exists between work and family life, particularly amongst unskilled women in rural areas.

**Theoretical Framework** entails looking into debates on work, the laboring body and issue of work-life balance in context of sustainable livelihood especially in rural women workers. The classical economists shared a deep prejudice against the labour performed by women. Karl Marx went beyond the classical political economic model by analyzing women’s work as closely linked to the capitalistic mode of production. Feminists connect this ideology to the Marxian framework and show how sexual division of labour extends from within the house to outside it. With a theory of entitlements, Sen shows woman’s opportunity to get employment outside the home as one of the crucial variables that give her a better fallback position, a better ability to use and deal with threats and a higher “perceived contribution” to the family’s economics position.

The concept of Sustainable Livelihood (SL) is an attempt to go beyond the conventional definitions and approaches to poverty eradication. SL offers a more coherent and integrated approach to poverty. A livelihood is sustainable which can cope with and recovers from stress and shocks, maintain or enhance its capabilities and assets, and provide sustainable livelihood opportunities for the next generation; and which contributes net benefits to other livelihoods at the local and global levels both in the short and long terms.

**Research Methodology** entails qualitative research using in-depth interviews and group meetings with stakeholders and key informants to understand W-L-B in tribal and non-tribal rural workers and its relationship with sustainable livelihood options in the rural areas. The study was undertaken as part of
self-initiated research to understand the situation of women workers in rural tribal belt of north Odisha. The paper use both secondary and primary data to reflect upon the issues related to work-life balance, role of SHGs in providing economic activities and micro-credit to women in remote tribal belt and SLs as an approach and strategy to provide regular income to rural/tribal women workers thereby improving their quality of life and resultant enhanced well-being. The paper explores the notion of work-life balance in context of women workers in rural area which hitherto has been studied in urban settings; and sustainable livelihood as a concept, approach and as a strategy that focuses on rural and tribal women’s lives and structures that shape their well-being by reducing risks and increasing financial benefits.

The key findings are that rural workers face work-life imbalance with regards to intensity, location and diversity. Participants are able to carry on with their paid work as a result of ‘organic cohesion’ that these participants have developed as a result of strong family support, kinship ties and community responsiveness. Participants are not considered secondary wage earners and acceptance of dual breadwinner model in rural, tribal area is established by the study. Paper concludes, Sustainable Livelihood opportunities can be provided by creating a package of different sustainable income generating activities within the community according to local priorities and available resources.

Contribution to the Conference will be way of discussion on W-L-B in rural settings which has hitherto been studied as urban phenomenon; exploring linkages between W-L-B, sustainable livelihoods and development; also assessing impact of State’s policies and programmes at micro level.

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Maternity Protection at Work in Challenging Environments: A Case Study of small businesses and the informal economy in Ghana
(Session 2-C)

Background and aims
While there is a growing interest in maternity protection around the world, there has been little attention to practices in small businesses and less formalised work. The gaps in research are particularly pronounced in a developing country context. This paper explores the practices and experiences of women in diverse communities in Ghana where there are high rates of maternal mortality and morbidity. Maternity protection includes maternity leave; health protection at work for pregnant and breastfeeding women; cash and medical benefits; employment protection and non-discrimination; and breastfeeding support after returning to work. It also includes a number of work–family balance policies and practices at the workplace. While small employers around the globe often perceive maternity protection provisions as burdensome, there is a small emergent literature suggesting that effective maternity provision can be beneficial to enterprises of all sizes (Lewis, Stumbitz, Miles and Rouse, 2014). Research on the impact of maternity protection on small firms is sparse and in developing countries it is virtually non-existent. Furthermore, there are dangers of evidence from larger organizations in developed countries being applied uncritically to developing countries, where the informal economy often dominates and enterprises are more influenced by their local communities and environment. The aims of this paper therefore:

1. What are the different forms of maternity protection found in different forms of enterprise in Ghana?
2. How do social relations (within organizations, families and communities) shape entitlement to these forms?
3. How are they shaped by culture, poverty and other contextual factors?

Methods
The paper draws on 90 qualitative interviews with employers, and employed and self-employed women workers across three geographic regions of Ghana, as well as with a range of stakeholders, including community groups, NGOs, policy makers and health workers. We take into account the considerable heterogeneity of types of employers and employees, depending on size of firm, sector, level of formality, skill level etc., as well as the very different conditions faced by self-employed women. The paper draws on a number of theoretical perspectives. Firstly, we draw on social exchange theory. Secondly, we take an embeddedness theoretical perspective that allows sensitivity to the Ghanaian context. We take into account deeply contextualized gendered social relations, which allows us to explore local kinship and community structures, state policies, as well as political and socio-economic processes (Clark, 1994).

Main results
The findings of the search show that a distinction has to be made between larger employees, providing staff with contracts, smaller employers who may be relaying on informal contracts and the self-employed. While formal sector organizations may offer greater maternity leave, the informal sector and self-employed are able to have greater flexibility in the workplace allowing a change of roles and greater opportunities for breast feeding. The practices of maternity protection have to be considered in the context of the extreme poverty experienced by many in smaller organizations and self employed, particularly in rural areas where health services are sparse.
Implications
The conclusions draw out the gaps in provisions as well as existing helpful practices that aim to tackle issues relating to the health of mothers and their families as well as the sustainability of businesses. We also explore the idea that regulatory systems in the informal economy (as prevalent in the Ghanaian context) can open up new avenues for minimum packages of maternity protection which are also useful to small employers in the formal economy. Theoretical implications are drawn out regarding social exchange theory.

Contribution to the conference
This paper contributes to the conference by addressing three neglected areas of community, work and family research: maternity protection; pregnant women and new parents in small businesses and the informal economy; and community, work and family issues in a developing country. Maternity protection and advances in gender equality are crucial for economic development. In addition, Millennium Development Goal 5, on the improvement of maternal health, makes the need to concentrate on this topic more pressing than ever. Moreover, limited access to maternity protection is also a growing issue in developed countries, with increasing casualization of employment relations and growing evidence of pregnancy and maternity-related discrimination, especially in the context of economic downturns. Finally the paper will contribute by setting out an agenda for future research in this area.

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How to Measure Quantitative Productivity of Full Time Working Male and Female Employees in Finland
(Session 3-C)

The European Parliament resolution 2008/2012(INI) states in chapter G ‘whereas the pay gap is not based solely on disparities in gross hourly earnings and account should also be taken of factors such as ... productivity, which should be measured not only in quantitative terms (hours when the worker is physically present in the workplace) ...’ In Finland data on working hours are collected by two statistics: the Annual Labour Force Survey and the Time Use Survey, which are conducted at ten-year intervals. One part of this study verifies the reliability of these two different statistics to measure annual working hours. According to the Labour Force Survey there are more than 150,000 employees who work for more than 48 hours per week. The factor allowing this is included in the Working Hours Act (605/1996) § 39 and it can be applied among others to any person who is in the foreman position. In Finland 46% of men and 36% of women are in foreman position. Results from the Time Use Survey indicate that approximately 15% of male employees and 5% of female employees work more than 50 hours per week. The annual working hours of full-time working male employees are 17-20% higher than female employees in a normal economic situation. The different results depend from the economic situation and from the survey method.

Key words: annual working hours, the Labour Force Survey, overtime hours, quantitative productivity of men and women, the Time Use Survey

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Spatial Environment of Home, Stress Management, and Welfare of Family Living in Marginal Regions
(Session 1-C)

Background and Aims
Inadequate capacity of the environment in urban areas led to occupying marginal areas (river banks, the banks of the railroad, disaster prone) as a residential area. The region is generally able to absorb the increasing entrants thus leading to high population density. Based on that, it is important to elaborate the families living in marginal areas, especially related to the spatial environment of home, stress management, and family welfare.

Methods
The design was a cross sectional study in two villages categorized very dense region (VDR > 200 persons per ha) and rather dense region (RDR, 121-160 persons per hectare) in Bogor. Total of 126 families (each 63 per category region) were selected by cluster random sampling technique. The data collected includes family characteristics, spatial environment of home (density, crowding, an attempt to obtain personal privacy), stress management, and the well-being of the family. Data were collected by interview using a questionnaire in March to April 2014 in the city of Bogor, and it was analyzed using descriptive and different test.

Main Results and Conclusions
Families in RDR allows to obtain broader land for housing (compared to VDR) causing the average family size is higher than families in VDR, because the family still has the capacity to accommodate extended families living together. The marginal families in RDR have lower density, but high crowd, so families should put more efforts to obtain non-physical personal privacy. On the other side, the families in a RDR have higher source of stress. So those families do higher coping strategies, although still having higher symptoms of stress (physical). The other result show that families in RDR has a higher objective-well-being, but has a lower subjective well-being than family in VDR. In line with these results, when using the classification of physical-social-psychological well-being, families in RDR have higher physical well-being, but lower social and psychological well-being than that of in VDR families.

Theoretical/Practical/Methodological Implications
This research has Implications for family ecology theory, which elaborate how the family interacts with the social environment and the natural environment, and at various levels of the environment (meso, hexo, macros). This research has also implication to development of research methodology, i.e. how to use qualitative and quantitative approaches in order to obtain the full picture of the relationship of family, community, and work in the context of ecological, socio-cultural, and economic.

Potential contributions to the conference
This paper elaborates on the diversity of families, the families living in marginal regions (dense, prone, river banks), and in particular to elaborate aspects of the spatial environment of home, management stress, and the family welfare.

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Wait, was I supposed to work Today? The Impact of Supervisor Support and Scheduling Challenges on Low-Wage Worker Turnover in the Outsourcing Industry (Session 6-C)

Background & Aim:
In 2008, the United States plunged into a recession that would last for the better part of the next two years and permanently change the landscape of the American workforce. Since the recovery began in 2011, most of the growth in employment has been in low-wage jobs, particularly in retail, hospitality and outsourcing facility maintenance sectors. There has also been a marked increase in the reliance on a part-time labor force and just-in-time scheduling practices within retail and hospitality firms. While these scheduling practices help employers to control labor costs, they can have detrimental effects on workers and their families (e.g. financial and job insecurity, work-family conflict) and contribute to unintended consequences for employers (e.g turnover, absenteeism and work disengagement).

We know less about the scheduling and related employment practices of outsourcing facilities maintenance firms and the consequences of these practices on workers and their families. These firms provide housekeeping, food and other services for customers (e.g. hospitals, universities) who prefer to focus on their core activities and have experienced significant growth in recent years employing over 500,000 front-line, hourly workers in the US, and equally as many worldwide. To fill the gap in knowledge about employment practices of outsourcing firms and the effects that these practices have on workers and employers, this paper will identify the prevalence of three scheduling challenges (unpredictability, instability, and rigidity) among dietary and housekeeping workers, the relationship of these scheduling challenges to schedule satisfaction and employee turnover, and whether supervisor support mediates the effects of these scheduling challenges on turnover.

Methods and Material
Data were collected from 279 dietary and housekeeping workers at two US hospitals during spring/summer 2014. All workers were employed by one outsourcing firm and invited to participate in the study during a two-day data collection period. Paper and computer surveys were provided at each site by trained research team members. Surveys collected information on demographics, job characteristics, employee benefits, employee well-being and employer outcomes. Data were entered into SPSS and univariate and bivariate analyses were used to describe the sample, scheduling challenges, to compare the two groups of workers and to identify specific variables correlated with turnover. Multivariate regression analyses explore relationships among scheduling challenges, schedule satisfaction, supervisor support and turnover.

Main Results and Conclusions
A significantly higher proportion of dietary employees report schedule unpredictability and instability than do housekeeping workers. However, a high proportion of both groups experience both scheduling challenges. Housekeeping workers have less schedule control than do dietary workers, though both groups have limited control over their schedule.

For both groups advance schedule notification and schedule stability was correlated with schedule satisfaction. For dietary workers schedule predictability was also correlated with schedule satisfaction. The third scheduling challenge, schedule control, was not correlated with schedule satisfaction for either group. For housekeepers lack of advance schedule notification, supervisor support and schedule control were correlated with turnover. While for dietary workers, schedule variability and lack of schedule satisfaction were correlated to turnover. Supervisor support was correlated with turnover (negatively).
and schedule satisfaction (positively) for both worker groups. For housekeepers supervisor support was also correlated with schedule predictability and instability (negatively), and for dietary workers supervisor support was correlated with schedule control (positively). Preliminary multivariate regression results indicate variation in the scheduling characteristics that are associated with turnover for the two groups and that supervisor support and schedule satisfaction may play a mediating role between schedule characteristics and turnover.

Evidence that links scheduling challenges and supervisor support to turnover, which is costly for employers, could be used as a lever to encourage outsourcing firms to reconsider their scheduling practices and to train supervisors how to effectively manage an hourly workforce that results in optimal outcomes for workers and employers. Understanding the scheduling challenges and associated consequences for different occupational groups is key to improving the quality of low-wage work in the US and worldwide.

**Theoretical/Practical/Methodological Implications**
Historically, businesses have evaluated their success based on various bottom line financial outcomes. Research linking the scheduling challenges of low-wage workers with turnover provides a rare opportunity to align the goals of corporate America with those of a marginalized population.

**Potential contributions to the conference**
This paper contributes to the conference theme of diversity in time and space in two main ways. First, it looks at an understudied special population: low-wage workers. Secondly, it adds to diversity in the existing research being done on low-wage workers, by examining an organizational setting that has not yet been studied: outsourcing companies.

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What Managers think about Flexible Work Arrangements and How Beliefs Change over Time
(Session 5-B)

Background and Aim
This study examines why managers are differentially inclined to view flexible work arrangements (FWAs) with favor/disfavor and identifies contexts that foster changes in beliefs.

Methods and Material
Surveys of managers (N=1122, conducted in 2012-2013) in the U.S. operations of a firm in the financial activities supersector yielded cross sectional data that revealed the extent of positive and negative beliefs and predictors of these beliefs. Panel data of these same managers, generated over a one year period, revealed the extent that beliefs changed and predictors of these changes.

Main Results and Conclusion
Managers tended to view FWAs with greater favor than disfavor, but beliefs commonly shifted over time, sometimes substantially. Women managers held more favorable beliefs, as did managers who had fewer barriers to implementation, greater proportions of employees using FWAs, work units with higher performance, and work units with better interpersonal conduct. Incentives and reports of changed managerial practice attributed to a program to advance FWA use also positively predicted more favorable beliefs. With the exception of performance review incentives and changes in managerial practice, similar relationships are observed for changes in beliefs over time. An experiment demonstrated that viewing a personalized report corresponded with increased favorable beliefs toward FWAs.

Theoretical/Practical/Methodological Implications
Findings suggest that manager beliefs can be strategically influenced, which in turn might impact commitment to increasing FWA accessibility.

Potential Contributions to the Conference
Our hope is to spark a debate concerning the extent that assumptions that manager beliefs questioning the merits of flexibility explain limited and uneven availability of FWAs. We also hope to highlight that opinions concerning FWAs are malleable and strategies of potentially generating greater faith that FWAs result in positive performance outcomes.

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Employees’ Perceptions of Work-life Balance Policies: What Implications for Gender Equality?
(Session 3-B)

Background and aim
This paper aims at highlighting the link between work-life balance policies and gender equality in the workplace. It is focused on employees’ perceptions of work-life balance policies in their organizations and aims at understanding the influence of these perceptions on gender equality in the workplace.

Using the social representations theory, we conclude that employees’ perceptions of work-life balance policies tend to be gendered and shape employees’ decision to use the policies.

Indeed, the study underlines that employees’ perceptions are still marked by many gender stereotypes which often reflect the traditional sexual roles division at work. It confirms thus the research demonstrating that work-life balance measures bring certainly more flexibility in the organization of the working time, but do not really challenge the sharing of the family, personal and domestic tasks between men and women, and sometimes reinforce gender stereotypes. This implies the idea that the balance between personal and professional life promoted by the firms does not necessarily lead to more gender equality at the workplace.

This research raises the question of the favorable conditions of an equal work-life balance, which would challenge the traditional sexual roles division, and have a real effect on gender equality at work.

Methods and material
By referring to the theoretical framework of social representations, our work is based on two main case studies, with 44 semi-oriented interviews “major tool to identify perceptions”, as the main method to collect data.

We chose to conduct the two case studies in two different countries: France and Spain, because of their contrasted approach towards work-life balance topic: rather traditional and continuity-oriented for France, more intrusive, radical and individualized for Spain.

Main results and conclusions
The results highlight the heterogeneity and the gendered character of the employees’ perceptions of work life balance policies; these also appear to be strongly connected to the manager behavior and its management style. The categorization of perceptions (innovative/ traditionalist/ neutral/ hostile) contributes to a better understanding of their influence on gender equality, and reveals that inequalities awareness –stronger amongst Spanish employees- is a prior condition for a more equal work-life balance.

Theoretical/ practical/ methodological implications
This research contributes to a better understanding of the link between work-life balance policies and gender equality in the workplace, from a cross-cultural perspective (Two countries are studied: France and Spain).

It aims at reporting and analyzing employees’ perceptions of work-life balance policies in their organizations to better understand how these perceptions influence (positively and negatively) gender equality in the workplace. It contributes to set up the favorable conditions of a more equal work-life balance, and proposes some recommendations to companies which are interested in promoting both work-life integration and gender equality.
Contributions to the conference
The main contributions to the conference are:
- An analysis of employees’ perceptions of work-life balance policies in their organizations,
- A cross-cultural approach of work-life balance (Spain and France),
- A better understanding of the link between work-life balance policies and gender equality in the workplace,
- A better understanding of the conditions which would combine efficiently work-life balance policies with gender equality promotion,
- A proposal to set up organizational measures for a more equal work-life balance.

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The End of Time As We Know It: The Experience Of Time And Health For Time Poor And Time Pressured Parents

(Session 1-C)

Background & Aim

Parents in Australia have higher total time commitments and more gendered time-use patterns than other adults, with most ‘juggling’ their time between paid work and family caring responsibilities. Responding to the time demands of the labour market as well as the time demands of family presents considerable challenges and parents are routinely described as being time scarce, time poor and time pressured. Policies aimed at increasing productivity and reducing welfare dependence encourage parents (especially mothers) to participate at higher rates in the workforce. It is generally expected that increased participation in the workforce will improve the social and financial position of families, but the gendered time limitations and time pressures facing parents are sometimes overlooked.

Healthy living also requires time. Exercise and a good diet are considered to be vital for good health but both require time and effort on a daily basis. In view of the time constraints experienced by parents, is there time for health? The potential for health costs and health trade-offs in balancing work and care demands are rarely considered in policy or the literature.

This study seeks to expand the evidence base about the implications for health behaviours for parents who identify as being time poor and/or time pressured.

The measurement and understanding of time is usually conceived as the counting of minutes, hours, days, weeks, months and years. Time scarcity is a measure of how busy people are based on this measure of clock time. People who spend many hours of their day doing paid and unpaid work (sometimes described as committed time) are regarded as being time scarce or time poor. The notion of scarcity suggests insufficiency: people who are too busy, too committed and live in a state of time poverty and time deprivation. It follows that people who are time scarce are thought to have to make trade-offs in the time devoted to work, family, leisure and/or their own health and self-care.

The feeling of time pressure involves a different dimension of time. The experience of time pressure is a sense of feeling overwhelmed not just by the sheer volume of time required to do all that has to be done (and the paucity of time available) but about the way in which that time is experienced. The feeling of being busy and rushed for time can be experienced without an objective measure of clock time scarcity or poverty. There are multiple ways in which time can feel pressured and rushed. A finite period of time can feel busier or more pressured due to the intensity of the activity that is undertaken: a frenzied or accelerated pace of time in which multiple activities are completed at once. By contrast, an otherwise orderly and less frenetically paced set of activities can feel time pressured when they involve scheduling mis-matches, disturb a routine or involve other absences of time control. The experience of time and the feeling of time pressure are also reflective on one’s values, priorities and emotions: a moral rationalisation of time that influences perceptions about what ought to be done and draws concern for what is not being done. The experience of time pressure is also influential in producing time trade-offs. Like time scarcity, people who feel time pressured also make compromises in the time and energy devoted to work, family, leisure and/or their own self-care.

This study seeks to go beyond consideration of the measurement and division of parents time use to explore the lived experience of time and time stress in their daily lives. It involves a qualitative exploration of the ways in which parents’ experiences of time scarcity and time intersect with the intensity of tasks and activities, scheduling with other family members and the ways that they value and prioritise time in different life domains. Drawing on interviews with mothers and fathers in Western Sydney, this research study explores the attitudes and priorities articulated by parents in engaging in work, caring for their children and in engaging in healthy behaviours such as exercise and preparing and eating nutritious meals.

The study questions whether parents can strike an acceptable balance or fit between the multiple demands on their time and considers compromises for health and wellbeing. The experiences of time for
single and coupled mothers and fathers are compared.

Methods and Material

The methodological approach for this study is principally qualitative and interpretive. Data collection involved an initial self-completion questionnaire and subsequent interviews with parents in couple and single-parent families and in families that are more or less economically advantaged.

The sample includes 45 parents drawn from an administrative database. The questionnaires were used to collect key demographic information and to obtain measures of time use, time pressure and health status. The in-depth interviews were used to elucidate experiences, attitudes and practices pertaining to time at work and in family life and interactions with family health and well-being. The interviews examined not simply individual behaviours but social practices, cultural norms and beliefs, and strategies for managing time scarcity and time pressure. A thematic and narrative analysis of the interview data has been conducted to explore similarities and differences across a range of experiences.

This study contextualises health in a family time framework. It investigates the way that economic and gendered moral rationalities influence the prioritisation of time for different life domains and considers the practical and moral explanations for parents’ health behaviours.

Theoretical/Practical/Methodological Implications

The study confirms that time scarcity and time pressure are both important measures of time but are different dimensions of time and are not perfectly correlated. Not all parents who are time scarce feel time pressured; and some parents who do not appear to be objectively time scarce report feeling often or always time pressured. The feeling of being time pressured derives in part from concern about what is not being done (and ‘ought’ to be done). The study suggests that not only has daily life become busier (and more time scarce) for parents participating in paid work, but that daily life has accelerated and intensified with ever greater expectations and demands to meet societal standards of good parenting. Further, the research suggests that both time scarcity and time pressure are key barriers that limit parents adoption of healthy behaviours, even when the benefits of healthy living are well understood and valued. Time is a finite resource and needs to be recognised as an important asset for consideration in policy concerning employment, families and health and wellbeing.

Potential contributions to the conference

The research provides an insight to the temporal complexity of modern life by examining the intersection of work, family and health in the daily lives of parents in Australia. It explores the experience of time scarcity and time pressure for parents attempting to balance paid work with other activities and offers a useful comparison of the way in which family structure influences the experience of time. The detailed qualitative examination of daily life in coupled and single parent families presents a rich picture of diverse experiences of time scarcity and time pressure and the way in which time stress can compromise health behaviours. The study demonstrates that these are issues that confront families across the income spectrum, including economically and socially disadvantaged families.

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Spousal, Family, and Gender Effects on Expected Retirement Age for Married Pre-Retirees
(Session 3-A)

Background and Aim
Individual planning for retirement has become a critical issue as age demographics and economic social structure in the U.S. has shifted. The proportion of the population that will need post-retirement funds and support at a given time has grown as a result of the aging of the baby boom generation, increased life expectancy and lower fertility rates, and this shift is placing strain on governmental programs. At the same time, organizations have been shifting business risk onto workers in ways that negatively impact their ability to prepare for retirement. The intersection of these demographic and economic structural changes has elevated the importance of our understanding of how individuals make decisions about their own retirements. Up to now, retirement age has primarily been studied as an individual, principally male, rite of passage. As social science research has acknowledged the social nature of economic action, retirement planning is increasingly being recognized as a contextually embedded activity and a family decision. This study examines the effect of spousal and family variables on pre-retirees estimation of their expected retirement age and explores how spousal and family variables interact with gender in this decision.

Methods
We use a General Linear Model to predict expected retirement age. The model includes previously identified predictive factors and adds in variables on presence of children, dependent or adult; expected reliance on spouse for income in retirement; health of spouse; and level of with-spouse retirement planning. The data for the model come from a 2010 survey of 385 married pre-retirees in the State of Michigan.

Main Results and Conclusions
• Expected age to retire is related to spousal and family characteristics.
• The relationship of marital and family factors such as health, children, and sources of income with timing of retirement differs significantly for men and women.

Theoretical and Practical Implications
Public and employer policies are undergoing revision as concerns emerge over the increase in the old-age dependency ratio. Possible solutions have involved extending the age of eligibility for retirement. This research has direct relevance and implications for understanding the dynamics behind retirement age expectation.

Contribution to Conference
This paper falls within the conference subtheme of lifecourse decision making. It extends our understanding of an increasingly important life course decision - when to retire - by expanding the contextual understanding of this decision beyond the simplistic view of it as an individual issue. Adequately supporting individuals in their post-wage-earning years is a critical family and social function.

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The Overlap of Private and Public Spheres of Life and the Construction of Gender (Session 6-A)

This paper (extended abstract) takes one of Elin Kvande’s findings in her article ‘In the belly of the beast-constructing femininities in engineering organizations’ (1999) as its starting point; more exactly how motherhood affects how women construct femininities as employees in an engineering context. Her article is based on empirical material of women entering into engineering organizations in Norway. She identifies in her analysis two main strategies for how they construct femininity when they enter the organizations; either the woman employee becomes or uses a sameness strategy as ‘homeless’ or ‘one of the boys’. As a second step they either compensate or challenge the norms in using the strategies of difference. One of her conclusions is that when women become mothers they start to perceive their lives as employees in a new way. This is to say, when a major change is taking place in the private sphere of life something happens in the public sphere of life too for those women.

We agree with Acker (1990) that gender is constantly ‘done’, and we assign to her doing gender perspective. This approach is much applied in Scandinavian gender research (Korvajärvi 2003, Kvande 1998, 2002, Abrahamsson 2003, Vänje 2005). The ‘doing gender’ perspective is currently seen as an all-round perspective and it appears to function as means for the expression of a processual view on gender (Linghag and Regnó, 2009:3). According to Acker (1990, 1992) gender processes are multifaceted angles on social systems, and should be studied through daily practices. We agree, and argue that to manage to accomplish this daily processes different spheres of life should arguable be taken into account in gender studies, that is to say the public life in organizations and the private life in family settings. Again, we agree with Acker who argues that gender as a social construction is established in a certain context, where also the lifespan is important.

The purpose of this paper is to identify and analyze a number of research studies that have taken the process of becoming a parent into account when understanding how gender is constructed in male-dominated organizational contexts. Kvande (1999) inspired us as this is one article from the field of organizational studies that shed light on how a change in the private sphere of life influence the public sphere of life. We do not promise a complete literature search and review but aim to identify empirical studies that can be a base for our discussion, to shed light on the overlap, interaction and boundaries between public and private spheres of life and the complexity of how gender constantly is done and in flux.

We also admit that there might be other transformative changes in life that influence how gender is done in an organization, but we argue that a search on empirical studies that have taken motherhood into account is a good start.

Our contribution with this paper is to initiate a discussion on the boundaries between the different spheres of life to bring new insights to the field of gender, and organization studies. We consider this paper a contribution to the field of work non-work boundary theory, then specify by introducing a gender perspective. We also argue that a further understanding about specify male-dominant organizations is needed as the gender un-balance is critical in those organizations.

Hovden, Kvande and Rasmussen (2011) discuss the Norwegian paradox where the contrast in gender representation is shown in that women have a central position in political leadership, but are practically absent from top positions in business. They also argue that the discourse on female managers as “making difference” has been influential to include more women in politics, management and on boards of directors. The problem according Hovden et al (2011) is that women carry the burden of proving that they make a (positive) difference. The idea does not challenge the male gendering of management, and actually reproduces the understanding of gender as an essential difference. This understanding has for long been challenged (Acker, 1992). It is therefore a necessity to look in new directions in order to vitalize the research in gender and management as the symbolic connections between masculinity and money and they argue it is important to explore in which ways images of top leadership symbolize connections between heroic masculinity, power, money and organisational success. Top management is often considered to require total commitment and, therefore, incompatible with caring responsibilities. Elite class formation in Nordic countries is also less classed based than is seen in an international
The Nordic policy of providing for parent’s combination of work and parenthood stands in stark contrast to neo-liberal regimes in the USA and UK, where parental responsibilities are considered to be a private concern. Where inclusion into power positions is based on class the tradition is also to employ nannies and/or boarding schools so as not to be “encumbered” by motherhood. The organisation of work/family practices intersects with both gender and class. Therefore Norwegian and Nordic norms and institutional regulations in working life differ from norms within the international working life (Börve, 2007).

Within the field of work-family studies there are competing explanations of mothers adaptation to work and care (Halrynjo and Lyng, 2009). Hakim’s Preference Theory, focusing on individual preferences and choice (Hakim 1998, 2003), versus studies emphasizing the continuing significance of constraints on women’s employment opportunities (Charles and James 2003; Crompton and Harris 1998, 1999; Crompton and Lyonette 2005; Mc Rae 2003; Proctor and Padfield1999). Within Preference theory the systematic differences in work-family adaptations among men and women are seen as results of individual choices based on gender specific lifestyle preferences. Life style preferences are classified into three categories; The home-centred, the work-centred and the adaptive. The adaptive are according to Hakim the most common female preference and include women who want to combine work and family as well as drifters and those with unplanned careers. While the majority of men are are work-centred and truly committed to work, only a minority of women genuinely have this life style preference (Hakim, 2002).

The empirical material of this study is the real estate industry and both commercial and housing real estate companies and family owned real estate companies.

Staffansson Pauli (2104) found when interviewing women working as real estate managers and Chief executive officers in the real estate industry that there are different organizational contexts to be considered in the industry. On the one hand, the retail and commercial real estate companies have a more competitive business to business culture, with fast decisions and many changes in the organizations. On the other hand, the public housing companies and real estate departments in municipalities have public responsibilities and more long-term obligations.

The women that were interviewed in the study were of various ages and in different stages of their careers. Being a CEO requires using not only the challenge strategy but also the compensator strategy, or something in-between like a challenge– compensator strategy. Being a woman in a male-gendered industry implies that one is different and to create a career one has to use both strategies. A challenge– compensator could be a woman working at a strategic level for a municipality or housing company who is aware that she does not want to challenge the more masculine business-to-business culture; instead, she would want to have a strategy with a healthy work-life balance. Working in a public housing company is one way to achieve this strategy.

The strategy adapted by the respondents is a result of several factors; for example, the type of organization one is working for, the type of organizations one is interacting with, one’s position of employment, and one’s age, are all important factors. The younger graduate women working as real estate managers and the CEOs have different strategies to cope with being a woman in a male-dominated industry. The interviews also showed a change in strategy when having children, in line with Kvanne (1999) that states there is a shift in strategy when having children. The CEOs have used different strategies during their careers; one important factor for their development was having children. Consequently, age and motherhood matter. But, it should also be emphasized that the embeddedness of the individual in an organizational context matters for what type of strategy or negotiation process they use. Therefore it would be of great interest to study women in family owned real estate companies and to look into the consequences of motherhood in that type of context.

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Blurred Boundaries between the Work and Non-Work domains in Rural Entrepreneurial Family Businesses
(Session 4-B)

Background & Aim

Previous research (Bjuggren & Duggal, 2012) shows that more than half of all family businesses in Sweden are located in rural areas. This fact has, however, not been much noticed in research so far. Unique for rural entrepreneurship is that the business and the family home often are located at the same physical place; sometimes it is literally the same place. In that regards, boundaries between work and non-work are blurred. Rural entrepreneurship may be comparable to the "pre-industrial" society where integration was seen as a norm, but the development of our society lead to value separation between work and non-work, today it is a cultural norm to separate between the two. In rural context, separation of work place and home place is indeed observable. Today, however, new entrepreneurship is developed, like "bed and breakfast", like "experience one week-end at the farm", like "riding school" and so forth. What we observe is thus a panel of ways to which boundaries between work and non-work are defined by rural entrepreneurs. We use theories from the field of work non-work boundary theory and management (integration, segmentation, permeability of boundaries, flexibility of boundaries) to frame this phenomenon. So far, this theoretical framework has been scarcely applied on the field of family businesses and only recently used in rural entrepreneurship (see for example Andersson-Cederholm and Hultman, 2010) especially with consequences on individual’s well-being. Considering that rural entrepreneurship is central to of the rural economic development, it becomes central to further understand rural entrepreneurial family businesses and how the family and the business construct boundaries between work and non-work activities. This is the aim of this paper.

Methods and Material

The paper builds on ethnographic inspired case studies of entrepreneurs who have grown their businesses, and continuously developed them. They organize life related to their businesses, and as part of their businesses. The cases in this study are family businesses; two of the three are started by previous generations in the family; one has been created by the entrepreneur who runs it today. In two of the three cases the homes of the families are located at the same physical places as the family businesses; in one case the family bought a second farm, where they run the business. The analysis of this case is made using family business and boundary theory and management theories.

Main Preliminary Results and Conclusions

The three cases show how their business and private lives are intervened in stories that become important parts of their story telling organizations (Boje, 1991, 1995). In the analysis we find that how the business owners’ view the boundaries between work and non-work is central to the actual entrepreneurial activities and to their business ideas. From the cases we can crete an understanding about how the owners view work/non-work experiences and how they daily conducted and developed their businesses. Over time boundaries become more negotiated. The blurred boundaries between work/non-work imply that the business becomes perceived as being authentic, which fulfils their "biological/sustainable interest". On the other side, no blurring may be seen as "industrial" and "non unique experience". Starting our analysis in family business and in boundary theory/management we come to discuss how blurring and authenticity becomes a competitive advantage. As a whole, the value of rural entrepreneurship is in the "blurring" of boundaries. To realise the business vision and still manage a "life", in other words to be able to manage work and non-work and reach a certain equilibrium between both, the rural entrepreneurs must understand his/her overall work-life strategies. They also need to develop work/non-work strategies with other members in the business and the family.
Theoretical/Practical/Methodological Implications
Contributes to research on rural entrepreneurs and how the business value is connected to the blurring of boundaries.
It offers guidelines to rural entrepreneur in how to manage work/non-work balance.
The ethnographical data collected shows that more ethnographical research could give more value to work-life research in specific context.

Potential contributions to the conference
Rural entrepreneurship is a specific spatial context and it becomes central nowadays as the lack of growth in rural areas. For economic, social and environmental sustainability, it is central thus to understand how rural entrepreneurs can manage their life and business to contribute to society and their community.

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8 Symposums covering critical themes
SYMPOSIUM 1

Discourse in action: Methodological challenges in Three Studies on Community, Work and Family
Organised by Abigail Locke & Gemma Yarwood

Background & Aim for the Symposium
The symposium focuses on methodological challenges from three distinct research studies on critical discursive psychology in practice. We address community, paid work and family both implicitly and explicitly. The symposium presents opportunities to contextualise issues raised in the pre-conference workshop on discursive psychology. It aims to stimulate debate about its usage transnationally to extend knowledge of community, work and family discourses and how they work on macro and micro levels. Paper one (Locke) considers discourses of parenting communities used by primary caregiving fathers identifying themselves as ‘excluded’. Paper two (Peach) concentrates on people considering adopting, becoming part of the parenting community. Paper three (Yarwood) notes community, work and family are discursive sites operating meaningfully on macro / micro levels.

Review of each paper

Paper 1: ‘If you think of full-time parenting, it’s nearly always mothers’: Combining methods of data collection in research on stay-at-home fathers
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This paper discusses the combination of approaches to data collection in order to research the topic of home dads within the United Kingdom. Estimates on the number of stay at home dads in the UK are scarce but some have suggested that up to 1/7 dads are taking on the primary caregiving role. That said, locating stay at home dads in large numbers is difficult. Much of this is down to definitions as to what constitutes a stay-at-home dad and can include part-time workers, freelance working from home, and so on. This project was two fold in terms of its approach to data and conducted both an analysis of media (UK newspapers) on the topic of constructions of home dads in the British Press, followed by in-depth interviews with twenty fathers who had acted in a primary caregiving role. Whilst the data sets were quite different, both were analysed using critical discursive psychology that allowed for dual reading of the societal gendered constructs (macro) with micro levels considerations of how the men were positioning themselves in their parenting role within wider societal gender constructs. What becomes apparent from the emerging discourses from both the newspaper reports and the unstructured interviews are the ways in which fathers are positioned within the wider ‘parenting community’. The paper discusses the benefits that this combined approach to data collection analysed discursively can offer to reaching an in-depth understanding of fathers in the primary caregiving role.

Paper 2: The application of theoretical pluralism to examine prospective adoptive parents.
Donna Peach, Senior Lecturer in Social Work, University of Salford, and Doctoral Student at University of Huddersfield, UK, Dr Abigail Locke & Professor Adele Jones, University of Huddersfield, UK.
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This study recruited 22 British residents who defined themselves as someone who had or was contemplating adoption, but had not become an adoptive parent. Its methodology is designed to induct a trialectical ontology that recognises the pluralism of who we are, our position in the world and the
discourses we use to make sense of these. This is particularly pertinent for prospective adopters, whose ‘being’ is defined not only by their sense of self, but legal statutes and cultural genealogy. This papers place in the symposium is one to demonstrate how discursive analysis can work as one part of a pluralistic data analysis. Such a pluralistic analysis here combines different qualitative research methods and as such the same data is analysed using a variety of different qualitative methods in order to offer different readings. The paper reflects a tension in the determination of the agency of prospective adopters to construct their self amid limited socially produced rhetoric. This enables us to examine the experiences and discourses of prospective adopters as they dialogically relate to their cultural, political, and historical discursive positioning.

**Paper 3: Community, work and home as discursively meaningful interview spaces**

*Dr Gemma Anne Yarwood, Senior Lecturer, Department of Social Care and Social Work, Manchester Metropolitan University, Birley Campus, Bonsall Street, Manchester UK. g.yarwood@mmu.ac.uk*

How can researchers think more meaningfully about discourses of community, work and home using data rich interview spaces? Arguing that qualitative face to face interviews can present discursive insights into the complex work-care negotiations of working parents, this paper draws on interviews with fifteen working parents. Critically reading taken-for granted interview spaces, it illuminates how different community, work and home interview settings, chosen by the participants, added rich discursive detail about their community, work and family spaces where work-care negotiations take place. The critical discursive approach focused on macro/micro level discourses mobilised in the interview talk by time scarce working parents rationalising their choice of interview setting, referencing the ways it enabled them to participate in research, fitting interviews around their community, work and family. Methodological challenges such as ethical issues and practicalities of qualitative data collection in community, workplace and home settings are considered with examples including: a part-time working mother being interviewed during her workplace lunch break, a full-time working mother being interviewed on a weekend in a café whilst her baby sleeps in its pram and a single father being interviewed in a pub at night whilst his ex-wife cares for their daughter.

**Questions wished to be discussed at the symposium**

This symposium critically considers the methodological challenges specifically facing critical discursive psychology when examining discourses of community, work and family at micro/macrose level. Presenting three research exemplars it debates the potentialities of critical discursive psychology usage transnationally in knowledge contribution on the weaving of community, work and family.

**Potential contributions to conference**

By demonstrating critical discursive psychology in practice to study the weaving of community, work and family, it considers how discourses work on macro/micro levels. Notwithstanding the methodological challenges outlined here, the symposium asks conference participants to consider using the tools of critical discursive psychology to critically examine the ways community, work and family discourses work similarly or differently transnationally.
SYMPOSIUM 2

Cross-national Work-life Research: Comparisons and within Country Dynamics
Organised by Pablo Ignacio Escribano, Ariane Ollier-Malaterre & Laura den Dulk

Background & Aim
Following up on the symposia organized in 2012 and 2014 at the Work and Family Researchers Network Conference, this symposium aims to expand our understanding of the impact of national context on the work-life interface.

The ways in which individuals and organizations understand and act upon work and family demands is affected by their country-level context. Social constructionist theories of individual agency contend that shared values, motives, and beliefs help reduce uncertainty by providing interpretations and meanings of significant events. Indeed, social structures: (1) shape how demands from both roles are identified, understood, and organized, (2) enable social coordination by enforcing compliance, and (3) shape how individuals personally respond to demands and the practices implemented by employers and governments to help employees manage work and family demands.

Increased difficulties for managing work and family demands arise when individuals and organizations respond to different sets of norms and values. The aim of the symposium is to gain depth on this friction building upon two interrelated themes:

i. Within country dynamics
   a. Content and meaning of societal norms regarding work and family and how the absence of policies to better reconcile work and family increase the burden for specific groups of the population (article I).
   b. Evolution of organizational work-family policies showing how key stakeholders enforce organizational compliance to societal norms and values (article II).
   c. Individual-organization fit in a diverse workforce, or what happens when national societal norms and a specific workforce's societal values do not converge (article III).

ii. Between country dynamics
    a. Common and distinctive relationships associated with the work-family interface across countries and subsequent actionable interventions (article IV).
    b. Methodological challenges for making robust cross-national inferences about commonalities and differences (article V).

Review of each paper

Paper 1: Work-life integration in Lebanon: Insights from blue and white collar workers and HR professionals
Caroline Straub (Grenoble Ecole de Management), Maryanne Fayad and Barbara Beham

This study contributes to the limited body of work-family research in the Middle East by examining blue and white-collar workers work-family experience in Lebanon, where gender role ideologies and labor policies towards work-life integration are distinct. Also, Lebanon is a specific context in which neither the legislation nor corporations have developed institutional mechanisms to better reconcile work and family. Traditional gender roles and social rituals within the extended family constitute an additional burden, specifically for women. By applying a mixed method approach, the study integrates the findings of a survey (n=300) and qualitative interviews (n=13) with blue and white color workers and HR professionals from Beirut.

Paper 2: Collective bargaining around work-family issues: Evidence from Italy
Egidio Riva (Catholic University of the Sacred Heart)
Negotiations between employers and trade unions may compensate for the flaws of the national welfare system. In Italy, where public family support is weak, collective bargaining arrangements may extend and ameliorate State policy. Drawing on institutional theory, this manuscript examines available information on over 200 company-level agreements around work-family issues that were signed in Italy between 2010 and 2013. This study outlines and assesses the role of labour relations in introducing work-family arrangements, the relationship between collective bargaining outcomes and the work-family public policy pattern, and discusses policy implications.

**Paper 3: Customizing work-family interventions across diverse occupational health contexts**

*Ellen Ernst Kossek (Purdue University), Phyllis Moen, Brad Wipfli, Leslie B. Hammer, Erin Kelly, W. Kent Anger, Ryan Olson, Rebecca Thompson, Cassandra Okechukwu, Lisa Burke, Georgia Karuntzos, and Krista Brockwood*

Interventions must be customized and adaptive in implementation to ensure that the content and delivery fit the key issues of a particular workforce or organization. Customization is particularly important to address how diversity in within country cross-national context may be linked to job type and gender. In this article the authors discuss the content and customization a large randomized field control intervention study adapted for two ethnically occupational contexts (U.S. Work, Family & Health intervention).

**Paper 4: A multi-country integrative model of work-family conflict**

*Zeynep Aycan (Koç University), Karen Korabik, Donna S. Lero, Roya Ayman, Anne Bardoel, Tripti Pande, Anat Drach-Zahavy, Leslie B. Hammer, Ting-Pang Huang, Artiwadi Marwadi, Steven Poelmans, Ujvala Rajadhyaksha, Anit Somech, and Zhang Li*

Using a unique sample of 2,830 employed parents from ten countries; the present study tested a model of work-family conflict that examined within- and cross-domain effects between WFC, demands, and outcomes in work and family. This study outlines both culturally specific findings and those that that generalized over cultures. Implications for research and practice on WFC around the world are discussed.

**Paper 5: National context in work-family research: A methodological challenge**

*Barbara Beham (TU Berlin), Andreas Baierl, Patrick Prag, and Sonja Drobnic*

Work–family researchers are increasingly interested in comparing employees’ work-life experiences across different national contexts. Hierarchical linear modeling (HLM) has become increasingly popular to account for nested data and estimate cross-level interactions; however, the small number of countries at the upper level constrains its application. This paper discusses the requirements of HLM for effective comparative work-family research, and reviews alternative procedures to overcome the constraints imposed by a limited country sample.

**Questions wished to be discussed at the symposium**

- How can we reconcile the need to compare across countries and the need to account for specific within-country dynamics?
- Can single country studies contribute to the growing cross-national research? What research design considerations allow for such contributions?
- How can we design robust cross-national research designs?

**Contributions to conference**

- State of the art discussion about cross-national work-family research, which is a booming stream of research.
  - Strengthen cross-national research designs from an etic perspective.
  - Better understand specific within-country dynamics from an emic perspective.
• Foster collaboration among cross-national work-family scholars.
• Valuable guidance for HR policy and practice related to the work-life interface.
• Diversity of research and scholars.
  o Quantitative, qualitative, and theoretical papers.
  o More than 10 countries are represented in the studied samples.
  o International network of researchers from more than 10 countries.
  o Discussants and authors range from top to early career scholars.

Contact for the symposium
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SYMPOSIUM 3

Chinese Migrant Workers in the UK: a Participative Workshop exploring Forced Labour
Organised by Rebecca Lawthom, Carolyn Kagan & Lisa Mok (Wai Yin)

This will be a collaborative workshop, after a presentation, the organisers will create dynamics to engage participants.

Background and aim
From 2009-2011 we undertook a project exploring the experiences of forced labour amongst Chinese migrant workers in the UK (Kagan et al., 2011), or modern slavery, funded by the Joseph Rowntree Foundation (see http://www.jrf.org.uk/search/site/forced%20labour). The focus was around how work (here forced labour) was related to community and family concerns.

With a community psychological orientation, we adopted a stance that saw migrant workers as active agents in decisions about their lives. Our research aimed to: examine the different ways that workers’ ambitions, decisions and actions interacted with social and cultural conditions to influence workers’ experiences of forced labour; explore the role of social networks, life events, transitions and turning points in the experience of forced labour over time; and identify different trajectories into, within and from forced labour combining individual agency, social and cultural conditions, life events and social networks.

Methods and Material
We intended to use an empowerment, co-researcher model of research, wherein workers experiencing vulnerable work worked with a Mandarin speaking researcher to collect accounts from other exploited workers and gain skills in the process. These ambitions were not fully realised and the research took a more conventional route. Key to this change in direction as well as to workers’ experiences and to the accounts that were collected - indeed to the whole research process- was anxiety about the regularity or legality of workers’ status in the UK.

Main Results and conclusions
Through the collection, via semi structured interviewing, of 32 personal accounts from migrant Chinese workers, most of whom had unauthorised employment status in the UK, we were able to paint a rich picture of exploitation, but also of individual and family agency.

Theoretical and practical implications
Whilst work was the intended focus, we found complex interactions between global and local political and economic circumstances in which workers were embedded, amidst family pressures, and the availability of work in the UK. We also found instances of forced labour and widespread exploitation at work with employers breaching many of the statutory regulations that exist to ensure decent working conditions. Skřivánková (2010) has proposed a continuum of exploitation from decent work to forced labour and the workers in our study were placed at the forced labour end of the continuum, moving towards (sometimes into) and away from forced labour over time.

Contributions to the conference
Using the data from this study, the workshop adopts a format of experiential engagement. Participants will use material to explore the ways in which work, understood as linked to family across time and space, can be positioned along this continuum. This will enable a meaningful discussion of work, family and community in relation to a particular marginalized group.
SYMPOSIUM 4
Work-life Research from a Boundary Perspective
Organised by Camilla Kylin, Jean-Charles E. Languilaire & Pascale Peters

This will be a collaborative workshop, after a presentation, the organisers will create dynamics to engage participants around challenges in adopting a boundary perspective

Background & Aim
Who has never heard and even quote the following: “work-life boundaries are blurred”. As a matter of fact work and family have for long been considered to be the main life spheres of individuals. Whereas it has been normative to keep work and family spheres nowadays, the boundaries between the two are considered fluid indicating that elements navigate from one sphere to the other. This has been referred to the blurring of work and family domains and to the permeability of boundaries, leading to work-to-family and to family-to-work permeability. The boundary perspective stream of research within work-family research that “addresses the construction of work-family boundaries as a complex interplay between employees’ strategies and preferences, the social contexts in which they are embedded, and both the idiosyncratic and cultural meanings attached to work and family” (Desrochers & Sargent, 2003:5).

This symposium aims at discussing the meaning and the challenges in fully considering “the boundary perspective” in work-life research.

Questions wished to be discussed at the symposium
- What boundaries is research talking about?
- What are the characteristics of these boundaries and their implications for boundary management?
- What is the process of boundary work in comparison to boundary management?
- What makes people want to integrate and/or segment their work-life by making boundaries strong or not?
- Does research focus on boundaries or on the domains created while drawing boundaries?
- Shall and how can boundary management get institutionalized, in organizations, policies on national level? Is boundary management normative in different context?
- Is there a “gender perspective” on boundary management? Do we have gender patterns in work and non-work roles to be reproduced due to gendered boundary management patterns?
- Are boundaries social or cultural? To what extent this would imply cross-national differences in boundary management patterns?

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SYMPOSIUM 5
New Perspectives on Work-Life Decision-Making
Organised by Jeffrey H. Greenhaus, Ariane Ollier-Malaterre & Marcello Russo

Background and Aim of the Symposium
Individuals are not passive receptacles of experiences fostering work-life conflict, balance or enrichment, but rather have opportunities to make decisions on how to combine work and other life domains in an effective manner (Greenhaus & Kossek, 2014; Kreiner, Hollensbe, & Sheep, 2009; Harrington & Hall, 2007; Shockley & Allen, 2014; Sturges, 2012). Recent work has offered some much needed theoretical perspective on work-life decision-making (Greenhaus & Powell, 2012; Powell & Greenhaus, 2012).

This symposium comprises four papers that will serve as the basis for discussing among the audience and presenters the possible implications and future research developments in this growing area of scholarship.

Review of each paper

**Paper 1: Decision Making at the Work-Family Interface: A Multi-Level Perspective**
Jeffrey H. Greenhaus & Gary N. Powell

Work-family decisions are choices that employees make in either the work or family domain that have implications for the other domain. These choices involve entry decisions in either domain (e.g., whether to accept a job offer), participation decisions (e.g., whether to attend a child’s karate tournament), and exit decisions (e.g., whether to quit a job).

In this paper, we propose a multi-level or “trickle-down” approach in which work-family decisions made at higher levels (societal and organizational) influence work-family decisions made at lower levels (family and individual). In particular, we suggest that decisions made by societies (e.g., legislation) and employers (e.g., family-supportive practices) may either (1) constrain individuals and families to make “hard choices” that offer little hope of helping them manage their work and family lives in a satisfying or effective way or (2) enable individuals and families to make “smart choices” that provide a better opportunity to achieve work-family balance. Implications for theory, research, and practice of a multi-level perspective of work-family decision making will be discussed.

**Paper 2: Understanding Dual-Career Couple Work and Family Decisions**
Tammy D. Allen & Kimberly French

Couples are routinely called upon to make decisions when competing demands between work and family arise. These decisions involve coordination of both day-to-day activities (e.g., who will stay late at work and who will pick up kids from school) as well as decisions that involve major life changes (e.g., whether or not to accept a promotion that requires moving to a location in which it will be difficult for a partner to find a comparable job). Such negotiations set the stage for intra-couple and inter-role conflicts over competing demands. Our presentation includes a set of theoretically derived hypotheses and a proposed methodology intended to shed light on the processes involved in making such decisions. Specifically, we develop hypotheses concerning the prediction of the resolution of work-family decisions while also exploring conversational gender dynamics that may yield further insight into such resolutions. Data will be collected via survey, observation, and wearable sensing technology. Implications for theory and practice will be discussed.
Ariane Ollier-Malaterre, Marcello Russo & Jeffrey H. Greenhaus

In this paper we argue that a person-centered approach is needed to better understand how individuals combine work and other life domains in light of the life changes that are made more frequent and intense by the pace of globalization, technological advances, and socio-economic turmoils. We introduce the concept of work-life navigation which we define as a lifelong relational process by which individuals acquire and use resources to anticipate and make decisions regarding work and other life roles in order to achieve work-life balance, i.e. to be satisfied with the way one manages work and nonwork roles. This concept of individuals navigating their lives in a dynamic way over their life course to address frequent life changes contributes a new perspective that supplements environment-focused work-life research. In this paper, we define work-life navigation, discuss its premises, and distinguish it from related person-centered concepts. We then demonstrate and illustrate the relevance of work-life navigation to the contemporary economic and social environment. Thirdly, we provide a model of the antecedents and consequences of work-life navigation.

**Paper 4: Resolving Work-Family Conflicts: Exploring the Daily Experiences of Dual-Earner Couples**  
Laura Racleiffe & Catherine Cassell

This paper draws on episodic and longitudinal data to explore how dual-earner couples resolve day to day work-family conflicts. Episodic experiences of work-life conflicts were captured using qualitative diaries kept for one month period by both members of 24 dual-earner couples with child dependents. In-depth qualitative interviews with the couples, both together and apart, were also used to supplement the diary data. Two distinct types of work-family decision-making emerged from the analysis: anchoring decisions and daily decisions, each of which were differentially impacted by enabling and constraining cues, considerations of fairness and equity, and beliefs, values and preferences. The decision-making process engaged in by couples was not found to progress in a logical sequence but instead involved complex negotiations and interactions. A decision-making framework highlighting the cues involved in work-family conflict resolution, as well as the complex relationships between these cues, will be introduced and discussed.

**Questions wished to be discussed at the symposium**

- What is the current state of the research on work-life decision making?
- How can this new perspective inform existing major work-life constructs?
- Which factors influence proactive or passive work-life decision making?
- What are possible future research directions in this domain?

**Contribution to the conference**

We believe that this symposium fits perfectly within the sub-theme “Lifespan Decision Making”. We include papers that embrace the issue of lifespan decision-making from a theoretical and empirical perspective and from multiple levels of analysis. We believe that this symposium can contribute to generating a stimulating and enriching debate among presenters and audience.

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SYMPOSIUM 6

Gendered flexible working and its outcomes
Organised by Heejung Chung

Background and aim
Flexible work arrangements are increasingly gaining attention as being a win-win solution to tackle work-life balance needs of employees while keeping costs down and potentially increasing productivity for employers. A growing number of companies are making use of various flexible work arrangements and more governments are now providing the right to request flexible working as a part of their family friendly policies. Despite the policy attention it has gained, not much academic work is done to examine the gendered nature of the use and outcomes of flexible working arrangements, using European country cases.

Because of the friendly nature of the type of flexible work arrangements that are largely on offer to workers, there is an assumption that women are the ones that who will most likely use and benefit most from its provision. However, there is also evidence to show that men are much more successful when requesting flexible work arrangements due to the gendered preconceptions employers have towards workers and their requests. What is more, there is evidence to show that there are gendered outcomes on the use of flexible working, especially for women, in terms of career consequences or through increases in household responsibilities, and work-family conflict.

This session brings together papers that deal with the gendered nature of the provision, use and outcomes of flexible working and examine the role policies (both company and national level) and organisational leadership may have in improving gender equality.

Review of each paper

Paper 1: Gendered nature of the provision and use of flexitime (Chung)
Heejung Chung: Senior Lecturer in Sociology and Social Policy, School of Social Policy, Sociology and Social Research, University of Kent, UK. Email: h.chung@kent.ac.uk

This paper examines whether the use of flexitime is gendered. This issue is addressed both at the company provision as well as the individual use, and incorporates the context in which this happens. More specifically this paper asks the following questions: Are women more likely to have access to and use flexitime? Does more women in management likely to increase access to flexitime? Do companies with more women likely to provide flexitime to their workers? Are countries with more women in the labour market more likely to have flexitime provided to a larger group of workers? These questions are answered through the use of multilevel modelling techniques with the European Company Survey and the European Working Conditions Survey. Preliminary outcomes show that companies with more women are likely to provide flexitime, and countries with more women in the labour market are the ones where flexitime is provided most widely. Yet at the individual level there are no gender differences in the access individuals have to flexitime, and more importantly, workers respond that they have less access to flexitime in jobs where women are the majority.

Paper 2: Gendered nature of the cost and benefits of flexitime and autonomous hours (Lott)
Yvonne Lott: Senior Researcher, the Institute of Social and Economic Research (WSI), Hans Böckler Stiftung, Germany Email: Yvonne-Lott@boeckler.de

Although a large number of studies examine the impact of flexible working on individuals’ health or job satisfaction, not much is done on time costs and financial benefits gained from the use of flexible work. Studies show that workplace benefits and costs are shaped by gender and that men have higher earnings, job authority and work autonomy than women even in similar positions. Also, research shows that women more often make use of the potential which flexible working time arrangements offer. Men, by contrast, are at higher risks to work overtime with flexible and autonomous working time. The aim of the study therefore is to reveal gender differences in financial benefits and time costs of flexibility and autonomy in working time. This is done through fixed effects and hybrid models using the German Socio-Economic Panel Study (1984-2012). Results show that even though women have similar time costs in full-time positions compared to men, they do not receive similar financial benefits when moving to more time autonomous jobs.
Paper 3: Part-time work, job satisfaction and gender

- Clare Lyonette: Principal Research Fellow, Institute for Employment Research, University of Warwick, UK Email: C.Lyonette@warwick.ac.uk
- Tracey Warren: Professor in Sociology, Faculty of Social Sciences, University of Nottingham, UK Email: tracey.warren@nottingham.ac.uk

The most commonly used flexible working option in the UK is part-time work. Although popular with women with caring responsibilities, part-time work is generally of poorer quality than full-time work, offering lower wage rates and little workplace discretion. This paper traces the gaps in job quality and job satisfaction between women and men working part-time and full-time over time (2008-2012) using the Skills and Employment (SES) survey datasets. Despite some improvement in job quality for female part-timers, a full-time/part-time gap persists, with women working shorter part-time hours facing the heaviest disadvantage. The number of male part-timers grew in this time period while the quality of men’s part-time jobs deteriorated. Comparing women, although overall job satisfaction was similar, part-timers were happier in some aspects of the job (hours worked, amount of work), while full-timers were satisfied in others (using abilities, prospects for promotion and fringe benefits). Male part-timers were the least satisfied employees of all. We discuss these findings in the light of recession-led changes to flexible working options and the longer-term implications of these changes.

Paper 4: Gender nature of working time regimes and the gender division of labour (Ciccia)

Rossella Ciccia: Lecturer in Social Policy, School of Sociology, Social Policy and Social Work, Queen’s University Belfast, UK. Email: R.Ciccia@qub.ac.uk Tel: +44 28 9097 3160

The predominance of the standard working time model has been eroded by growing female labour market participation, albeit with marked difference in working hours and part-time work rates across European economies. There have been strong debates about the direction of these changes, and the ways in which working time policies can alter the division of labour to promote gender equality. Whereas working time policies can promote maternal employment and help individuals to free up time for private responsibilities, they can also reinforce existing gender inequalities in working schedules and economic roles. This article confronts these issues using fuzzy set ideal type analysis to classify European working time regimes according to different models of division of labour along four dimensions: 1) length of the standard working week; 2) availability and quality of voluntary part-time work; 3) use of unsocial hours; shift work and overtime; 4) regulations concerning annual paid leave from work.

Questions wished to be discussed at the symposium

- Is the use of flexible work arrangements gendered? Does this depend on the arrangement?
- Are the outcomes of flexible work – in terms of job satisfaction or financial gains gendered?
- What is the impact of flexible work arrangements on gender equality?
- What can we do to reduce some of these (negative) gendered natures of the use and outcomes of flexible working?

Potential contribution to the conference

All papers of the symposium provide further knowledge about whether flexible working is in fact used primarily for women to benefit their work-life balance needs. The answer to this is that it is rather mixed and it depends largely on the arrangement and types of occupations as well. In addition, we will discuss what policy makers (both company, country and social partners) can do to prevent some of the negative gendered outcomes of flexible work arrangements to promote gender equality.

Contact for the symposium

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SYMPOSIUM 7

Work-Family Interventions: Developing Leader and Organizational Capabilities
Organised by: Ellen Ernst Kossek

Background and Aim
Work-family interventions include, but are not limited to, alternative work arrangements, family supportive supervisor behavior training, work redesign to increase schedule control, and the provision of dependent care supports. Work-family interventions have the goal of reducing work-family conflict and in turn increasing health and well-being of employees and the organizations in which they work. To date much of the work-family intervention research could be improved by strengthening theoretical and methodological rigor, and improved research to practice translation. The goal of this symposium is to give an overview of current research-based work-family interventions in the Hammer paper, followed by some examples of current field interventions in the Kossek and Hurst co-authored papers. The symposium will have an interactive discussion and facilitation where participants will form small groups to identify themes and gaps for future research and practice.

Review of each paper

Paper 1 Work-Life Leadership: Self and Team Support Training Interventions
Ellen Ernst Kossek, Purdue University, USA
Co-authors: Kelli Wilson, Jared Law-Penrose

Although work-life effectiveness is a critical leadership and management challenge, its diverse content streams are not well-integrated with each other or into leadership and management education. We define work-life leadership as leader’s awareness of their own work life attitudes, and emotions, behaviors directed at helping and supporting others work-life concerns with consideration of performance management, and creating change regarding work-life culture in the organization. We discuss several empirically test training interventions including family supportive supervisor behaviors and work redesign interventions from the Work Family Health Network, and the boundary control training work life assessment flexstyles or work-life indicator and training on leader emotional intelligence. These interventions are customized for diverse workforce populations. We review and organize current approaches to teaching about work-life issues, identify their theoretical roots with examples, and suggest content and a framework toward mainstreaming work-life effectiveness as a core management and organizational competency.

Paper 2: Successful Organizational Transitions to Remote Work: The Influence of Manager Attitudes on Employee Performance & Well-Being through Employee Perceived Job Ambiguity and Psychological Safety
Charlice Hurst, University of Notre Dame, USA
Co-authors: Alison Konrad, Ann Peng, Western University, Canada

Managers’ support for a shift toward remote work may influence the psychological climate for their employees, as well as the managers’ implementation of work practices that are suitable to a virtual environment. Thus, in a sample of 170 leaders and 700 followers in a telecommunications firm that was transitioning to a largely remote workforce, we examine whether manager attitudes toward their company’s shift to remote work are associated with employee performance and well-being. We expect for these relationships to be mediated by employees’ perceptions of job ambiguity and psychological safety. Furthermore, on the basis of the idea that ambivalent attitudes may impact the consistency of one’s behavior, we examine whether managers’ ambivalence affects employee outcomes differently than do highly positive or negative attitudes. This research may inform the assessment of readiness for work units to transition to remote work, as well as efforts to prepare managers for such changes.

Audience Discussion and Breakout Exercise
After each paper has been presented, facilitators will encourage the audience to identify cross- cutting and divergent themes. Then breakouts will also identify future directions for work-family intervention research and practice. It would be helpful to have flipchart paper in the room for this break out.

6th International Community, Work and Family, Community, 2015, Malmö University
Discussants and Breakout facilitators: Jared -Penrose and/or Kelli Wilson, Purdue University USA

Questions wished to be discussed at the symposium
What is the current state of work-family intervention research? What are examples of training and organizational change work-family interventions? What are cross-cutting themes across symposium papers as well as divergence? What are future directions for work-family intervention research and practice?

Contribution to the conference.
There is a gap between work-family research and practice. Work-Family interventions are a key way to bridge this chasm. Leading researchers are part of this symposium with interesting examples from telework, leader and employee training, and the return on investment for organizations. The participative design of this session and the use of three presenters allows plenty of time for a thoughtful fun interactive dialogue with opportunity for meaningful take -aways.

References

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SYMPHONY 8

Different perspectives on diminishing boundaries in today’s work life
Organised by Tuija Muhonen

The aim of the symposium
During this symposium researchers from CTA and Urban studies at Malmö University present their current research. The symposium will have a wide scope, where the common denominator is the diminishing boundaries in work life. Drawing boundaries between work and non-work can be complicated, with both positive and negative spillover effects. Results from an ongoing project indicate e.g. that emotionally rewarding aspects of work lead to positive spillover from work to non-work. Other themes that will be discussed during the symposium from the perspective of diminishing boundaries are network recruitment, cyberbullying and managerial resilience. The four papers that will be presented during the symposium open up for discussions with the presenters and the audience concerning the implications of the results and ideas for future research.

Review of each paper

Paper 1: The perspective of human service work
Hanne Berthelsen, PhD, MPH, Researcher, Centre for Work Life and Evaluation Studies (CTA) & Faculty of Odontology, Malmö University. hanne.berthelsen@mah.se

The phenomenon of Good Work points to long-term sustainability in work life through work fulfillment and having a pleasure in the work per se. Previously, a model for Good Work, understood as positive and rewarding aspects of work giving work fulfillment, has been developed based on interviews with dentists working under different organizational systems. The opportunity for carrying out high quality work was found important for achieving the intrinsic rewarding aspects of emotional work leading to a positive spillover from work to non-work life. In an ongoing research project a new scale has been developed for measuring the positive spillover from work to non-work as a complement to the scale for work-family conflict included in the Copenhagen Psychosocial Questionnaire (COPSOQ II). Results from a survey among public employees in dental organizations from four regions in Sweden will be presented in order to facilitate a discussion of relationships between positive and negative effects of work on non-work for different occupational groups working with patients.

Paper 2: Diminishing boundaries and network recruitment – is it something new?
Peter Håkansson, PhD, Researcher, Centre for Work Life and Evaluation Studies (CTA), Malmö University. peter.hakansson@mah.se

I will mainly talk about the diminishing boundaries between work life and private life in terms of recruitment. We all know that contacts and networks are essential to get a job and there is a fair amount of research that confirms this. Network recruitment diminish boundaries between work life and private life because you will use your private social network, established in your free time, outside office hours to build an asset, a social capital, that can be used to find employment. The question, however, is, if this is something new or has it always been like this?

Networks and contacts are more important in Sweden today for labor market entry than was the case in the latter half of the twentieth century when the National Employment Office and formal recruitment practices played a more important role. There may be two explanations for this: the short-term explanation and the long-term explanation. The short term explanation derives from fluctuations in unemployment. When unemployment is high, competition for every vacancy is tougher and networks become more important for the jobseeker. This has been the case in Sweden since 1991, when...
unemployment increased to levels not experienced since the 1930s. In the long term there has been a change in recruitment practices due to institutional change. A clear pattern is that the importance of social networks has increased while the significance of public institutions (i.e. the National Employment Office) has decreased. This situation of the late modern society is, to some extent, similar to the pre-modern practice, when recruitment to a large extent rested upon the family.

**Paper 3: Cyberbullying in Work Life**
*Sandra Jönsson, PhD, Associate professor in Leadership and Organization, Head of Department of Urban studies, Malmö University. sandra.jonsson@mah.se*

Due to the increased use of digital communication such as e-mail, text messages, Facebook, Twitter and Instagram, and due to the fact that the boundaries between work and private life, more and more have diminished, a new form of bullying called cyberbullying has emerged. Unlike traditional workplace bullying (bullying that has taken place in the actual physical work-place), cyberbullying in work life is to a large extent an unexplored phenomenon. Research on adolescents exposure to cyberbullying shows that cyberbullying diverges from traditional bullying. Cyberbullying is not limited to a certain place or time. The geographic distance also makes the responses, facial or bodily, of the negative acts invisible for the perpetrator, which reduces feelings of empathy for the victim.

The aim of the current study are to investigate to what extant cyberbullying is prevalent in work life, how it is expressed, what the consequences are for the individual and the organization, and in what way cyberbullying diverges from traditional workplace bullying.

**Paper 4: Resilience: An organizational and individual resource**
*Hope Witmer, PhD, Assistant Professor in Leadership and Organization, Department of Urban Studies, Researcher, Centre for Work Life and Evaluation Studies (CTA), Malmö University. hope.witmer@mah.se*

The boundaries of organizations and managers are being challenged as they respond to the increasing pressures of external and internal changes in the work environment. This presentation addresses the establishment of boundaries from a resilience perspective by exploring how organizations and managers maintain their boundaries while responding to internal and external demands. Resilience refers to the ability to respond productively to disruptive change while maintaining boundaries and engaging in proactive problem solving activities. Two research projects will be discussed: 1) a case study on non-profit organizational resilience 2) a new research project that explores the concept of “managerial resilience”, as both an individual and organizational resource using an expanded JD-R model.

**Contact for symposium**
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