



A Time for Renewal:
Developing a sustainable community,
work and family interface

7th Community, Work & Family Conference

Milan, 25-27 May 2017
with a pre-conference doctoral workshop on 24 May 2017

Book of Abstracts



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Conference programme at a glance

Thursday 25 May 2017

08.00 - 09.00	Welcome coffee and registration (G.127 Pio XI)			
09.00 - 09.10	Welcome to the 7 th Community, Work and Family conference (G.127 Pio XI)			
09.10 - 10.10	Keynote: Tanja Van der Lippe – A happy and sustainable workforce for all? (G.127 Pio XI)			
10.15 - 11.45	Symposium (G.126 C. Ferrari) Flexible working and social support	Session (G.130 S. Maria) Fatherhood and the gender division of housework	Symposium (G. 129 S. Paolo) Connecting people and systems: challenges in developing sustainable care	Session (G.125 S. Carlo) Work-life strategies
11.45 - 13.15	Symposium (G.126 C. Ferrari) Multilevel Perspectives on Contemporary Work-Life Challenges	Session (G.130 S. Maria) Fathers and work-life challenges	Session (G. 129 S. Paolo) Gendered structures and practices in contemporary work-life experiences	Session (G.125 S. Carlo) Work-family policies: background and rationale
13.15 - 14.10	Lunch at Mensa&Pizza.9 – Via Necchi, 9			
14.15 - 15.45	Session (G.125 S. Carlo) Sustainable organizations	Symposium (G.126 C. Ferrari) Changing dynamics of gender roles and socio-economic context: challenges for work-family analyses	Session (G.130 S. Maria) Flexibility and its outcomes	Session (G. 129 S. Paolo) Theories and new perspectives in work-life research
15.45 - 16.15	Coffee break			
16.15 - 17.45	Workshop#1 (G.126 C. Ferrari) Universal basic income: a policy at the intersection of community, work and family?	Workshop #2 (G.130 S. Maria) “Generative organizations”? Changing perspectives in contemporary organizational strategies <i>in loving memory of prof. Eugenio Zucchetti</i>	Workshop #3 (G.125 S. Carlo) Publishing in English journals for non-native speakers	Workshop #4 (G. 129 S. Paolo) Tips and challenges of teaching work-life concepts
18.15	Guided walks in Milan			

Friday 26 May 2017

09.00 - 10.45	Symposium (G.125 S. Carlo) Entrepreneurial Work-Life Interface	Session (G.130 S. Maria) The effect of work-life circumstances on health and wellbeing	Session (G. 129 S. Paolo) Organizational support and work-life experiences in different countries	Symposium (G.126 C. Ferrari) Fathers' contribution to family wellbeing
10.45 - 11.15	Coffee break			
11.15 - 13.00	Session (G.125 S. Carlo) Caring for children	Symposium (G.126 C. Ferrari) Gender differences in the consequences of flexible work arrangements? (<i>1st part</i>)	Session (G. 129 S. Paolo) Work-family conflict and enrichment: juggling positive and negative work-life dynamics	Session (G.130 S. Maria) The work-life experience of younger and older workers
13.00 - 14.00	Lunch at Mensa&Pizza.9 – Via Necchi, 9			
14.00 - 15.15	Symposium (G. 129 S. Paolo) Hidden Voices in CWF Research and the Sustainable development goals	Symposium (G.126 C. Ferrari) Gender differences in the consequences of flexible work arrangements? (<i>2nd part</i>)	Symposium (G.130 S. Maria) Work and Life in the Digital Age: Online Reconfigurations of Gender, Career and Self-Presentation Norms	Session (G.125 S. Carlo) The impact of social and community support on family functioning
15.30- 16.30	Keynote: Jean-Michel Bonvin (G.127 Pio XI) “Promoting Sustainable Well-Being for Vulnerable People: What is the Added Value of the Capability Approach?”			
16.30 - 17.00	Coffee break			
17.00 -18.30	Authors meet critics (G. 129 S. Paolo) Work-family Dynamics: Competing logics of regulation, economy and morals, edited by B. Brandth, S. Halrynjo and E. Kvande	Authors meet critics (G.126 C. Ferrari) Balancing work and family in a changing society edited by I. Crespi and E. Ruspini	Workshop #5 (G.125 S. Carlo) Peer-reviewing	Authors meet critics (G.130 S. Maria) Work-Life Balance in Times of Recession, Austerity and Beyond, edited by S Lewis, D. Anderson, C. Lyonette, N. Payne and S. Wood
19.30	Conference dinner at La Terrazza di Via Palestro, Centro Svizzero di Milano, Via Palestro 2, Milano			

Saturday 27 May 2017

09.00 - 10.30	Session (G. 129 S. Paolo) The work-life interface of entrepreneurs	Session (G.130 S. Maria) Parenting, partnership and wellbeing	Session (G.126 C. Ferrari) Changes in the institutional context and exposure to insecurity <i>(1st part)</i>	Session (G.125 S. Carlo) Work family challenges in selected professions
10.30 - 10.45	Coffee break			
10.45 - 12.15	Session (G.130 S. Maria) Narratives, discourses, and perceptions in organizations about work-life issues	Session (G. 129 S. Paolo) Social and community policies at local level	Session (G.126 C. Ferrari) Changes in the institutional context and exposure to insecurity <i>(2nd part)</i>	Session (G.125 S. Carlo) Intergenerational effects of family and labour market policies
12.30 - 13.30	Keynote: Tammy Allen “Sustainable Work: Family-supportive Policies and Practices that Contribute to Employee and Family Wellbeing” (G.127 Pio XI)			
13.30	Concluding lunch			

Abstracts

Thursday May 25, 2017

09.10 - 10.10: Keynote

Room G.127 Pio XI

Tanja Van der Lippe: A happy and sustainable workforce for all?

Discussant: Rebecca Lawthom

In this day and age, high levels of flexibility and insecurity are driving the need to understand how all workers can be happy and productive, especially those with a low socio-economic status (SES). Do low SES workers worry about their work-life balance or about economic security? I will argue that work-family research needs to focus more on low SES employees. To what extent are organizational policies related to work-life balance, flexibility, training and health as available to low SES workers as they are to high SES workers? Are low SES workers able to make use of these policies, can they benefit from them, and does this contribute to better performance at the employee and organizational level, leading to a sustainable workforce for all? Advocating a multi-level perspective, I will draw on new and unique data from the Sustainable Workforce ERC Project, in which my colleagues and I studied 11,011 employees, nested in 869 teams at 259 organizations in 9 European countries.

10.15 - 11.45: Parallel sessions and symposiums

Symposium - Flexible working and social support

Room G. 126 C. Ferrari

Organizer: Laura den Dulk

The organization of work is changing. Technological developments and increasing globalization change expectations of when and where work is done, about employment relations, and the way people work together. Increasingly work can be done any time, any place. Flexible work arrangements (FWA), such as flexible working hours and teleworking, are expected to lead to better work and lives. However, current research findings are inconclusive and show heterogeneous results. There is a need for research that looks into conditions and mechanisms that affect the impact of different types of FWAs across various contexts. The papers in this symposium explore potential mediators and moderators and in particular look at the role of social support.

- Pascale Peters, Marissa de Klerk and Symen A. Brouwers, *Moderated mediation of teleworking and flexitime on burnout and work engagement: A longitudinal study in South Africa and The Netherlands*

Worldwide, increased teleworking and flexitime allow workers to be more in control of the time-spatial location of their own workload, having the potential to foster work engagement and reduce exhaustion. The true positive and negative effects of these flexible work-practices, however, are still under debate, some organizations pointing to the risk of losing social cohesion in the workplace. Moreover, very little research has looked into the influence of cultural background experience and the causal relations across time. Based on the Job Demands-Resources Model (Bakker and Demerouti, 2007), the Social Exchange Theory (Emerson, 1976), and the Self-Determination Theory (Ryan and Deci, 2000), this study tested a moderated mediation model in which the mediating effect of 'perceived collegial support' between the input variables 'teleworking' and 'flexitime' and the output variables 'burnout' and 'work engagement', is moderated by two psychological basic needs ('need for relatedness' and 'need for autonomy'). Specific attention was paid to moderation through 'culture' by sampling workers from two cultures that share a similar Calvinistic work ethic, but that differ in terms of sociocultural practises. Our

sample consisted of 211 South African and Dutch employed and self-employed workers that completed a three-wave longitudinal study. Data was analysed using multi-group path analysis in AMOS to check for similarities in the mediating and moderating effects across the two cultural groups (White South Africans and Dutch). The findings indicated that for South Africans, the chain of effects went from flexitime through collegial support, reducing burnout and enhancing engagement, with flexitime having a positive impact on collegial support. For the Dutch, both teleworking and flexitime contributed significantly to collegial support, which affected engagement, but not burn-out. That is, teleworking indirectly affected engagement negatively and flexitime indirectly affected engagement positively. Need for autonomy and need for relatedness both moderated the chain of effects significantly, enhancing the modelled relationships. We concluded that potential effects of time-spatial flexibility are not universal, but differ across cultural groups. Moreover, professional social cohesion plays an important role herein. Finally, the strengths of the effects depend on individuals' basic psychological needs.

- Marek Wiebusch, Laura den Dulk and Anja Abendroth, *Towards a sustainable practice of teleworking within a formalized context: the role of social support*

It is often assumed that teleworking is better suited for organizations that score low on formalization and hierarchy. This study examined the actual practice of teleworking in a German public sector organization with a high degree of formalization. Interview and focus group data were collected among teleworkers and their supervisors. Central question that is addressed: How can telework be practiced in formalized contexts that it meets individual needs to combine work and private life and organizational needs of workplace performance and what is the role of social support therein? Within a formalized organizational context, there might be a tension between the need to follow formal rules and the need to respond flexible to irregular and unexpected events. However, flexibility alone is not enough. Findings of this study show that in order for teleworking to become a sustainable work practice, that is, meeting individual work-family needs and maintaining organizational performance, social support from supervisors, co-workers and family members is required. The formalized context tends to elevate this need for social support. In addition, the level of support needed for a sustainable telework practice depended on the general interdependence between workplace actors, their need for flexibility, and the ability of the teleworker to mobilize support through open communication. Moreover, also supportive actions involving low effort behaviours tend to add up and can become a substantial burden to supportive actors. To safeguard a sustainable telework practice, such supportive actions need to be valued and maintained until they are perceived as 'normal practice' within a newly emerging culture of flexible working.

- Thora Thorgeirsdottir and Clare Kelliher, *Being there for the team: The impact of flexible work arrangement use on team collaboration*

The growth of interest in flexible work arrangements (FWAs) has prompted organisations to find ways to adapt and integrate these practices into their work routines and processes. An important concern of individual FWA use is the consequences on other employees, in particular when collaboration is needed between them. Addressing this, purpose of the current study explores the impact of FWA use, in particular telework, part-time work and flexible work hours, on team collaboration in interdependent teams and identifies contextual factors that may mitigate this effect. Evidence was collected from seven case studies in software development teams in three organisations in The Netherlands and Belgium. Findings suggest that, at the team-level, telework, part-time work and flexible work hours all impact team collaboration as a result of reduced physical co-presence of team members at the workplace. Reduced physical co-presence then creates challenges to team collaboration because of delays in response times, increased risks of misinterpretations and increased risks of 'freewheeling'. The findings further revealed that FWA use was as perceived problematic for teams because of a reduction in 'passive co-presence' - the time

a team member was present at the workplace without necessarily being actively engaged in interactions with other team members. Physical presence was therefore perceived to produce opportunities to interact rather than translating to actual extensive interactions between team members. However, differences observed between teams led to the identification of five groups of factors that impact how FWA use affects team collaboration. Three factors were structural and affected the need for collaboration in the team. First was team structure, in particular the level of knowledge distribution and team lifespan. Second was task structure, in particular the level of task complexity and task urgency and third was team alignment, i.e. the importance of regular face-to-face meetings and of providing teams with a vision and direction. Two additional factors were identified as enabling teams to deal with FWA use. The first was by enabling co-presence, by limiting the amount of absence, by predictability of absence and synchronisation of presence of team members. Second was by encouraging proactive behaviours amongst flexible workers, especially proactive availability to other team members and proactive responsibility, informing others of absence and considering the implications of absence on the team. The findings presented are reflective of organisational contexts in which FWAs have not been formally implemented but are adopted in response to employee needs and therefore also reflect a culture in which presence at the workplace is perceived as the norm. The findings are also reflective of a national context in which part-time work is widely accepted and normalised, which may influence perceptions in the organisations. This study makes a contribution by demonstrating the importance of passive co-presence to team collaboration, by demonstrating how three types of FWAs all affect team collaboration through the same mechanism of reduced co-presence and by outlining contextual factors that may enable the use of FWAs in teams.

- Bettina Kubicek, *Flexible work arrangements and work-family conflict among dual earner couples: Do boundary management and spousal support matter?*

Although flexible work arrangements (FWA) are often advocated as a key resource to counteract work-family conflict (WFC), recent meta-analytical findings show heterogeneous yet rather low associations between the constructs. The heterogeneity of the findings suggests that the potential of FWA to facilitate the balancing of work and family roles is contingent on additional factors. In the presence of increased work-family role blurring or low spousal support FWA may no longer counteract WFC. Therefore, we assessed whether work-home boundary management behaviors and spousal support moderate the associations between FWA and employees' and their partners' WFC using a cross-sectional study among 115 dual earner couples. The actor-partner interdependence moderation model showed that FWA are negatively related to WFC for men, but not for women. These associations are further qualified by spousal support (but not by boundary management behaviors). For men, the negative association between FWA and WFC was present only in case of low spousal support, but not in case of high spousal support. For women, opposing associations were found for high and low levels of spousal support: If spousal support is low, FWA are associated with high levels of WFC. Yet, if spousal support is high, FWA are associated with low levels of WFC. These results suggest that especially for women, FWA do not suffice to facilitate the balancing of work and family roles. Rather, the social context needs to be considered when evaluating the effects of FWA on WFC.

Session - Fatherhood and the gender division of housework

Room G.130 S. Maria

- Laetitia Coles, *Highly involved breadwinner dads: Determinants of father involvement with infants amongst fathers who work long hours*

A large body of literature demonstrates that fathers' work hours have increased over recent decades. Simultaneously, fathers are also expected to be more engaged with children than in previous decades. In response, many fathers have increased their time in play-based and

discretionary tasks, yet are less likely to engage in time inflexible, routine care (such as bathing infants, changing nappies, feeding, and putting infants to bed). While father involvement in general is important for father-infant bonding, routine infant care activities in particular are important for gender equity outcomes. Literature focussing on the intersections of work and care for fathers suggests it is difficult for ‘breadwinner’ fathers to find the time to engage in significant amounts of routine infant care. Nevertheless, some fatherhood research has identified a significant minority of fathers who engage in relatively large amounts of infant care while working long hours. Yet we do not know much about these fathers. This study draws on and extends theories that have frequently been used to explain gendered divisions of household labour, such as the time availability perspective, relative resources perspective, and gender identity theories, broadening current understandings of father involvement in infant care when fathers work long hours. Specifically, this paper aims to understand the extent to which fathers’ attitudes towards parenting and gender roles are associated with time spent in routine infant care activities, in the context of very long work hours. The data for this analysis come from a unique study of fathers of infants (~6 months) who were surveyed in 2012 and 2014 as part of an evaluation of the Australian government’s Dad and Partner Pay (n=2,867). From this sample, fathers working more than 45 hours per week were selected (n=1,285). By running a stepwise logistic regression with fathers in this sub-sample, I explored the extent to which fathers’ personal and demographic factors; length of leave and work flexibility factors; and factors denoting attitude toward the parental gender role, were associated with fathers engaging in routine infant care activities at least once each day. Results showed that forty percent of fathers who worked 45 hours per week or more engaged in routine infant care activities daily. Further, fathers who held gender egalitarian views towards parenting, whose wife or partner had returned to work, who took longer parental or paternity leave, and who used work flexibility provisions, were more likely to engage in routine infant care activities at least once each day. This suggests a complex interplay between personal, work-related, and attitudinal factors in relation to infant care. However, the presence of egalitarian parental role attitudes amongst fathers who engaged in frequent routine infant care activities suggests that these fathers may simultaneously enact a breadwinner and involved father role. The results further highlight the importance of workplace policy around flexibility and parental leave provisions for ongoing father involvement in infant care.

- Colette Fagan and Helen Norman, *Flexibility and fatherhood in Europe*

Men and women’s control over when and where they work - whether through formal flexitime arrangements or informal means - varies markedly across European countries as a result of institutional differences in working-time policies and workplace practices (Rubery et al. 1998; Fagan et al, 2012). This has been revealed by comparative European Surveys, including Eurofound’s European Working Conditions Survey and the European Company Survey. It is within this context that parents act to combine the time-demands of their jobs with that of raising children. It is well-known, that women are more likely to opt for part-time employment if they are raising children in some countries than others and to make other adjustments to their work schedules (Fagan et al. 2014). By contrast, much less is known about fathers’ working-time arrangements other than (i) average full-time working hours are much longer in some countries than others and (ii) men are much less likely than women to reduce their work hours when they have children (Fagan and Norman 2016; 2012; Norman et al. 2014). In this paper, we build from Sullivan et al.’s (2000) analysis of ‘fatherhood strategies’ based on their comparative analysis of men’s time-use data. We use the Sixth European Working Conditions Survey to analyse fathers’ work schedules, with a particular focus on their control over when and where they work (flexible working) and the volume of hours worked and their self-report of work-life balance. We will assess whether the work schedules of fathers with young children vary markedly from other men, and seek to identify the national and occupational differences in men’s time availability to be engaged in looking after their young children. The analysis will be informed by reference to key policies

which, in principle, enable fathers to reduce or adapt their working hours (parental leave, right to request reduced/flexible working hours), as well as more general national working-time policies which regulate the length of working time and foster worker-oriented flexible working.

- Letizia Mencarini and Cristina Solera, *The gender division of housework after the first child: a comparison between Bulgaria, France and the Netherlands*

Time use data have shown how all around Europe – even with important differences across countries – that the division of domestic chores is still heavily gendered and mainly on women shoulders. The division of housework between partners seems also to vary along life course and the birth of the first child is certainly one of most important event for a couple gender balance. On one hand, there is new time-consuming component of the unpaid work, i.e. the activity of childcare; on the other hand, mothers have everywhere exclusive or longer parental leave than fathers. Recent studies have highlighted how following the birth of child, the division of unpaid work in couples tends to change and to be “re-traditionalised” towards a more unbalanced gender division. However, most of studies rely on cross sectional comparison between group of childless couples and parents or on qualitative data. In this study, we fill this gap on literature using longitudinal panel data coming from two waves of “Gender and generation Surveys” for three European countries with different cultural, structural and institutional settings (namely, Bulgaria, France and the Netherlands). The two surveys have been conducted with a three years’ interval and allow us to analyse how the gender division of domestic work changes after the transition to first child for about 400 couples in each country. We build a simple index of division of housework on the basis of four items concerning routine tasks (i.e. preparing daily meals, doing the dishes, shopping for food, vacuum-cleaning) and we see how changes in such division around first child are linked to the educational profile of the couple (both high educated, only she, only he), to women’s labour market participation, and to gender-role attitudes. First descriptive and multivariate analyses show that everywhere the first child leads to higher inequality in the division of housework, but much more in Bulgaria and the Netherlands than in France. Moreover, everywhere such “re-traditionalisation” is higher in less educated couples, but again France is distinctive in that education matters much less. Evidently, in countries where both culture and policies are supportive of gender equality, as in France, divisions of labour across couples is more homogenous by education level. In more traditional countries, by contrast, education seems indeed to guide innovative behaviours, yet without “completing gender revolution”. Also among high-educated dual-earner couples, revolution seems to stop at the door of the house, which is gender seems to trump money (as Bittman and colleagues said, 2003).

- Maha Sabbah, *Gender and the division of housework: Does class matter? The case of Palestinian society in Israel*

This study addresses the way gender inequalities between spouses and between households shape the division of housework, and the way these inequalities differ by class among Palestinian families in Israel. Palestinian society in Israel has undergone important social and economic changes in the past three decades, most notably, the improving educational level among Palestinian women. Together with economic constraints, the improvement in education has increased the number of women who enter the workforce, reaching over 30% in 2016 (Israeli Central Bureau of Statistics), although the percentages are still lower than those of Palestinian men or Jewish women in Israel. Although women’s education and employment enable them greater independence and greater latitude in negotiating contradictory obligations, males continue to have moral and practical superiority over females (Sa’ar, 2001). These changes, accompanied by demographic changes in Palestinian society in Israel (Haidar, 2009), have led to the rise of a new Palestinian middle class, and an increase in consumption that has constructed the middle-class identity and lifestyle. However, there are very few studies on this topic and the published research that has mainly been undertaken in the past decade, was conducted on gender inequalities in Palestinian families and

studied the relationship between spousal attributes and housework division (Kulik, 2007; Lavee and Katz, 2003). Our study extends this body of work and particularly looks at class differences in relation to gender inequality at home. Following the steady rise in the women's labor force in Western societies during the past half century, a growing body of research has been devoted to examining the gender division of domestic work and decision-making (Hook 2010). Empirical studies from Western societies document some convergence of women's and men's domestic work time, but women still do the majority of housework, particularly the less enjoyable routine tasks (Bianchi et al., 2000; Hook 2010). To explain inequalities within the household, social scientists developed several conceptual approaches. We will focus on three of these approaches. The relative resources approach takes an exchange-based perspective: individuals with the most resources (e.g., earnings, education) use these resources to negotiate a favorable division of labor for themselves (Breen and Cooke, 2005; Shelton and John, 1996). The time availability perspective focuses on family members' time allocation between market and domestic work (Hiller, 1984). This perspective suggests that there should be a relationship between the number of hours that spouses work outside the home and the number of hours they spend doing domestic work. The gender ideology approach focuses on partners' attitudes towards gender roles. It assumes that more egalitarian beliefs about men's and women's roles lead to a more egalitarian division of labor in the home (Blair and Lichter, 1991). There is little literature on income, as a resource that affords access to domestic technologies, paid help, and is not only a determinant of relative bargaining power, which may be used to reduce unpaid domestic work time (de Ruijter, Treas, and Cohen 2005). Studies have maintained that the consumption of housework services is an arena for gendered negotiation that may vary by class and ethnicity (Heising, 2011). Studies that have discussed the relationship between class differences and housework found that bourgeois males have a lower tendency to participate in housework than the managerial class or than working-class males (Nakhaie, 2002). Household income could explain part of the 'catch-up' effect evident in the contribution to household work of men from lower educational levels (who may not be in the position to afford domestic help) and the small increase among men from the higher classes (Sullivan, 2011). Most research in this field has centered on women in Western advanced societies, indicating some convergence in gender roles over time. Developing society, which has undergone important changes, while, at the same time, upholds patriarchal norms regarding gender roles and family orientation in which women's status in the private and public sphere is relatively weak, has enjoyed little scholarly attention. Therefore, in such a context, the relations between socio-economic changes and gender inequalities within the household may be more complex, and vary by society and vary over time. In addition, studies that deal with household division of labor and outsourcing have neglected the fact that the rigid boundaries between the private and public spheres in traditional societies may affect the legitimacy for unpaid help. In addition, in such societies, unpaid help is usually done by relatives, and is more common than paid outsourcing. These phenomena draw attention to the fact that the class differences in housework inequalities may be more complex. Therefore, studies from Western societies may not apply. This study addresses the following questions: How are women's resources (education and income) associated with division of household labor in Palestinian society in Israel? How are the relative resources of the spouses (education and income) associated with division of household labor? Do women from the middle class utilize their resources (education and income) to achieve a more egalitarian division of labor in the family in a way that differs from women from the lower class? Does the cultural and social context override class differences? This study utilizes three data sources: the Israeli Central Bureau of Statistics' social survey from 2009, the International Social Survey Program in 2002 and 2012, and the European Social Survey from 2010. Using this set of sources allows us to study changes over time. The analysis focuses on three aspects: who usually does the housework (daily tasks, childcare, and dealing with financial matters), decision-making and the amount of time spent by the wife in domestic work and childcare. The main independent variables have three levels: the respondent's level (education, income, market-working hours), the

spouse's level (education and income), and the household level (class position, number of children under 18, and use of paid outsourcing). Descriptive and multivariate analyses are applied.

Symposium - Connecting people and systems: Challenges in developing sustainable care

Room G.129 S. Paolo

Organizer: Janet Fast

The care of people who are older, sick or disabled is a timely and important topic: population ageing, modernizing health and social care systems, new ways of organizing and supporting care work (paid and unpaid), and complex patterns of migration are critical issues for governments worldwide. This symposium is proposed by a team of international scholars who are collaborating to generate new international evidence around policies and arrangements required to make caring for others sustainable. It comprises four papers addressing conceptual issues and providing new empirical evidence related to: the rights and recognition of family carers (paper #1); the importance of generating a deeper understanding of patterns of movement in and out of family caring arrangements across the life course (paper #2); implications of caring for the financial well-being of family carers (paper #3); and issues related to migration of older adults, family carers and professional care workers (paper #4).

- **Kate O'Loughlin and Sue Yeandle, *Rights and recognition in family care to adults: Policy framing***

In this paper, we explore the emergence of 'rights and recognition' as a concept in framing policy on carers in Australia and the UK, its role in developing policy and practice relevant to sustainability of caring systems and relationships and its connection/contrast with debates located in human rights and social inclusion frameworks. We first describe the development, origins and definitions of carers' 'rights and recognition', then consider how the concept is applied in lobbying and framing policy statements and legislation, and discuss the linkage between the concept of rights and recognition and the 'invisibility' of caring. Implementation issues related to rights enforcement mechanisms, the relationship between the concepts of rights and responsibilities, and the trend toward individual responsibility as a policy value evident in much of the developed world are discussed. We conclude by outlining a research agenda that we believe will guide further study of the impact of a carers' rights and recognition discourse.

- **Laura Funk, Joohong Min, Janet Fast, Anna Chudyk, and Jacquie Eales, *Caregiving as a status, a pathway or a trajectory?***

To better understand later life outcomes for carers, we need to attend more closely to examining and measuring lifelong patterns into and out of care episodes, and to examine how their effects can accumulate over time. Existing research suggests that providing unpaid family care has significant implications for later life health, wealth, and psychological well-being. However, most studies measure caregiving as a current status rather than a process from which consequences may accumulate over the life course. Few studies treat care as a trajectory that plays out over time and is influenced by multiple factors. In this paper, we first propose a conceptual model for research on care trajectories based on the extant literature. We then apply this model to data on family carers' care histories drawn from Statistics Canada's 2012 Survey on Caregiving and Care Receiving to identify patterns of care across the life courses of carers to older adults. We further consider how the number, timing, and duration of care episodes may uniquely contribute to shaping these patterns and trajectories.

- Karen Duncan, Shahin Shooshtari, Kerstin Roger, Janet Fast, and Jing Han, *Care-Related Out-of-Pocket Expenditures and Financial Hardship*

Caring for family members or friends with long-term health, disability or aging-related needs is a normative life experience that brings both satisfaction and challenges. One such challenge is managing the care-related out-of-pocket expenditures (OPE) that may put carers at risk of financial hardship. The literature on OPE is growing but still quite limited, and we know little about financial hardship and changes in financial behaviour that result from caregiving. In this study, we use a nationally representative sample of family carers age 45+ drawn from Statistics Canada's 2012 Survey on Caregiving and Care Receiving to explore the prevalence of and risk factors for financial hardship, and the financial behaviours used to cope with it. We find that 18% of our sample (597,811) report experiencing financial hardship. The majority coped by modifying their spending (91.8%) and drawing down or deferring savings (73.4%). About one-third borrowed money from family or friends (34.5%) and/or from financial institutions (30.7%) while 19.4% sold assets. Findings from multivariate analyses exploring risk factors for financial hardship among carers with care-related OPE suggest public policies and personal finance practice strategies to minimize the prevalence and severity of financial hardship among family carers.

- Majella Kilkey and Louise Ryan, *Sustainable care in the context of ageing in and out of place*

Migration and mobility are transforming caring contexts for older people in multiple ways. Some migrants may experience later life as 'aging out of place', in diverse socio-cultural and structural contexts and at a distance from family members. Rising numbers of older people who have not moved – those 'ageing in place' – have dispersed family networks. Further, while the paid care work force in many countries depends on migrants, little thought is given to how these workers reconcile paid care work with familial care responsibilities, locally and transnationally. Resulting scenarios include: the superdiversification of aging populations; aging 'left-behind' populations; older people with dispersed family and care networks; retirement migration; older migrants returning to their country of origin; and 'follow-the-children' older migrants. The care needs of those implicated in the intersections between migration and aging raise particular challenges for sustainable care and well-being, in terms of cultural and linguistic sensitivities, migration rights, portability of entitlements, networks of support and access to communication technologies. In this paper, we map out the relationship between aging, care and migration, and consider the challenges posed for sustainable care.

Session - Work-life strategies

Room G.125 S. Carlo

- Maria Letizia Bosoni, *Work-family reconciliation strategies in Italian families with 0-6 year children*

In contemporary society, characterized by high levels of uncertainty, parenthood is becoming more and more a complex and challenging transition, in particular concerning the work and family balance. In Italy, as well in Europe, a delay in the transition to parenthood is common and fertility rate are declining, but also one of the main challenge for parents is the balance between work and care tasks. Resources for balancing work and care in such transition consist of at least 3 types of helps: cash, services, and time (Donati, 2010; Rossi, Carrà, Mazzucchelli, 2010). Though childcare services play a fundamental role, a sustainable and satisfactory organization of times and responsibilities requires a complex combination of resources. This presentation is aimed to highlight work and family balance strategies of Italian families with young children (0-6 years) using childcare services (nurseries and kindergartens) with data from the "Multipurpose survey on households: aspects of daily life – 2012" carried out by ISTAT (Italian National Institute of Statistics) on a representative and consistent sample of Italian families. It is a large annual sample survey that

covers the resident population in private households. It is a part of an integrated system of social surveys – The Multipurpose Surveys on Household – and it collects fundamental information on individual and household daily life with both mothers and fathers interviewed by a face to face questionnaire. Research questions guiding this analysis are: which strategies in Italian families, in addition to childcare services, for coping with care and work? which impact on general life satisfaction of families? The Italian sample counts a total 19,339 families, among them those with children 0-6 years using childcare services are 1198, representing the 6% of Italian families. Considering families with young children is particular interesting as this stage of the family life cycle is extremely challenging and demanding, moreover a majority of the families using childcare services in the sample have 1 child (66,9%), followed by those with 2 children (29,9%) and only a residual part has 3 or more (3,2%). So, many of these families are probably dealing with the first transition to parenthood. By using a cluster analysis 5 groups of families have been identified: 1. Employed and high income families, 39.3%; 2. Satisfied families and opened to relationships; 21.3%; 3. Families with economic problems, 28.5%; 4. single-fathers, 1.6%; 5. single mothers, 8.3%. Finally, Italian families appear to be rather satisfied of their life in general (high life satisfaction 18%, medium life satisfaction 73%, low life satisfaction 9%).

- Elisabetta Carrà, *The relational well-being of Italian families with children aged 0-13: The key role of work-family reconciliation*

At a time of economic crisis, a morphogenetic process is likely to take place in the well-being-oriented choices made by families with young children on work-family reconciliation and parental care. Depending on different cultural and structural factors (financial resources, family type, location), families can be expected to adopt specific ways of life and base their overall satisfaction on different elements. The present contribution is aimed at verifying this hypothesis through data from the 'Multipurpose Survey on Households: Aspects of Daily Life', carried out by ISTAT (Italian National Institute of Statistics) throughout 2012. For the purpose of this research, a special section dedicated to 3,745 families with children aged 0-13 was included in the ISTAT survey. The research hypothesis is argued in light of two categories: a) relational well-being, a key concept in Relational Sociology by Pierpaolo Donati, and b) a sustainable *modus vivendi*, central to the Morphogenetic Theory by Margaret Archer. Results show that the ways of life (*modi vivendi*) of families with children aged 0-13 vary significantly, as families' priority agendas are strongly connected to the continual interaction between family agency and structural conditions. Furthermore, satisfaction with work and with family relationships plays a key role in predicting overall satisfaction, thus overshadowing the importance of the financial situation.

- Daljeet Kaur, *Coping strategies adopted by working women to combat work-family conflict*

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.

- Ronit Waismel-Manor and Asaf Levanon, *Time to Reconsider Work: Dual-Earner Couples' Work Related Adaptive Strategies and Preferences for Reduced Work Hours*

In this study, we use the life course perspective and the paradigm of the social construction of gender to examine the relationships between dual-earner couples' adaptive strategies, such as their work hour arrangements, conjoint occupational status and relative earnings, and men's and women's own preferences for reduced work hours as well as their desire for reduced work hours of their spouses. Using the 2010 European Social Survey, we document a pervasive preference for reduced work hours in European countries, which is common to both men and women. Our findings indicate that, regardless of their actual work hour arrangements, conjoint occupational status and relative earnings, couples generally report preferences for working hours for themselves and their spouses that conform to a modified male breadwinner/female homemaker template. More specifically, the ideal couple-level working time arrangement combines a husband who has a full-time job but does not work long hours and a wife working shorter hours, either in a part-time or full-time job. We discuss the impact of these findings on gender inequality, individuals and organizations.

11.45 - 13.15: Parallel sessions and symposiums

Symposium - Multilevel Perspectives on Contemporary Work-Life Challenges Room G. 126 C. Ferrari

Organizers: Marcello Russo and Ariane Ollier-Malaterre

There is large consensus among work family scholars that the capacity to achieve work life balance depends on individual, organizational, and societal factors. For example, the presence of supportive organizational cultures and national work-life policies can facilitate individuals' and families' attainment of balance. Despite this evidence, the number of studies that explore work-life challenges using a multilevel perspective remains limited. In this symposium, we combine four multilevel theoretical and empirical papers that consider the impact of societal, organizational and relational factors influencing individuals' response to organizational work-life policies and, consequently, their capacity to achieve balance in life (Newman, 2011). The first paper by Greenhaus and Powell introduces a theoretical framework that elucidates the impact of societal and organizational actions on individuals' and families' work-family decisions. The second paper by Kossek, Butler, Gettings and Thompson examines how individuals respond to organizational interventions designed to support employees' work-life needs. The third paper by Ollier-Malaterre argues that employees' collective sense making of organizational work-life policies can be analyzed as social contagion processes taking place in their social networks at work and outside the work. The fourth paper by Ayudhya, Prouska and Beauregard examines the impact of global recessions on employees' working conditions, sense of entitlement to work-life supports and work-life balance in Greece. We present this symposium in the hope that it helps work-life research to make a greater impact (Williams et al. 2016) and to present ideas and arguments that stimulate future research.

- Jeffrey H. Greenhaus and Gary N. Powell, *Trickle-Down Effects of Societal and Organizational Actions. On Employees' Family-Informed Work Decisions*

The intertwining of work and family lives in contemporary society requires employees to factor family considerations into their work-related decisions; that is, to make family-informed work decisions. Work decisions (e.g., to accept or decline a promotion) that are informed by family circumstances can help employees achieve greater work-family balance and enhance their family's well-being. Moreover, actions by societies (e.g., mandated parental leaves) and organizations (e.g., flexible work schedules) determine how effectively employees can incorporate family considerations into their work decisions (Greenhaus and Powell, 2017). We propose that societal and organizational actions enable employees to make family-informed work decisions because they (1) encourage employees to frame a work decision broadly to consider the decision's implications for their families; (2) provide a more extensive set of alternative courses of action from which employees can choose; (3) increase the positive consequences and reduce the negative consequences associated with making work decisions informed by family considerations and (4) enable employees to make work decisions that are consistent with their work and family identities. We discuss the theoretical processes that link societal and organizational actions to employee decision making and the implications of these processes for societies, organizations, employees, and their families.

- Ellen Ernst Kossek, Patricia Gettings, Rebecca Thompson, *Work-Life Intervention Crafting to Sustain Organizational Change (or Not) in Constrained Contexts*

Organizational interventions to improve work-life relationships is a multi-level change process, yet organizational level perspectives and nested occupational contextual effects have been overlooked. This article examines how organizations and role members respond and adapt to an organizational work-life change initiative designed to increase 1) support of employees' work-life needs and 2) their control over work. In an 18 month comparative field study of four long term care nursing homes, we identified systematic variation in the process of implementation and organizational response across sites. Longitudinal multi-level data provides the basis for our theory-building on work-life intervention implementation to support new ways of working in challenging work contexts (e.g. 24-7 regulated work with many low income workers). We identify different forms of intervention crafting as within organization internal processes - some that helped the organization adapt and sustain the intervention, and some that provided resistance and abandonment. The article developed the constructs of intervention crafting and links them to scale up from ideas on job crafting and organizational change to develop understanding of organizational adaptation to work-life innovation.

- Ariane Ollier-Malaterre, *Employees' Collective Sensemaking of Organizational Work-Life Policies: Multi-level Contagion Processes*

Although many organizations provide work-life policies (WLP) such as flexible work arrangements, leaves, and dependent care programs, use of these policies is potentially stigmatizing. In order to understand the persisting implementation gap in WLP, this paper theorizes employees' collective sensemaking of ambiguous human resource (HR) policies as multi-level social contagion processes taking place in employees' social networks at work and outside of work. Specifically, we analyze how social influence and social comparisons processes shape six important dimensions of employees' sensemaking: knowledge of WLP, assessments of the policies' usefulness and image cost, causal attributions regarding the organization's intentions, and fairness and generosity judgments on the policies. Drawing on the strategic human resource management literature, we theorize about the impacts of employees' sensemaking of WLP on their use of WLP and on their family-supportive organizational perceptions, which, in turn, shape the intensity and the valence of their reactions to WLP. Our model, emphasizing social contagion and social networks, operates an

important shift in the work-life literature, which has mostly examined WLP from the perspective of isolated individuals.

- Uracha Chatrakul Na Ayudhya, Rea Prouska, T. Alexandra Beauregard, *The Impact of Global Economic Crisis and Austerity on Quality of Working Life and Work-life Balance: A Capabilities Perspective*

This paper draws on Amartya Sen's capabilities approach as a framework for examining the impact of the global economic crisis and austerity on quality of working life and work-life balance. Building on the work of Hobson and colleagues, we contribute to the development of theory by seeking to demonstrate the importance of the sense of entitlement concept within the capabilities framework as an approach for understanding workers' perceptions of their capabilities. Our paper focuses on Greece, an extreme case of a country in economic crisis, characterised by a weak institutional basis. Drawing on the accounts of twenty professional and managerial workers, we illustrate how the crisis and austerity measures have eroded working conditions and thus the sense of entitlement to work-life supports, leading to the weakening of capabilities to achieve a high quality of working life and a satisfactory work-life balance.

Session - Fathers and work-life challenges

Room G.130 S. Maria

- Or Anabi, Shira Offer and Danny Kaplan, *Work Family Interface and Fathers' New Masculinity Ideology*

Expectations to be both a successful provider and an involved father can constitute a major source of apprehension, conflict, and stress for fathers in contemporary society, who increasingly face the challenge of juggling work and family demands. Men, however, could also benefit from holding multiple roles as they increase participation at home. As scholars of the work-family interface have acknowledged, the performance of multiple roles can provide rewards and privileges that contribute to individuals' well-being and sense of self-satisfaction both directly and indirectly, by helping them better cope with the stressors and demands of daily life. Research to date has mainly examined the effect of work hours and family demands on work-family conflict and enrichment. Our study, however, examines perceptions of masculinity, a previously unexplored dimension. Using a sample of 705 employed Israeli fathers who have at least one child under the age of six, we focused on two main variables. The first one is a measure tapping traditional masculinity (the Male Role Norms Scale, MRNS), which refers to the assertion of male status, physical strength, and emotional restraints. The second measure examines men's identification with a cultural transformation in norms of masculinity colloquially referred to as "new masculinity." Rooted in the growing cultural impact of the therapeutic discourse in Western societies, new masculinity emphasizes values such as emotional expressivity, authenticity, and holism. To this end, we employed a newly developed measure, the New Masculinity Inventory (NMI). Preliminary findings show that controlling for sociodemographic background, work-related variables, and involvement in childcare, the MRNS was not associated with either work-family conflict or enrichment. This suggests that men who identify with values of traditional masculinity may experience lower permeability between the two domains, which supports the view that these men attach much importance to their paid work and might be better able to insulate it from other domains. By contrast, the NMI was positively associated with both work-to-family and family-to-work enrichment, a finding which is consistent with the idea, emphasized in the new masculinity ideology, of holism and as men as "whole" persons. However, we also found a positive association between the NMI and family-to-work conflict. This finding suggests that men who adhere to values of new masculinity may be more aware and sensitive to family issues and demands and to the costs that these may have on their paid work although, as we found in a previous study, they are not necessarily more involved at home. Altogether, this research highlights the importance of

considering perceptions of masculinity when studying the work-family interface and distinguishing between different forms of masculinity.

- Abigail Locke, *A discourse of 'we': partnership, gender and caregiving in UK 'stay-at-home-dads'*

The global recession over the past decade brought with it many issues related to family health and wellbeing, not least the rise in employment and the effects of austerity on family life. This paper fits firmly within the 'family health and wellbeing' conference stream in order to study the ways in which families in contemporary Britain are combining caregiving and paid work, set against a backdrop of austerity, gendered parenting norms and relationships. Using a critical psychological lens, this current work presents a discursive analysis from a research project that focuses on stay-at-home dads in the United Kingdom. Stay-At-Home-Dads are an apparent growing phenomenon within the UK, and beyond, with more fathers reportedly taking on the primary caregiving role, one of the claimed after effects of the recession. Despite the increase in numbers, these fathers are still considered as non-normative with respect to more traditional gendered binaries of care. Reporting on unstructured interviews with twenty fathers who had become the primary caregiver for their children, the analysis noted a discourse that flowed through the data was a discourse of partnership with the fathers talking in a discourse of 'we'. That is, whilst the fathers were performing the majority of the childcare and tasks around caregiving, when it came to discussions around their families and decision making in their parenting roles, the fathers talked in a discourse of partnership and joint decision making with their breadwinning partners. The paper explores this partnership discourse in more detail, relating it to parenting norms and gendered subjectivities. Data examples are backed up with wider discussions around expectations around parenting roles, considering differing perspectives on the findings. Given that social policy in many countries is moving towards shared parenting and increased parental involvement, then, we would consider that an in-depth understanding of this particular group of caregiving fathers is an important task.

- Ifat Matzner Heruti, *"In the Name of the Father": Work-Family Conflicts of Working Fathers*

The work-family conflict faced by fathers has been an under-researched and widely ignored issue in general, and in Israel in particular. This paper, thus, will focus on Israeli men's difficulties with combining work and family lives. Specifically, it will examine the interconnection between masculinity norms, fatherhood, and work practices in Israel. Looking at the issue of fathers' work-family conflict through masculinities theory lens will shed light on subtle biases pervading norms, laws and policies in Israel. For instance, one of the strongest concepts of the theory is that manhood is defined through a negation—that of not being a woman. Thus, as professor Nancy Dowd argues, men reject caregiving because "care is perceived as soft, vulnerable, weak—all characteristics associated with women, and again, to be rejected, at whatever cost by men." Israeli culture and norms provide a serious challenge for men to function as caregivers given that the hegemonic masculine man in Israel is the fighter—the military man who should be tough in order to defend his country. This social imperative does not go along with nurturing and softness so required in caring for others. Hence, Israeli men are located in a constant conflict with regard to their role as caregivers, perhaps even more so than men in other Western cultures. Masculinities theory has also emphasized how the social imperative of fathers to function as the primary provider is intertwined with masculinity norms, hence a man is perceived as more masculine and even a better caregiver if he succeeds in financially providing for the family. Therefore, the interconnection between the definitions of breadwinning and masculinity, along with masculine workplace structures, has resulted in reduced options for fathers to provide care for their families. The paper contains three parts: The first part provides an overview of masculinities theory and its core principles, and continues with a cross-national examination of the theory, focusing on the Israeli culture. The second part moves from a general discussion on men into a more focused

examination of the ways masculinity and work norms shape Israeli fathers and fatherhood. The last part explores the potential of masculinities theory to enrich the discussion about work and family in a way that will bring about social change for working fathers and their families. In conclusion, the implications of this study are a further refinement in analysis and methodology of work-family issues. Developing a theoretical framework to look into laws and policies regarding the work-family conflicts of fathers could provide useful insights onto working fathers' hurdles in general, and in Israel, in particular. Most importantly, masculinities scholarship should be taken into account when discussing policies aiming at reconciling caregiving work with occupational work for the purpose of enriching the discourse, and for the pursuit of justice.

- **Thordis Reimer, *Mediating mechanisms for German fathers' parental leave use***
 Together with the parental leave policy introduced in Germany in 2007 parents are now entitled to receive generous parental leave benefits for one year. Two characteristics of the new entitlements, namely the exclusive entitlements for the second parent and the income-related benefits at a high percentage rate, were expected to foster particularly fathers' take-up of parental leave months. One decade later, one third of all German fathers claim parental leave entitlements. However, nearly two out of three fathers still do not claim any parental leave and those who use their entitlements mostly take only the two exclusive 'partner months' which are forfeited if not used by the second parent. Since the introduction of the new parental leave policy there is an ongoing discussion about the reasons of fathers' decisions whether to take up parental leave. Whereas some analyses concentrate on family economy considerations as a reason for persistent gender arrangements, others emphasize the importance of (persistent) gendered norms and gender roles in the family, especially after the birth of a child. Also, work organizations have been identified as mediators of father's parental leave use. There is evidence for several facilitating or hindering factors that correlate either positively or negatively with fathers' leave take-up. However, it has not been studied by now whether there are specific sets of conditions that mediate fathers' decisions to use parental leave. Based on 47 qualitative interviews with employed fathers in three different organizations (from the CRC 882 - B5 project 'Work organizations and life conduct of fathers'), this study analyses the logics of German fathers' leave taking. Building on the fathers' stated reasons for leave taking and performing Qualitative Comparative Analysis (QCA), the following questions are answered: What are the necessary and sufficient conditions for fathers' leave-taking? What role do work organizations play for fathers' decisions to take parental leave? The analysis reveals four main types of mediating mechanisms that are relevant for fathers' decisions to take parental leave: (1) Doing the math, (2) Calculating the risk, (3) Paving the way for mothers' interest and (4) Envisioning the value. The results of the QCA reveal the importance of understanding the fathers' situation as a set of conditions that in their interplay result in decisions for or against leave-taking. The findings indicate that besides the fathers' gender role attitudes particularly the workplace culture matters for fathers' decisions to claim their minimum entitlements of two months parental leave.

Session - Gendered structures and practices in contemporary work-life experiences

Room G.129 S. Paolo

- **Noshaba Batool, *"Men follow their dreams and women follow the expectations": Gender Based analysis of University Teachers' subjective perceptions of various job behaviours***
 Pakistan has been ranked the second-worst country in the world for gender inequality for the second consecutive year. The patriarchal nature of Pakistani society and religious backlash does not allow women to become a normal and equal part of Pakistan's social structure. The current study uses a qualitative lens to explore the meaning attached to various job behaviours and their

implications for male and female university teachers. The study includes the unheard voices of university teachers of Pakistan to understand the contextual and social conditions under which these perceptions of job behaviours are developed. Based on social identity theory, the current research has attempted to explore and understand the differences between role perceptions of female and male academics. Based on a total 40 qualitative interviews, the study found a huge gap between male and female university academics' perception of their job role expectations, professional identities, and actual behaviours at job. Although they may possess similar levels of education and professional experience, both males and female are expected to perform their job roles in different ways. These difference in gender role expectations then formulate the ways in which these academics develop their professional identities and perform various job behaviours.

- Sandra Idrovo, Belen Mesurado and Patricia Debeljuh, *Caring for the home in Iberoamerica: A cross-country comparison*

Communities around the world face conflicting forces that affect the work-family interface. New work dynamics as well as new care needs influence how individuals perceive domestic chores (Freedman, Cornman and Carr, 2014) and the developing and performing of the different home-making skills. At the same time, this perception differs along life span (Leopold and Skopek, 2015) impacts family satisfaction and life satisfaction in different ways (Chelsey and Flood, 2016), and is affected in turn by the perception and beliefs that communities hold in regards to those tasks and skills (Blair-Loy, Hochschild, Pugh, Williams and Hartmann, 2015; Domínguez-Folgueras, Jurado-Guerrero, Botía-Morillas and Amigot-Leache, 2016; Kossek, 2015). This study looks at how housework is perceived at the individual level: its importance and dedication and how it helps develop skills in different Iberoamerican countries: Argentina (n= 859), Colombia (n= 562), Chile (n= 308), Brazil (n= 444), Peru (n= 304), Ecuador (n= 394), Uruguay (n = 441), Mexico (n= 457), Guatemala (n = 386), El Salvador (n= 325), and Spain (n=355). It also looks at how national (HDI) and cultural (Global Gender Gap Index GGI) context is related to that perception. Data was collected on-line through a questionnaire developed for this purpose. Results show that there are significant statistical differences between the 11 countries on the five dimensions considered: 1. If society gives more importance to professional success than to successful home-making [$F(10, 4828) = 5.13; p < .001$]; 2. How important individuals consider housework to be [$F(10, 4828) = 16.07; p < .001$]; 3. How homemaking helps to develop skills [$F(10, 4828) = 7.64; p < .001$]; 4. How much individuals neglect the work of the home [$F(10, 4828) = 4.15; p < .001$]; and 5. How do they rate their dedication to the home [$F(10, 4828) = 12.60; p < .001$]. Moreover, the results show that people from countries with a higher gender gap think that household tasks are more important to them [$F(1, 4833) = 13.98; p < .001$] than those in countries with a smaller gender gap index. They also score higher in thinking that carrying out home chores help to develop skills [$F(1, 4833) = 17.21; p < .001$]. We did not find significant differences on the others aspects. Finally, results show that the level of human development of the different countries affect the different perceptions. A discussion of the findings is included.

- Mikael Nordenmark, *The importance of job satisfaction and satisfaction with family life for life satisfaction among men and women in different gender regimes*

The family and the work place are arenas of central importance for most adult people. The family often offers intimate relationships and love which are of major significance for people's wellbeing. The work place is an arena that often offers daily activity, friendship relationships and a salary which also means a lot for peoples' ability to create good living conditions. On the basis of this one can assume that the level of satisfaction with family life and with the job may be of major importance for the level of life satisfaction in general. However, there are reasons to believe that the relative importance of the level job and family satisfaction for satisfaction in life may vary according to gender and context. Women have traditionally been more involved in family life, while men have been the main breadwinner, which can mean that the family is of more importance for

women and that the job is of more importance for men, for the level of life satisfaction. There are also reasons to believe that the level of satisfaction in the family is of more importance for life satisfaction in context where the family traditionally has played an important role and that the work is of more importance in context that highlight the importance of a strong work ethic, for the level of satisfaction in life. This leads us to the following aim and research questions. The general aim of the study is to analyse the relative importance of job satisfaction and satisfaction with family life for life satisfaction among women and men in different gender regimes. Is satisfaction with family life or job satisfaction of more importance for life satisfaction? Is satisfaction with family life of more importance among women and job satisfaction of more importance among men for life satisfaction? Is family satisfaction of more importance in traditional regimes, and job satisfaction of more importance in egalitarian gender regimes, for life satisfaction? Are gender differences regarding the importance of family satisfaction and job satisfaction for life satisfaction more prominent in a traditional gender regime than in an egalitarian gender regime? Analyses are based on comparable data from the International Social Survey Program (ISSP) 2012 and include all working people in twenty-two countries representing different gender regimes. Preliminary results show that the level of satisfaction with family life seems to be of more importance for the general life satisfaction than the level of job satisfaction. This is true among both women and men and among people living in different gender regimes. But the level of satisfaction in family life seems to be of more importance for women's level of life satisfaction in countries representing a traditional gender regime than in countries representing a more egalitarian gender regime. Another interesting result in relation to this is that the level of life satisfaction seems to be lower in general among women living in a traditional gender regime.

- Chiara Giordano, *The impact of care, migration and gender regimes on domestic work in Europe: the case of Italy and Belgium*

This paper is part of a doctoral research, whose aim is to analyse the impact of care, migration and gender regimes on paid domestic work. As recent researches have pointed out, the number of domestic workers has increased almost everywhere in Europe and abroad. Following a part of the literature on domestic work, I include in the domestic sector both housework and care work. This choice is based on the recognition that both types of work present some characteristics that make them fundamentally different from any other employment relationship: they both have a strong gendered connotation, as they are associated to the reproductive work traditionally performed by women, and at the same time they reinforce hierarchies based on class and ethnicity (or nationality). Among the main trends occurring in this sector, feminisation and ethnicisation have been recognised as two crucial phenomena that affect the lives of domestic workers and that are ascribable to a series of factors. While literature on domestic work has recognised the role of welfare regimes (with a focus on policies related to care) and migration regimes (mainly entry and stay policies and integration measures) in defining the main trends of paid domestic work, feminist scholarship has introduced a third regime – the gender regime –, that can be crucial to understand the recent development of domestic work in Europe. In this paper, I will present the findings of a quantitative study conducted at European level, aimed at exploring the interconnection of welfare and gender regimes and their impact on the domestic sector in Europe. For this, I first created two indicators, one for each regime, which I then tested on outcomes in the domestic sector, with respect to three aspects: the size of the sector, the feminisation and the ethnicisation of paid domestic work. Regarding the construction of the gender regime indicator, I combined one existing indicator – the Gender Equality Index 2015 – with a new indicator that I constructed based on other selected indicators. As per the welfare regime indicator, I combined data from the Multilinks database with other selected indicators. The two resulting indicators were then used to identify clusters of countries that behave similarly in terms of gender and welfare systems. Finally, the emerging clusters of countries were tested on data from the EU-Labour Forces Survey, to

investigate whether patterns emerge with respect to the above-mentioned trends in paid domestic work.

Session - Work-family policies: background and rationale

Room G.125 S. Carlo

- Cassandra Engeman, *'Job-Killer' Bills in Tough Economic Times: Social Movements and Family Leave in California before and after the Great Recession*

The United States lags behind many other countries with respect to family policies. To manage tensions between work and family, many U.S. workers rely on individualized solutions with negative consequences for public health, workforce stability, and family economic security (Gornick and Meyers 2003). Given the dearth in family policy innovation at the federal level, U.S. states have been adopting their own policies. California leads the nation in family policy generosity. The state is additionally active in the area of family leave (e.g., leave to care for parent, spouse, child, or other relative). This paper analyzes 29 'successful' and 'failed' attempts to pass state legislation that would create or expand paid and/or job-protected leave rights in California from 1994 (one year after the federal Family and Medical Leave Act passed) to 2015 and examines how economic conditions influence social movements' capacity to set legislative agendas. California leave legislation was backed by a large and diverse coalition of community organizations that worked with government allies to draft, introduce, and move legislation. Leave advocates had the benefit of public support for leave policy issues (Milkman and Appelbaum 2013) and favorable political conditions in the form of government allies and – given that Democrats are more inclined to support leave policy initiatives (Berstein 2001; Elving 1995; Milkman and Appelbaum 2013) – Democratic majorities in both state houses. Theories of social movement outcomes suggest that coalition efforts would place leave policy on California's legislative agenda. This was not consistently the case, however, particularly in the years following the recession. Drawing from a variety of sources, including government documents and interviews with coalition leaders, elected representatives, and their staff, this research finds that weak economic conditions shaped social movement influence on state legislative agendas in three ways. First, leave bills were held in appropriations committees for their estimated costs to the state. These costs were related to the state's role as an employer who would be required to extend new rights to the state workforce. Second, leave bills were held in appropriations committees for their anticipated pressures on a funding source already strained by a state budget crisis. Third, weak economic conditions shifted leave advocate's priorities away from leave issues toward defensive battles to maintain government services and public employment. Thus, economic conditions weakened support for leave legislation among lawmakers and social movement organizations that would otherwise advocate leave reform. This paper contributes to the conference theme of community resilience by showing how members of the "third sector" – specifically, labor and women's organizations – strategize for social change under challenging economic circumstances. The leave advocates' perseverance through these tough times helped to keep leave policy reform on the legislative agenda after the California economy recovered. Much of the research on the societal implications of the recent recession understandably focuses on austerity responses to the crisis. This paper emphasizes stalled progress on rights expansion as (an often-overlooked) outcome of the recession.

- Mariam Gbajumo-Sheriff, *Are family-friendly programs context-free? Understanding what constitutes "family-friendly" in the Nigerian workplace*

Increased female labour participation and the need to pursue other interests outside of work have increased investigations and research into workplace policies, practices and programs that accommodate the needs of employees with family responsibilities within and outside of work. The focus of work-life balance policies has also differed in many countries, with liberal economies

relying more on employer-led initiatives, welfare states depending on state support and 'liberal' welfare regimes focusing on how the state and market could co- provide support to working families. In the UK, researchers have focused on work flexibility (flexitime, part-time work, job sharing, compressed hours, term-time working and other issues around working time) while other researchers in Australia and the US have focused not only on work flexibility but also on employee assistance programs (employee counselling, sick leave and elder care). In non-western countries like Nigeria, the concept of WLB is still emerging in corporate settings and work flexibility options for workers are limited. In discussing work-life balance in Nigeria, studies have concentrated on individualised strategies of coping with work-family demands, to the neglect of organisational support, essentially because work is usually full-time and family support (for childcare) is readily available to working parents. The study therefore intends to fill part of the gap in research by investigating the types of family-friendly formal policies and informal practices available in the oil and gas sector in Nigeria. Drawing from findings from thirty semi-structured interviews with working mothers, eight human resource practitioners and ten supervisors (who supervises at least one employee with family responsibilities) in the oil and gas sector in Nigeria, this empirical study provides evidence that although flexible working arrangement is almost non- existent in Nigeria, employees benefit from informal family-friendly workplace practices, perks and other benefits meant to enhance employee well-being. Findings from this study also show that the understanding and reason for introduction of family friendly programs in workplaces differ within the Nigerian context due to structural inefficiencies and cultural values.

- Suzan Milner, *Why do (some) companies offer 'father-friendly' workplace measures beyond legal requirements?*

A key discussion in work-family research is the relationship between law and organisational practice. Largely driven by research and scholarship in the USA, the discussion starts from the observation that work-family measures, along with a wider set of practices aimed at promoting equality and diversity in the workplace, have responded to the threat of legal intervention and/or civil litigation and that such measures may not only be ineffective but also potentially counter-productive in producing resentment among managers required to implement them (see Dobbin and Kalev, 2016). Such discussions see organisations as internally unresponsive to work-family support, whether the solution advocated is smarter state regulation (aimed at initiating top-down change) or stimulating bottom-up change through more bespoke in-house interventions aimed particularly at line managers who are seen as crucial in determining employees' access to work-family support (see Sweet et al, 2017). Nevertheless, some private-sector companies have recently made the news by announcing specific measures going beyond legal requirements. This paper focuses on measures for fathers, which have been promoted by the European Union and many of its member states in the form of extended and paid paternity leave, and the possibility of 'sharing' parental leave in particular through a reserved portion or 'daddy quota'. Such measures, pioneered in Norway, have been found to encourage greater father involvement at later stages in children's development, although they fall far short of equalising the disparity between men and women's investment in childcare; they also arguably contribute to wider cultural change in attitudes towards working fathers which have been found to be embedded in work organisations. As the International Leave Network documents (Koslowski et al, 2016), leave arrangements remain a patchwork across the EU, although there has been some convergence towards increased legal provision, and the EU's regulatory capacity is weak. Existing literature highlights several potential reasons why employers may introduce measures beyond legal requirements, all of which require further investigation: in particular it is suggested that measures such as more extensive or intensive paternity leave may impose fewer costs (Laufer, 2014) and may even be regarded as 'symbolic' policies requiring little or no effort to introduce; in this case, it would be expected that organisations do not systematically monitor or put in place implementation methods. Research needs to look at both availability and use of 'family-friendly' measures (e.g. Butts et al, 2013). Prima

facie observation of recent initiatives (mainly in creative and finance industries) also suggests that sectoral characteristics are likely to be a significant factor, but whether this reflects labour market competition or gender composition or a mixture of these and other characteristics deserves closer attention. It is important to consider such factors within a broad comparative perspective as company responses to legal requirements vary markedly across different domestic perspectives: that is, not just by the nature of those requirements but more widely by norms about the relationship between the state and market (see e.g. Bérén, 2015). This paper focuses on companies in the UK where fathers' rights remain relatively weakly developed despite some moves towards shared parental leave (Fatherhood Institute, 2016). Nevertheless, some UK-based companies have actively promoted initiatives on father-friendly measures beyond legal requirements, including through collective bargaining (Milner, 2016). The paper is based on a pilot study in preparation for a larger project and involves a review of the literature on why companies offer work-family benefits beyond legal requirements, with a view to identification and refinement of existing theoretical frameworks; an overview of recent (2014-2016) collective agreements which include measures on paternity leave and/or shared parental leave, based on the database held at the Labour Research Department; and interviews (carried out in early 2017) with HR managers in a small number of large companies (<6) which have announced initiatives relating to working fathers.

- Luca Pesenti, Letizia Bosoni and Sara Mazzucchelli, *Parental leave within a broader framework concerning care-work policies*

Since the early 1990s the demand for parental leave, as well as external child care facilities, has been increasing in all European countries, in connection with the influx of women into the labour market. Although the EU Directive on Parental Leave has obliged European governments to introduce appropriate legislation, significant differences can still be found in relation to eligibility, duration, benefit levels and flexibility among countries adopting this directive. These models are based on how family members relate to the employment system, on the environment considered suitable for children's upbringing, and on a gendered division of work within the family. These cultural models often coexist within the same country, thus causing conflict; each State, nevertheless, has its own family culture model for directing the construction of welfare policies and reconciliation choices. The hypothesis of this paper is that the reflection on parental leave must be conceptualized within a broader framework concerning care-work policies and cultural ideas over care tasks. For example, the effects of parental leave schemes on gender equality are double-edged and need to consider the interplay between leave policies and other family policies: on the one hand, parental leave enables mothers to combine caring with employment, thus potentially boosting the presence of women in the labour market; on the other hand, long leave periods reinforce the gendered division between paid and unpaid work, thus damaging women's career opportunities, which might also further increase gender differences in income. In line with this conceptualization, we'll consider a model based on parental leave, childcare services (0-3 years and 3-6 years), cash for childcare, occupational welfare, in a comparative perspective. Finally we'll use recent Italian experience to better illustrate the issue: in Italy -as it's known- there is the lowest birth rates in Europe and on the work front, the male breadwinner family model has long been the dominant factor and the hegemonic cultural model; most women stop working when they become mothers, while only a minority works full time, with huge reconciliation problems. How can we explain these facts in the face of a medium-high level policies related to parental leave? In recent years, great transformation processes occurred: the implementation of Jobs Act (Legislative Decree 15 June 2015, n. 80), a few regional interventions, that have developed innovative pathways; and, above all, the measures contained in the Stability Law 2016 - the main rule laid down by the Italian legal system to adjust economic policy in the next three years through fiscal policy measures-. In this frame, the national legislature also intervened to extend the spread of various forms of occupational welfare, determining a significant change in the field of second

level bargaining (territorial and company level), areas that play a decisive integrative role of public social policies even with respect to parental leave and flexible working times in connection with maternity-paternity periods.

14.15 - 15.45: Parallel sessions and symposiums

Session - Sustainable organizations

Room G.125 S. Carlo

- Charlotta Niemistö, *Towards a social and human sustainability framework in the new economy*

The postindustrial service economy with a neoliberal ethos stresses the need for high levels of professionalism, performance and flexibility. This often challenges the work-life balance of professional knowledge workers at different stages of their careers. In this situation, it is fair to say that knowledge-intensive work has become increasingly scattered and boundaryless (Roper et al. 2010; Kivimäki 2004; Pringle 2003; Bailyn 2002). At the same time, some of the related work-life balance discourses are seemingly uncritical and gender-neutral, accepting the values of dominant neo-liberal forms of capitalism, and thus ignoring structural, cultural and gendered constraints at workplaces and in societies more generally (Lewis et al. 2007). The 'long hours' working culture of the new economy and knowledge-intense work is not challenged, dominantly maintaining the images of the 'ideal worker' (c.f. Acker 1990). Discussions around sustainability are increasingly present in the discussions of these changing working life patterns. Development of ideas around the different aspects of sustainability encompassing a) environmental, b) economic and c) social aspects (WCED 1987; UN 1992) have been studied widely since the 1980s, the social aspects gaining less focus within this framework (see, for example, Littig and Griessler 2005). Social sustainability consists of: (i) people's health, knowledge, skills and motivation, also referred to as human capital; and (ii) institutions where human capital is maintained and developed, also referred to as social capital (Bourdieu 1986; Coleman 1988; Putnam 1995; Nahapiet and Ghoshal 1998; Woolcock and Narayan 2000). Social sustainability is also defined as a quality of societies; signifying nature-society relationships mediated by work and gendered relationships within the society (Littig and Griessler 2005). Human sustainability, as a part of social sustainability, is defined as the design of work and its aims in ways that ensure the ability for individual employees to work according to their own values and maintaining the ability to work until retirement age (Kasvio 2008). Ideas of social and human sustainability of working life contest the present capitalist and neoliberal focus on financial outcomes, as well as the emphasis on individual responsibility over well-being that fades out the pressures from strong corporate cultures and dominant societal values. This paper develops a framework for studies and discussions around social and human sustainability in the new economy, with a focus on boundaries between work and non-work and management of these boundaries. Some previous empirical findings reveal that issues around boundaries between work and non-work are often not proactively dealt with by management in knowledge-intense organizations, nor have they been seen as very central for these organizations (Author 2011, Author et al. 2017). The effects range from an individual level to organizational and societal levels. The outcomes can be, to give a few examples, stress and burnout on individual levels, employee turnover and loss of talent on organizational levels and a less sustainable balance between production and reproduction on societal levels.

- Elena Macchioni and Matteo Orlandini, *A Reflexive Equilibrium in the Relationship between Work and Family: an Italian Survey*

The possibility to reconcile work and family responsibilities enables the citizens to work better and at the same time to be good parents, good partners and - if their own parents are still alive - good

adult children. A balanced combination of family and work produces added value to the social fabric: many job-related skills stem from family socialisation, and in parallel much of the well-being within the family depends on how one feels at work. This paper presents the results of a survey oriented to investigate the effects of work-life balance measures on workers' life. The survey involved the employees - along with their cohabitant partners - of 21 businesses that joined the FamilyAudit project of the Italian Department for Family Policies. This national experimental policy is a staff management assessment for organizations of all sizes and types. It is a systematic, recorded and objective process aimed at certifying internal work-life balance measures. We did a stratify sample considering the following company variables: the kind of ownership, the business size and the geographical area. At the same time, we selected the employees who used at least one FamilyAudit measure, and who had care responsibilities towards children and/or non-self-sufficient family members. The first assumption is that work-life balance measures have a positive effect on the general well-being of the employee since they involve the three areas of work, personal and family life. The effect is strongly conditioned by intervening variables concerning the worker, her family and the type of measures that has been used. The second assumption considers that the well-being experienced by employees may indirectly affect also their partner in perceiving the family well-being. The Factor Analysis by Principal Components confirms the correctness of the theoretical framework on which the questionnaire construction was based (confirmation of the first assumption). The Multiple Linear Regression shows that the creation of well-being on personal, professional and family level, doesn't follow additional and mono-causal logics: the well-being emerges as a complex effect involving work, family and personal dimension, and establishes a "reflexive equilibrium" through work-life balance measures and couple relationship. The results show the influence of work-life balance measures over the perception of improved family relationships. The quality of the relationships - perceived by the surveyed partners both in the couple and with the children - is connected with the perception of personal well-being and with the better work relationships reported by the employees. Effective corporate welfare packages should therefore include a number of measures characterized by flexibility personalisation.

- Stig Vinberg and Bodil Landstad, *Sustainable small-scale enterprises – a case study in Norway and Sweden*

Small-scale enterprises (SSEs) with fewer than 20 employees are regarded as important contributors to economic development. In Norway and Sweden around one-fifth of the working population are employed in this enterprise group. The increasing importance of SSEs in today's working life has led to an expansion of research on small-scale businesses in recent decades. However, there is a limited understanding about the importance of the psychosocial working conditions, the work-life balance, health and well-being in these enterprises. Also, workplace health management are rarely addressed in small business research. The overall aim of the study is two-fold: 1) to explore SSEs conditions for managing health promoting workplace from a leader perspective, 2) to investigate psychosocial working conditions and health outcomes in Norwegian and Swedish SSEs. Data from interviews with leaders in 18 SSEs were used together with questionnaire data from 179 individuals (149 coworkers and 30 leaders). The findings revealed four main categories as important for creating health-promoting workplaces: Prerequisites for corporative a healthy workplace, Cultivating workplace health management, Restricted leeway and External Commitments. Examples of sub-themes were solidarity and flexibility among employees; self-steered task management; good and joyful working conditions; legal framework and regulations; advice from the board; guidance from mentors; work-related networks; family and friends as buffers. The quantitative data showed significant relations between changes of several psychosocial indices and health indices. The results also point at relative high values concerning salutogenic health indicators and work environment indicators for SSE coworkers and leaders compared to other occupational groups. However, especially the leaders express high and conflicting work demands. The leader's view of health promoting workplaces point at great

consciousness and maturity in their approach to create a health-promotive workplace. However, the leaders experience several obstacles and limited resources for health-promoting processes. The study results point at relative good psychosocial working conditions and employee health, although there is a potential for improvements concerning some working condition factors. There is a need for more adapted models, both at a societal and organizational level, to support SSEs when creating healthy and sustainable workplaces. The leader's competence concerning working conditions and health-related issues is crucial for successful results in creating such workplaces.

Symposium - Changing dynamics of gender roles and socio-economic context: challenges for Work-Family Analyses

Room G. 126 C. Ferrari

Organizer: Mauro Migliavacca

The last several decades have witnessed important cultural, demographic, and socio-economic transformations in the structure of western society. These changes have eroded guarantees and safety, destabilising the principal mechanisms of socio-economic regulation. All of these changes have occurred in a context in which welfare systems are unable to provide a social safety net to protect those who are most affected by the negative shifts and by the consequent risk of marginalisation. The recent economic crisis has worsened an already difficult situation, causing ever more drastic imbalances in the distribution of resources and opportunities. The debate on dual presence, on care work, and more generally on the role of women in the workplace has broadly analysed these themes (Abrahamson 2007, 2010; Allen and Blieszner et al. 2000; Frase and Gornick, 2012; Naldini, Saraceno, 2011; Villa, 2007). The ways in which members of family engage in paid work has changed profoundly in the past half-century and the increased labor market participation of women is both cause and consequence of some of the cultural, demographic, and socio-economic transformations countries have witnessed (Scherer and Reyneri 2008; OECD, 2008). Therefore, analysing female participation in the labor market is fundamental to understanding the future of contemporary societies. Social policies have struggled to respond to these transformations. This symposium aims to contribute to this debate on women's labor market participation, leveraging different points of view with different methodological approaches. The papers proposed in this session aim to analyze different dimensions of gender, work, and family relationships, including gender inequality at work, work-family conflict, subjective wellbeing, and social pressures and gender asymmetries that influence work-family life. This session aims to consider the relationship between external structuring influences and individual responses to gender inequality and work-family conflict.

- Giulia Maria Cavaletto, Lia Pacelli and Silvia Pasqua, *Women on Board: Chain of Command and Gender Discrimination at the Workplace*
The paper analyses how gender composition of the Board of Directors and of the management affects the hiring and promotion decisions by gender in large private Italian firms. We observe a disproportionate share of men hired and promoted by the firms, regardless of the top ranks' gender composition. On the other hand, a mitigating effect can be detected due to the presence of women in higher managerial ranks that increases promotions of women in lower ranks; however, this mitigating effect is far from rebalancing career chances by gender. No significant differences emerge between firms in innovative and traditional sectors, despite the quite different narrative put in place by human resources managers. Barriers to women's recruitment and career persist in the absence of a constructive dialogue on the issues of reconciliation between the parties involved (enterprises, institutions, trade unions, families).
- Caitlyn Collins, *Understanding the Black Box of Work-Family Policy: A Cross-National Qualitative Study of Mothers' Work-Family Conflict*

Despite working mothers' common struggles to care for children while working for pay, western industrialized countries vary widely in their support for these women. The impact of work-family policy provisions has been studied principally by demographers. Thus, sociologists have a good understanding of both work-family policy structures and outcomes, but the intervening processes that play out in working mothers' daily lives remain to be evaluated by scholars. Using 135 in-depth interviews, this study compares working mothers' experiences of work-family conflict in four countries that exemplify different work-family policy approaches: Sweden, Germany, Italy, and the United States. Drawing on theories of gendered governance, I find that these policies reflect distinctive cultural/political ideals of motherhood, employment, and gender equality. Working mothers in each location varied in their perceptions of work-family conflict along three dimensions: the scope, sources, and solutions to ameliorate their conflict. I demonstrate that work-family conflict is not an inevitable feature of contemporary life; rather, it is the product of public policies and cultural attitudes that shape women's desires, expectations, and behaviors regarding their work and family commitments. I discuss the implications of these findings for research on gender inequality and work-family policy, offering a theoretical reorientation away from the pursuit of work-family balance to that of work-family justice.

- Francesca Luppi, Letizia Mencarini and Sara Grace See, *A Subjective Well-Being Perspective on Work-Family Balance*

The paper analyses how individuals' subjective well-being, measured both as life satisfaction and mental health, is affected by the balance between work and family involvement. We use a measure of work-family balance that encompasses individuals' roles as a partner, parent and employee, and we consider the satisfaction in the life domains of partnership, family, and work as fulfilment of the innate basic psychological needs of competence, autonomy, and relatedness. Analyses are conducted on sub-samples of parents and working parents from the German Family Panel. We provide results from OLS and fixed effects multivariate regressions by gender for the different subsamples. Findings show that, even though the satisfaction within the three roles is important for enjoying satisfying life conditions for both men and women, differences rooted in traditional gender roles persist. In particular, women's perception of being a "good mother" and men's perception of being a "good worker" are crucial for experiencing high emotional and cognitive subjective well-being.

- Mauro Migliavacca, *Work and family the reshaping of the gender roles between changes and social pressures*

The family and work dynamics represent an interesting point of view to understand the contemporary social changes, and the new "forms" of social inequality. After the end of the "golden age of the western capitalism," when family and work were the two fundamental actors of the welfare state, some radical changes happened and they put the work and family relationship under stress. All of this happened in a scenario where the work-family policies are often the weak link of the welfare systems. Social science analyzed these changes starting from different points of view, taking into consideration the countries' differences and specificities. This paper aims to contribute to this debate by focusing on two specific topics: the role played by social pressures (in terms of social values and cultural background) that push (in different ways) the family and work relationship; and the role played by gender asymmetries that involve work and family issues.

Session - Flexibility and its outcomes

Room G.130 S. Maria

- Barbara Beham, Andreas Baierl and Janin Eckner, *Does part-time employment allow parents to stay on the career track? An experimental study among German managers*

Part-time employment is a very common strategy for employees in many European countries to combine family and work responsibilities (Lyonette, 2015). Despite its widespread use, especially among women with small kids, and its positive impact on work-life balance (e.g., Beham, Präg, and Drobnič 2012; Roeters and Craig, 2014), part-time work is less common in managerial positions since it is often perceived as a career obstacle (Durbin and Tomlinson, 2014; Rogier and Padgett, 2004). By using an experimental approach, the present study aims at investigating the specific conditions under which part-time employees will be considered for promotion decisions and consequently have a realistic chance to stay on the career track. German managers across different industries and hierarchical ranks rate various employees working in different part-time arrangements in terms of their suitability for a managerial position after parental leave and for potential promotion to higher positions. All part-time arrangements were requested by the employees for being better able to attend family-responsibilities. The different characteristics of the part-time arrangements, family situation and childcare arrangements were manipulated in short, hypothetical scenarios, so-called vignettes (Aguinis and Bradley, 2014). Gender of the employee is modeled as a between-subjects factor to rule out biases due to socially desirable answering behaviors (Steiner, Atzmüller, and Su, 2014). Both the vignettes and various covariates (such as socio-demographics of the manager, experience with part-time employment, family-supportive leadership behavior) were included in an online questionnaire. Data is analyzed with hierarchical linear regressions to account for the nested data structure.

- Jennifer Glass, Samantha Simon and Paige Gabriel, *The Lie That Would Not Die: Effects of Gender Segregation on Work-Family Accommodations*

Women's jobs tend to pay less than jobs predominantly filled by men across Western industrialized societies. For many years, economists have claimed that women's jobs pay less in part because they are more likely to have amenities that make it easier for women to combine employment with family care. The evidence for this claim is quite thin, yet esteemed scholars such as Claudia Goldin at Harvard University continue to claim that at least part of the gender wage gap comes from women's own choices to work in jobs with better amenities rather than higher pay. Using 40 years of repeated surveys (NLSY, GSS, NSCW, and ATUS) from the 1970's to 2014, we show that predominantly female jobs have never displayed greater flexibility than predominantly male jobs in the United States, a country with little regulation of working conditions, and that gender segregation does not disproportionately place women in family friendly jobs. In fact, market capitalism displays clear tendencies to reward highly skilled employees with greater earnings AND better work family amenities, including schedule control and flexibility in location and timing of work tasks. There has been little change in this trend over time, indicating the clear need for public policies to level the playing field for employed mothers who need flexibility and schedule control to maintain employment over time. Care work, despite its association with female workers, actually displays less flexibility and schedule control since serving clients and customers requires fixed locations and hours. We show that only the ability to work part-time is associated with predominantly female work, and conclude with a general theory of why reducing hours has been the main response of market capitalism to the growing employment of mothers in industrialized societies.

- Andrie Michaelides and Deirdre Anderson, *Career progress of senior women and sustainable workplaces*

Women's career advancement has been a subject of debate over the last decades and has been studied from multiple perspectives. Several obstacles have been identified such as entrenched gender role prejudices, organizational processes and practices which are gendered male, outdated career patterns valuing long hours and the often-competing demands arising from their work and home roles (Acker, 1990; Gatrell and Cooper, 2016; Ibarra, Ely and Kolb, 2013; Kossek, 2016; Lewis, 1997; Lewis, Gambles and Rapoport, 2007; O'Neil, Hopkins and Bilimoria, 2013). Both women and men are facing increasing pressures from their work and home interface due to changing patterns of work demands brought about by technological advancements and the 24/7 work culture as well as demographic changes such as the rise of dual-career couples, single parent and other types of families. (Greenhaus and Allen, 2011; Greenhaus and Powell, 2012; Powell and Greenhaus, 2010). However, we argue that managing work and home responsibilities affects women's career advancement and success differentially than men's (Hobson, 2014) owing to gender roles prescribed by societal beliefs and norms which impose strong expectations on women, especially mothers, regarding combining work and care (Allen, French and Poteet, 2016; Moen, 2011). Influenced by such socially prescribed gender roles, women, despite having high career aspirations and objectives, tend to make career decisions taking into account important relationships and strive to achieve a balance between their work/career and family (Mainiero and Sullivan, 2005; O'Neil and Bilimoria, 2005; O'Neil, Hopkins and Bilimoria, 2008). Thus, compared to men, women are more likely to exit middle to senior management positions or forego further promotion opportunities if those hinder their ability to achieve a work-family balance which constrains their career advancement and success (Grady and McCarthy, 2008). Yet, despite acknowledgement of the relational element of women's careers, most career studies have ignored the work and home interface and how it links to career success (Greenhaus and Kossek, 2014; Heslin, 2005). In their efforts to attract and retain talent, organizations among most industrialized nations increasingly offer flexible working arrangements (FWAs) to both women and men to help alleviate pressures arising from employees' work and home domains. However, the literature review has shown that mere availability of FWAs does not necessarily imply employee utilization due to covertly unsupportive organizational cultures which value long working hours and uninterrupted career paths (McDonald and Bradley, 2007; Schein, 2007; Thompson, Beauvais and Lyness, 1999). When utilized, FWAs may hinder career progress, as they carry career stigmas unless, as some studies have shown, organizational cultures and supervisors are overtly supportive of FWA usage (Hill et al., 2004; Gatrell, 2007; Straub, 2007; Tomlinson and Durbin, 2010). Moreover, as a result of work intensification, FWAs may not alleviate work-family conflict (Kelliher and Anderson, 2010). Despite being intended to be gender neutral, FWAs are often highly gendered as since, due to the continuing gendered division of household and care responsibilities, women utilize them more often than men (Halrynjo and Lyng, 2009; Thompson, Beauvais and Lyness, 1999). This further increases the incidence of women moving to lesser positions, losing out on the next promotion or leaving their organizations entirely to accommodate work and non-work needs (Cabrera, 2009; Mainiero and Sullivan, 2005; Sullivan and Mainiero, 2007). Therefore, there is still much to be done to understand how, if at all, utilization of FWAs supports women's career advancement ultimately leading to success. This research explores the role of FWAs in women's career success by employing a qualitative approach to empirically study senior women executives' lived career experiences. It aims to deepen understanding of the role of FWAs in the women's work and home fit (Moen, 2011) within the context of their career advancement and career success (objective and subjective) retrospectively and over time. Semi- structured interviews were conducted with 12 senior women executives who utilized FWAs during their long tenure with the same Swedish organization (ABC) and sustained career advancement achieving objective career success i.e. senior management levels. The findings lend support to Greenhaus and Kossek's (2014) advocacy of the interconnectedness of work and home over time: the

women's home life was overwhelmingly interwoven in their career stories. Moreover, the women appraised their career in ways inextricably linked to how effectively they managed work and home over the life course which is associated with subjective rather than objective career success (Finegold and Mohrman, 2001; Friedman and Greenhaus, 2011). Pivotal to the women's career advancement and success, was a perceived satisfaction with their work and home fit. They had an overall feeling of being effective and satisfied in highly valued roles, in this case work/career and home. The findings show that the different forms of FWAs utilized by the participants were not a panacea in and of themselves in sustaining these women's advancement leading to their work and home fit and career success. This was to support from multiple actors: organization (work), family (home) and the national context in Sweden that impacted positively on the organizational culture of flexibility in the work domain and the division of work and care in the home domain. In the work domain, the flexibility offered by their organization and supervisor was integral to the women's overall feeling of work and home fit. Instead of formal and standardised FWAs, the participants utilized individualised and self-initiated work arrangements to meet their work and home role responsibilities as those changed over time. According to Kossek (2016a), an organizational culture which "empowers employees to have a work-life-voice ... to determine work schedules, location or load" as opposed to utilizing formal top-down FWAs, contributes to employee perceptions of organizational support of their home life and wellbeing. The culture of gender egalitarianism prevailing in Sweden (Hofstede, 1980; Pfau-Effinger, 2000) moderated the potential career stigma of FWAs as a family-supportive culture prevailed in the organization and supervisor attitudes. Supervisors and decision makers did not attribute flexibility to low career commitment. Moreover, supervisors sponsored the women in moving to higher management levels and supported them with their career planning and development. Regarding the home domain, the culture and structures in Sweden resulted in an egalitarian gender role ideology of the women's husbands/partners, who according to the women, shared parental leave and care responsibilities and thus facilitated the re-integration of women into their work/career (Sundström and Duvander, 2002). Furthermore, it appeared to have facilitated the husbands/partners' increased sense of entitlement to work in flexible manner in order to coordinate home life responsibilities with their wives' work schedules (Lewis and Humbert, 2010). The work and home fit facilitated by the national context, the organization and the women's husbands/partners, enabled them to maintain both a high career and family centrality throughout their life course rather than shifting centrality according to changing life circumstances e.g. childbirth (Greenhaus and Allen, 2011). However, we argue that the strong gender egalitarian aspect of the Swedish culture is not sufficient in and of itself to countervail obstacles in women's career advancement as shown by the prevalence of the gender gap in top management and board level positions in the country - albeit lower than other EU countries. It was the combination of the organization's family-friendly culture and the egalitarian national context that enabled these women's work and home fit and career success. Further aided by other organizational initiatives such as career development, planning and mentoring, the women were able to sustain their career advancement and to achieve objective and subjective career success as shown by their long tenure with ABC. Further research is needed to determine how organizations and societies can further support sustainable careers for women and men over the life-course.

- Yvonne Lott and Christina Klenner, *Stressed despite schedule and workplace control? The role of flexible working for work pressure, work-to-home conflict and perceived mental strain in Germany?*

The present study investigates the relationship between flexible working, work pressure, work-to-home conflict and perceived mental strain for women and men (N=14,700) in Germany. The multivariate analyses based on the German Socio-Economic Panel Study in 2011 and 2012 show that employer's schedule control as well as employee's schedule and workplace control is associated with a higher level of work pressure. Employees with workplace and schedule control,

i.e. working time autonomy, experience work-to-home conflict, but do not report to feel strained by work pressure. Results also point to gendered meanings of flexibility. Working time autonomy is associated with work-to-home conflict only for men. Women experience work-to-home conflict and report mental strain neither with working time autonomy, nor with flexitime, even though flexitime is associated with high levels of work pressure for them. For them, only employer's schedule control is related to the negative work outcomes.

- Tracey Warren and Clare Lyonette, *The expansion of male part-time working after the great recession in Britain: a positive development for work, family and community?*

Persuading and enabling men to spend less time in the labour market are core challenges if we are serious about improving the conditions under which work, employment and business activities can develop and thrive, while maintaining a sustainable relationship with community and family. In most societies, the majority of those who work reduced hours in their jobs are women, especially those with caring responsibilities. High levels of part-time employment are predominant in female-dominated sectors in most national labour markets, even in societies with the highest levels of part-time workers like the Netherlands. Britain is no different here. Since the rapid post-war expansion of part-time employment, women rather than men have filled these part-time positions. Part-time jobs have been welcomed by many women as they allow them to combine multiple roles: earning a wage while still being able to care, study and participate in leisure and community activities. Yet, at the same time, female dominated part-time employment has been criticised for reinforcing gender inequalities in working lives, both in and outside the home. The criticism of women's part-time employment is intensified in Britain because of its lower quality part-time job sector. Part-time employment provides poorer access to development opportunities, weaker career advancement, and offers less remuneration than similar full-time work. These low quality part-time jobs have been uninviting for most male workers, particularly men in their peak working years who often have to help to financially support a family. Men who do work part-time in Britain typically fall into two broad categories: male 'transitional part-timers' who are entering or leaving the labour force at the start and end of their careers; and 'involuntary part-timers' who cannot find a suitable full-time job. The great recession might have challenged these characteristics of part-time employment. In the midst of economic turmoil, though the level of women's part-time employment remained remarkably stable, the proportions of men working part-time grew substantially (though levels remained much lower than women's). Optimistically, new opportunities for better quality part-time jobs might have been created, drawing men in, resulting from employer efforts to retain key staff. This would contribute to a welcome narrowing of the substantial gender gap in paid work-time. Conversely, a growth in 'involuntary' male part-time workers suggests a less positive picture of men's part-time jobs: one that does not provide sustainable working lives for male part-timers. The gendered impact of the crisis has been debated. Optimistically, it could have created opportunities to re-evaluate, rethink, challenge and change everyday working practices. Pessimistically, the crisis has been charged more with reinforcing gender roles than stimulating change in them. Furthermore, even if a downturn does offer the scope for challenge, numerous barriers reinforce gendered work roles. The possibilities for 'de-gendering' work are constrained, by institutions, the household division of labour, long-standing norms in the labour market, and structural factors. The paper draws upon survey data to address these critical questions via unpacking developments in men's part-time jobs in Britain over time, including after the great recession.

Session - Theories and new perspectives in work-life research

Room G.129 S. Paolo

- Jenny Hoobler and Courtney Masterson, *A Theory of Work-Family Ambivalence*

Women and men globally are undertaking a vast array of work and family roles and responsibilities that are embedded in a complex and multi-layered web of societal norms, cultural values, institutional structures, and personal relationships. Depending upon the aforementioned factors, one's work and family roles can intersect in a conflicting and/or enriching manner (Greenhaus and Beutell, 1985; Greenhaus and Powell, 2006). While we know a great deal about the antecedents and outcomes of work-family conflict and enrichment, these phenomena are most often examined as distinct and separate experiences. Accordingly, the opportunity remains to explore the intersection of work and family roles through a dynamic and holistic lens—one that acknowledges simultaneous experiences of work-family conflict and enrichment that many women and men likely face on an ongoing basis. Recent theorizing by Ashforth and colleagues encourages organizational scholars to adopt an ambivalence perspective to acknowledge the “vexing,” multifaceted cognitions and emotions of individuals operating in complex, dynamic social systems (2014: 1453). In this conceptual paper, we introduce a theory of work-family ambivalence that acknowledges the highly dynamic and intricate nature of work-family management. We define work-family ambivalence as the affective state of uncertainty toward one's work and family that arises from the opposing forces of work-family conflict and work-family enrichment. Taking an episodic perspective (Maertz and Boyar, 2010), we explain that employees experience episodes of work-family conflict and enrichment in an ongoing and sometimes simultaneous fashion as they strive to fulfill their work and family roles. These episodes or events of conflict and enrichment elicit distinct emotions including joy and pride, and sadness and frustration, respectively, which counter one another, but when combined create a sense of psychological ambivalence for individuals. We believe this research can help to advance our understanding of family health and well-being. Feelings of work-family ambivalence, if unresolved, may detrimentally shape the welfare of one's work outcomes such as productivity, sense of meaningfulness, workforce attachment, and engagement, as well as one's family outcomes such as family and relationship satisfaction, rest and recovery, and well-being. In this paper, we outline a model that explains the process by which work-family ambivalence arises and discuss the implications of this experience for employees' careers, relationships, and physical and psychological health. We also acknowledge that women and men potentially experience different levels of tension between career achievement and caregiving norms at the societal level, which likely affect the intensity of their work-family ambivalence as well as decisions that are central to their personal and family's well-being.

- Jean-Charles Languilaire, *(Re)Defining the Boundary Perspective in Work-Life Research*

Combining work with a meaningful life is discussed since 35 years where the home-work conflict was seen as one main stressor (see Near, Rice, and Hunt, 1980). In 1988, Richter and Hall pointed at that permeability and flexibility of boundaries as well as at boundary management styles enabling individuals to transit between work and home. In 1992, Frone, Russell and Copper insisted on the permeability indicating that boundaries are porous. In 1996, Nippert-Eng introduced integration and segmentation as part of boundary work. In 2000, Clark specifically introduced “border theory” in Human Relations. Since then multiple research (Daniel and Sonnentag, 2016; Kossek, Lautsch, and Eaton, 2006; Kylin, 2007; Matthews and Barnes-Farrell, 2006; Warhurst, Eikhof, and Haunschild, 2008) address “boundary”. Even if this explosion helped to develop seminal concepts such spatial and temporal boundaries, strength, life domain centrality and more, the essence of the boundary perspective maybe be lost. Based on a qualitative study of middle-managers work-life interface, I redefine the boundary perspective by unifying the seminal concepts under two major pillars: “boundary development” and “boundary management” (Languilaire, 2009). The connection between these pillars enables to understand individual's work-life experiences as a contextual and social constructionist experiences where domains' boundaries are developed and managed in negotiation between several actors at different levels so that individuals develop a meaningful life.

This paper presents the (new) definition of boundary perspective ironically to define boundaries around this theoretical perspective.

- Jamie Ladge, Courtney Masterson and Alicia Sasser-Modestino, *Work-Life Balance Policies: It's All About Perspective*

Organizational practices that promote work-life balance have increased in popularity over the years with their impact simultaneously studied in the academic literature. Indeed, work-life balance is one of few topics that seek to bridge the academic-practitioner-public policy divide. It is also a topic that has been widely deliberated across disciplines given the influence not only on organizational outcomes but also on individuals and society as a whole. Yet, the utility of work-life balance policies has been called in question fostering debates as to whether these policies make good business sense. Although the business case for work-life policies has been examined in past years, the focus has been on firm-level measures of success (Beaugard and Henry, 2009). Further, the work-life balance policies studied by scholars are primarily focused on the need to reduce work-life conflict (e.g. Lee and Duxbury, 1998; Saltzstein, Ting and Saltzstein, 2001; Thomas and Ganster, 1995) including dependent care support, flexible work arrangements, family leave, compressed work hours, telework, job-sharing and family and medical leave. Yet, many firms approach work-life balance through a variety of work-life perspectives including: Health and wellness, diversity and inclusion, talent management, employee relations, corporate citizenship, total rewards and cultural change (Harrington and Ladge, 2009). An understanding of how firms approach work-life policy through the various perspectives has not been distinguished in the current literature. Thus, a comprehensive global review is needed to determine the utility of work-life balance policy in organizations that addresses the following questions: (1) What are the effects of work-life balance policies on firm success (both financial and nonfinancial); and (2) How do these effects vary based on the firm's work-life perspective? Beyond the aforementioned questions, we also wish to add voice to the debate over which policies matter and for whom. While 30 years ago, work-life balance policy and flexibility may have been targeted directly to working mothers, today's workplaces recognize the whole person and that work-life challenges are experienced by most, if not all employees. Where can scholars go from here as this debate unfolds? In this review we propose several avenues to further research. First, we will set the stage for future scholars to look across different types of firms and perspectives to determine how employee and employer level outcomes may vary. Second, we hope the interdisciplinary nature of our approach will encourage others to work with colleagues across disciplines to bridge common and overlapping subject matter and engage in dialogue that fosters further idea generation and knowledge sharing. Third, in the spirit of the conference, we seek to challenge scholars, practitioners, and policy makers to think innovatively about different ways in which work-life balance policies can be designed and implemented to benefit multiple groups of stakeholders—particularly, those who have not had access to nor benefited from existing policies.

- Lisa Stewart, Sabrina Wendel Rice and Walter Lile, *Family Caring: A Theoretical Explanation and Model of Correlates and Health Consequences*

Family care responsibilities are increasingly becoming a matter of public concern as societies grapple with how to best support workers to maintain their attachment to the labor force while carrying out increasingly complex caring arrangements. The past thirty years of research into the family-work-community interface, have focused on delineating family care as a facet of the life course (Rothausen, 2016; Moen, Kelly, and Huang, 2008). While life course theory can explain some of the variations in family-work-community predictors, moderators and health outcomes it largely ignores the experience of disability. This is problematic, as disability research finds social contexts such as inadequate community and workplace supports, constricted social networks increase risks of financial insecurity, poverty, stress, and poor health for both the family and the individual with the disability (Earle and Heymann, 2011; Lero, Spinks, Fast, Hilbrecht, and Tremblay,

2012; Principi et al., 2014; Stewart, 2016). A key concept to understanding the connections between community-work-family is work-life integration. Work-life integration refers to the ability of individuals to incorporate work and family time in ways that enhance satisfaction, create meaning and add to quality of life and well-being (Lewis, Rappoport, and Gambles, 2003). Central to this ability for all workers caring responsibilities is community-resource fit (Gareis and Barnett, 2008). This proposed paper identifies family caring as a construct that includes both typical and exceptional caring responsibilities. Typical caring responsibilities refer to the instrumental, emotional and financial responsibilities enacted as a function of the life course of the person receiving care. Typical caring responsibilities can be intense such as when raising very young children or assisting older adults. Typical caring lessens over the course of the child's life as they gain independence and can increase as the older adult ages. Exceptional caring refers to providing care to a family member with a disability or chronic condition who can be a child, adult or older adult (Roundtree and Lynch, 2006). Exceptional care responsibilities are marked by frequent intense crises and characterized by heightened physical, emotional, and financial demands on families that reflect the fluctuation of the disability or chronic condition (Brennan, Jivanjee, Rosenzweig and Stewart, 2016). This paper develops a theoretical foundation of family caring within the context of family-workplace-community fit. We merge and extend ideas from life course and conservation of resources theories to develop the resources-loss-protection perspective that includes an understanding of the function of disability within the context of a continuum. Using this perspective, we explain why and how different types of family caring responsibilities differentially impact the work-family interface, what contributes to this impact, and why it relates to health outcomes. We apply this perspective to develop constructs that represent predictors, moderators, and consequences of work-family fit that are as a result of type of family caring responsibility. We provide an illustration of how one might test the theoretical proposition and provide an agenda for future research. Implications for community-work-family research and practice are discussed in light of understanding what supports might be more impactful and for whom.

16.15 - 17.45: Workshops

Workshop #1 Universal basic income: a policy at the intersection of community, work and family? organized by Carolyn Kagan, Suzan Lewis, Rebecca Lawthom Room G. 126 C. Ferrari

Universal Basic Income (UBI) is a policy that is gaining traction worldwide, and experiments in implementation are beginning. The idea behind is that every citizen receives a unconditional basic income in perpetuity, doing away with means tested social welfare where it exists, and introducing social security where it does not. Arguments for UBI are many and complex, but touch on an imagined future where: the nature of work is different, demanding less time in paid employment; increased time will be spent in communities with friends and families, and engaged on activities for the wider social good; creativity will be released and more time will be spent in satisfying and enjoyable activities; a greater social value will be placed on caring and there will be greater gender equity in caring and household tasks. Thus, UBI sits at the intersection of community, work and family, with the potential for a widescale shift towards greater social justice. In this participative workshop we will explore, critically, the implications of UBI for community, work and family. We will share knowledge about, for example the changing nature of work; gender equity and caring; leisure patterns and the role of consumption; conviviality and community. We will draw out the implications of our discussions for both UBI and Work, Family and Community policy, research and practice.

Workshop #2, “Generative organizations”? Changing perspectives in contemporary organizational strategies organized by Mauro Magatti in loving memory of prof. Eugenio Zucchetti
Room G.130 S. Maria

Workshop #3 Publishing in English journals for non-native speakers, organized by Bianca Stumbitz and Clarice Santos
Room G.129 S. Paolo

This workshop is designed to help authors for whom English is not the native language who wish to publish in major peer-reviewed international journals. Writing in English may be significantly more demanding for non-native speakers, which can make the process of writing far more complex. The WFRN International Committee hopes to widen the scope of the work-life field and include research from regions that may previously have been under-represented. Therefore, presenters will address common issues faced by non-native English writers and share strategies to overcome these issues. Participants will have the opportunity to hear advice from editors, reviewers and non-native English authors who have been successful in publishing in English journals. In addition, participants will be able to bring excerpts from their own work for a hands-on application of strategies discussed.

Workshop #4 Tips and challenges of teaching work-life concepts, organized by Marcello Russo
Room G.125 S. Carlo

Friday May 26, 2017

Posters presentation (all day, especially during lunch and coffee breaks)

Room G. 128 Leone XIII

- Paola Castello, Claudia Manzi, Sara Mazzucchelli, Maria Letizia Bosoni, Semira Tagliabue and Mara Gorli, *Ageless Talents. Analysis of the potential of women in mid-late career*

We're witnessing a progressive aging of the population, with a consequent impact on the workforce. The 2016 ISTAT update shows an increasing number of women between the age of 55 and 64 and in our Country this segment has increased by more than 50% since 2010. The theme, albeit significant and in some respects looming in the organizational reality of our country, is unfortunately not yet adequately analyzed in the research. Hence comes the need to investigate the characteristics of senior workers through a research that facilitate dialogue among Sociology, Social Psychology and Occupational Psychology in order to have a broad and sufficiently deep understanding of the analyzed reality. The main objective is to analyze the characteristics and working conditions of women employees between 50 and 65 years old. In particular, the research aims at defining the specific potential of women in this age range, locating the organizational aspects that support and promote it (tools to support the balance between work and life and the specific actions of Age management) through the analysis of some aspects of personal and working life (as the professional identity integrates with the identity of gender and family). The second objective of the survey is to identify specific tools to enhance the performance and motivation of women in the examined age group. In order to meet the first target, we propose a definition of potential through two key concepts: "flourishing" (positive actions for ourselves) and "generativity" (the concern for creating and guiding a new generation). This allowed to overcome the usual analysis of the only functional ageing and to include some key concepts previously neglected, but decisive to understand the "ageing": the age in the life cycle (deepening the work-life issue), the relational age (using the concept of Social Capital) and the psychosocial age (through a focus on identity). The assumption underlying this analytical approach is that only understanding how the different dimensions of age may positively or negatively affect this stage of life -from a functional, life cycle, relational and psychosocial point of view- will help us better define the decisive factors that support older women workers. The participants in the research will be the senior workers of 21 companies associated with Valore D. The reference population is equal to 63,639 women workers in the 50-67 age range distributed throughout the national territory and all the company levels. The collected data are influenced by membership in a specific work environment and the hypothesis that drives the work is that the work-family balance, the social networks and the quality of relational life are at least partly influenced by the specific work context. We are now in the pilot phase tasting the survey in a single company. In May we will be able to present the data concerning the phase e the next phase will roll out with in other the companies and the last phase we will define and propose some tools that company implement to support the population at the center of the study.

- Eija Eronen, *Peer support among the group of mothers*

When retrenchments of welfare state are weakening the coverage of public services, self-help and communality might extend their role as sources of support. At the same time, people are facing plenty of challenges during and after their transition to parenthood. Researches have also indicated that many parents feel the need to meet and discuss with their peers. Not surprisingly, in Finland peer groups allocated for parents are actively established by both public and non-governmental agents. Indeed, it's important to be aware of possibilities of peer group activities for promoting well-being of families with children. One central way to get knowledge about these possibilities is

to hear experiences of people participating group activities. In my presentation, I observe mothers' experiences about peer support gained from the group. Presentation bases on article, which is part of my current PhD project. The present study finds out what kind of meaning peer support gained from the group has for mothers. Taking account of current research, I assume that peer support might get substantial meaning on mothers' lives. I direct my inspection on particular mothers' peer group, which has operated in Finland almost 30 years. The aim of the group is to support motherhood and central way to achieve this goal is to offer opportunities for peer support. The study is carried out by applying phenomenological-hermeneutic approach. Therefore, my aim is to describe and understand experiences of mothers participated in the peer group's activities. The data consists of two different types. Firstly, it includes interviews with 23 mothers participated in the peer group's activities. As a supplementary data I use also written notes gathered during participant observation, which I carried out in the group subjected to research. Combining these two types of data enables deeper understanding about mothers' experiences. Preliminary results suggest that peer support gained from the group has considerable meaning for mothers. The support gets various forms and turns toward different fields of mothers' lives. Mothers both give and receive support, which appears at least as emotional support, shared experiential knowledge and concrete caring. It seems that mothers experience this multiform support as empowering. However, verifying the results demands further analysis. The research provides detailed information about mothers' experiences, which makes current knowledge concerning peer support deeper. Thus, it extends knowledge about possibilities of peer group activities. Consequently, the findings are useful both for scientific community and professionals working with families with children.

- Madeline Nightingale, *Looking beyond average earnings: why are male and female part-time employees in the UK more likely to be low paid than their full-time counterparts?*

Frequently designated a form of atypical employment, the reality is that part-time employment has become anything but. Latest figures from the Labour Force Survey identify 42 million part-time workers across Europe, and a much larger number will work part-time at some point during their working lives. Rather than a transitional phase on the road to gender-neutral patterns of labour market participation, or a temporary means of boosting employment rates, part-time work has emerged as an entrenched and enduring feature of the European labour landscape. The extent to which workers are disadvantaged by working part-time is therefore a highly pertinent issue, and one with profound ramifications for gender equality. Existing literature in this area has focused on the difference in average hourly wages between full and part-time workers. However, group averages are not necessarily the most useful or insightful reference point. This paper seeks to understand the relationship between part-time employment and low pay, defined as hourly earnings below two thirds of the median. Low pay is taken as an indicator of economic precariousness, incurring a higher risk of current and future household poverty and limiting the capacity of individuals to form independent households. Drawing on data from the 2014 UK Labour Force Survey, this paper seeks to estimate and explain the low wage penalty associated with part-time employment in the United Kingdom. Applying a Blinder-Oaxaca style decomposition to the gap in rates of low wage employment for full and part-time workers will establish why part-time workers face a low wage penalty and how far this can be explained by the different characteristics of these two groups of workers. The next stage of the analysis applies a two-stage selection model to account for unobserved and well as observed differences between the two groups of workers. The results offer a more robust insight into the part-time low wage penalty than has previously been achieved, showing whether – above and beyond compositional differences between the two groups of workers - part-time workers are penalised when it comes to low wage employment.

▪ Jasmine Kelland, *“A Dad working part time? Sounds like he is work shy to me...”*

In the UK, traditional patterns of employment and parenting are in decline, with an increasing number of fathers working fewer hours to accommodate family life and mothers increasingly working full time (Office of National Statistics, 2013). Such a change can be seen to create a state of flux for more traditional gender norms surrounding parenting and it is within this climate that this paper explores parental gender stereotypes with a specific focus on their purported impact upon selection decision making and treatment of parents in the workplace more generally. Existing research has established that in the workplace mothers often face a ‘Motherhood Penalty’ whereas fathers reap a ‘Fatherhood Benefit’ (Correll, Benard and Paik, 2007; Fuegen, Fuegen, Biernat, Haines, and Deaux, 2004). However, more recent research has indicated that fathers who demonstrate a high level of involvement in family life, contradicting stereotypical gender norms (as arguably out dated), may actually face a ‘Fatherhood Penalty in the workplace (Berdahl and Moon, 2013). Building on this notion, this paper uses UK Managers, HR Managers and Working Parents as participants, to explore the phenomena of the ‘Fatherhood Benefit’ and ‘Motherhood Penalty’ in situations where stereotypical gender norms are challenged, to ascertain if a ‘Fatherhood Forfeit’ and ‘Motherhood Merit’ emerge. This research employs a number of methods. Firstly, an online survey of managers asks participants to individually rate parent applicants for a full time and part time role on the basis of perceived competence, workplace commitment, hire ability, promotability and recommended starting point on a salary scale (Correll, Benard and Paik, 2007). This method explores the following hypotheses:

- When applicants who are fathers act in line with gender role stereotypes (working full time) a ‘Fatherhood Benefit’ will be evident in the recruitment decisions
- When applicants who are mothers act contrary to gender role stereotypes (working full time) a ‘Motherhood Penalty’ will be evident in the recruitment
- When applicants who are fathers act contrary to gender role stereotypes (working part time) a reversal of the ‘Fatherhood Benefit’ will be evident in the recruitment decisions and ‘Fatherhood Forfeit’ will emerge.
- When applicants who are mothers act in line with within the gender role stereotypes (working part time) a reversal of the ‘Motherhood Penalty’ will be evident in the recruitment decisions and a ‘Motherhood Merit’ will emerge.

Secondly, using the same vignettes as previously, candidate suitability is explored through focus groups of UK managers. Thirdly, interviews are undertaken with working parents, HR Managers and Managers. These methods will explore the following research questions:

- Does a ‘Motherhood Penalty’ exist in the workplace for mothers who work full time?
- Does a ‘Fatherhood Forfeit’ exist in the workplace for fathers who work part time?
- Does a ‘Motherhood Merit’ exist in the workplace for mothers who work part time?
- Does a ‘Fatherhood Benefit’ exist in the workplace for fathers who work full time?

All the point of submission all data has been collected and is currently being analysed, it is anticipated to be completed by March 2017.

▪ Mia Tammelin and Timo Anttila, *Mobile technology, time and work-family interface: softening schedules and time fragmentation?*

Increased simultaneity individuals occupying different social domains concurrently is an element of contemporary family life, and among working parents particular. Whilst parents (particularly mothers) are at work, they remain responsible for children. This has been enabled by mobile technology and ICTs. For example, previous studies have shown that women used mobile technology to coordinate and control their various roles in many cases they were always ‘on call’. This creates a paradox: mobile technology enables better coordination and lower anxiety, yet they increase the need for multitasking and increase the emotional burden of managing multiple roles. Furthermore, the use of cell phones for work-related tasks at home is associated with negative work-to-family spillover, increased distress and lower family satisfaction. Using an interview data

on 21 employed men and women collected in 2015 in different parts of Finland, this study discusses the role of information and communications technology (ICT), and particularly mobile technology, in organizing daily schedules and interplay of work and family. The data was analyzed using content analysis. The study finds that time fragmentation is a central aspect of daily life, and ICTs both produces it and protects from it. Furthermore ICTs are particularly used for time coordination. Particularly, ICTs are used to micro-coordinate family routines; this is needed because of softening schedules. In our data, some parents showed a very had explicit orientation to being available for children although at work. This is evident especially in families with small children. We discuss the paradoxical role of technology in time coordination: ICTs both cause time fragmentation and facilitate schedule softening.

- **Maria Warne and Erika Wall, *Sustainable workplaces - sustainable village: Stories about alcohol- and drug prevention at a ski resort in northern Sweden***

In Sweden, and many other countries, the proportion of temporary employment is increasing. Temporary employment can have negative effects on individual's life, job satisfaction, and health. Seasonal workers at ski resorts are often young and they represent a high risk population for using alcohol, drugs and other negative life-style behaviors. Tourism industries therefore need better strategies to prevent hazardous drinking and drug use among the workers. This study aim to improve our understanding and identify the benefits of alcohol- and drug prevention where significant enterprises work together with local government in order to conduct a shared alcohol- and drug prevention policy. The focus is to explore empirically how steering committee members make sense of alcohol- and drug prevention. An intervention to reduce hazardous alcohol and drug use was conducted between 2014 and 2016 at a ski tourist resort in northern Sweden. The focus was on risk consumption of alcohol and drugs among seasonal workers. The project was financed by the Public Health Agency of Sweden. Data was collected during the whole period, using a variety of methods. In the present study six participants from the steering committee were interviewed in order to chart the respondents' subjective sense-making of preventing hazardous alcohol and drug use. The material is built up by two storylines describing how members of the steering committee make sense of alcohol- and drug prevention. The first focusing on the process itself. The participants described a process where they have gone from distrustfulness to trustfulness, and from an individual perspective on prevention to a joint engagement for a safe community. The other storyline was about the village. It illustrates how the intervention has become embedded in a wider interpretation of living conditions in the village. In the end of the project are the stories neither limited to policy development, nor to employees' use of alcohol and drugs. Instead, the interviewees sense making of prevention is embedded in a storyline about the how to improve quality of life in the particularly village in a long-term perspective. The results are in progression, however a broader sense-making of alcohol- and drug prevention has arisen. The intervention has also contributed to a broadened contact through actors in the villages, which in various ways are relevant not only in alcohol- and drug prevention, but also to the work force to a sustainable future for the village. The results from the study adds to our knowledge, as well theoretical as empirical, about the embeddedness of prevention work within the local community.

09.00 - 10.45: Parallel sessions and symposiums

Symposium - Entrepreneurial Work-Life Interface

Room G.125 S. Carlo

Organizers: Marloes L. van Engen, Pascale Peters and Konjit Hailu

Recently there is an increased interest in exploring the experience of entrepreneurs/self-employed, for it has different characteristics and/or contexts than organizational employment. Recent studies indicate

that these characteristics (working long/unusual hours, taking sole responsibility for the business, etcetera) may influence the work-life interface experiences of the self-employed. This symposium brings together scholars conducting studies on work-life interface experiences of entrepreneurs and coping strategies to deal with the challenges they face in their work, home, and community domains. Drawing on experiences from varied cultural contexts (France, Sweden, the United States of America, Chile and Ethiopia), the papers together will encourage discussion of the work-life interface experiences of entrepreneurs operating in varied cultural context and how this furthers our theoretical conceptions on the work-life interface.

- Jean-Charles E. Languilaire and Carole Caullier Gustavsson, *Work/non-work tactics for self-employed – A study of France and Sweden*

The work-life research is a mature field with many seminal concepts revealing its multifacets. Nonetheless, empirical research majorly focuses on overall strategies, i.e., Integration vs. Segmentation and rarely on what individuals are doing about them. For Kossek, Noe, and DeMarr (1999) and Languilaire (2009) tactics can be understood as the visible and practical activities enabling an individual to concretely place and transcend (i.e. cross) boundaries to render boundaries more or less permeable and/or flexible. Additionally, the empirical studies primarily focus on employed workers and less on “self-employed”, “entrepreneurs” and “small business owners” whereas the latest are becoming central forms of employment in our modern society. We argue that having one of these forms of employment may affect individual’s work/non-work interface, so that one may have to develop specific work/non-work tactics. Based on a list of tactics (Languilaire, 2009), this quantitative deductive research in France and Sweden reveals work/non-work tactics for segmentation and integration used by self-employed including entrepreneurs and small business owners.

- Mary K. Hunt, *Employment or entrepreneurship: Work choice and satisfaction in light of work-family conflict, individual traits and social support*

Both popular and scientific literature lean toward self-employment as an effective solution for achieving the flexibility needed for reaching work-family harmony. However, it is not necessarily clear that greater flexibility (or control) results in desirable work-family outcomes in all situations. Drawing on a series of qualitative interviews, in the United States, this study examines self-employment choices designed to ease work-family conflict and enhance work and life satisfaction. Although self-employment offers an apparent ideal flexibility for work-family balance, the nature of individual traits and the use and availability of social support are explored as influences of employment choice. A self-employment decision-making framework for work-family facilitation and work and life satisfaction is proposed.

- Katherina Kuschel, Juan-Pablo Labra, and Constanza Quiroz, *When entrepreneurial failure becomes personal and family failure: Female founders’ strategies to cope with spillover*

We studied 20 women that re-start a venture after business failure, to explore why some entrepreneurs experience greater failure that implies also a harm in their personal, social, and family life. Entrepreneurial failure may impact private life, especially on the relationship with romantic partners. Some negative consequences include divorce. Spouses could be both a great resource (supportive spouse can help in the process of founding as well as after failure) or they could lead to failure (obstructive spouses can be another strain). We argue that social identity, role centrality and identity transition play a critical role in how founders define and cope with entrepreneurial failure.

- Konjit H. Gudeta, Marloes van Engen, Pascale Peters and Marc van Veldhoven, *Work-life boundary management experiences of men and women entrepreneurs in Ethiopia*

So far, studies report mixed results regarding entrepreneurship as a way to bring better balance for the enterprising individuals. Evidences suggest that in developing economies such as Ethiopia, where traditional gender roles are still strongly prevalent, women entrepreneurs have unparalleled family responsibilities as compared to their male counterparts. In addition to their entrepreneurial and familial and/or domestic responsibilities, women are expected to fulfill social roles providing care to extended family and other community obligations. These roles/tasks are believed to pose a significant challenge on women entrepreneurs' efforts to attain balance in their work-life and in turn impacts their business performance. Surveying 100 men and 100 women entrepreneurs, the study aims to compare the work-life boundary management experiences, challenges and coping strategies of men and women entrepreneurs and to identify the impact of these experience in their perceived work-life success.

- Maria Aggestam and Caroline Wigren, *Lifestyle entrepreneurship: Re-thinking the life-force embedded in business mum venture creation*

Although several studies have presented findings on women in family business, these have typically demonstrated narrow forms of masculinity (Hamilton, 2013; Powell and Eddelson, 2013) and lack the details on mother's entrepreneurs. Our study addresses virtual family businesses, which are specifically engaged in creating something new, in liberating and creative way that is suited both for and with family. It explores whether entrepreneurship is a boundless process embedded in family and firm at the same time and how they capitalized on resources embedded in both. Drawing on evidence from two indicative case studies of entrepreneurs operating through the use of Internet-based technology, this paper presents how embeddedness processes develop into successful business venturing within family. They enact the interface between business creation and motherhood, duality, where the private and the public became blurred, not least as they embed the environment for own meaningful employment.

Session - The effect of work-life circumstances on health and wellbeing

Room G.130 S. Maria

- Elizabeth Anne Bardoel and Robert Drago, *Parental Status, Family Caregiving and Depression Risk: A Longitudinal Australian Study of Women and Men*

Although a voluminous body of research addresses the mental health effects of family caregiving, only eight previous studies address the effects of parental status. Five of those studies are cross-sectional and, of the three longitudinal studies, one used a small, combined sample of women and men, with the other two using samples of only women, so it is not surprising that these studies yielded mixed results. The rationale for pursuing this line of research further lies in the possibility that the burden of caregiving for both an adult and a child may both fall more often on women and have more deleterious effects on women than either care for an adult or care for a child alone. However, as Dautzenberg (1999) suggested long ago, parenting in addition to adult care might either heighten role strain, or instead benefit the individual due to role expansion. Both possibilities are considered here. Using panel data from the Household, Income and Labour Dynamics in Australia (HILDA) survey for 2005-2012, reported depression risk is compared over time and across care relationships, separating on gender and parental status. Care relationships are categorized as involving parents, in-law parents, partners or spouses, adult children, other relatives, or non-related adults, and parental status is indicated by either dependent children under the age of 16 or 5 years. Using the MH-5 measure of depression risk, logistic regression is performed with cut-offs for at least moderate or severe depression risk, analyzing how that risk varies during and either prior to or after adult caregiving. The analyses therefore control for any fixed effects

associated with gender and decisions to provide adult caregiving or to rear children. In general, women are more likely to provide adult caregiving than men, and are more likely to report elevated depression risk during care. Women who are also mothers report elevated depression risk during care for their parents, while neither women who are not mothers nor men, regardless of parental status, report significant increases in depression risk while caring for a parent. These results support the role strain theory of parenting and adult caregiving. However, as found in the literature on adult caregiving and mental health, care for a partner or adult child is more strongly associated with depression risk for both women and men. Further, among women, those with children are less likely to report elevated risk of severe depression while caring for a partner than women without dependent children. These results suggest that caregivers to partners who are also parents tend to benefit from role expansion, and that result is clearer for men. These results help to explain some of the conflicting findings from earlier studies, some of which combined care for parents with care for partners, and none of which compared women's and men's experiences using longitudinal data. We conclude that parental status should be included in future studies of the mental health effects of family caregiving, and that this research warrants replication in other nations and with other ethnocultural groups.

- Liang Guo, Marcello Russo and Yehuda Baruch, *Work Resources and Civic Engagement: How They Benefit Employees' Physical and Mental Health*

Work-family researchers argue that individuals can achieve greater performance and enhance their overall life functioning when fully participating in both professional and personal roles (Greenhaus and Powell, 2006; Russo, 2015). The theoretical premises behind this belief is that individuals' physical and mental resources are not finite but can expand at the occurrence according to a demand-supply mechanism (Marks, 1977), thereby enabling people to successfully invest in all regions of their lives (ten Brummelhuis and Bakker, 2012). Similarly, career researchers have demonstrated that devoting time to community and/or to personal interests is crucial to build a sustainable career over time (Greenhaus and Kossek, 2014; Kossek, Valcour, and Lirio, 2014; Newman, 2011). In this paper, we focus on the effects of civic engagement and work resources on people's physical and mental health in China. More specifically, using a sample of 10,331 employees in rural and urban areas of China, we examine whether the resources gained at work and civic engagement are likely to enhance people's physical and mental health indirectly, via perception of happiness. Furthermore, we test whether the people's level of income moderates the relationship between resources gained at work and civic engagement and happiness, respectively. We decided to focus on civic engagement in China, defined as the people's level of involvement in his or her community and society (Wilson and Musick, 1997), as a measure of involvement in extra-work activities as research on the relationship between work and civic engagement is still underdeveloped and mostly limited to Western countries (Voydanoff, 2001; see Yiengprugsawan, Somboonsook, Seubsman, and Sleigh, 2012 for a noticeable exception). Moreover, prior research has mostly focused on the time spent within the family when examining people's involvement in nonwork activities (Voydanoff, 2001). Although family is a critical part of the personal life of individuals, we contend that there is a considerable segment of people who are highly identified with and engaged in other meaningful roles rather than family, including leisure, sport and/or community roles (Haar, Russo, Sune, and Ollier-Malaterre, 2014). The results demonstrate that the civic engagement and the perception of gaining valuable resources at work enhance individuals' perception of happiness and that this, in turn, is conducive of greater mental and physical health. We also found that the individuals' level of income moderates the studied relationships so that when individuals have a higher level of income, the beneficial effects of resources gained at work and civic engagement on happiness are amplified, in a sort of positive spiral. Implications for theory and practice are discussed.

- Belinda Hewitt, Lyndall Strazdins and Mara Yerkes, *Time pressure and mothers' health and wellbeing during the preschool years*

Work and family obligations extract large allotments of time from mothers, and the time pressure they feel is a particularly important type of work-family conflict that links to well-being. This paper is concerned with how time pressure is associated with mother's health and well-being during the intensive pre-school child rearing years. Our data come from a 5 wave of panel study of 3,791 Australian mothers when their children were aged 0 – 4. Using cross-lagged structure equation models we examine change over time in the associations between mother's perceptions of time pressure and mental and physical health; assess whether there are reciprocal effects between health and time pressure; and identify which time demands - employment, housework or childcare - are associated with time pressure. We find higher levels of time pressure, and better mental or physical health at one time point, strongly predict higher levels of time pressure and better health at the next time point. There were strong significant negative reciprocal associations between time pressure and health, where high levels of time pressure negatively impacted on health and poorer levels of health increased perceptions of time pressure, although these reciprocal associations were stronger and more consistent over time for mental health. Paid employment and housework significantly increased mothers' feelings of time pressure, but time caring for children did not. This suggests that government policies which encourage mothers into the workforce without adequate support may improve national productivity and household financial stability but be detrimental for health and well-being.

- Adam Lippert and Sarah Damaske, *Growing up and wearing down: Work, family, and stress-related immunity dysfunction among young adult women*

The body's capacity to resist infection and disease is central to human health. Clinically-based studies employing biologically-derived measures of immunity have found poorer immune function following exposure to chronic and acute stressors. Family-related stress, including high-conflict marriages, marital strain, and the number of children that women—but not men—have in their care have been identified as principal contributors to immunity dysfunction. Prior work has also indicated an inverse relationship between job strain and immunity performance. Owing to the historical lack of biomarkers in population-based data, relatively few studies have assessed how complex combinations of work and family circumstances are associated with biologically-derived immunity measures. Instead, singular factors have been evaluated, with prior research finding higher self-reported mental strain and poor physical health among single versus married mothers, and among unemployed or precariously employed women versus continuously employed women. Drawing upon life course theory and latent class modeling with distal outcomes, we employ a person-centered approach to understanding the complex linkages between work-family circumstances and immunity impairments among young adult women. Our study builds on prior work in three ways. First, we use latent class analysis (LCA) to identify common combinations of work-family circumstances young women experience as they enter adulthood. Second, we measure immunity impairments directly, using a well-validated biomarker for immunity dysfunction: Epstein-Barr virus antibody titers. Third, we focus our analyses on a sensitive stage in the life course where work and family circumstances emerge: young adulthood. This contrasts with prior population-based studies, which tend to focus on later stages in life and self-reported health outcomes. Using data from over 7,000 women (aged 26-32) from the U.S. National Longitudinal Study of Adolescent to Adult Health (AddHealth), we found the following:

- Multiple fit criteria (AIC, BIC), bootstrapped log-likelihood tests, and substantive evaluation of latent class models suggested an eight-class solution of common combinations (i.e., classes) of work-family circumstances. These combinations varied widely across the classes, with some consisting of non-parents engaged in skilled professional standard-shift work, and others consisting of married and single parents and non-parents who were in and out of the labor force.

- Net of disadvantages experienced in adolescence, childfree women in highly-skilled professional work generally presented the best immunity, while women across three separate classes marked by motherhood, low education, and unemployment or unskilled work fared the worst.
- These differences were attenuated by adjustments for work-related stressors and behavioral health factors.

To our knowledge, this research is the first to bridge perspectives from life course sociology with the insights and methods of clinically-based research on work-family strain and immunity. Our results reveal the importance of young adult life roles to immunity functioning.

▪ Egidio Riva and Mario Lucchini, *The effect of work-family conflict on sleep: A longitudinal analysis on Swiss employees*

Increasing attention has been paid to the potential impact of conflict between work and non-work roles on health and well-being (for a review see, e.g.: Grzywacz, 2016). In particular, there is a mounting body of evidence linking difficulties in combining multiple roles to sleep-related outcomes (Crain et al., 2014; Lallukka et al., 2014). There are three main forms of work-family conflict, i.e. time, strain and behaviour-based conflict (Greenhaus and Beutell, 1985). Each of these may produce pressures, demands and concerns, which may eventually be conducive to sleep problems (Barnes et al., 2012; Berkman et al., 2015; Kalimo et al., 2000). However, beside strains and tensions at the work-family interface, psychological detachment – i.e. the ability to mentally disconnect from work (Etzion et al. 1998; Fritz and Sonnentag, 2006) – may be a factor in explaining sleep problems and disorders (e.g. Sonnentag and Bayer, 2010). Based on Grzywacz (2016), the purpose of this study is to test alternative explanations of sleep problems. Specifically, we use data of the Swiss Household panel (Wave 2004 to Wave 2015) to estimate the effect on difficulty in sleeping or insomnia of time- and strain-based conflict between work and non-work roles and psychological detachment from work. In addition, as work-family literature suggests that conflict between competing role demands may be more detrimental to women than men (e.g. Lallukka et al., 2010; Sekine et al., 2006), we also investigate sleep-related consequences of the work-life interface separately for men and women. We address these research questions by applying non-linear dynamic models (Chamberlain, 1984; Mundlak, 1978; Wooldridge 2005) to panel data. Findings suggest that strain-based conflict between work and non-work roles and psychological detachment from work determine sleep problems for both women and men. However time-based conflict determine difficulty in sleeping or insomnia for women but not for men.

▪ Deniz Yucel, *Work-Family Profiles and Mental Health: The Moderating Effect of Gender Ideology among Men and Women*

Both the positive and negative effect of work-family balance on marital and job satisfaction are well established in current literature (Hill, 2005; Van Steenbergen et al., 2014; Amstad et al., 2011; Anderson et al., 2002) but these studies are mostly based on the taxonomy of work-family balance (using the bidirectional effects between work-family conflict and work-family enrichment) (Frone, 2003). Overall, four components of work-family conflict emerged from this taxonomy: work-to-family conflict (WFC), family-to-work conflict (FWC), work-to-family enrichment (WFE) and family-to-work enrichment (FWE). Only few studies, however, focus on the typology of work-family balance and examine its effect on several outcomes (Carvalho and Chambel, 2016; Grzywacz et al., 2008; Mauno et al., 2011; Demerouti and Geurts, 2004; Rantanen et al., 2011, 2013). Using data from 927 professionals and managers from the National Study of the Changing Workforce (NSCW), this study identifies the nature of work-family profiles among professionals and managers. Next, this study investigates the differences in mental health between these profiles. This study also tests whether gender ideology moderates the relationship between work-family profiles and mental health. Finally, the study tests whether this moderating effect of gender

ideology varies between men and women. This study uses the family stress theory (e.g., Hill, 1958). The main argument behind this theory is that family stress comes in many forms and may have detrimental consequences for the family. Moreover, how much these various kinds of family crises impact the family depend on the recognition and management of these stressful events in our lives. According to Hill's ABC-X theory of family crisis, how a crisis or any outcome is defined for any individual family is dependent on the interaction between three factors: (a) stressors, (b) family resources, and (c) perception of events as stressors. Specifically, the interaction between the event and related hardships (A), family's crisis meeting resources (B) and family perception of the event (C) produces X (the crisis or the outcome). This study conceptualizes work/family imbalance as the hardship, gender ideology is conceptualized as the family perception of the event, and mental health is conceptualized as the outcome. Consistent with the family stress theory, this study argues that work/family imbalance is expected to negatively impact mental health. Moreover, work/family imbalance and gender ideology are expected to interact. That is, this negative effect of work/family imbalance on mental health is expected to be stronger for those who have more egalitarian gender ideology. Considering the gendered nature of relationships, this study also expects to find that the moderating effect of gender ideology will be stronger among women. Latent Profile analysis is used to produce three groups of work-family balance. A Beneficial type, with high work-to-family enrichment and family-to-work enrichment (WFE and FEW respectively) and low work-to-family conflict and family-to-work conflict (WFC and FWC respectively) emerged. Active group, with high WFE, FWE, WFC, and FWC, emerged. In addition, a Contradictory type, with low WFE, high WFC, high FWE, and low FWC also emerged. Using ordinary least squares (OLS) regression, results suggest that the Beneficial type showed better mental health than the Active and Contradictory types. Moreover, the negative effect of imbalance between work and family (i.e., being in either Active or Contradictory group) on mental health is stronger for those who have more egalitarian gender ideology. Finally, this moderating effect of gender ideology is found to be more significant among women.

Session - Organizational support and work-life experiences in different countries

Room G.129 S. Paolo

- Marissa De Klerk, *Mediation of work support on affective organisational commitment through work-to-family enrichment among South African employees*
Work and family are central domains in an employee's life. While traditional treatment puts them against each other, there is growing awareness that work and family roles may actually reciprocal beneficial effects (Grzywacz, 2000; Hanson, Hammer, and Colton, 2006; Parasuraman and Greenhaus, 2002; Rothbard, 2001; Voydanoff, 2002). Researchers have started devoting more attention towards the understanding of these mutual positive effects and suggested that an employee's work life and family life can provide reciprocal enrichment through the resources and rewards inherent in each role (Baral and Bhargava, 2011; Boixados, Hernandez, Guillamon and Pousada, 2010; De Klerk, Nel, Hill and Koekemoer, 2013). However, with the increased interest in the reciprocal beneficial effects, there is still a lack of research done outside industrialised, Western countries. The role of work-to-family enrichment in the relationship between work place support and organisational commitment at work has not been given much attention. By investigating these relationships, the present study will contribute to our understanding of work-family interaction. The purpose of this study is to test a mediated model in which the impact of work support on affective organisational commitment is mediated by work-to-family enrichment. A cross-sectional survey design was used in which self-administered questionnaires were employed to collect data from 627 South African employees. The work support scale (Bakker, Demerouti and Verbreke, 2004); MACE Work-family Enrichment Instrument (De Klerk, Nel, Hill, Koekemoer, 2013); and Affective Organizational Commitment Questionnaire (Allen and Meyer, 1990) were used for data collection. Analysis revealed that work-to-family enrichment correlates significantly

positive with work support and affective organisational commitment. Structural equation modelling (SEM) results showed that work-to-family enrichment dimensions partially mediated the association of work support with affective organisational commitment; the mediated model showed much better fit to the data than an indirect model in which the direct path from work support to affective organisational commitment was constrained to zero and a direct model in which all the paths to and from work-to-family enrichment were constrained to zero. The results help understand the specific antecedents and outcomes that play a role in work-to-family enrichment.

- Sandra Idrovo and María José Bosch, *Comparing the work-family interface in Chile and Colombia*

The constant changing environment poses organizations and their people increasing competitive demands. Executives face the challenge of balancing role demands from work and family (Greenhaus and Singh 2004). At the same time companies face the challenge of competition in talent attraction and retention, high levels of absenteeism, turnover intention, lack of commitment, burn out, among others (Eby, et al., 2005, van Steenbergen and Ellemers, 2009). In an attempt to reduce these problems and their consequences employers implement a series of policies and practices that could help employees at large better harmonize their family and work lives (Allen, 2001; Anderson, et al 2002; Lapiere and Allen, 2006; Mennino, et al 2005). Yet the question as to how effective these policies really are remains (Kelly, et al., 2008). Do they reduce turnover intention and help employees reduce work-family conflict? Do these policies and practices enhance the possibilities of satisfaction between both realms? How do employees look for support from supervisors and organization and manage their different demands? Organizations in Latin American countries face the same challenges as their northern counterparts. Yet research from Latin American countries on the work family area is scarce (Poelmans, et al 2005). Some isolated data from specific countries, can be found in the few cross-cultural works (Idrovo et al, 2012; Las Heras et al., 2015a; Las Heras et al, 2015b; Spector, et al., 2004; Spector et al., 2005; Shaffer et al., 2005). But as Poelmans (2005) indicates with the rise of female labor participation, the transition to dual-earner families, and the overall socio economic changes in Latin America, work-family conflicts should start calling attention from national and international organizations and researchers due to the importance that family as a strong institution still holds in Latin American labor and cultural practices (Vassolo, et al, 2011). There is also another issue to keep in mind. Latin America is perceived as a homogenous cultural region (Ogliastri et al, 1999) and in this generalization; finer analysis among the multiple countries differences might be overlooked. The present study focuses in the impact that the work-family interface might have for organizational and individual outcomes in Chile and Colombia. It looks at how family supportive supervisor behaviors (FSSB); work-family policies and perceived organizational support (POS) relate to one organizational outcome: turnover intention (TI), one individual outcome: satisfaction with work-family balance (SWFB) and, one type of motivation: pro-social motivation (PM); and the role that family friendly organizational culture (FFOC) might play in this relationship. The comparison between these two countries will reveal if country culture (HDI level) affects the relationships mentioned before or reaffirm the idea of a homogenous cultural block. Data was collected from employees in organizations from Chile (255) and Colombia (231) over the second semester of 2012. Results show a negative relationship between FSSB and TI; a positive relationship with SWFB and no significant relationship with PM. There is also no significant relationship between Policies and POS and TI, SWFB and PM. Results show too that FFOC moderates relationship between FSSB and TI, between FSSB and SWFB, and between Policies and SWFB. Furthermore, results show that FFOC has a positive and significant direct effect over PM. Finally, results show that HDI level is significant in the relationship between FSSB, Policies and POS with PM. No significant effect of HDI level is found between FSSB, Policies and POS with TI or SWFB.

- Pedro Paulo T. M. Hollanda, *Do family supportive supervisory behaviors and family supportive colleagues behaviors explain the longitudinal variation of work-family conflict and work-family enrichment?*

Some studies show evidence that a family supportive behavior is amenable to training. Thus, it can be an organizational way of promoting work-family balance by means of a better social support. However, more empirical evidence that support the relation between the support from colleagues and the supervisor to work-family issues and the perception of work-family conflict and enrichment is still needed. Therefore, the aim of this article is to empirically test the effect of Family Supportive Supervisory Behaviors (FSSB) and Family Supportive Colleagues Behaviors (FSCB) on the variation of work-family conflict and enrichment for two weeks. Does the support from colleagues play a more central role than the supervisor support? If so, does it explain significantly the lower level variables? To answer these questions, data were collected with Brazilian workers using the experience sampling method. The participants were asked to, during two weeks, daily answer a questionnaire composed of a scale of work-to-family and family-to-work conflict and a scale of work-to-family and family-to-work enrichment. Before starting the daily participations, the participants answered scales of FSSB and FSCB. The results suggest that FSSB and FSCB are both better predictors of work-family enrichment than work-family conflict.

- Sara Mazzucchelli and Maria Letizia Bosoni, *Turning parenthood into a competitive advantage: The Improving Welfare Management Project*

Since the early 1990s the demand for parental leave, as well as external child care facilities, has been increasing in all European countries, in connection with the influx of women into the labour market. Although the EU Directive on Parental Leave has obliged European governments to introduce appropriate legislation, significant differences can still be found in relation to eligibility, duration, benefit levels and flexibility among countries adopting this directive. These models are based on how family members relate to the employment system, on the environment considered suitable for children's upbringing, and on a gendered division of work within the family. These cultural models often coexist within the same country, thus causing conflict; each State, nevertheless, has its own family culture model for directing the construction of welfare policies and reconciliation choices. The hypothesis of this paper is that the reflection on parental leave must be conceptualized within a broader framework concerning care-work policies and cultural ideas over care tasks. For example, the effects of parental leave schemes on gender equality are double-edged and need to consider the interplay between leave policies and other family policies: on the one hand, parental leave enables mothers to combine caring with employment, thus potentially boosting the presence of women in the labour market; on the other hand, long leave periods reinforce the gendered division between paid and unpaid work, thus damaging women's career opportunities, which might also further increase gender differences in income. In line with this conceptualization, we'll consider a model based on parental leave, childcare services (0-3 years and 3-6 years), cash for childcare, occupational welfare, in a comparative perspective. Finally, we'll use recently Italian experience to better illustrate the issue: in Italy -as it's known- there is the lowest birth rates in Europe and on the work front, the male breadwinner family model has long been the dominant factor and the hegemonic cultural model; most women stop working when they become mothers, while only a minority works full time, with huge reconciliation problems. How can we explain these facts in the face of a medium-high level policies related to parental leave? In recent years, great transformation processes occurred: the implementation of Jobs Act (Legislative Decree 15 June 2015, n. 80), a few regional interventions, that have developed innovative pathways; and, above all, the measures contained in the Stability Law 2016 - the main rule laid down by the Italian legal system to adjust economic policy in the next three years through fiscal policy measures-. In this frame, the national legislature also intervened to extend the spread of various forms of occupational welfare, determining a significant change in the field of second level bargaining (territorial and company level), areas that play a decisive

integrative role of public social policies even with respect to parental leave and flexible working times in connection with maternity-paternity periods.

- **Rachael N. Pettigrew and Karen A. Duncan, *Male Employees' Perceptions of Supervisor Family Support***

One of the integral components of family-friendly workplaces is the presence of supportive managers (Allen, 2001). Research has shown that employees' usage of family-friendly policies increases (Breugh and Frye, 2008) and work satisfaction improves (Ko, Hur and Smith-Walter, 2013) when employees report to supervisors who are supportive of employees and employees' family needs. As family responsibilities are still often considered mothers' responsibilities, research has primarily focused on women's family demands, organizational and managerial support. In this research, we turn the focus to male employees and their perceptions of supervisor family support. Five hundred and fifty male employees from seven large employers in Manitoba, Canada were recruited for participation in the study. Male employees completed self-administered questionnaires exploring a variety of topics related to their work-life experience, including the Perceived Supervisory Family Support Scale (PSFS) (Thompson, Jahn, Kopelan and Prottas, 2004). Using multiple (OLS) regression, we explored how the personal, employment, and organizational context characteristics of male employees influenced their perceptions of their managers' family supportiveness. A majority of employees reported perceiving their managers as supportive of their family concerns, a reflection of the high levels of family friendliness of the organizations sampled. Significant and positive relationships were found between two independent variables in the model and the PSFS. As male employees' perceptions of both organizational family support ($B = .277, p < .001$) and male employees' ability to take parental leave without negative career impact increased ($B = 3.315, p < .001$), so did their perception of their managers' family supportiveness, holding all other independent variables constant. Interestingly, male employees' personal characteristics were less influential on their perceptions of supervisory family support than employment or organizational characteristics. First, our findings highlight the interdependence between the perception of supervisory family support and the perception of organizational family support. Although some research has suggested that employees see their managers and organizations as separate entities (Swody and Powell, 2007), this result suggests that employees' perception of support from one area may feed their perception of support in the other. Second, when male employees report that men in their organization can take parental leave without suffering negative impacts on their career, their report of perceived managerial family support increases. This finding shows that men are keenly observing the treatment of coworkers using family-friendly policies (i.e., parental leave) and that these observations influence their perception of both their manager and their managerial family support. Finally, men's perception of supervisor family support appears not to be influenced by personal characteristics (i.e., age, partner status, or number of children), but entirely by their observations and experiences in the workplace. Both employees' perception of the supportiveness of the organization and the ability to take parental leave without negative career impact are factors that can be influenced by organizational policy and culture; therefore, organizations can play a key role in forming their male employees' perceptions.

Symposium - Fathers' contribution to family wellbeing: how to turn obstacles into opportunities

Room G. 126 C. Ferrari

Organizers: Isabella Crespi and Elisabetta Ruspini

A growing literature has led awareness of the importance of fathers to the development of their children and to family wellbeing. A substantial body of research literature has documented the positive benefits fathers bring to the lives of both their male and female children. Studies on the impact of father involvement in childcare on later child outcomes confirm the importance of early paternal

investment both in caring and in improving opportunities for women. However, addressing father and male involvement and investing in fathering is no easy task. Major cultural and institutional barriers still hinder men's contribution to caring, parenting and caregiving. The biggest barrier to involving fathers in programming is probably the father's work schedule. The attitudes and personal beliefs toward father involvement of mothers (but also of teachers and others involved in the child's life) may be considered gateways to father involvement. The father's relationship with the mother is one of the greatest determinant of successful father involvement. The older generation can also be a force for maintaining conventional gender roles. Moreover, fathers and men are often excluded within the policy, programs, and practice of child welfare. Father involvement also requires assistance in building relationships with community systems. Notwithstanding this, fathering is evolving. Younger men are beginning to claim a greater share in bringing up their children. Millennial men and fathers more involved and egalitarian than men/fathers belonging to previous generations. There is thus a need to invest in fathering in order to increase family resilience and to meet future challenges.

- Michael Rush and Rudy Ray Seward, *Overcoming Obstacles to Family Leave in the USA: Lessons from European Research on how Paid Parental Leave for Fathers is providing Opportunities for better Family, Work and Child Well-being Outcomes*

The absence of paid family leave in the USA is a prominent political and public policy issue. Moreover, there is a divergence of academic opinion on whether parental leave should be designed on a non-transferable model to encourage equal sharing by fathers and mothers (Gornick and Meyers, 2008) or on a conditional model where individual access or right to paid parental is made conditional on the other parent taking the same amount of parental leave (Brighthouse and Wright, 2008). This latter proposal adopts a more forceful approach to gender egalitarianism. This paper reviews the research emerging from European countries with existing non-transferable models of paid parental leave or 'father quotas' to examine evidence for improved father involvement and for evidence of beneficial well-being outcomes for fathers, mothers and children. These studies have moved on from earlier research which focused on the beneficial impacts on paediatric health (Ruhm, 1998) to explore how non-transferable paid parental leave for fathers, or father quotas, impacts across a range of outcomes including; men's socialisation, children's socialisation, improved quality of life for mothers, gender equalisation of labour markets, increased fertility decisions and breast-feeding rates. The study shows that the non-transferable model has evolved exponentially from an aspirational policy goal to an empirical reality for fathers, mothers and children in a number of European countries which can now be distinguished as the parental leave rich countries as opposed to parental leave poor countries, which like the USA, are lagging behind. The generously paid and non-transferable model of parental leave with father quotas has been available to fathers, mothers and children in a number of countries for over two decades and is understood to be having beneficial impacts: most notably in Germany where the introduction of father quotas in 2007, alongside other childcare reforms, is understood to have had a positive impact (ten years later) on reversing declining birth rates. This study contributes to contemporary debates by emphasising the extent to which the introduction of generously paid non-transferable parental leaves or father quotas has been politically contested in European parental leave rich countries and how this political contestation is mirrored in the USA. Moreover, the study assesses how organised feminism and advocacy for gender egalitarian models of non-transferable parental leave is overcoming cultural barriers to ensure that public policies free women from shouldering the burden of care by providing fathers with opportunities or duties to care for children. In this respect, the study focuses on interesting evidence emerging from Europe on the differential impact of non-transferable parental leave policies across middle-class, working class, actively religious and immigrant families. The study builds on previous research by the authors (Rush and Seward, 2016, Seward and Rush, 2016). Overall, the study suggests that international and comparative parental leave research is advancing new understandings of well-being across family, community, work-place and child-care settings.

- Helen Norman and Colette Fagan, *Does Paternal Involvement in Childcare prevent Relationship Breakdown in Married and Cohabiting Heterosexual Couples?*

Relationship breakdown for married or cohabiting couples is fairly common. The Office for National Statistics (2015) estimate that 42% of all marriages now end in divorce. When couples have children, divorce or separation can lead to inequitable family settings, which has a detrimental impact on child and family wellbeing (e.g. see Jones 2010; Mooney et al. 2009). For example, research shows that relationship conflict has a negative effect on parenting, particularly on the relationship between the father and child, which tends to be more vulnerable to the effects of parental breakdown compared to the mother-child relationship (Cummings et al 2004; Haux et al. 2015). This means that when relationship conflict is high, and relationships breakdown, it becomes more difficult for fathers to be involved with their children (e.g. see McBride and Mills 1993; Bouchard and Lee 2000; Pleck and Masciadrelli 2004; Allen and Daly 2007). In light of the negative association that has been established between relationship conflict and paternal involvement, our analysis explores whether this association could be explained by modelling the relationship, longitudinally, and in the other direction. That is, we ask: if fathers are involved in their child's care during the early months, are they more likely to remain in a stable relationship with their partner over the longer term? Longitudinal analysis is conducted on the first four sweeps of the UK's Millennium Cohort Study (2000-2012) to explore the effect of paternal involvement in childcare and housework during the first year of the child's life on the stability of the parents' relationship over time. We use logistic regression to predict relationship breakdown by the time the child is aged eight years old, controlling for other salient variables including household income, education, occupational class, employment status, age and marital status. Initial results suggest that paternal involvement in the first year of a child's life influences relationship stability by the time the child is age eight but only in regard to certain childcare tasks, such as looking after the baby alone on a regular basis. This association appears to hold even when we control for the key demographic, employment and attitudinal variables listed above. This suggests that regular 'solo childcare', provided by the father in the first year, is important for maintaining a stable relationship with the mother until the child is at least eight years old. There are several explanations offered for this. Allowing the mother some important 'time-out' from childcare responsibilities during the first year could make for a happier parental relationship. Alternatively, allowing the father to develop his relationship with the child, without the mediation of the mother, may help to increase his parenting competence and thus make for a happier parental relationship (e.g. see Wilson and Prior 2011). These ideas will be discussed and explored further. Our analysis underscores the importance of policy interventions to support fathers to be involved caregivers during the first year of a child's life given this may have positive consequences for the parental relationship, and thus improve family and child wellbeing more generally.

- Lluís Flaquer and Almudena Moreno, *The Significance of the Development of Father Involvement in the Care of Children under the Second Demographic Transition*

From the very beginning the concept of the father involvement in the care of children stemmed from a multi-dimensional and interdisciplinary approach (Day and Lamb, 2004; Pleck, 2007). It draws not only on various heterogeneous themes such as the new masculinities, the ethics of care, the study of parenting practices or the social construction of a new fatherhood, but it also merges together insights and elements from psychology, sociology or economics. The decline of the male breadwinner family model in all European countries has been accompanied by new developments in most areas of domestic life including the generation of fresh norms and values, changing patterns of decision-making, a redistribution of tasks among family members and, last but not least, a novel restructuring of certain areas from public and private domains. Undoubtedly one of these crucial changes is the emergence of father involvement in the care of children as one of the most distinct features of advanced societies (Kiernan and Huerta, 2008; Meadows et al. 2007;

Lewis and Lamb, 2003; Moore et al., 2001). For one thing, key factors underlying father involvement are the critical advancements in the rights of women and children – but also to a lesser extent and in certain respects of fathers – all these developments being set against the backdrop of the disclosure of a new post-patriarchal order. It is quite usual to discuss this contemporary development by mainly concentrating on the economic aspects of the issue. According to this interpretation, the upcoming of father involvement in advanced societies would be basically a consequence of the growing participation of mothers in the labour market and the subsequent need for the reconciliation between work and family resulting from care deficit. If women had been striving for so long to take up paid work and enter the economic domain, then men would correspondingly also endeavour to take an increasing part in the domestic space. One of the corollaries of this account is to emphasise gender equality as the main driver of family change. However, father involvement is a two-pronged concept. In order to fully understand all the potential analysis and policy implications of this notion it is necessary to go beyond the significance of gender equality and the need for meeting the care deficit and bring into focus yet another important feature of modern advanced societies: the relevance of the fight for children's rights and the concern for child well-being as main drivers of father involvement. The consolidation of these issues in the great majority of advanced societies harks back to the centrality of the child as one of the key characteristics of the modern family that had already been brought to light in previous research (Ariès, 1960). Although there are essential historical differences between the emergence and evolution of father involvement in various societies, in all countries gender equality and child well-being – these two essential dimensions of father involvement – are present. However, there are important divergences between the United States and most European countries in this respect. Whereas in the former the notion of child well-being first developed and came into prominence as a result of a growing concern for father absence after divorce, in Europe the combat in favour of gender equality was placed in the limelight for longer in relation to other issues. At any rate, both notions are interconnected and it is not possible to neglect either of them when policy implications of findings are examined. They are not only essential as focal dimensions of father involvement, but also as central guidelines for the evaluation of outcomes and as valuable strategies for drafting evidence-based policy recommendations. In short, there has been significant progress in conceptualizing and measuring father involvement under the Second Demographic Transition. Research evidence indicates that central expressions of family change have mainly been the pluralization of family structures and the individualization of family lifestyles (Meil, 2010; Duncan, 2002). The effects of these processes have been the decline of the male breadwinner model as well as the development of a new fatherhood and the increase of new family forms associated with separation and divorce (fragile families) (Carlson and MacLanahan, 2004). Hence gender equality and child subjective well-being emerge as two key dimensions to study family change and father involvement in the context of the Second Demographic Transition. Based on this approach, the aim of our proposal is to present a critical review of how literature has addressed the conceptualization and measurement of father involvement regarding family change, child well-being and gender equality. This theoretical exercise will allow us to focus on the main analytical dimensions of the study of father involvement in relation to child subjective well-being and family change. In this paper, we will discuss several issues/dimensions of the relevance of father involvement to child well-being from a theoretical point of view such as:

1. The extent to which the spread of mothers' employment has eroded the legitimacy of the male breadwinner family model and increased father involvement as well as gender equality with positive results for child outcomes?
2. The extent to which the socio-economic status of parents (educational attainment level, position in the labour market and income category) has limited or facilitated father involvement and subjective child well-being?
3. The extent to which institutional factors, workplace practices, family policies and in general public policy measures inhibit or facilitate father involvement and subjective child well-being?

4. The extent to which the quality of parenting, parent-child relationships and communication between partners tend to favour or not father involvement and subjective child well-being?
5. The extent to which the growth of divorce and the progress of shared custody have changed the significance of father involvement and therefore the impact on child well-being compared to intact families?

- Tomoko Matsuda, *Work Family Balance among Japanese Fathers in Response to the Corporate Move to EU Countries*

The Japanese State has been implementing various policies and benefits, which allows employees to use company time to meet various family needs. However, despite government efforts, Japanese fathers continue to devote much more time to paid work and fewer hours to household work and childrearing. According to Survey on Time Use and Leisure Activities (Ministry of Internal Affairs and Communications, 2011), Japanese male workers spend an average of 53.1 hours per week in paid work and 43.7 percent of full-time male employees work 10 hours and more per day. Further, Japanese fathers with small children under six years old spend only 39 minutes in parenting during each workday. It is revealed that state policies and benefits are not sufficient enough to produce changes. Previous research indicates the gendered nature of Japanese organizational work structures and normative social constraints are critical factors to affect long working hours and work-centered lives among Japanese fathers. To examine these findings more closely, this study focuses on Japanese fathers who have been relocated to foreign countries such as Sweden, the Netherlands and Germany where fathers spend less time on paid work and work-family balance(WFB) have been better achieved. An international perspective can help to uncover the cultural values and norms that perpetuate or undermine gendered practices and perceptions among Japanese fathers. The main purpose of this study is to examine how the different societal institutional settings favourable for men's WFB affect Japanese fathers' practices in balancing paid work and family life. More specifically, it is examined how the Japanese fathers who were transferred to a different country, namely Sweden, the Netherlands or Germany, combine gainful employment with parenting and to what extent these fathers' perceptions and practices in balancing work and family roles have changed. Face-to-face interviews were conducted in 2013 with 37 Japanese business men in nuclear families having small children under 13-year-old, who have been relocated to Sweden, the Netherlands or Germany. The majority of male respondents (fathers) were highly educated and white-collar workers employed by Japanese global companies. All respondents had at least a university degree and their ages were ranged from 29 to 50-years-old; Fifty four percent were in their thirties. Some of the findings from this study are as follows. 1) As mentioned earlier, working long hours is still a common practice in Japanese workplaces. However, majority of male respondents in this study worked shorter hours ranging between 40-50 hours per week. 2) Japanese workers are entitled to take annual leave with pay (20 days at maximum). Among the respondents, 56 percent took more than 15 days of the leave, which is much longer than the average (9 days) taken by Japanese domestic workers (Ministry of Health, Labor and Welfare, 2014). A 37-years-old engineer at an electronic manufacturing firm in the Netherlands (university graduate with a 4-year-old) said he usually takes 20 days of the leave and enjoy by traveling with his family and attending various events such as school visits and the birthday party of his child. However, when he was in Japan, he was able to use only 10 days of the leave. It was difficult to take more leaves because of the heavy work load he had and his fear of becoming burden on other colleagues. 3) Most of male respondents were more involved in childcare after working and living in these countries. A 39-years-old father, a trading company employee assigned to the office in the Netherlands, usually comes home around 6:30 p.m. and spends much more time with his children. On weekdays, he usually reads books and helps homework for children. He also takes bath with children and puts them into bed. On weekends, he spends most of time with his family, bringing his older son to tennis lesson and playing football together. He said when he was in Japan, he hardly saw his children on weekdays because of his

long working hours. It appears that many of the Japanese male employees in this study have more actively involved in fathering, in a way that contributes to higher levels of personal and family well-being as well as effective job performance. They have also become more recognizable about obstacle and opportunities in reconciling work and family roles than they were in Japan. Work family balance issues must be considered in their social and cultural context; they are influenced by what happens in the external social environment.

11.15 - 13.00: Parallel sessions and symposiums

Session - Caring for children

Room G.125 S. Carlo

- Nazli Kazanoglu, *Early Childhood Education and Care Services in Turkish Context: Europeanization or Ottomanization?*

The last two to three decades has witnessed an extraordinary transformation in female labour market participation across Europe due to several reasons. These include, an increased number of middle class women's entrance in higher education, the technological transformation, the increased gap between the prices and income as well as the increased dominance of service employment. Concomitantly, the traditional male breadwinner family model, wherein women were associated with unpaid domestic work and men with paid work begun to unravel and formerly minoritarian "adult worker model" of family has become more and more visible across Europe. Although, this transformation might be considered as a solution to a bunch of problems, it has also brought new social inequalities and risks about. Decrease in fertility rates, double burden of family and job responsibilities on women's shoulder and lack of mothers in children's lives might be shown as some important ones. Since the main aim of social policy making is to provide human wellbeing and increase person's quality of life, these transformations have successfully reverberated to the formulation of laws and policies. So that child care and early childhood education have become more prominent than ever before especially at the European Union level. In that sense, from the late 1990s and onwards the EU has introduced various initiatives and roadmaps regarding childcare and early childhood education with the aim of promoting women employment without effecting children's well-being. Although the issue was left to national level initiatives for a very long time, particularly from the 2000s documents started to require a convergence from member and candidate states, though there is considerable variation from one country to another in terms of adaptation and implementation. This paper examines the Europeanization patterns of a longstanding candidate state, Turkey-whose Europeanization process has been subject to various ebbs and flows- in the area of childcare and early childhood education policies. Departing from the legislative developments in Turkey under the influence of official EU candidacy, the paper maps out the levels of fit and misfit between Turkey and the EU regarding childcare and early childhood services as well as the underlying reasons behind. In doing so it bears in mind that the government is the main actor in this process and decides whether to take or not take action. Hence, gives a particular attention to the role of the government in this process and reveals the interest and ideology-related explanations of why the traditional work and care dualism survived in Turkey.

- Katja Repo, Anu Kuukka and Petteri Eerola, *Children's home care and the issues of in/equality: the perspective of municipal actors*

Finland constitutes an interesting case when it comes to publicly supported childcare. After the parental leave is over, almost all kinds of childcare arrangements are subsidized by the state, be they informal, public or market-based. The provision of childcare services and early childhood education is universally available, child home care allowance is paid to families who want to rely on

informal childcare solutions and the market-like mechanisms are increasingly supported by the state and municipalities. In spite of a variety of different childcare and early childhood education alternatives, the home care of small children has gained considerable popularity in Finland. Almost 90 percent of children are cared for by the child care allowance at least for some time after the parental leave. The popularity of home care also means that the enrolment of Finnish children in publicly funded child day care and early childhood education is relatively low. The home care is debated and quite intensively studied subject in Finland. As such we know, what kind of families prefer long home care periods, how parents reason home care solution, and how national level politicians assess the cash-for-homecare benefits. Having said this, we still lack information on the meanings municipal politicians and administrators relate to home care. The municipal authorities are however ones having a legal obligation to provide childcare services and from their perspective home care can work an effective means to decrease the demand for childcare services. In this presentation, we ask how municipal actors reason home care of small children. We are interested in discursive frames produced in the interview of municipal politicians and administrators on the homecare issues. On the basis of preliminary data analysis, we have identified two hegemonic but intertwined discursive frames that pay attention to economical and normative aspects of home care, such as cost containment, cost effectiveness, way of life or best interest of child. Although these frames are not surprising, they still have substantial consequences to the equality among genders and children as cementing gendered division of labour, creating lifestyle differentiations and paying little attention to home cared child's right to early childhood education.

- Rhonda Breitkreuz and Kerry Colen, *Who Cares: The Experiences of Child Care in Albertan Families with Pre-School Children*

Canada, among OECD countries, has a high rate of maternal employment: over 70% of mothers with pre-school children are employed (Ferns and Friendly, 2014). However, mothers' labour force participation is not matched by a corresponding level of regulated child care spaces. In 2014, there was a regulated child care space for less than one in four children aged 0-5 in the majority of Canadian provinces (Friendly, Grady, Macdonald, and Forer, 2015); even with the creation of 39,932 new regulated spaces since 2012, and the slight increase in the number of children who have access to such spaces, there is still a notable shortfall of child care spaces in Canada. Consequently, nearly two-thirds of employed parents with pre-school children in Canada are dependent upon unregulated child care (Beaujot, Jiangqin Du, and Ravanera, 2013). Despite the prevalence of unregulated care, there is a substantial data gap on unregulated care, and little has been written about it in the academic literature (Brady and Perales, 2016; Ferns and Friendly, 2015; Pasolli, 2015). In this study, we use a critical feminist approach to explore the child care experiences of families with pre-school children, using the Province of Alberta as a case study to explore how policy environments shape family life. The key purpose of this paper is two-fold: 1) to describe the range of child care arrangements used by families with pre-school children, including the utilization of unregulated child care; and 2) to map the linkages between child care experiences and the policy environments that shape family life. We conducted 15 focus groups with 110 mothers in six urban and rural locations across the Province of Alberta. We used focus group methods since they are an effective way to gather a significant amount of data on a particular issue for which not much is known, providing the opportunity to identify key themes on the phenomenon of interest (Morgan, 1997). Focus groups were approximately 90 minutes long, with an average of 8-10 participants per focus group. Focus groups were conducted by the authors and/or a PhD student mentored by the first author. Focus groups were transcribed verbatim, before being thoroughly read and summarized. Following this initial reading, transcripts were coded using the N'Vivo 10 qualitative research software to identify key concepts. The data were analyzed using the constant-comparative method (Strauss and Corbin, 1998), breaking down the data into discrete units as organized by the original codes, and organizing them into categories.

Based on the comparisons between categories, themes were developed to capture parents' experiences of child care (Braun and Clark, 2006). The findings demonstrate that mothers in our study used a wide variety of child care options. Notably, the most common type of child care used by parents in our study was grandparent care (used by 35% of participants), followed by parent turn-taking (29%), daycare (20%), and friend and neighbour care (19%). With the exception of daycare, these care types are informal and unregulated, lacking the public oversight, standards, supervision, and support of regulated care (Ferns and Friendly, 2015). Universally, mothers in our focus groups expressed a desire for quality child care environments for their children. Quality child care environments were equated with child care that mothers could trust. Although the indicators for what constituted trusting child care environments varied, a common theme running throughout the focus groups was this: a key reason for using unregulated care arrangements was that families could not find affordable regulated care arrangements that they could trust. For some mothers, the inability to find trusted child care caused them to change or quit employment. In child care discourse, parental choice is assumed to guide the child care and employment decisions of mothers with pre-school children. Ellingsæter and Gulbrandsen (2007) highlight the difficulty of explicating choice, or preference, because of the powerful influence of the social context in which preferences are formed and expressed. Similarly, Brady and Perales (2016) question whether parental choice in relation to child care arrangements is genuine, or simply a 'coping strategy' (p. 340) put in place to manage a number of variables and constraints. In this study, we problematized this understanding by providing an in-depth critical analysis to situate choices within larger policy contexts. A clear gap in policy to enhance family wellbeing, work-family integration, and mothers' employment in Alberta is a lack of quality, accessible, and affordable regulated child care. The policy implications of our study are discussed.

- Arianna Santero and Manuela Naldini, *Combining Work and Child Care: Agency/Structure Interplay and Public Support for Immigrant Parents with Pre-School Children in Italy*

Several indicators suggest the existence of tensions between family and work commitments, especially in the case of working parents with immigration background (i.e. Bonizzoni, 2014). In Italy such a tension can be seen by the recent decline in the number of children born to foreign mothers (Istat, 2016), the over-representation of immigrants in the lower-skilled and lower paid jobs (Reyneri and Fullin, 2011; Istat, 2015), as well as in the informal and ethnicized labour market niches, for example in the case of migrant care and domestic workers (Sciortino, 2004; Ambrosini, 2013; Triandafyllidou, 2013), the unemployment rate of foreign women (OECD, 2016) and the higher poverty risk of children born to immigrant families (Saraceno, Sartor and Sciortino, 2013). The growing literature on transnational care arrangements has offered interesting insights on how the labour (female) migrants combine paid work and care responsibilities towards their children left behind (Bryceson, and Vuorela, 2002; Ambrosini and Abbatecola, 2010; Tognetti Bordona, 2004) through gendered (Kofman and Raghuram, 2015) "multi-local" practices (Kilkey e Palenga-Möllenbeck, 2016). At the same time, the care practices of immigrant working parents with pre-school aged children living with them in the receiving countries is relatively little explored. Still limited, particularly in the European countries of more recent immigration like Italy, is attention to the work-life balance implemented by immigrant parents. There is a lack, even in countries with longer traditions of immigration, of studies not only on practices but also on desires and plans, and research focused not only on the point of view of the mothers but also on broader intra-family dynamics. Yet these are issues with major policy implications. In fact, the intersection between the characteristics of the existing public policies supporting working parents and the disadvantaged employment position of (migrant) young parents requires further investigation. The paper focuses on the factors shaping the work/family reconciliation plans and practices of immigrant parents in transition to parenthood, born in Morocco, Peru and Romania and living in Piedmont, an Italian region in which the incidence of immigrants is above the national average. The paper analyzes 44

qualitative semi-structured interviews with 36 immigrant parents, 14 fathers and 22 mothers, employed or job seekers, and in particular: 26 longitudinal interviews with 9 couples interviewed separately before, and in the case of 4 couples also after, the birth of their first child in Italy, and 18 interviews with parents with at least one child under six years of age, of which three single mothers and the others living with their partners. Gendered reconciliation processes between child care and paid work, and the gap between ideals and practices, depend on individual socio-economic resources, the institutional context, the migratory history, and the employment and legal status of the migrant parents. Exit by the mother from the labour market, in a context of increased work precarization for fathers, exposes these families to greater vulnerability. Public policies seem especially important in the case of immigrants, whose care arrangements can not be based on the intergenerational sustain offered by grand-parents.

Symposium - Gender differences in the consequences of flexible work arrangements? (1st part)

Room G. 126 C. Ferrari

Organizer: Heejung Chung

Flexible working, that is worker's control over when and where they work, has increased substantially over the years across most industrialised countries. It is highly likely that in the future, flexible working arrangements will become the norm rather than the exception in many jobs. Flexible working has been shown to increase worker's work-life balance (Allen et al. 2013), work commitment, productivity (de Menezes and Kelliher 2011) and decrease turnover intentions (Gallie et al. 2012), yet has also been shown to increase work intensity (Kelliher and Anderson 2010; Lott and Chung 2016) and lead to work spill-over to home spheres (Glavin and Schieman 2012), which can increase work-family conflict. One major limitation to these studies is that they are mostly gender blind in that there is little scrutiny of how these outcomes may vary between men and women. Flexible work arrangements can be used by workers for a variety of reasons, i.e., for work-life balance purposes, but also performance-enhancing purposes (Ortega 2009) – and has the potential to expand work demands or even home demands rather than allowing workers a better balance of the two. Further, it is used, and expected to be used, by men and women for different purposes (Singley and Hynes 2005) due to their different boundary management strategies (Kossek, Lautsch and Eaton 2005) and differences in the demands coming from both the home and work spheres. Due to this, we can expect that both positive and negative consequences of flexible work arrangements will be shaped largely by gender. Furthermore, we know little about the varying outcomes of flexible work across countries, since most studies have been based on data from the United States. This symposium will bring together researchers from across the world, using data from all across Europe and US, and who do research in the area of flexible work that deals with the gendered nature of its consequences.

- **Tanja van der Lippe and Zoltán Lippényi, *Gender and working from home across nine European workplaces***

This paper examines whether working from home (WFH) impacts the job satisfaction and work performance of men and women in different ways and why. On the one hand, if WFH improves performance though enhancing the work-life balance of workers, we expect especially female employees to be more productive and satisfied using telecommuting. On the other hand, if WFH is a way to be better able to finish work, especially male employees are expected to profit more. The differential impact of WFH among women and men may result from gender-specific dispositions to 'segregate' or 'integrate' work and family, and the extent to which they value interpersonal relationships for their job satisfaction. Further this paper aims 'to bring the organization back in' in understanding who are happy and productive male and female employees and why. These questions will be tested using the European Sustainable Workforce Survey (Van der Lippe et al.,

2016), in 259 organizations, 883 teams and their 11,011 employees in nine countries (Bulgaria, Finland, Germany, Hungary, Netherlands, Portugal, Spain, Sweden, UK).

- Lonnie Golden, Jaesung Kim, Julia Henly, and Susan Lambert, *Workplace Flexibility and Worker Wellbeing by Gender and Parenting Young Children in the US*

Using a nationally representative sample from the United States General Social Survey (N=6,956), this study examined the associations of two forms of workplace flexibility—work schedule and work location flexibility—with four indicators of worker wellbeing from both work and non-work spheres—namely, (job satisfaction, job stress, daily fatigue, and work-to-family conflict). The study found significant benefits of flexible schedules on worker wellbeing, including improved job satisfaction and reduced work stress. The association between working from home and worker wellbeing, however, depended on the reason workers gave for bringing work home. Work from home thus may have unintended consequences, likely because they serve as either boundary-spanning resources or boundary blurring negative spill-overs for workers. The paper goes on to investigate whether these consequences vary between gender and parenting status. We find that working mothers with young children were more likely to experience both additional benefits and also harms of the types of workplace flexibility under investigation.

- Heejung Chung and Mariska van der Horst, *Gender discrepancies in the outcome of flexible working on overtime and income in the UK*

This paper examines the gender discrepancies in the outcomes of flexible working using the case of the UK. In the UK, the right to request flexible working has been expanded quickly over the past decade and flexible working is being promoted as a major way to address work-life balance issues. In this study, we define flexible working as flexibility in work schedules (flexitime, compressed hours, annualised hours) and flexibility in working place (teleworking or working from home), and finally autonomy over one's working hours. The dataset used is Understanding Society (2009-2014) and panel regression models are used to examine how the use of these three types of flexible working arrangements is associated with an increase of overtime and income. We further examine how there may be discrepancies in these associations between men and women, parents and non-parents as well as those working full-time vs part-time. By looking at a positive as well as a negative outcome of flexible working and by investigating possible gender differences in these relationships, we provide a more nuanced examination of work consequences of flexible work policies especially the impact it may have on gender equality in the division of labour.

- Yvonne Lott, *Stressed despite schedule and workplace control? The role of flexible working for work pressure, work-to-home conflict and perceived mental strain in Germany*

The present study analyses the relationship between flexible working time arrangements, telecommuting and negative work outcomes – work intensification and time pressure – for women and men. Based on the German Socio-Economic Panel Study in 2011, logistic regression models and ordered logistic regression models show (1) whether employees are more likely to have work intensification and time pressure in jobs with flexible working time arrangements and telecommuting and (2) whether employees are more likely to feel burdened by these work outcomes. The multivariate analyses indicate that work intensification and time pressure are more likely in jobs with flexible working time arrangements, i.e. flexitime, working time autonomy and schedules flexibilized by the employer, but that only employees with employer-flexibilized schedules are also more likely to perceive work intensification as a burden. Telecommuting, by contrast, helps dealing with work intensification. Moreover, the study reveals gender differences for flexible working time and felt burden. Only women feel strained by work intensification with

employer-flexibilized schedules. One reason for this gender inequality is the unequal allocation of childcare in couples.

Session - Work-family conflict and enrichment: juggling positive and negative work-life dynamics

Room G.129 S. Paolo

- Claudia Andrade and Ana Rodrigues, *Smartphone use, work-home spillover and segmentation preference: the role of work and personal dimensions*

Working life is characterized by increased possibilities for employees to work in flexible work environments by using new communication technologies. This implies more individual freedom to organize work tasks, but also work related increased demands and subsequent difficulties to manage the boundaries between work and personal life. The purpose of this study was to investigate whether work dimensions and individual use of smartphones for work purposes in non-work time impacted work-home spillover and role segmentation preference. The sample comprised 166 employed professionals representing various occupations. Univariate correlations and linear regression analyses were performed. Work load, addition to smartphone and work after-hours availability expectations were associated with work-home spillover. Work to personal life smartphone intrusion and addition to smartphone were associated to role segmentation preference. These findings are consistent with theories that suggest that modern working life have increased blurred boundaries and suggest that both organizations and individuals have a role to play in managing smartphone use for work purposes during non-work time.

- Vania Sofia Carvalho, Chambel Maria José and Crespo Carla, *Family-to-Work Enrichment: A spillover-crossover bidirectional test in domain satisfaction*

The purpose of this study was to investigate the spillover-crossover of Family-to-Work Enrichment (FWE) in domain satisfaction in a sample of married couples. First, we tested the cross-domain versus the matching hypothesis for both husbands and wives. Second, we tested the crossover bidirectional across partners. One hundred and seventy-one heterosexual dual-earner couples in Portugal participated in this study. Of the 500 questionnaires distributed, 383 were returned, resulting in a response rate of 76.6%. We performed structural equation models to test two main hypotheses. We found the FWE spillover to work context (i.e., cross-domain) only for wives and the FWE spillover to family context (i.e., matching hypothesis) for both partners. Additionally, the husbands' FWE crossed over to wives' family satisfaction but the same effect from wives to husbands was not verified. This study has implications to understand the ways in which the spillover-crossover operates in both couple members. Moreover, it provides evidence that the spillover-crossover was different across men and women. Findings may help organizations to adopt a person-oriented approach in their work-family agenda. This is one of the first studies to analyze the spillover-crossover model 1) in a positive influence's perspective and 2) in the family to work direction. Furthermore, the analysis of two satisfaction domains contributes to clarify the spillover (cross-domain versus matching hypothesis) and the crossover effects. Finally, the different results for husbands and wives provide evidence of sex differences in the influential processes between work and family contexts.

- Angela Grotto and Jeanine Andreassi, *Work-to-Nonwork Conflict in a Post-Merger Work Environment: A Multilevel Extension of the JDCS Model to the Nonwork Domain*

Based on the job demands-control-support (JDCS) model, mergers are often accompanied by stressful changes (e.g., layoffs, reorganization) that contribute to strain in employees' work and personal lives (see LePine, LePine, and Saul, 2007). Yet few JDCS studies have examined work-life

outcomes (see Lin, Wong, and Hho, 2015; Wong, Lin, Liu, and Wan, 2014 for exceptions). When two companies integrate, organizational restructuring creates more work and uncertainty for employees (e.g., Fairfield-Sonn, Ogilvie and DelVecchio, 2002). Consequently, employees may become consumed with work-related thoughts during off-hours (i.e., cognitive-based work-to-nonwork conflict or WNWC). Inadequate detachment from work can negatively impact employees' sleep, health, and job attitudes and performance (e.g., Barber, Grawitch, and Munz, 2013; de Jonge et al., 2012; Lanaj, Johnson, and Barnes, 2014). Additionally, as companies increasingly adopt team-based structures, it is important to determine whether teams serve as a source of control, which may help individual team members manage post-merger related stressors and strains. Within the framework of the revised JDCS model (Dawson, O'Brien, and Beehr, 2015), we studied employees who experienced a merger between two team-based organizations. We expected role ambiguity (hindrance stressor) and role overload (challenge stressor) to be positively related to WNWC. Support and control were expected to be negatively related to WNWC and have a joint buffering effect on the role ambiguity and WNWC relationship. Perceived supervisor support was examined as caring and empathetic actions (i.e., emotional support) and as the provision of information and advice (i.e., informational support). Two forms of control were examined at the team-level. In acquisitions, one firm typically dominates the other (van Knippenberg et al., 2002) and thus has more power and influence (Rentsch and Schneider, 1991). Also, hierarchical level is associated with power and information. Thus, being a member of a high-level team and a team that is highly composed of members from the acquiring company (i.e., team composition) may empower individual team members to manage stressors and strains (e.g., Vigoda-Gadot, 2007). In line with the revised JDCS model, we expected joint buffering effects of support and control on the relationship between ambiguity and WNWC. No joint buffering effect was expected for the challenge stressor (role overload). Role ambiguity and overload were positively related to WNWC. Managerial support (both forms) and team level were negatively related to WNWC. Team composition was positively related to WNWC. Managerial support (both forms) and team level buffered the impact of both role ambiguity and overload on WNWC. There was no joint buffering effect for support and team composition. Our findings extend the JDCS model by showing WNWC as an important outcome and identifying buffers of the stressor-strain relationship at different levels of analysis. Our results suggest that the challenge-hindrance stressor framework may not generalize to work-nonwork outcomes. Also, given that the acquiring firm was characterized as time-demanding, the positive association of team composition with WNCW suggests the importance of culture. Our findings also suggest that managers help individuals and strategically design teams to maximum feelings of support and control in a post-merger environment.

▪ Jarrod Haar, *Antecedents of Work-Family Conflict, Work-Family Enrichment and Work-Life Balance: A Longitudinal Study*

The work and family literature focuses on (1) work-family conflict (tension of managing work and family roles); (2) work-family enrichment (benefits accumulating from work and family roles); and (3) work-life balance (individual perceptions about managing work, family and life roles). Broadly, work-family conflict literature is well established, while the work-family enrichment literature is more recent but building. However, studies of work-life balance are less numerous; especially regarding antecedents. In addition, all these literatures suffer from a lack of longitudinal studies. The present study seeks to address some of these issues by testing the influence of changes in antecedents towards changes in work-family conflict, work-family enrichment and work-life balance over time. Four antecedents are explored: (1) supervisor support and (2) co-worker support, which relates to on-the-job support for work and non-work roles, originating either from the immediate manager or co-workers; (3) job control, which relates to employees having freedom, autonomy and control in their day-to-day activities, and (4) negative affect (NA), which is a personality construct, relating to experiencing negative emotions and poor self-concept. It is expected the first three constructs will be beneficial (less conflict, more enrichment and work-life

balance), while NA will be the opposite. Furthermore, the potential moderating effects of gender and age were explored to determine whether this buffers conflict and enhances enrichment and balance. Data consisted of 186 random New Zealand employees who completed the same surveys twice (over a three-month gap). Residuals were calculated for each variable (other than demographics) to enable changes in variables across the three-month period to be tested and these largely correlated significantly in the expected directions. Regression analysis showed that towards change in work-family conflict and enrichment, changes in job control and NA were significant in both models, with the antecedents accounting for 24% (conflict) and 17% (enrichment) of the variance. Towards family-work conflict, changes in job control was the only significant variable (antecedents accounted for 7% variance), while towards family-work enrichment, both supervisor support and job control were significant, accounting for 10% variance. Finally, towards work-life balance all antecedents were significantly related in the expected directions (34% variance). No significant moderator effects were found for gender. However, age was a significant moderator with NA towards work-family conflict and family-work conflict, but in none of the enrichment models. The effects are very similar, with older employees reporting greater change in work-family or family-work conflict at low levels of changes in NA, but with no difference amongst aged respondents at high NA. Towards work-life balance, it significantly interacted with co-worker support, with the highest changes in work-life balance achieved by older respondents with high co-worker support, with younger employees reporting flat work-life balance across all levels of co-worker support. Overall, the findings indicate greater understanding of the role of antecedents especially across time, and while low age appears advantageous towards changes in conflict, it is older age that is more advantageous towards changes in work-life balance.

- Jarrod Haar, *Individual and Team Influences from Work-Family Conflict and Work-Family Enrichment: A Study of Direct, Mediation and Interaction Effects*

The present study expands the work and family literature by exploring work-family conflict (tension of managing work and family roles in both work roles - WFC - and family roles - FWC) and work-family enrichment (benefits accumulating from work and family roles – from both work roles - WFE - and family roles - FWE) at both the individual-level (the established approach) and team-level (more unique contribution). Focusing upon a common outcome within the literature (job satisfaction) we understand that both work-family conflict and work-family enrichment are likely to have negative and positive influences respectively. However, little has been explored regarding the influence of team members within these constructs. Using broaden and build theory, the present study suggests that team members (as a collective) with greater work-family conflict are likely to diminish the job satisfaction of individuals, while their team members work-family enrichment is likely to enhance it. The main contribution here is to test whether these team-level effects from conflict are detrimental (reducing individual work-family enrichment and enhancing work-family conflict) and from enrichment are beneficial (reducing individual work-family conflict and enhancing work-family enrichment). Finally, we test the influence of team-level constructs on individual-level constructs to determine whether there is an intensification effect from the team on individuals. Such effects have been tested within the organizational justice literature (individual-level and team-level) although not within the work-family literature. The hypothesized model is shown below. Using a sample of 298 New Zealand employees nested in 80 teams, with robust measures and team-level constructs ($rwG > .80$), multi-level analysis (MLwiN) was conducted. The results show that team-level WFC and FWC were negatively related to job satisfaction, while WFE was positively related, supporting hypotheses 1 and 2. Hypotheses 3 and 4 were support as team based conflict and enrichment were significantly related to the individual constructs. Similarly, Hypotheses 5 and 6 were supported as individual-levels FWC and WFE were significantly related (negative and positive) to job satisfaction, and this fully mediated the effects of team-level effects. Finally, Hypotheses 7 and 8 explored interaction effects and only Hypothesis 8 was supported with team-level WFE significantly interacting with individual-level WFE. The result showed that while high

individual-WFE was the key to enhanced job satisfaction, those with low individual-level WFE but working in a team with high WFE were able to enjoy enhanced job satisfaction. Overall, the findings show that we might best understand the influence of team members as building (enrichment) or diminishing (conflict) the resources of the individual. In turn, the individual-level factors (FWC and WFE) are the dominant factors predicting job satisfaction. Interestingly, this does not universally support the source attribution theory where would expect the work-family dimensions to dominate job satisfaction. This might reflect that all four dimensions of work-family conflict and enrichment are included in the model – at both individual and team levels. The implications are that team-level studies on work-family factors might provide additional understanding, especially within the context of broaden and build theory.

- Pedro Paulo T. M. Hollanda, *Which events better explain the variation of work-family conflict and work-family enrichment?*

Morgeson, Mitchell and Liu (2015) argue that in the organizational field the theories are mainly oriented to processes or features. They proposed an Event System Theory (EST) based on three main aspects of events: time, space and strength. The EST is presented using propositions that, supposedly, are applicable to other domains. The aim of this article is to empirically test the applicability of some of these propositions of the EST to the work-family field. The data were collected with Brazilian workers using the experience sampling method. The participants were asked to, during two weeks, daily answer a questionnaire composed of a scale of work-to-family and family-to-work conflict, a scale of work-to-family and family-to-work enrichment and questions regarding events originated in the work domain and in the family domain. After that, some participants were interviewed. The results partially supported the propositions of the EST.

Session - The work-life experience of younger and older workers

Room G.130 S. Maria

- Lyn Craig and Melissa Wong, *National employment patterns and the non-employment activities of young people 1995-2013: A cohort comparison in four countries*

Over the last two decades, employment patterns of young people have changed due to multiple factors including the poor economic conditions caused by the Great Recession of 2008. The depth and impact of the downturn varied cross-nationally, but evidence suggests that in most countries young people's employment was disproportionately affected, potentially limiting their community engagement and consequent life chances compared with earlier cohorts. However, young people's risk of social exclusion and employment scarring may differ depending on how they are able to redirect their activities in response to the reduced employment opportunity. In addition to becoming unemployed, options include accepting lower work hours, continuing in education, volunteering or taking on home production and family care. Patterns may vary cross-nationally for reasons including differing public income support for periods of unemployment, cost of education, gendered household employment configurations, housing un/affordability and because the economic downturn was more pronounced in some countries than others. Such variation would have important implications for the relative welfare and future prospects of young people in different countries, yet no prior research has explored this issue. To address this gap, we investigate cross-national differences in young people's non-employment activity in the light of changes in national youth employment rates over the period 1995 to 2013. Specifically, we conduct multivariate analyses using data from the Luxembourg Income Study (LIS) to examine whether and how the employment and non-employment activity of young people aged 20-34 changed over the period in four countries representing contrasting policy regimes: Denmark (Nordic social democracy), USA (market-based 'liberal' Anglo country), Spain (familialistic Southern

Europe) and Taiwan (liberal-familialistic Asia). We stratify by gender, and discuss policy implications.

- Eileen Koekemoer and Emari Erxleben, *Exploring career success of Generation Y: Contentment with work and personal life*

This study examines the Generation Y views of career success from a work-home perspective. A qualitative study involving 24 Generation Y employees was conducted. Findings from semi-structured interviews revealed descriptions of career success and the relationship between work and personal life. Participants recurrently emphasised feelings and expectations regarding contentment and happiness in both their careers and personal life. What also emerged were the saliency of the different domains in their lives, expected progress in both their career success and their personal lives, without compromising on happiness, the influence of work-personal life on career decisions, and career expectations. Participants also indicated that during different times or life stages different aspects of their lives take priority, determined by the demand changes in their personal lives. By incorporating these findings, human resource practitioners can attract and retain this segment of the workforce better in the contemporary career landscape.

- Nitza Berkovitch and Shlomit Manor, *Women narrate retirement: rewriting the gender contract*

In this paper, we analyze how older Israeli women narrate, make sense of and negotiate their lives after retirement. In that, we join the emerging qualitative scholarship that puts women's experience of retirement at the forefront, thus filling the gaps left, until recently, by both retirement and feminist scholars. The former focus on men, or study women through the lens of men, while the latter tend to focus mainly on working mothers with small children (Krekula 2007). We used semi-structured in-depth interviews with 20 Jewish heterosexual urban women of varied class background who retired in the last ten years. The concept of "gender contract" - a cultural schema that provides the script for proper femininity and masculinity and shapes people's perceptions of obligations and sense of entitlement in the context of home, work and family (Sa'ar 2016), served us as an analytical tool and organizing metaphor. Israel provides an interesting case study. Israeli society has undergone rapid and massive processes of neo-liberalization and individualization, while maintaining its highly familistic character, in which familial roles and family life play a central role in the public sphere, daily practices and individual identities, especially of women. According to the Israeli gender contract, it is legitimate and even expected that women, including mothers of young children, work for pay, although mostly as a secondary breadwinner, whose motherhood is the first priority. The question is, then: what happens when women no longer work and the children have grown, i.e., when the main anchors of the gender contract are gone? Does retirement signal a new era heralding a new gender contract? And if so, what is it and what are the cultural materials that women use to create its rules and reasoning? We found that retirement constitutes a turning point in the lives of our interviewees, providing an opportunity to rearrange their priorities and put their needs and wants ahead of others', especially their husbands'. What enables them to reverse the marital power relations is the gender contract itself. Until retirement, they abide by the contract, all its rules and regulations, to the letter, always pressured to do everything expected of them. It is this obedience and altruism they invoke to justify their use of individualistic discourse for rewriting the new version of the gender contract, one in which they are at the center. However, when it comes to their relations with their children, things are different. Most of them are still active mothers insofar as they help their adult children in taking care of their small children, i.e., as grandmothers. Here, more complex cultural work was required to reconcile the obligation to continue their motherly work with their "declaration of independence". They do so by fusing the individualistic discourse with celebration of motherhood, making it their own choice, for their own pleasure and on their own terms. With these rhetorical devices they constitute a new subjectivity and reconstitute their familial roles, but from a position of power.

- Ulrike Ehrlich, Katja Möhring and Sonja Drobnic, *Care responsibilities and (re)employment chances of mid-aged women in Germany*

Demographic shifts with increasing life expectancy and care demands, family diversity and instability, precarious employment and unemployment on the one hand, and labor shortage in some skilled occupations and sectors on the other hand, these and other contemporary trends pose a challenge to the work-family interface. Finding a balance between care work in the families and households and providing the opportunity for family members to participate in paid employment is an important consideration for the wellbeing of individuals and families as well as sustainable social and economic development of contemporary societies. Mid-aged women in particular face multiple demands in terms of family care, which often impedes their labor force participation. Most research on informal care has focused on families with young children or – when elder care was considered – on the determinants of assuming care responsibilities. In other words, the question was who provides care. Not much research has examined the consequences of care-related interruptions or reductions of labor market activity on the subsequent (re-)employment chances of the care providers, particularly for family care beyond childcare. However, care-related interruptions can lead to economic dependency, cumulative disadvantages over the life course and thus increased poverty risk in old age for caregivers. Also, challenges of population ageing, increased care demands, pressure on welfare systems as well as skilled-labor shortage may simultaneously exert pressure on societal developments. In this study, we address one important question that has not received much attention in previous research: To what extent do caring obligations constrain employment chances of mid- and late-career women in Germany and what are the determinants of (re-)entering the labor market after care-related breaks? We focus on women aged 40-65 who have been out of the labor market or reduced their employment hours for a longer period of time (at least 36 months), and analyze their re-entry chances after employment interruptions or reductions of working time. Data come from the German Socio-economic Panel (GSOEP) covering the time span 2001-2014. We use event history models to study (a) (re-)entry into employment after non-employment, and (b) transition from part-time or marginal employment to full-time employment. Preliminary results show that extensive family care is associated with lower chances to enter employment. The likelihood to start paid work does not increase at the end of caring. The financial situation of the household seems to be the main driver of women's mid- and late-career transitions.

- David Lain and Wendy Loretto, *Grandparents, Care and Work*

In the context of population ageing, many governments including that of the UK are encouraging people to extend their working lives. Policy changes including raising state pension ages and introducing legislation to outlaw age discrimination and abolish mandatory retirement have raised the effective age of retirement in the UK, especially for women. The changing pensions landscape is also prompting expectations of working longer for financial reasons. Nevertheless, at the same time, many of the 'older workforce' (aged 50+) are an important source of childcare provision for working parents, with one third of workers with children aged under 15 receiving regular help from parents (Glaser et al, 2010). There may therefore be some significant tensions between working longer and providing childcare support (Wellard, 2011). Previous research indicates that some women over-50 are choosing to 'retire' early so that they can support their daughters working full-time (Loretto and Vickerstaff, 2013); more men may be involved in grandparenting than previously thought (TUC, 2014); and younger women may be increasingly expecting their own retirement to incorporate some form of grandparent childcare (Loretto, 2014). However, we are lacking in-depth understanding of the experiences, preferences and perspectives of grandparents providing care and how their decisions interact with their work, career and retirement choices. The results presented are from a project interviewing 60 grandparent-carers.

Qualitative, in-depth interviews were conducted with grandparents that provide care for their grandchildren while their adult children are working. Purposive ‘snowball’ techniques were used to achieve a diverse sample of working and non-working grandparents. The interviews incorporated a life-course perspective, asking grandparents about their work, educational and caring histories. The interviews lasted from 1 to 2.5 hours, and covered the nature of the grandchild care they have provided; the family context; the influence of paid work on caring; their financial position; and the impact of caring on their wider lives. This paper focuses on the relationship between grandparental care and the nature of paid work performed by grandparents and their adult children. It examines the importance of flexible and non-standard employment, the role of grandfathers, and the intergenerational implications for work and care across the life course.

14.00 - 15.15: Parallel sessions and symposiums

Symposium - Hidden Voices in CWF Research and the sustainable development goals

Room G.129 S. Paolo

Organizers: Bianca Stumbitz and Clarice Santos

Despite the broadening international scope of work-family research, findings from the Global North continue to dominate the literature. Related findings are too often uncritically applied to the Global South, without much consideration of the cultural, socio-economic and political contexts in which working families are embedded in different countries. This symposium aims to mainstream these ‘hidden voices’ by bringing together culturally-sensitive research on community, work and family issues in India, Brazil and South Africa. The papers presented here underscore the differences within work- family dynamics across and within national contexts, while also highlighting implications for work-family research more widely, and thereby challenge assumptions based on research from the Global North. This symposium is timely and relevant to the overall theme of this year’s CWF conference, as all of its contributions address the United Nation’s Sustainable Development Goals (SDGs) in different ways, particularly SDG 5 on gender equality, but also SDG 8 on decent work and SDG 3 on good health and well-being. Even though gender equality has improved in recent decades, it remains the most pervasive form of inequality across the world as evidenced in workplace discrimination against women, gaps in women’s access to decent employment and high maternal mortality rates particularly in the Global South. The first three papers in this symposium explore the tensions arising from changing cultural role expectations and identities of women in traditional cultures, and implications for gender equality and work-family lives. In the first presentation titled Revisiting bread winning and household headship in emerging economies, Shweta Singh examines the phenomenon of women competing for the headship when a male is a part of the household. The roles of women in urban-middle class Indian families have shifted from caregiving to breadwinning as women are increasingly employed in formal sectors with higher salary structures. This development has been supported by informal and in-kind social supports, particularly in the form of childcare. Although such practices remain a cultural core in India, they are becoming increasingly jeopardized by tensions between traditional cultural structures and modern economic processes. Singh’s paper explores the concepts of identity and bargaining power as tools in forming a breadwinner identity and household headship in India, while highlighting contextual differences in the culture of in/formal work and urban/rural households. The findings shed light on the heterogeneity within households in urban landscapes and the inter-generational gender differences in household functioning within dual- and single-worker families. The second presentation by Clarice Santos and Adriana Garibaldi de Hilal will focus on the experience of professional women in Rio de Janeiro. Brazil is a young democracy with a very diverse population, and its culture is characterized by high levels of ambiguity, where individuals are negotiating between a modern egalitarian code and a traditional one. This ambiguity seems to

flow into the work-life field which remains to be dominated by more hierarchical relational practices, although some modern practices can also be observed. Focusing on Rio de Janeiro, the findings of this study reflect these tensions. They show that family-supportive provisions that go beyond the mandated state-level policies have not made their way into formal organizational policy and practice and there is little pressure from employees to change that. The construction of the 'working woman' identity is tremendously impacted by role conflict, primarily due to the expectation persisting in Brazilian society that women need to fulfill their destined roles as wives and mothers. Women act as agents who uphold rather than defy these roles – a self-fulfilling prophecy. Inequality remains an "inconvenient truth" and this paper shows examples of what can be interpreted as denial. This behavior allows a rhetoric of diversity to flourish within the corporate world without bringing about real change and inclusion. Finally, Bianca Stumbitz and Ameeta Jaga will present on Breastfeeding support at work in South Africa. Breastfeeding-friendly workplaces are needed for economic, health and social development, especially in many African developing countries such as South Africa (SA). Although the health benefits of breastfeeding for both mother and child are widely recognised, research shows that work is a major barrier to optimal breastfeeding, particularly for low income and informal economy workers. SA currently has the lowest rate of exclusive breastfeeding (8%) in the world (UNICEF, 2012). Breastfeeding tends to be treated as a private matter and there is an urgent need to raise awareness of how different types of workplaces in SA can support mothers' breastfeeding practices through low-cost interventions. Using the SDG 3 on maternal and child health as a guiding framework, this paper addresses this gap and sets a research agenda. Adopting a context-sensitive approach, it recognises that breastfeeding support at work is influenced by legislative, socio-cultural and health constraints (transmission of HIV) as well as employer resistance, and argues that the links between workplace breastfeeding support and sustainable social and economic development need to be more fully recognised.

- Shweta Singh, *Revisiting bread winning and household headship in emerging economies*
- Clarice Santos, Adriana V. Garibaldi de Hilal, *Offside: The experience of professional women in Rio de Janeiro*
- Bianca Stumbitz, Ameeta Jaga, *Breastfeeding support at work in South Africa: Setting a research agenda*

Symposium - Gender differences in the consequences of flexible work arrangements? (2nd part)

Room G. 126 C. Ferrari

Organizer: Heejung Chung

- Anna Kurowska, *Gendered effects of home-based work on parents' capability to achieve work-life balance. Poland and Sweden compared*

This paper explores the gendered impact of home-based work (HBW) on the capability to achieve work-life balance in double-earner families with dependent children in two countries with distinct models of the division of labour: Poland has a women caregiver and one-and-a-half breadwinner model and Sweden a universal caregiver model. It proposes to operationalize the capability to achieve work-life balance with regard to the total burden of paid and unpaid work related responsibilities driving from the theoretical concept of the 'total burden of responsibilities' developed by Ransome (2007). The study uses a Structural Equation Modelling (SEM) with the Generations and Gender Surveys carried out in Poland in 2014/2015 and in Sweden in 2012/2013. The preliminary results for Poland show that home-based work is related to lower capability to balance paid and unpaid work due to increased double burden of work and home responsibilities among mothers, but not among fathers.

- Heejeung Chung, *Flexibility stigma and parent's access to and use of flexible work arrangements*

This paper uses the UK's Work Employment Relations Survey of 2011 to examine whether flexible working can influence work-family conflict of workers, and how this relationship will vary depending on the gender, family and occupational contexts. Flexible working includes schedule control and the possibility to work from home. Here I assume that flexible work arrangements may help workers balance work-life balance by giving them more control over their work. At the same time, flexible working can increase work-family conflict of workers due to the increase in work intensity and working hours (overtime hours), or even by increasing home demands. However, due to the difference in the role men and women hold at work and at home, and perhaps due to the priority each sphere takes, this relationship is expected to be different for men and women. The results show that while flexitime decreases work-family conflict, working from home can increase it. In closer inspection we can see that it is especially mothers whose work-family conflict increases through working from home, while this is not the case for fathers. Further, it is especially women that are working longer hours or working in ideal worker cultures that benefit most from working flexibly in achieving work-life balance.

- JaeSeung Kim, *Workplace flexibility, family relationships, and family resources for working parents in the U.S.*

This study examines the associations between three types of workplace flexibility – flexitime, working from home and working part-time and couples' relationship quality and parent-child interaction among working parents with young children. The study also explores these associations in the context of gender and household income. Data came from the Early Childhood Longitudinal Study-Birth Cohort, a nationally representative study of children born in the United States in 2001. The sample consisted of children's mothers (N=8,800) and resident fathers (N=5,450) who participated in two or three waves of the study. Results show that, a flexible work location and part-time employment are associated with better couples' relationship quality and more frequent parent-child interactions among mothers. In particular, the positive association between a flexible work location and the parent-child interaction is more pronounced among low-income mothers than other groups. Among resident fathers, a flexible schedule is associated with improved couples' relationship quality and part-time employment is associated with more frequent parent-child interactions. However, fathers' flexible work location is associated with reduced relationship quality with their partner.

Symposium - Work and Life in the Digital Age: Online Reconfigurations of Gender, Career and Self-Presentation Norms

Room G.130 S. Maria

Organizer, chair and discussant: Ariane Ollier-Malaterre

Building on the conference theme, A Time for Renewal, this interdisciplinary symposium examines the transformations of central work and family norms in the new social spaces created by online social media (e.g., blogs, community platforms, online social networks) and the sharing economy (e.g., Uber, AirBnB). We present work pointing to significant reconfigurations of some of the core assumptions governing the work-family interface since the industrial revolutions, pertaining to (1) the gendered division of care and productive work (Blair-Loy, 2003), (2) career paths and employment relationships (Cappelli and Keller, 2013), and (3) the segmentation of work and nonwork (Weber, 1968). The first paper by Pecorelli and Ruspini is a qualitative exploration of how blogs enable Italian fathers to assert their caregiver role and challenge traditional gender norms, thereby crafting new experiences of parenthood for men and women alike. The second paper by Kost, Fieseler and Wong focuses on life crafting, that is the proactive practice of combining different jobs, some as employees and some as

online entrepreneurs (e.g., Uber driver); life crafting reinvents work, career paths and boundary management in a digitized economy. The third paper by Navazhylava and de Valck is a qualitative longitudinal case study of employees' Facebook self-presentation strategies in a publishing house; this paper points to shifting boundary management norms and to the value of blending one's identities on social media. A brief discussion by Ariane Ollier-Malaterre will emphasize that the opportunities for renewal provided by the digital social space are transforming the ways in which individuals and families articulate work and life, with important implications for organizations and policy makers. Time will be scheduled for audience's comments and ideas for future research.

- Valeria Pecorelli and Elisabetta Ruspini, *Digital Fathers in Italy*

During the last decade, contemporary mothers and fathers have been relying on websites, blogs and fora to look for those information on the parenting world which are not always receiving satisfactory answers by pediatricians, schools and childhood experts. At the same time parents have contributed to shape what we define 'digital parenthood' (Pecorelli, forthcoming) a recent western society phenomenon, comprising a number of digital spaces where narrating contemporary parenting experiences, dilemmas and tips can be voiced on the issues of raising children and overcoming or supporting stereotypes and myths on being a parent. In the Italian social media scenario, mum bloggers are an established presence within the web community. Similarly, digital dads are becoming more and more trendy. Next to digital mothers, there are men repositioning their role as fathers despite gender stereotypes and traditional gender norms (Ruspini, 2013). In the Italian familistic cultural system, women's moral obligation to help is indeed still taken for granted. Starting from these premises, the study provides an in-depth analysis of three Italian daddy blogs" where these fathers produce and celebrate discourses and representations on contemporary fatherhood in the age of 2.0.

- Dominique Kost, Christian Fieseler, and Sut I Wong, *Micro-Entrepreneurs and the Art of Life-Crafting*

Employee proactivity and how employees actively change or adjust how they see their jobs and changing the activities thereof, has gained more and more interest in the job design literature. Researchers refer to this as job crafting, i.e. the shaping of the tasks and relational boundaries of one's job. With the rise of both online work and the sharing economy, peoples' jobs now increasingly resemble a portfolio of activities that might no longer fit into the traditional schemata of a monolithic career. The question arises how people manage several jobs to fit into their lives and cognitively shape the boundaries of each job. With our contribution, we consider how and why people chose different jobs at different points in their lives, and how the boundaries between those might intersect or conflict. We thus intend to extend the current proactivity literature by considering life crafting, i.e. the extent to which people choose different jobs and how these change after time, as a practice of working in an increasingly digitized, fragmented, economy.

- Kseniya Navazhylava and Kristine de Valck, *Constructed Disclosure: Mobilizing Online Audience Collaboration via Online Self-Presentation*

Based on social identity theory, the collision of social roles is considered problematic due to the differences in expectations held by the various audiences and risk of stigmatization attached to non-tailored self-presentation. Recent studies have argued, however, that in the online context stigmatization does not necessarily happen (Ollier-Malaterre et al. 2013). We further investigate the circumstances in which merging social roles and mixing audiences may be beneficial for individuals and organizations. We argue that not only what and to whom, but also how self- presentation is done matters. We show that organizational members make decisions about how to self-present guided by the strategic intention to involve audiences. We furthermore illustrate that strategic employee online self-presentation may lead to other outcomes besides respect and liking by the

means of a qualitative, longitudinal case study of the introduction of Facebook as an enterprise medium in a publishing house. In particular, we show that decisions made by an employee about the number of social roles s/he presents and the way in which s/he does so impact online audience collaboration. This study makes contributions to three sets of literatures: organizational identity, social identity, and social exchange.

Session - The impact of social and community support on family functioning

Room G.125 S. Carlo

▪ Sahmicit Kumsua, *Commuter Couples and their Social Support Networks*

Commuter couples are married couples who do not share the same residence due to work and career commitments. One spouse lives in a home typically referred to as the primary home of residence, which the commuting spouse frequently returns to at a timed interval ranging from every weekend to once in two months. The home of residence is generally occupied by the wife and children while the commuting spouse occupies a different residence at his work location. In Nigeria, a commuting relationship most times occurs in one of two scenarios. The first of which, the husband leaves their joint residence in search of a more economically viable job and the wife is unable to trail along with her husband because she is pursuing a career which they both perceive as important. The second scenario is where the husband leaves in search of a better job but does not take his family along due to the fact that his family is already settled in the home of residence especially where children are involved. The couple then decide that he does the commuting until such a time when the family will be able to be together. In very few cases, the women initiate the commuting relationship. Commuter couples in Jos, Nigeria view themselves as traditional families with all the characteristics of a traditional family except that they do not share the same residence for a period of time. Commuter couples especially thrive on support networks because their spouses are not around often to share their burden and day to day activities. Social support networks are havens of rest for families and individuals helping them through the stresses of daily life and coping in the work place. The paper aims to seek out what support networks are available to commuter couples in Jos, Nigeria and how these couples make use of the identified support networks to secure work-life balance. Data used to answer these questions was collected through in depth interviews with 17 (seventeen) commuter couples in Jos, Nigeria and is a part of a larger study. Results show that commuter couples identified three dominant support networks that serve as a succor to their stressful work and daily lives. These include immediate close family members such as parents and siblings who understand their lifestyle as commuter couples and encourage and support them in various ways including child care, meal preparation and even moving in with them to ease the burden of taking on certain responsibilities alone; colleagues and kind bosses in the work place who facilitate their visits home and give them a leeway to cope with the home front knowing that they need the help as their spouses are not around; also spirituality and faith in God through prayers was identified by couples to see them through tough days and difficult challenges. Findings also show that friends who should have been part of the support network were a negative support and added to their stress because they did not understand their life style as a commuting couple.

▪ Zinnia Mitchell-Smith, Teresa O'Neil, Jenny Fisher, Rebecca Lawthom and Hugh McLaughlin, *Volunteering and Community in a Changing and Challenging Landscape for Families*

In this paper, we consider the role of a voluntary organisation, located in the North West of England, in providing 'community' support for families. In the UK, in the context of widespread neo-liberal austerity measures, local and funded community support for parents with young children has decreased most notably with the closure of local SureStart children's centres that have provided both practical and social support. Home-Start is a global organisation that operates in a

franchise model, delivering volunteer support to families with young children who are experiencing difficulties. Support differs between countries, local Home-Start organisations and individual families and volunteers. Drawing on focus group and interview data from a study of a Home-Start organisation, we consider the experiences of volunteers and their work with families from a range of geographical, cultural and socio-economic backgrounds. Although families were referred to Home-Start with a range of needs, the common factor they shared was isolation. With changing work life patterns, global migration and increased pressures on families, the families did not have local kin or close community members to offer parental, and in particular maternal, guidance. Meaningful relationships with volunteers were important to families and often enabled them to make sustainable connections in their community to support them beyond the end of the formal service. Volunteers, trustees and staff identified that the role of volunteers and the organisation in a wider context of family services was largely unrecognised. This raises important questions about the value of 'work' and 'non-work' labour, or rather paid and unpaid work with families. A current neo-liberal focus on wellbeing in UK policy promotes volunteering as a worthy and worthwhile pursuit for individuals. This is motivated by an agenda of 'upskilling' people who are out of work with the idea that they will become part of a paid workforce. Volunteering was valued by the participants in the study because it was distinct from paid work and motivation was not linked to entering employment or professional roles. All stakeholders in the organisation saw the relationships that were between personal and professional as the key reason support was effective. Participants felt that the benefits of the support were far reaching and had a wider community impact. In this paper, the wider impact of voluntary family support is discussed in relation to community resilience.

- Dries Van Gasse and Dimitri Mortelmans, *“Jägermeister is our housewine”, A qualitative study on the role of social networks in the resilience of single parent families after a transition to single parenthood*

As we live in a dual earner society model, the occurrence of single parent families becomes problematic. Single parents have to work fulltime to combat poverty (Maldonado and Nieuwenhuis, 2015), but should at the same time provide sufficient care for their children or dependent relatives (Davison, 2012; Peeters et al., 2005). These problems are only becoming stronger articulated as the dual earner model became more dominant in Western Europe (Trappe, Pollmann-Schult, and Schmitt, 2015). In this 'struggle to juggle', single parents try to bounce back towards a more comfortable work-life situation. This study explores the role of social networks on the resilience of single parents after a transition to single parenthood. A key concept in this study is everyday resilience, which was brought up by Lenette, Brough, and Cox (2013), who used it in a study on single refugee mothers, as an underexplored concept in person-environment interactions. Resilience is not a new concept but is mostly used in psychological studies. The concept considers 'the ability to bounce back to a point of equilibrium despite significant adversity' (Lenette et al., 2013) and is then interpreted as a personal ability. A recurring critic is that resilience overemphasises an individuals' agency rather than contextual factors. Therefore, this study takes place from a sociological stance and looks at contextual factors such as the role of the close social network. This results in our research question: 'How can networks help individuals to be resilient after a transition to single parenthood in a two-earner society model?'. In the preliminary results, stories slumber from unconditioned strong familial bonds or aid from friends that help single parents to rearrange a comfortable way of life. Everyday resilience seems to be rather enabled through strong networks (in the initial phase) and other helping structures (later on), than by individual capabilities. In this study, we performed qualitative in-depth interviews with single parents about their daily work-life issues. To be included in the sample, respondents had to be the only adult in a household, had to work at least half time, had minimal one child in the household and the child was younger than 18 or between 18 or 24 if he or she studied. The child also lives at least 40 per cent in the house of the parent. Hereby, we interviewed separated or divorced parents as well

as conscious single parents or widows and widowers. For this paper, we will only focus on single parents after a transition (break-up or bereavement) and thus exclude conscious single parents.

15.30 - 16.30: Keynote

Room G.127 Pio XI

Jean-Michel Bonvin: Promoting Sustainable Well-being for Vulnerable People: What is the Added Value of the Capability Approach?

Discussant: Jennifer Swanberg

The capability approach insists on providing all members of a society with the necessary means and the real freedom to live a life they have reason to value. As such, it offers a promising framework for developing innovative policies and practices, which aim at achieving sustainable well-being for vulnerable people. The issues of empowerment and participation are particularly crucial in this respect, esp. with a view to elaborating a concept of “social investment” that does not exclusively aim at developing human capital, but also at taking account of the voice and various aspirations of vulnerable people at the interface between work, family and community. Based on ongoing research focusing on the specific situation of vulnerable youth, our talk will shed light on the epistemological and normative foundations of a capability-based concept of “social investment”. It will show how such a conception departs from the EU approach to social investment and what kind of requirements it implies in terms of policies and practices that aim to efficiently tackle disadvantage and vulnerability.

17.00 - 18.30: Workshops and authors-meet-critics sessions

Authors meet critics *Work-family Dynamics: Competing logics of regulation, economy and morals* edited by Berit Brandth, Sigtona Halrynjo and Elin Kvande.

Discussant: Laura Den Dulk

Room G.129 S. Paolo

Authors meet critics *Balancing work and family in a changing society* edited by Isabella Crespi and Elisabetta Ruspini. Discussants: Abigail Locke and Stephen Sweet

Room G. 126 C. Ferrari

Workshop #5 Peer-reviewing, organized by Community, Work and Family editors

Room G.125 S. Carlo

Authors meet critics *Work-Life Balance in Times of Recession, Austerity and Beyond* edited by Suzan Lewis, Deirdre Anderson, Clare Lyonette, Nicola Payne and Stephen Wood. Discussants: Ellen Ernst Kossek and Rense Nieuwenhuis

Room G.130 S. Maria

Saturday May 27, 2017

09.00 - 10.30: Parallel sessions and symposiums

Session - The work-life interface of entrepreneurs

Room G.129 S. Paolo

- Jean-Charles Languilaire, *Transition for employed to self-employed in a regenerate urban area: the key to sustainable work/non-work balance and sustainable cities*

Drivers of entrepreneurship are numerous but recently work/non-work conflict or imbalance resulted from employed relationships has been pointed out as one of the reasons for people to start their own business. In other terms, entrepreneurship or self-employment may be perceived by certain individuals as a strategy to decrease work/non-work conflict, increase work/non-work balance or increase work/non-work enrichment. Research points out that the main underlying mechanisms behind the transition from employed to self-employed is that individual regain control over the management of their life. From a boundary perspective, self-employment/entrepreneurship may enable individuals to (re)gain control over their work/non-work boundaries that previously were perceived to be governed by the employable organisation. As a consequence, individual's understanding of the sources of their work/non-work imbalance in their employee-employer relationships may influence their work choices of self-employed life. In that context, some individuals decided to open and develop shop/retail/small business in a regenerated urban area, but why? The aim of this paper is to explore the reasons of this employment transition from a work/non-work boundary management perspective. One of the inferences of this paper is that regenerated areas are embedding a certain community identity so that the choices of location may enable individuals to reconcile their work identity with their identity in other life domains. The development of business in the regenerated areas may thus enable individuals to reconcile their emotional, behavioural and human boundaries. Another inference is that practical work-life reasons of time and space management may be not as central as one can think to this transition. This would indicate that current work-life policies that are majorly focused on temporal and spatial boundaries might not be completely relevant policies to address work/non-work imbalance. A third but certainly not final inference may be that choice of location may enable develop new relationships between life domains maybe in terms of centrality of life domains and of how life domains get integrated and segmented. The research is based on a narrative analysis of business owners in regenerated areas. The first contribution of this research is to understand how a form of work and its implementation are developed to help individuals thriving for sustainable relationships between their life domains. The second contribution is to understand how such employment transition can participate to the broader sustainable agenda developed by cities investing in regeneration programmes.

- Emma Hagqvist, Susanna Toivanen and Stig Vinberg, *The gender time gap: Time use and perceptions of time strain among self-employed women and men compared with employees in Sweden*

Sweden is often considered to be a gender equal country. Compare to other countries the rate of dual-earner families is high. Furthermore, the gendered work time in Sweden is fairly equally divided between men and women. Political decisions and influences steer individuals toward greater entrepreneurship and self-employment, however men still represent the majority of the self-employed in Sweden. The self-employed tend to be older, and a smaller proportion of them (compared to employees) have a tertiary education and most of the self-employed operate in

urban areas. It has been shown that employees and self-employed individuals perceive their working conditions differently: self-employed individuals are more likely to experience an imbalance between work and family, higher job demands, and the feeling that they must be 'always on'. Generally, investigations of the time use and perceptions of time strain differences between men and women have not considered employment conditions, this even though there are some indications that men and women choose self-employment because of gendered reasons. Hence, by using Time use survey from 2010/11 we aimed to compare the time use and perceptions of time strain of men and women who are self-employed and employees in Sweden. Mixed regression analyses were used to identify any differences in time use and time strain. Results show that there exist gender differences in both time use and perceptions of time strain. Additionally, gender differences differ between self-employed and employees. Starting with time use, there are larger gender differences in time spent on paid and unpaid work among self-employed individuals than among employees. Working conditions and income seems to play an important role for gender differences in paid work; especially for self-employed individuals. Looking at perceptions of time strain, results show that self-employed individuals, particularly self-employed women, report the highest levels of time strain. For self-employed women, an increase in the time spent on paid work reduces perceived time strain levels, whereas the opposite is true for employees and self-employed men. Though Sweden is considered gender equal there seems to be significant difference depending on employment conditions. The results give us reasons to believe that we need to apply intersectionality theories with regards to time use and perceptions of time strain in Sweden.

- Nancy Jurik, Alena Křížková, Marie Pospíšilová and Gray Cavender, *Copreneurial Blending of Entrepreneurship and Family: A Contextual Analysis in the Czech Republic and United States*

This article presents a multi-layered contextual analysis of copreneurships—romantic couples who are in business together. We examine copreneurships as hybrid organizations that blend economic and caring goals. This article draws on two parallel case studies of copreneurships through in-depth interviews in the Czech Republic (CR) and United States (US), thus allowing for the examination of copreneurships in two countries with different histories of entrepreneurial activity, different policies on family leave, and different gender regimes. Entrepreneurship was forbidden in the CR during the Communist era and only resumed after the 1989 Velvet Revolution. Contemporary Czech society favors traditional gendered divisions of labor and offers extended periods of paid parental leave and allowances for employed workers. In contrast, the US offers a continuous history of entrepreneurship, and more liberal attitudes toward gender equality, but no government-funded parental leave or child allowances. We interviewed 12 couples in the CR and 13 in the US. Our findings detail the mechanisms whereby copreneurs construct gender, family, and entrepreneurship in two national contexts. Despite myriad similarities in CR and US narratives, these constructions reflect differences in state policies and gender regimes between the two countries. In both countries, interview narratives constructed women as holding a diverse and often non-traditional array of business responsibilities. However, CR men and some women in both countries credit men rather than women with business leadership. Female copreneur narratives focused more than did men's on the blending of domestic caring with business concerns. Women's narratives more often referenced gender norms and state policies. The data illustrate how multiple discourses of economic and caring figure into copreneurial practice, but differentially along gender lines. Thus, we find that gendered blending discourses can marginalize women's entrepreneurial contributions. The study is significant in that it demonstrates how gendered cultural scripts frame constructions of business and domestic work by copreneurs from the two countries: gender shapes the image of who is and should be responsible for the blending of caring with earnings work. Entrepreneurial identities less fettered by caring concerns are constructed by and primarily for men. Female copreneur narratives revealed ways in which women's blending activities

facilitated constructions of male partners as disembodied entrepreneurs. There were a few cases in which US and CR male copreneurs spoke of sharing the domestic burden, but sharing rarely emerged as a theme among couples with children. The importance of caring concerns beyond routine childcare were also discussed. Sick children, sick copreneurs, and aging family members further challenged popular constructions of workers as disembodied. These duties complicated work in small and sometimes struggling copreneurships. Policy support for these additional caring duties is needed, especially in the US where there are few safety net programs to alleviate care burdens, but also in the CR where austerity policies threaten existing programs. Additionally, family leave and support as well as taxation policies should be re-examined in both nations in so far as they are designed for employees and fail to adequately support small enterprises and progress toward gender equality.

Session - Parenting, partnership and wellbeing

Room G.130 S. Maria

- Libby Bear and Shira Offer, *Singlehood by choice or by necessity*

In recent decades, the number of men and women who have never married has significantly increased in most industrialized countries, including Israel. Researchers have proposed various explanations for this trend, including the growing participation of women in higher education and the labor force, economic changes that have made it more difficult for young adults to attain economic stability and self-sufficiency, and normative changes with respect to the institution of marriage and the growing legitimization of various non-marital relationships. The purpose of this study is to explore how singlehood, particularly late singlehood, is experienced and what meanings are attached to it among various groups in Israeli society. This is a particularly important issue in light of contrasting trends in contemporary Israeli society. On the one hand, processes of individualization have strengthened, which have led to transformations in the institution of marriage and family patterns. On the other hand, familism and the culture of marriage continues to be central values in Israeli society, where marriage rates have remained stable and higher than in most industrialized countries. In this context, the major goal of this study is to gain a deeper understanding of the growing phenomenon of singlehood, its characteristics and meaning, in Israeli society. The study is based on in-depth interviews conducted with 35 men and women between the ages of 21 and 42 among different population groups (i.e. Jews and Arabs, religious and secular) who are neither married nor partnered. The interviews have been analyzed using a grounded theory approach. The preliminary findings show that all the interviewees faced substantial pressure to get married and constant social criticism for being single. These pressures were prevalent in almost every social sphere, including family, both close and distant, friends, coworkers, and acquaintances. Interestingly, not only women, as suggested in previous research, but also men complained about being pressured to get married. At the same time, the participants also described the positive experiences related to being single, such as freedom, independence and self-realization, but these advantages were often obscured by severe feelings of loneliness. These findings suggest that in contrast to the individualization approach prevalent in contemporary society, which emphasizes individual agency and free choice in every aspect of life, the participants in this study were not really “free to choose.” Overwhelmingly, singlehood was perceived as the result of various life circumstances, hence the need to justify it, but not as a legitimate alternative to other forms of family life resulting from one’s free will. It is thus not surprising that the vast majority of the study participants felt that they did not live up to social expectations and expressed great self-disappointment. Altogether, these findings highlight the prominent role that the heteronormative model of the family continues to play in contemporary Israeli society, even in at a time when other family forms become more prevalent and gain wide social acceptance and approval.

- Anna Carreri, *Emerging work-family ethical (dis)orders and their sustainability for families*

Family and workplace can be seen as sites of ethical codes and social norms, which are 'taken-for-granted' frameworks for thinking, acting and evaluating self and society by implying ideals about how men and women ought to live their lives (Blair-Loy 2010; Gerson, 2010). Since the recent and fundamental changes both to the organization of work and to the family, 'the right thing to do' regarding how to combine work and care today has to be renegotiated in uncertain and often contradictory situations. Indeed, the increased precariousness of working conditions, due to the spread of temporary contracts with lower employment and unemployment benefits, and the diffusion of gender equality values, which is driven by highly educated mother who remain in the labour market, tend to confer greater responsibility upon young partners to construct their life paths. This is especially so in Italy: labour market is marked by a "partial and targeted de-regulation" (Esping-Andersen and Regini, 2000) which affects only new entrants causing an effect of accumulation of risks at the household level (Grotti and Scherer, 2014); family policies are characterized as "unsupported familialism" (Saraceno, 2010), as the dilemma of work versus family is still largely relegated to the private sphere. My study puts the emphasis on the social negotiation of emerging systems of meanings and their actual sustainability for families and the community. Specifically, the paper investigates what kind of social norms and prescriptions Italian fathers and mothers in precarious work attribute to fatherhood/motherhood and paid (precarious) work, and how these (new) ideals differently influence the capabilities of men and women to face the transitions between work and non-work domains and to coherently construct their life course. Within an interpretativist approach (Schwandt 2010), and from a gender perspective (Connell, 2009), the study tries to answer these questions through a discourse analysis of 45 qualitative interviews. My respondents, identified by their theoretical significance, are heterosexual couples living in northern Italy in which both partners are precarious workers and have at least one child under 11. These couples are the unfinished gender revolution generation's children (Gerson, 2009) and are all university-educated. From the analytical point of view, the linguistic dimensions I have primarily looked at concern the productive capacities of discourse: more specifically, they are cultural repertoires and the ideological dilemmas, the rhetorics, and subject positions. The analysis shows that the emerging fatherhood model fits in well with the new conditions of labour market and with its prescriptions, by giving new social and symbolic resources, which men use to cope with the coalescent work-family interface and to project themselves into the future with confidence, although it is uncertain. Conversely, the "super mom model", to which mothers refer, strongly comes into conflict with the (new) precarious worker ideal, with the consequence of producing not only ideological dilemmas but also conditions described as "short circuit" in daily life and a feeling of loss which weakens their capabilities to direct their careers.

- Elisete Diogo and Francisco Branco, *Being Foster Family in Portugal-Motivations and impacts*

The family foster care is an almost absent component of the child care and protection system in Portugal. Despite to be a legal response to child maltreatment, since the major reform of Portuguese system in the 90's, the family foster care only corresponds to 3,5 % of children with out-of-home care measures (CASA Report, 2015), representing the residential care 85,1%. The invisibility of family foster care, according with Delgado (2007), is a characteristic not only present in the child welfare system but also observed in the Portuguese scientific community, which privilege in its research other issues of the child care protection problematic. In this context, the present research is affiliated with the scientific cohort engaged to contribute to a deeper visibility of the family foster care in Portugal, aiming to give voice to these families and understand their experiences as foster families, that is, their motivations and expectations and the needs and impacts on personal and family dynamics. The research questions are:

1. Why and how they become foster families?

2. What is their experience as foster families?

3. What can we learn from the foster families' experiences to improve the child care and protection system in Portugal and the social workers' performance? How the proposed presentation addresses one or more of the conference aims and themes:

Consistently with the research questions, findings and implications, this piece of research addresses the theme 2, connections, diversities and controversies between social work research and policy makers, practitioners or service users, considering the domain of foster family and the policy making in this field.

- Fortuna Procentese and Fabrizio De Carlo, *Work-life conflict and social well-being: the role of family and marital efficacy and workplace attitudes*

This paper is aimed at discussing the mediating role of marital and family self efficacy in reducing job demands of workers with children. One of the main constructs used is the work-life conflict that has its origins in the role theory (Merton, 1957) and in the role strain theory by Goode (1960). The characteristics of: bi-directional work-family conflict construct (interference Work-Family, Family-Work Interference), the potential asymmetry between contexts (work interferes with family life, but not vice versa) or reciprocity (the job interferes with family life and vice versa) (Ghislieri, Colombo, Piccardo, 2008), are elements through which detect differences on how men and women manage commitments and the impact on life choices, but organizational and emotional dimensions of the conflict are not enough investigated. These aspects will be discussed also by the findings from a study with 288 workers (77% women), aged between 25 and 55,5 years ($M = 40.8$, $SD = 5.9$). 85.5% are married or cohabiting, 11.2% are separated / divorced and 2.3% unmarried / single. The questionnaire consists of a first section socio-anagraphic and six other sections in which specific dimensions are investigated: the work-family conflict (Manna, Boursier, Palumbo, 2014); marital and family self-efficacy (Caprara, 2001); organizational well-being (Avalone and Paplomatas, 2005); attitudes in the workplace (Procentese, 2016); attitudes towards part-time (Procentese, Manna 2016).

- Mia Tammelin, *E-parenting and family wellbeing: mobile technology and parenting styles*

Technological innovations and ICTs have many and complex implications for social life. Technologies change the nature and meaning of tasks and result in new cultural practices. ICTs mean very different things to different groups of people and families, and individuals differ in their ability and willingness to use the available software applications, also parenting styles differ. It is debatable whether ICT-mediated communication enhances or diminishes quality of life; there has been a lack of analysis of the role and meaning of ICTs in the contexts of family life. Since 1960s research has been interested on the styles parents adopt for use of technology. As mobile technologies have become domesticated there is a need to discuss parenting style in the context of mobile technology use. This study addresses the following research questions what parenting styles parents adopt and why? What implications these styles have for family time? This study seeks answers to these questions relying on parental mediation theory that has traditionally meant the way of recognizing that parents take an active role in managing and regulating their children's experiences with media (Shofield Clark, 2011). Using an interview data of 39 employed parents, both mother's and father's, this study discusses what kind of parenting styles parents adopt and why; and how these relate to family time. The data was collected during 2016 in different parts of Finland. The method of the analysis is a problem-driven content analysis. According to Krippendorff (2004), this method is derived from a question and the systematic reading of the available text that could provide an answer to a specific question. This differs from text-driven analysis, which is motivated by the text itself and the possible questions arising from it. The analysis in this article was formed on the basis of previous studies and theories of parenting styles related to media. Based on initial findings, the study finds there are several specific strategies that parents use relating to mobile technology. These are active, restrictive, collaborative strategies as parental mediation strategy styles. Those adopting active parenting strategy wanted to explain various

aspects of the mobile technology to their children. They viewed mobile technology as a way of participating to the social and community life, but something that calls for parents to discuss and to explain. This parenting style adjusted to that family time occurs both on- or off-line; family time is not restricted to face-time. Restrictive parenting strategy included restricting the use of mobile technology and typically meant using software to be able to control and follow the use of mobile technology of children. Family time for them was typically restricted to face-time together (off-time), in other words time shared without any mobile technology. Collaborative strategy means that parents discuss and negotiate actively with their children on the practices and rules of using technology. Typically, but not restricted to, this style was adopted by parents of older children. These parents constructed and negotiated family's practices together with their spouses and children. Collaborative strategy also saw family time either as off- or on- line, but differed from active style by giving more room for children to define and decide their use of mobile technology.

Session - Changes in the institutional context and exposure to insecurity (1st part)

Room G. 126 C. Ferrari

▪ Janna Besamusca, *Social status effects on the motherhood penalty in occupational status*

Studies into motherhood penalties have regularly reported occupational sorting as a major factor explaining mothers' lower wages compared to childless women. Surprisingly, there is relatively little research into the motherhood penalty in occupational status as such. Studies that do exist theorize, first, that mothers pay an occupational motherhood penalty due to their inability to combine high demanding, full time jobs with. Secondly, they propose that individuals as well as that countries that reduce the incompatibility of work and care responsibilities, reduce the occupational child penalty. In this paper, I explore how the occupational motherhood penalty differs between women of different social status positions and across countries. The study addresses two research objectives. First, does mothers' social status have an effect on the size of the occupational motherhood penalty they experience and if so, which group of mothers suffers the largest penalties? Secondly, does the size of the social status effect differ across countries? I use the Integrated Public Use Microdata Series (IPUMS) International, which collects and harmonizes census data. The dataset allows for analyses of the social status effect on both employment status and detailed occupational categories in 17 high- and middle income countries (Armenia, Brazil, Costa Rica, Dominican Republic, Ecuador, France, Ghana, Ireland, Malawi, Mali, Mexico, Nigeria, Panama, Portugal, USA, Vietnam, and Zambia). In 12 countries, repeated cross sections are available from the 1980s until the 2010s, allowing for the observation of country trends. Using two-stage multinomial probit models, I measure women's selection into homework, (un)skilled and (non)manual professions by class and motherhood status. I measure the social status effect on the probability of mothers to be engaged in dependent employment, self-employment, unpaid work, or economic inactivity. In line with the theorized incompatibility of work and care, I expect that mothers will be underrepresented in the former category and overrepresented in the other three, which allow more or more flexible time scheduling for care. This effect is also expected to be stronger for women of lower social status, who on average have fewer resources to hire paid help for household tasks. Restricting the sample to women in dependent employment, I then analyze the sorting of mothers and childless women into two digit ISCO occupational categories. An occupational penalty is expected for mothers, with the largest penalties for the medium social status group, that is sorting out of the blue-collar occupations that are least compatible with care giving. To examine cross-country differences in the effect of social status on the occupational motherhood penalty, I test the effects of enrolment in childcare and the prevalence of part-time work on the social status effects through two sets of three-way cross-level interaction terms. Repeating these analyses on all available country-year combinations for the smaller sample of 12

countries, I will then be able to identify changes in the social status effect within countries over time. In line with previous studies, I expect higher childcare enrolment to reduce the penalty and part-time work to increase it, with larger effects for the low status group.

- Lara Maestriperi, *A job on one's own. Economic insecurity and women's labour market activation in six European Countries*

The need for a wider comprehension of economic insecurity dynamics has been widely assessed in academic and political debate in recent years. Comparative analysis of the relation between families, labour market and welfare states has already been promoted within the frame of welfare regimes studies (Esping Andersen, 1990; 1999). However, the novelty proposed by this article is to keep gender difference as the main analytical frame, a dimension that has been neglected in the original welfare regime approach (Sainsbury, 1996; Orloff, 2011) and only recently amended (Esping Andersen, 2003; 2009) but which is still up to now underdeveloped in studies upon economic insecurity, as the analysis' focus mainly remains at household level. The main contribution is to address this theoretical gap and to propose an analysis of how the institutional context as well as individual characteristics affects women's risk of living in economic insecure households. By taking in account six European countries (United Kingdom, Italy, France, Spain, Czech Republic and Denmark) as representatives of the main welfare regimes in Europe, the article aims to contribute to a better understanding of the causes and mechanisms determining women's exposure to economic insecurity. The article will contribute to this aim in several ways. First of all, it focuses on the grey area between well-being and full-blown social exclusion. A new understanding of this problem might put in evidence what are causes and mechanisms that determine the descent from a condition of risks to poverty and social exclusion, giving new input to innovative social policies. A second advancement is methodologically important. One of its main goals is to produce a synthetic indicator of economic insecurity at household level, able to keep in account multiple dimensions from different scopes. But as household measures' is gender blind (Cantillon and Nolan, 2011; Meulders and O'Dorchai, 2011; Bessell, 2015), the combination of the individual and household level should put in evidence how economic insecurity is shaped by the different lives of women and men.

- Elizabeth Ann Whitaker and Janet Bokemeier, *Changes in Household Financial Decision Making in the U.S. Midwest during the "Recovery" from The Great Recession (2010-2014)*

The past several decades have brought broad changes to the economic and demographic circumstances of the workplace and thus the post-work stage of life in the U.S. The new economy is characterized by an increase in no-commitment hiring, outsourcing and regular business re-organization. All of this occurs in conjunction with the shift from a primarily industrial to a service and knowledge based economy. Demographic changes have likewise created new circumstances where reductions in fertility and increased longevity combine to age the overall population and enlarge the size of the post-work population. As employers' connection and commitment to workers over their life course has waned, individual planning and savings during working years has become critical for economic viability in retirement. In the midst of this historical moment, the Great Recession presented in 2007 to create even more instability and economic challenge for individuals and families. Job loss and asset devaluation in the U.S. reached levels not seen since the Great Depression. This study examines several measures of retirement savings behavior in the State of Michigan during the post recession recovery period of 2010 to 2014 to ascertain the trajectory of participation in critical economic behaviors like saving for emergency, saving for retirement and using past savings for unexpected events. Data on retirement savings activity come from two waves of the Institute for Public Policy and Social Research's State of the State Survey. Preliminary analysis of the data show that investment in defined contribution retirement plans

declined from 2010 to 2014, while leakage from retirement accounts (usage of these funds for other needs) has increased. These data suggest that although there are increasing signs of a nascent economic recovery, individuals and families still face an enormous residual effect from the 2007 downturn and the transitioning economy. We intend to investigate where these effects have been strongest, considering a variety of individual and family factors including race, income, age, educational status and marital status.

Session - Work family challenges in selected professions

Room G.125 S. Carlo

- Marco Alberio, *Balancing work-family and care. The case of caregivers in the peripheral region of Bas-Saint Laurent*

From a macro socioeconomic perspective the increasing old age of the population, together with the consequent need of balancing work-care and family represents a fundamental issue for our societies. From a more micro perspective, care, particularly when few options are available to the care giver, may also be an element reinforcing inequality: for example, with regard to gender, age or socioeconomic conditions. Dealing with work-family and care balance, it is important to question the role and space intergenerational solidarity and support occupy in the lives of individuals. Family relations have strongly changed, giving more and more relevance to the identity and individual needs. As noted Attias-Donfut, Lapierre and Segalen (2002) family and intergenerational relations have taken a new form. The duty of care and solidarity is no longer based on physical or psychological obligation. However, these obligations are nevertheless structured around the idea of love. The following proposal will present the results of a qualitative research conducted in Québec on the care givers of elderly people, occupying a full time employment in the labour market. In this presentation we will focus here on the case of Bas-Saint Laurent and its regional capital Rimouski. Bas-Saint Laurent has a population of 199,977 people on a land area of 22,234.10 km, while Rimouski has 46,860 inhabitants according to the 2011 census data. We conducted 37 in-depth interviews with 22 people having to articulate work and care. As well as with 15 professionals and social workers dealing with this issue in the associative community sector, as well as in public institutions (social and health services). At first, we will deal with the issue of identity. An important challenge of the caregiver's condition concerns in facts the self-recognition as a caregiver. From this self-recognition also depends the external acknowledgement, for example from: family members, employer, colleagues, institutions. As we have just underlined, identity is a decisive element when dealing with family and intergenerational solidarity. Another focus of our presentation will concern the daily life and experiences of this articulation of work-care and family. In this part, we will pay particular attention on the tasks, as well as the strategies put in act to balance all these elements, but also on the potential effects that this articulation can have on personal life and employment (hours of work, job retention, etc.). Only if we understand the experiences and the difficulties of balancing work and family-care (which can obviously change according to gender, age, socioeconomic status, job type and hierarchical position in the organization) it is finally possible to identify the needs of these workers. When dealing with the daily experience of a working caregiver, we will also take into account the territorial and regional dimension. The fact of living and working in a more remote region as the Low Saint Laurent (Bas-Saint-Laurent), distant from the big urban centres, may influence and affect the trajectories and experiences of these caregivers. To conclude, we will also focus on the resources they can mobilize in this region within their family and social network, as well as outside, in the community, from institutions and at work.

- Clare Lyonette, Sally-Anne Barnes, Natalie Fisher and Karen Newell, *Experiences and expectations of work-life balance within the UK Armed Forces*

In 1974, Coser coined the phrase ‘greedy institutions’ to describe the characteristics of institutions such as the church, the Armed Forces and the family. Such institutions make ‘total claims on their members’ and ‘seek exclusive and undivided loyalty’ (Coser 1974: 4). This study, funded by the UK Ministry of Defence, highlights the (sometimes conflicting) demands of both institutions by exploring the experiences and expectations of work-life balance (WLB) among UK Armed Forces personnel, as well as attitudes towards the implementation of flexible working. 116 male and female Service personnel took part in 14 focus groups around the UK (four Royal Navy, four Army, four Royal Air Force and two with Royal Marines). Focus groups were divided by gender and by rank. The qualitative data were analysed using thematic analysis. Participants felt that they did not always have a good WLB and many participants had already put in their notice to leave the Armed Forces. Men and women had somewhat different expectations and understandings of WLB. Many women felt that they could not manage the conflicting demands of the Services and family responsibilities and were willing to sacrifice their careers, rather than to remain or to challenge the status quo. Most of those planning to leave seemed resigned to a lack of WLB and were moving into lower-level occupations in order to manage their childcare responsibilities, representing a loss of skills and experience. Men more often reported a lack of leisure time as being important in WLB. However, there was a high level of commitment and loyalty to the Services, most especially among the higher ranks. The main reasons for a lack of WLB were the military lifestyle (regular relocation and deployment), as well as current Manning levels and a lack of resources (both financial and people-related). The inability to plan and having to cancel activities at the last minute, difficulties in getting children into good schools, and barriers to spouses’ careers were all key frustrations. Barriers to WLB also included the organisational culture that exists within the Services. Many participants reported having to rely on others to manage work and non-work responsibilities. Results showed that some ad hoc flexibility in the work environment does exist (such as starting late on a Monday, finishing early on a Friday), but this was dependent on occupational role, service and a supportive boss. Most participants were unaware of any formal flexible working provision, such as the New Employment Model that was implemented in 2015. The vast majority of personnel agreed that they would like the Armed Forces to be more flexible, as and when needed. On the other hand, there appeared to be limited appetite for formalising this, which it was felt would lead to more people asking to work flexibly. Flexible working options such as part-time working, common among UK female civilian workers, were deemed to be unsustainable in the Armed Forces.

- Sally Hanna-Osborne and Rae Cooper, *Flexibility on the frontline: The case of Australian women emergency workers*

Significant debates are occurring about the future of work and the sustainability of organisations in rapidly changing social, economic and demographic environments. Within these debates an important question is how employers can meet the needs of an aging and increasingly diverse workforce, particularly through the implementation of new and flexible ways of working. The extant research on flexible working arrangements has traditionally concentrated on two categories of workers who sit at polar ends of the labour market. On the one hand are white-collar professional and managerial employees who seek arrangements which vary the conventional working week in the hours, timing or place of work to suit their needs outside of the workplace (Kelly et al 2011; Tomlinson 2006). On the other hand are employees who work in low skill, low paid and precarious jobs for whom flexibility denotes an employer-driven strategy to deploy labour in ways that suit their needs (Kalleberg 2011; Fudge and Vosko 2001). Less attention has been paid to the capacity of employees who work in jobs which are client facing and who work outside of a conventional working week. The few studies examining this kind of employee suggest that certain flexibility deficits arise in such work contexts (Williamson et al 2015; Beers 2000, Dick 2004; Charlesworth and Whittenbury 2007). This paper reports on a qualitative study of the working lives of Australian women paramedics. The findings presented are based on interviews with 30 female

paramedics employed in a large Australian ambulance organisation. It seeks to understand whether, and in what ways, flexibility is enabled for employees who work hours outside of the standard working week in public-facing or front-line service positions. Paramedics are typically required to work long shifts, including overnight, and carry out their work in varying and unpredictable locations within the community. Achieving flexibility and control over hours and place of work therefore presents a particular challenge for this group of workers. The paper seeks to explore how women paramedics access and exercise flexibility, to understand the nature of the flexibility sought and exercised and to highlight the challenges that this poses in career progression. It is hoped that this paper will contribute insights into the nature of flexibility as it applies in the under-studied context of emergency health care labour. The paper is particularly salient at a time of worsening healthcare worker shortages in many countries and the associated concerns about the efficiency and sustainability of healthcare systems around the world.

- Katarzyna Wolanik Boström, *Swedish doctors working for international help organisations: reflections on (un)sustainable features in work-family interface and work organisation*

In the paper, I discuss the results of a qualitative case study on Swedish doctors who have worked outside the Western context for international help organisations as the Red Cross, MSF/Doctors without Borders or Operation Smile. Taking 16 extensive, narrative interviews as a point of departure, I analyse the doctors' reflections on (un)sustainable work and family interface in a context of international assignments, as well as their insights on the (un)sustainable characteristics of help projects, as well as on work organisation in the Swedish health care. To take on an assignment abroad was not only a professional challenge, but often meant a separation from the doctor's partner and/or children. Indeed, family considerations were mentioned as one of the crucial reasons why most of the doctors' colleagues did not choose to go at all. It was perceived as almost impossible to bring partner and children along for a Red Cross or MSF mission, because of the doctor's work burden, often rudimentary living conditions, lack of infrastructure for child care or school, and sometimes even profound hazards in catastrophe or conflict-ridden areas. And while the family might be understanding about a shorter absence (e.g. some weeks), the interviewed doctors said they seldom pushed their luck to go alone for several months, which was expected e.g. in MSF. A smoother intersection of work and family would facilitate a more sustainable family life and professional life. As it were, they rather chose to go before having children, or after the children had grown up, and put their engagement in humanitarian help on hold. The doctors considered the taken-for-granted expectations of being a socially and materially "unanchored" and unattached professional subject not sustainable with regard to their family obligations. Another prevalent theme in the material is how the doctors gained insights on their work-life, both in the global South and within the Swedish health care. The doctors expressed great dedication to the help/relief work in globally underprivileged areas, but they also pointed out the inherent problem of working as white Europeans in postcolonial contexts, as well as some paradoxes, biases and organizational flaws that threaten the sustainability of the relief projects. Working in a field hospital or a local clinic in the global South, under unusual and difficult circumstances and with sometimes inadequate equipment or medicines prompted more efficient resource management, fostered better diagnostic skills and less reliance on e.g. lab resources or complicated technology. The work gave the doctors new perspectives on some problematic characteristics of the Western health care, e.g. organizational flaws, time-consuming administration and priorities which might prove untenable. To work for help organizations was considered by the doctors themselves a time of expansive learning, but was seldom conceived as a professional merit by their Swedish employers; rather as a disruption in a straight career-line – a way of organizational thinking that was, again, regarded by the doctors as not sustainable in a context of global migration flows, future scarcity of resources and the importance of a life-long professional learning.

10.45 - 12.15: Parallel sessions and symposiums

Session - Narratives, discourses, and perceptions in organizations about work-life issues

Room G.130 S. Maria

- Beata Nagy, *Is work-life balance attainable in managerial positions?*
“Greedy institutions” increasingly expect employees to be at their organizations’ disposal in a flexible way. This is particularly true for those managerial people for whom the responsibility for smooth organizational operation has become a strong internal drive, and managing work intensification is an everyday challenge. Managers in general and women managers in particular are under continuous pressure because of juggling between career and private obligations, and they intensely face the problem how to reach and keep work-life balance. The presentation gives an overview of the applicability of the various work-life balance theories for this occupational group, with special regard to ‘boundary management’, flexibility initiatives and technological advancements. It is only limited knowledge that has been collected about the issue how male and female managers make use of new technologies, like smart phones or similar mobile devices during their everyday activities. The brief theoretical summary of the presentation will be followed by an analysis of thirty interviews carried out among Hungarian top managers in 2014 and 2015. The analysis depicts the various interpretations and perceptions of work-life balance, moreover, the importance of gendered understanding of the applied strategies. The results can contribute to the debate on whether male and female managers can maintain a satisfying work-life balance, and whether new technologies support them in this process. It is a particularly important question in Hungary, where the gender order can be characterised by traditional expectations towards women.

- Suvi Heikkinen and Charlotta Niemistö, *Discourses of informal work-family organizational arrangements*
Work and family integration is one of the key questions for socially responsible organizations today in order for them to take their proactive role in the society, to shape employment, working life and societal outcomes (Littig and Griessler, 2005). The need to respond to the challenge of work and family integration of employees has resulted for organizations to establish different types of work-family programs (Butts, Casper and Yang, 2013). In the field of work-family literature, there has been a division of two types of work-family support: formal work-family support (e.g. flexitime, telecommuting use, childcare and elder care resources, help for the domestic work) and informal work-family support (e.g. organizational culture, supportive supervisors, employee autonomy). In this paper, we explore the informal type of support for work-family integration. Our research focuses on support behaviors that comes from or within the organization for work-family integration. We are interested in the informal organizational arrangements, which are perceived as helpful for the work-family integration by the employees. In addition, we see the informal organizational arrangements as question of socially responsible management referring to how these informal practices are managed and whether the informal support is equally available for every employee despite of job designs, organization levels and positions. In this paper, we focus discourses surrounding informal work-family arrangements and apply discourse analysis as our methodological approach (Phillips, Lawrence and Hardy, 2004). According to Cook (2004), institutional theory is one of the main explanatory approaches to the increasing adoption of work/life and work/family initiatives in the Anglophone contexts. An interesting, yet relatively uninvestigated area has been the interlinks between institutional theory and discourse, or language in organizations more in general. By studying these interconnections, we can investigate the process of institutionalization; the interconnections of discourse and social action, and how production and consumption of talk and text of different kind produce and re-

produce institutions (Phillips et al., 2004). In these processes, discourse forms our ways of thinking and acting, making certain ways more possible than others (ibid.) We use this discursive framework to study the talk around informal practices of work and family integration. In particular, we are interested in how these practices are perceived, as well as distributed, accessed and managed in knowledge intense organizations. Our research questions are:

- 1) How do organizational participants talk about informal arrangements in combining work and family?
- 2) How and in what type of situations do the different discourses reinforce or undermine the implementation and utilization of informal work-family arrangements?

Our data consists of 24 semi-structured interviews in two business organizations within the sectors of IT and law in Finland. Based on our preliminary results we suggest that informal work-family arrangements are needed to support the formal practices, though the use and management of these arrangements are multifaceted and complex. Both reinforcement and contrasts of informal arrangements were produced and re-produced by discourses in the studied organizations.

- Abigail Powell and Natalie Galea, *Does flexible work challenge narratives and practices of the ideal worker? A case study of the Australian construction industry*
Flexible work is frequently rolled-out as a solution to achieving work-life balance or alignment. It is also thought to challenge notions of the ideal worker – someone (usually a man), who works long hours and demonstrates total commitment to the job. However, the reality is contested, with evidence suggesting the outcomes of flexible work practices are highly dependent on a whole range of factors, not least whether they are driven by the employer or employee, whether the practice is formal or informal, and what exactly the practice of flexible work entails (e.g. part-time work, remote working, compressed work weeks). While there has been much research in this area, this paper uses an ethnographic approach, designed to gather rich descriptive accounts of respondents' everyday experiences of their workplaces, in the context of the construction industry. The construction industry provides an interesting case study both empirically and methodologically. It is the most male-dominated industry in Australia; women represent only 14% of employees and are leaving the industry at a much higher rate than their male counterparts. Long work hours are typical for those in professional roles (e.g. project manager, site engineer) and there are strong expectations and narratives of presenteeism and total availability. This research involved participant observation across six construction projects in two major construction companies, including shadowing 44 men and women construction professional and 61 interviews about career pathways. Few studies have adopted an ethnographic approach to investigate flexible work practices. As part of a larger project, we here investigate drivers for flexible work, what flexible work practices look like 'on the ground' in construction sites and how they impact on construction professionals. We find that, while companies are attempting to implement flexibility initiatives, the practice of flexibility operates primarily through informal agreements, is highly dependent on line managers; and is met with resistance by many, as it is frequently seen to show a lack of commitment to the workplace. In fact, flexible work practices are generally viewed as more palatable if they are used only for short-term purposes. There is little accommodation for social or caring roles outside the workplace, often leaving women, in particular, to choose between a career in construction or a family. Such rigid work practices undermine employee wellbeing and work-life balance for both women and men. Even when men and women are able to work flexibly, expectations of availability and long hours persist, suggesting that in 'tinkering around the edges' of current work practices, there is a failure to challenge existing narratives about the ideal worker. We reflect on the gendered nature of this and conclude with implications for other industries.

- Stephen Sweet, Marcie Pitt-Catsouphes and Jacquelyn Boone James, *Manager Perceptions of Work Group Functioning as Flexible Work Arrangement Use Expands and Contracts: A Longitudinal Study*

A thirty-year movement to develop a research base for the expansion of flexible work arrangements (FWAs) has provided compelling evidence that FWAs tend to facilitate work-family harmonization (Christensen, 2013). The link of FWA use to worker well-being and family functioning is now widely understood and generally accepted (Kelly et al., 2008; Sweet, 2014). However, evidence indicates that expanded FWA availability in the United States is not inevitable, because even after prolonged advocacy for FWA expansion, options remain constrained and unevenly allocated (Sweet, Besen, Pitt-Catsouphes, and Golden, 2014). Therefore a critical question concerns how to increase FWA use and availability. This study intends to help fill a gap in the research literature by testing a frequently referenced (but largely untested) theory that considers managers' perceptions of work group functioning. We term this the "cycle of affirmation" theory and its basis is the proposition that FWAs serve dual-purpose, providing mutual benefit to employees and employers. The theory postulates that limited FWA availability is a consequence of employers failing to sufficiently recognize the business-related benefits that can result from a substantial expansion of FWA use, which can facilitate a wide range of performance outcomes (see, for example, arguments presented by Kossek, Lewis, and Hammer, 2010; Putnam, Myers, and Gailliard, 2013). The theory assumes that the benefits of supervising employees in FWAs become self-evident to managers as they expand reliance on FWAs over time. If this proposition holds, it suggests that supervising employees who use FWAs creates experience-based motivations to further expand use, which in turn reshapes workplace practices. In this paper, we test a critical element in this thesis by examining managers' perceptions of work group functioning and how those perceptions change with the expansion and contraction of FWA use. Methods and analyses focus on use changes, testing linkages to perceptions of work group functioning, examining measures relating to team performance and interpersonal relations in a longitudinal study of 958 managers employed in a large firm in the financial services sector in the United States. The organization under study sought to increase FWA use, but not all work groups increased use during the study, and some work groups had lower FWA use over time. Retrospective accounts reveal that immediate increases in FWA use with the launch of the change initiative corresponded with enhanced perceptions of performance and interpersonal dynamics. Panel data, that span a subsequent one year period, did not reveal perceptions of similar benefits for FWA use expansion, but lower morale was perceived by managers in work groups where FWA use declined. Discussion considers how perceptions of work group benefits can justify FWA use expansion, as well as cautions against assuming that this rationale will necessarily lead to pervasive use.

Session - Social and community policies at local level

Room G.129 S. Paolo

- Anna-Lena Almqvist and Kitty Lassinantti, *Youth with complex needs. An interview study with social workers*

This paper analyses conditions for collaboration among Swedish social workers concerning youth with complex needs, as a disadvantaged group in contemporary society. The empirical findings are based on semi-structured interviews with professional social workers. One critical challenge for modern welfare states is to meet the needs which changing economic and societal conditions bring about for its citizens. Changes in society due to a shift towards a neo-liberal labour market may create gain for some, but other individuals are increasingly marginalised with social problems such as increased unemployment, precarious employment situations as well as increased mental ill-health, especially among young women. Higher educational levels are demanded on the labour market, including a well developed ability to sort and prioritize information and to perform at high

speed. The labour market demands certain types of cognitive and social functionality, and some citizens are considered less attractive on the labour market. “Youth with complex needs” is a heterogeneous group and to be labelled as being a young person “with complex needs” indicates that the young person have a combinations of social problems such as unemployment, addiction, economic deprivation, lack of social networks and family relationships and mental health problems, such as psychiatric and neuropsychiatric diagnoses or are categorized as having minor intellectual disabilities. The study addresses in particular how local authorities, like the municipality are relating to this group. A further aim is to investigate strengths and weaknesses in the collaboration between different agencies, targeting this group of young people. Preliminary findings from the interviews with professionals indicate that youth with complex needs could be found in “the grey zone” between two authorities like the municipality and the county council, it could also be between different specialised units within the same authority. Sending young people between agencies and within agencies, due to extensive work load is another problem which the social workers mention. Social workers also address negative consequences for youth due to social workers lack of power to make decisions, something that may lead to a delay in starting urgent interventions. The lack of a “key figure” who organises all contacts for the young person is another problem that is highlighted, and that young persons need to be more included in the decision-making process about the services which are granted to them.

- Jenny Fisher, Laura Brown and Zinnia Mitchell-Smith, *Eating together in the city: an exploration of barriers and facilitators to commensality for older people*

In 2007, the World Health Organisation (WHO) published Age-friendly Cities: A Guide, which led to the development of global interventions and policies at the city and community level aimed at supporting active ageing. Demographic increases in the number of older people is a global and societal challenge. Ageing is linked to a decline in activity and social relationships. Significant research has explored age-friendly projects in the UK and elsewhere that are aligned with the key domains of Age-Friendly cities highlighted by the WHO (including housing, transport, the built environment). There is less evidence considering the domain of social participation, and a notable gap exploring social eating particularly for older people of a lower socio-economic status. Social eating or commensality, a topic of interest to sociologist, psychologists and other academics, has been associated with a range of well-being benefits for older adults globally. These benefits include reduction in perceptions of loneliness, increased awareness of nutritional value of food and increase in food intake, and reduced depression, as well as an increase in community well-being and social relationships. Generally, literature focuses on the nutritional aspects of eating and the role of social eating in residential settings, with a notable gap in research in communities and neighbourhoods. This paper explores the experiences of older people of social eating in public spaces (provided by both commercial and voluntary and community sector organisations), and the barriers and facilitators to commensality for older people in an urban environment. We draw on research undertaken in the city of Manchester, UK, in 2016, a collaboration between researchers from two universities supported by Age-Friendly Manchester. Qualitative methods informed by critical realism were used to explore a) what does social eating mean to older people (b) what are the barriers and facilitators to social eating for older people and (c) what would encourage social eating. Our research was located in Manchester, UK. Inductive and semantic thematic analysis identified key themes including accessibility to social eating opportunities, health issues preventing people eating with the others, the importance of being invited to eat with others, and the value of social eating for enhancing well-being. This paper contributes to an understanding of how to support older people to age well, improve their quality of life and live independently in community settings, within a sustainable communities frame. The research seeks to fill to a gap in literature exploring social eating and older people and provides a discussion of how social eating contributes to improving quality of life and enhancing well-being for older people living at home in urban areas.

Further, we consider some of barriers and facilitators to social eating for contemporary societies, and this is of importance to those working in communities, researching ageing and policy makers.

- Jenny Fisher, Rebecca Lawthom, Ryan Woolrych, Judith Sixsmith, Michael Murray, Adriana Portella and Meiko Makita, *Place-making with older adults: creating urban environments that foster well-being and sense of place*

More than half of the global population live in urban areas and an ageing population means that a growing proportion of our urban residents will be older adults. Creating urban environments that are age-friendly requires the development of interventions at the community level that support active ageing, social engagement and sustainable communities. Whilst existing urban interventions have addressed the physical and tangible aspects of the urban environment, the relational aspects of place (i.e. social engagement, place identity and attachment) have not been well-articulated. In this paper, we draw on findings from the first work package of a three-year inter-disciplinary ESRC-funded research project Place-Making with Older Adults: Towards Age Friendly Communities (2016-19). This project is cross-national in nature, drawing on a total of 18 neighbourhoods in 6 different Brazilian (Brasilia, Pelotas and Belo Horizonte) and British cities (Edinburgh, Glasgow and Manchester). The research investigates how sense of place is experienced by older people from different social settings living in diverse neighbourhoods in Brazil and the UK. In this paper, we draw on findings from semi-structured interviews (N180) and go-along interviews (N120) with older adults across three neighbourhoods in each of the six cities. The findings identify a number of barriers and facilitators to the delivery of age-friendly urban environments as well as recommendations for the future delivery of age-friendly neighbourhoods. Addressing what older people themselves deem important to age in place is essential for developing age friendly policies, programmes and interventions that support healthy and active ageing. A consideration of inclusive spaces and integration of all members are important for supporting communities to be resilient. This paper is of interest to those working with communities across the Global North and South, particularly academics and practitioners seeking to inform policy around ageing in urban communities.

- Rachael N. Pettigrew, William Ashton, Eleni Galatsanou and Meghan Miller Cronkrite, *Refugee Settlement in Rural Canadian Communities: Implications for Community and Service Capacity, Integration and Employment*

The Government of Canada has resettled over 35,000 Syrian refugees since November of 2015 and has a continued commitment to resettle more refugees in the near future (IRCC, 2016). The majority of refugees have been resettled in large metropolitan cities, however rural communities have received a significant number of refugees, especially in proportion to their settlement services availability and capacity. In the prairie province of Manitoba 10 percent of the 1,000 refugees who arrived were settled in rural communities and small centres. This paper discusses research, funded by Immigration, Refugees, and Citizenship Canada, and conducted by the Rural Development Institute at Brandon University in the summer of 2016. The 30 participants were from 5 rural communities in Manitoba, Canada who had recently received refugees and were either senior officials of a Settlement Service Provider Organization (SPO) or a representative of a Refugee Sponsorship Group. Participants were asked in telephone interviews about their experiences supporting the recent settlement of refugees in their community and interviews also explored the following topics: short and long-term needs of refugees, settlement service organization and community capacity to support refugees, community partnerships, and the challenges and successes they faced during the settlement experience. The mixed method analysis revealed that participants attributed the successful settlement of recent refugees to the development of cooperative partnerships between community agencies and refugee sponsorship groups, but also to the elaborate and dedicated community volunteer networks. The primary short-

term needs of refugees were language training, transportation, orientation to Canada, and help accessing services (i.e., health services, referrals). Participants reported refugees had limited or low levels of English language proficiency and improving language skills becomes the main priority, since language proficiency is integral to employment and eventual self-sufficiency. In rural communities, the complete lack of public transportation placed the largest demand on volunteers from the community, who helped drive refugees to services and appointments. Given the rural location, lack of available childcare spots, mental health services, and access to translation services were also challenges, but access to schooling for children and adequate housing were reported successes. Communities varied in their experience settling newcomers and those that had sponsored refugees in the past were better prepared for the challenge. Participants identified the need for more partnerships between SPOs/sponsorship groups and employers, government agencies. Communities surveyed worked hard to prepare for the arrival of refugees. Rural communities offer a close-knit environment and an agility to coordinate services and volunteers, but face some constraints as well. Due to the challenges of location and the increased demand, SPOs require more funding and multi-year funding to build stable capacity for support. In addition, improved coordination with IRCC regarding timing of refugee arrival was identified in most communities, because in some cases sponsorship groups received only a few days notice before arrival. Due to the presence of strong volunteer and partnership networks in these rural communities, refugees have settled in, but time will tell if integration is as successful.

Session - Changes in the institutional context and exposure to insecurity (2nd part)

Room G. 126 C. Ferrari

- Maike van Damme and Pearl Dykstra, *Relative resources and marital instability: A comparison of eight European countries*

We use the relative resources theory to explain marital satisfaction and thoughts about leaving a romantic relationship with relative earnings, education, and occupational status and the context-dependency of those associations. Using the Generations and Gender Surveys (GGS) [2004-2013], we compare men and women that are in a 'young' couple - i.e. couples that were formed only after 1995 - for eight European countries. Next to initial pooled models, we run models for each country separately and examine to what extent the associations between relative resources and relationship instability are homogenous between the eight different countries by using meta-regressions. If we detect sufficient heterogeneity, we try to relate the relevant effect size to the Gender Empowerment Measure (GEM) of a country. We find that next to relative resources, also absolute resources matter. Second, we see some context-dependency, especially for effects of absolute resources. Finally, we also found some direct effects of GEM on relationship instability: In higher GEM countries, women are more satisfied with their relationships and men think more about exiting their relation than in traditional societies. Whichever the underlying reason for this, gender egalitarianism seems to enhance marital stability for wives whereas it decreases it for men.

- Inga Lass, *The Effects of Non-Standard Employment on Partnership Stability in Germany and Australia*

During the past decades, Germany and Australia as well as many other OECD countries have seen a rising importance of non-standard forms of employment – among them fixed-term contracts, temporary agency work, part-time, marginal and casual work. While the economic consequences of this development, e.g. for income and career prospects, have received much attention in prior research, the effects on the private lives of employees have not been explored sufficiently. The paper aims at filling part of this gap by investigating how non-standard employment affects the risk of partnership dissolution compared to standard employment. Non-standard employment often involves specific strains like job insecurity and mobility requirements. These strains can reduce

partnership quality, which - according to Social Exchange Theory - should in turn lower partnership stability. Otherwise, part-time and marginal work provide more time for housework and joint activities with the partner, which should increase partnership quality. Furthermore, they often designate a partially specialised division of labour, which - following the New Home Economics - increases the mutual dependency of the partners and the gains from the partnership. The research question is explored using discrete-time event history analyses of cohabiting and married couples. Data for the analyses is taken from two nationally representative household panels, the German Socio-Economic Panel (SOEP) Study and the Household, Income and Labour Dynamics in Australia (HILDA) Survey for the period 2001-2014. The results stress the diversity of effects of non-standard employment on partnership dissolution: The effect not only varies by the specific employment form, country and gender but also depends on the question of whether we look at cohabiting unions or marriages. Moreover, it turns out that the effect of the employment form differs with regard to the employment situation of the partner, suggesting a closer look at employment constellations in future dissolution research.

- Rense Nieuwenhuis, Joakim Palme and Anne-Grete Tøge, *The health penalty of single parent families in institutional context*

This paper will address the health penalty of single-parent families, and examines how their self-reported health is related to their employment and to policies affecting their work-family balance and financial situation. It fits the "Family health and wellbeing" theme of the conference. Single parents' health penalty is associated with, and caused by, a variety of determinants that link back to single parents' socioeconomic resources and, as mounting evidence begins to suggest, social policies. Indeed, various aspects of socioeconomic disadvantage that are argued to be overrepresented among single parents (McLanahan, 2004), including a lower level of education, poverty, and unemployment, have long been associated with poorer health outcomes (Mirowsky and Ross, 2003). Evidence is mounting that policy regimes protecting against (the consequences of) unemployment and economic poverty are found associated with comparatively better health among single parents (Burström et al., 2010; Marmot and Wilkinson, 2005; Whitehead, Burström and Diderichsen, 2000; Wilkinson and Marmot, 2003). Yet, welfare states are constantly evolving. Increasingly, European welfare states put an increased emphasis on employment as a means to secure well-being. This is represented by an increased emphasis on welfare states providing services to stimulate and facilitate this employment (Vandenbroucke and Vleminckx, 2011), possibly at the expense of policies that redistribute income by transfers. To what extent this changing emphasis in welfare provision succeeds in facilitating employment sufficiently to secure and improve well-being is still up for debate, and challenged with regards to reducing economic poverty (Cantillon, 2011; Cantillon and Vandenbroucke, 2014; Nieuwenhuis, Van Lancker, Collado and Cantillon, 2016). We test hypotheses regarding various types of social policies, differentiating between 'care' and 'cash': policies that facilitate employment, and policies that provide financial support. A second distinction is made between policies that are focused specifically on families with children (childcare and financial support to families with children), and general labour market policies (active labour market policies, and social assistance generosity). The paper analyses EU-SILC data for 20 European countries covering the period from 2004 to 2015. There data are combined with policy indicators from various databases. The paper finds that single parents are in better health when they are employed, and when their level of education is higher. Active labour market policies and public childcare benefit the health of single parents in two ways: by increasing their likelihood of being employment, and by benefitting the health of those who are employed by reducing their work-family imbalance. Yet, childcare was also found to be associated with worse health among those who are not employed, suggesting selection effects. Financial transfer policies, measured as social assistance and financial supplements to families with children, were found to benefit the health of the non-employed.

- Katherine Runswick-Cole, Dan Goodley and Keith Bates, *Precarious lives and resistant possibilities: work, community and family in the lives of people with intellectual disabilities*

This paper draws on feminist and queer philosophers' discussions of precarity (Butler, 2009; Puar, 2012) to explore the working lives of people with intellectual disabilities in England in a time of austerity. Recent policy shifts seem to offer more disabled people the promise of employment. Yet, the reality is that disabled people remain under-represented in labour statistics and are conspicuously absent in cultures of work. Employment rates for people with intellectual disabilities currently stand at 5.8% and these figures are falling. We live in neoliberal-able times where we all find ourselves precarious in our working lives and in our communities (Goodley, Lawthorn and Runswick-Cole, 2015). But, people with intellectual disabilities are differentially precarious; they experience high levels of uncertainty in every aspect of their lives, including their communities, in work and in their families. And yet, our research reveals an important analytical finding: that when people with intellectual disabilities are supported in imaginative and novel ways they are able to work effectively and cohesively to participate in their local communities (even in a time of cuts to welfare). We conclude by acknowledging that we are witnessing a global politics of precarity and austerity. Our urgent task is to redress the unequal spread of precaritization across our society which risks leaving people with learning disabilities experiencing disproportionately perilous lives. One of our key recommendations is that it makes no economic sense (never mind moral sense) to pull funding from organisations that support people with intellectual disabilities to work.

Intergenerational effects of family and labour market policies

Room G.125 S. Carlo

- Ella Sarel and Yisrael Rich, *Work-Family Conflict, Parental Styles and the Quality of Family Gathering as Predictors of Adolescent Behavioral Outcomes and Well-Being*

This study, regarding family health and wellbeing, presents an integrative model that examines the relationships between work-family (WFC) conflict, parenting style, family time, and adolescent outcomes including behavioral problems, risky behavior and wellbeing. To better understand mothers' work family conflict within the family domain, we investigated mothers' sense of WFC regarding effects on family time and adolescent outcomes, because of possible negative ramifications of mothers' WFC on family members (Vieira et al., 2016). Another novelty of this study lies in examining the family time as a mediator of the relationships between WFC and adolescent behavioral problems, risky behavior and wellbeing. Research indicates that parental work experiences and children's outcomes are linked through mediating processes (Reppetti, 2005, Vieira et al., 2016). Our main hypotheses were: (a) A negative correlation will be found between WFC and family time measures, shared activity frequency and emotional ties arising during the activity; (b) WFC will contribute directly to the outcome measures; (c) Family time will mediate the relationships between WFC and outcome measures. Participants in the study were 253 working mothers and their adolescent children aged 15 to 18. Adolescents responded to a questionnaire dealing with the frequency, the kind of family activity and level of emotional ties aroused during the activity (HBSC, Harel-Fisch et al., 2011; Sarel and Rich, 2015); parenting style (Buri, 1991); problematic behavior and risky behavior (HBSC, Harel-Fisch et al., 2011); wellbeing (Diener, Emmons, Larsen, and Griffin, 1985). Mothers responded to a WFC questionnaire (Cinamon and Rich, 2004; Wayne, Musisca, and Fleeson, 2004), and to a demographic questionnaire. The theoretical model was examined by means of structural equation analysis (Arbuckle, 2010). Findings indicate that a negative relationship exists between WFC and the two measures of the family encounter: the stronger the mother's WFC, the lower the frequency of activities and the level of emotional ties in the shared activity. Mediation findings revealed that WFC contributed to explaining behavior problems, risky behavior and wellbeing of adolescents,

through the mediation of family time measures. Frequency of activities mediated the relation between WFC and risky behavior, while the level of emotional ties mediated between WFC and wellbeing. When the mother reported high WFC, the adolescent reported low frequency of shared activity and high involvement in risky behavior. Additionally, when WFC was high, the adolescent reported a low level of emotional ties with the mother during the shared activity, followed by high involvement in behavior problems. WFC was not found to be directly connected to outcome measures, in contrast to expectations. This study deepens our understanding of the effects of WFC on intra-family relations and later on the adolescents. It also suggests that there is a unique contribution of each family meeting measure to adolescents' positive and negative behavioral reports.

- Cordula Zabel and Eva Kopf, *Intergenerational Effects of Active Labour Market Policies*

We study the influence of parents' participation in active labour market programmes, such as training, job subsidies, job creation programmes, or workfare, on their children's successful entry into vocational training and employment at a later point in time, as well as on their children's chances of avoiding unemployment and benefit receipt. In this way, we hope to gain an understanding of whether parents' programme participation contributes to avoiding an intergenerational transmission of unemployment. The focus is on recipients of means-tested unemployment benefits in Germany. We expect parents' employment chances and economic situation to improve as a consequence of programme participation and therefore their ability to invest in their children's education. Parents' employment may also have a positive effect on children's self-esteem and can improve their scholastic achievements in this manner as well. Parents' participation particularly in longer-term programmes that involve a regular daily schedule might also contribute to improving children's success in school, as well as in entering vocational training or employment, in as far as parents' function as a role model is a factor. We use rich administrative data and focus on teenagers who were 14-17 years old when their parents participated in a programme. Labour market outcomes for the young adults are evaluated at ages 17-23. We draw comparable families from participant and non-participant groups using matching methods. Additionally, we plan to conduct heterogeneity analyses for different subgroups. Our findings indicate significantly positive effects of parents' participation in job subsidies and further vocational training programmes on children's labour market outcomes. Our analyses can contribute to understanding whether and which types of active labour market programmes have particularly long-term effects, improving the situation of the next generation as well.

- Gianluca Argentin, Gian Paolo Barbetta and Francesca Maci, *Preventing school drop-out empowering family networks: does it work? Evidence from a randomized controlled trial assessing Family Group Conferences*

It is well-known that socio-economic background matters in determining student performance. Systematic reviews confirm that a key role in shaping this association is played by parental involvement. Not surprisingly, successful interventions in education frequently have parental engagement as key ingredient of their protocol and the attention paid to this factor is increasing among policy makers and evaluators. In light of this knowledge, it seems particularly promising trying to increase parental involvement in order to reduce students drop out risk. Among the tools available to increase parental involvement, Family Group Conferences seem particularly useful. Indeed, the key aim of FGCs is generating solutions to individual problems empowering family networks. Moreover, FGCs are a light and low cost intervention and they can be implemented without additional efforts for schools and also without the direct involvement of social services. We wonder whether FGC could be successfully used with at risk students, to increase their parents' involvement and to improve their wellbeing in school. In order to answer these

questions, we designed and implemented a randomized controlled trial. In 2013, we involved 15 lower secondary operating in a Northern district and we got 262 referred students (6th and 7th graders). The profile of the referred subjects fits the usual identikit of students displaying higher drop out risk. We randomized students and offer the FGC intervention to half of them. At the end of the first year, the intervention showed to be effective on four outcomes: it increased parental involvement (as perceived by students), it reduced their perception of teachers' hostility and it improved their self-efficacy about learning and improved their satisfaction about their school experience. Up to now, we did not detect any impact on the hard outcomes at the end of the school year, namely students' failure, final marks and truancy rate.

12.30 - 13.30: Keynote

Room G.127 Pio XI

Tammy Allen: “Sustainable Work: Family-supportive Policies and Practices that Contribute to Employee and Family Wellbeing”

Discussant: Laura den Dulk

Our research literature is replete with studies that examine outcomes associated with policies and practices thought to enhance employee work-family balance, health, and well-being. However, the findings are often conflicting and/or may not generalize from one cultural context to another. In this talk, I will attempt to “make sense” of the existing literature, describe what we know and what we don't know, and offer an agenda for future research.

7th Community, Work & Family Conference