Niamh at 9 months

Niamh at 3 years

Niamh at 5 years

The Importance of Striking Balance: Underemployment, Overemployment, and Psychological and Marital Well-Being in Mothers of Infants, and their Partners

Eamonn Barron & Ela Polek

www.growingup.ie

ESRI

An Roinn Leanaí agus Gnóthaí Óige
Department of Children and Youth Affa

TRINITY COLLEGE DUBLIN

Work Hours Constraint

- **<u>Definition:</u> Discrepancy between actual and preferred working hours**
- **Two dimensions**
  - Underemployment (UE)
  - Overemployment (OE)
- **Increasingly prevalent**
  - Otterbach (2012)
- **Consequential**

The Study's Groups

- **Underemployed**

- **Adequately employed**

- **Overemployed**

Present Study

- **Well-being indices**
  - Mothers' and fathers':
    - marital well-being (MWB)
    - psychological well-being (PWB)
    - work-family conflict (WFC)
  - Mothers' difficulty arranging childcare
- **Couple dynamics (crossover)**
  - Work-family conflict to marital well-being
  - Psychological well-being to marital well-being

Rationale

- **Work hours constraint generally understudied**
- **Psychological well-being and work productivity (Sanderson & Andrews, 2006)**
- **Centrality of family cohesion for individuals and society (Giutián, 2009)**
- **Dual-earner families most common in OECD**

Literature Review: Psychological Well-Being

- Otterbach (2012); Friedland & Price (2003); Dooley et al. (2000); Prause & Dooley (1997); Herzog et al. (1991)

- Underemployment and overemployment → lower psychological well-being

Literature Review: Marital Well-Being

- Zvonkovic (1988); Zvonkovic et al. (1988)

- Husbands' underemployment → lower marital well-being for both partners

Literature Review: Couple Dynamics

- **Larson & Almeida (1999): Situations of environmental stress → greater crossover/emotional transmission**

Hypotheses

- **Well-being: More favourable outcomes for adequately employed families (spillover theory)**

- **Couple dynamics: Greater crossover where higher stress (i.e. underemployment and overemployment)**
  - Larson & Almeida (1999)

Sample Description

- **Infant Cohort first wave**
- **3,939 dual-earner couples**
  - 338 Underemployed (9%) → €21, 321
  - 1128 Adequately Employed (29%) → €25,248
  - 2473 Overemployed (63%) → €29,314
- **"How many hours do you normally work per week, including any regular overtime work?"**
- **"If you were completely free to choose, how many hours a week (paid work) would you like to work overall?"**

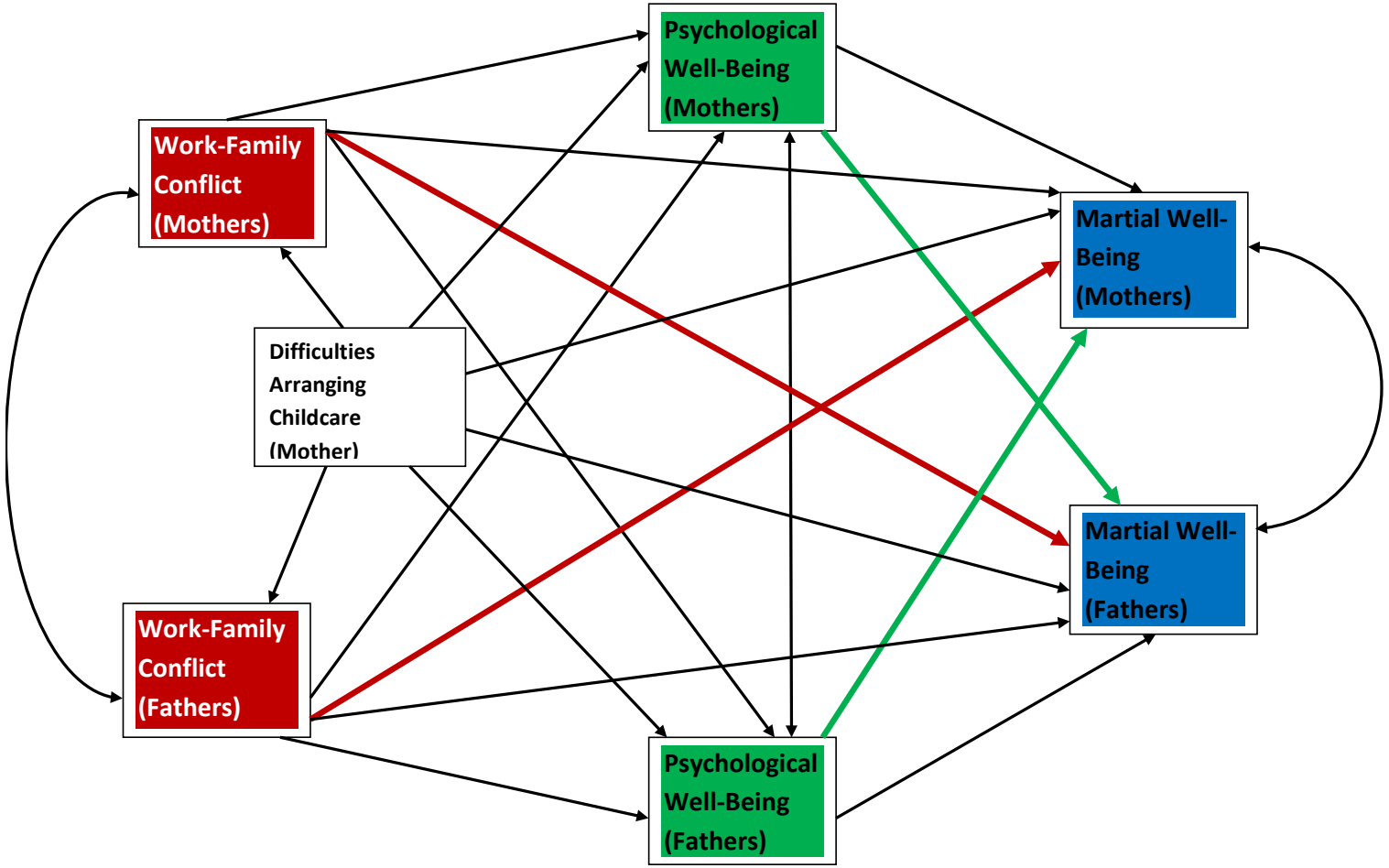
Method

- **Dyadic Adjustment Scale (Sharpley & Rogers, 1984)**
- **Centre for Epidemiological Studies – Depression Scale (Melchior et al., 1993)**
- **2 items on work-family conflict**
- **7 items on difficulty arranging childcare**
- **Multiple imputation (Rubin & Schenker, 1986)**

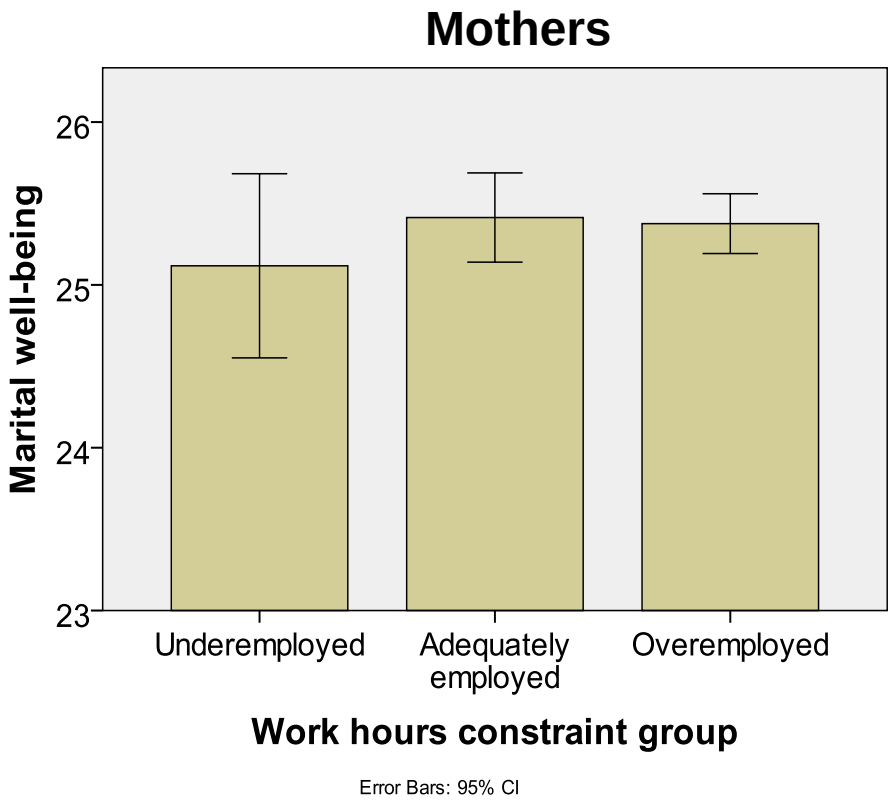
Analysis

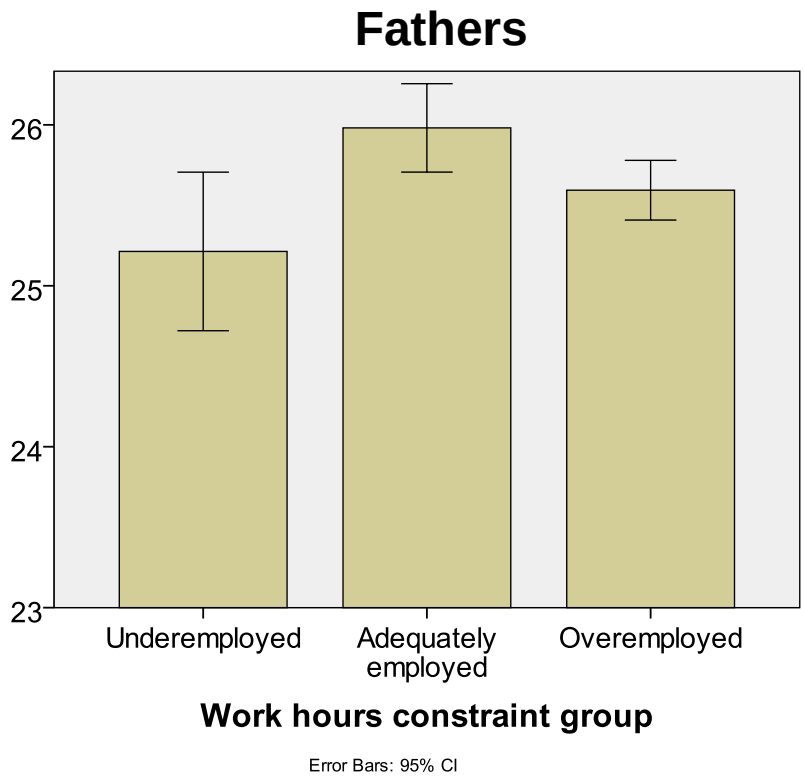
- **Well-being outcomes (MANCOVA)**
- **Couple dynamics (Multiple group pathway analysis)**
- **Control variables**
  - Family income
  - Education (Mother)
  - Race/ethnicity (Mother)
  - No. of people in household

Hypothesised Model

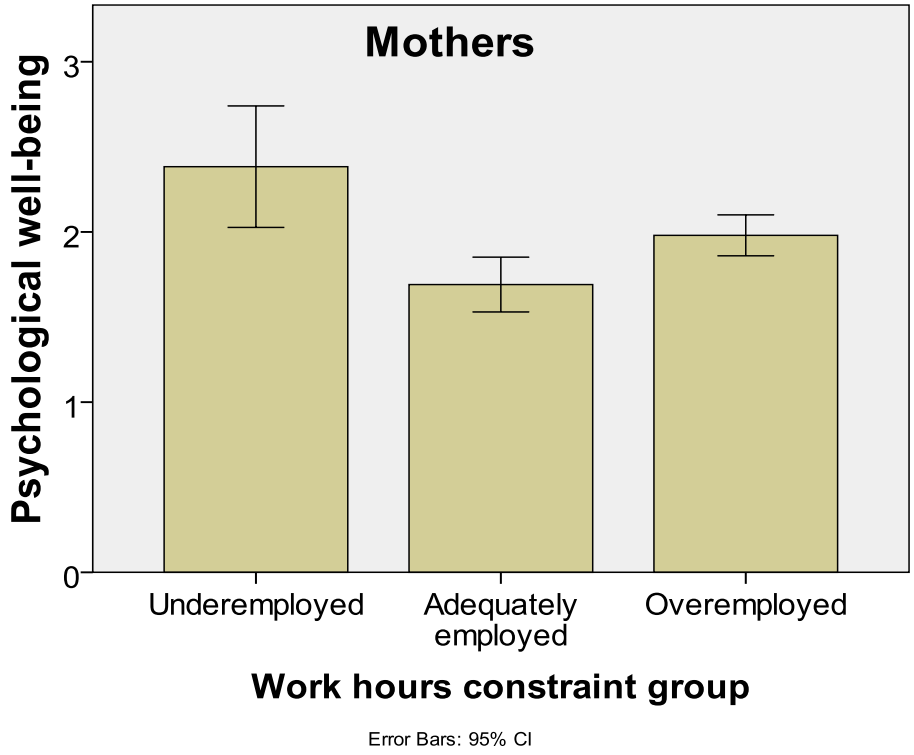


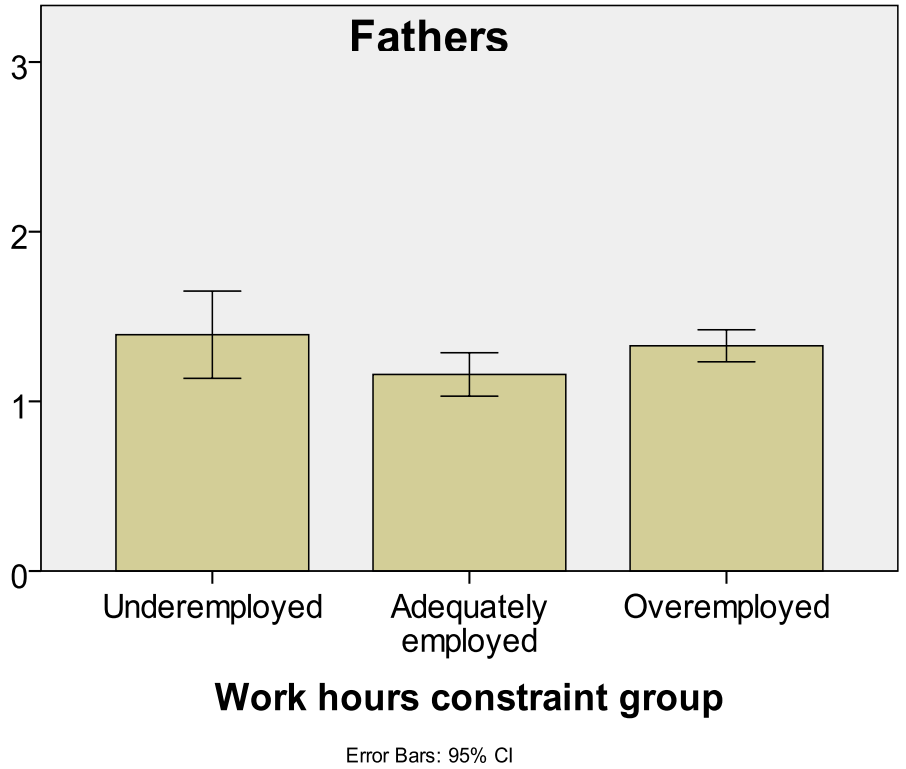
Marital Well-Being



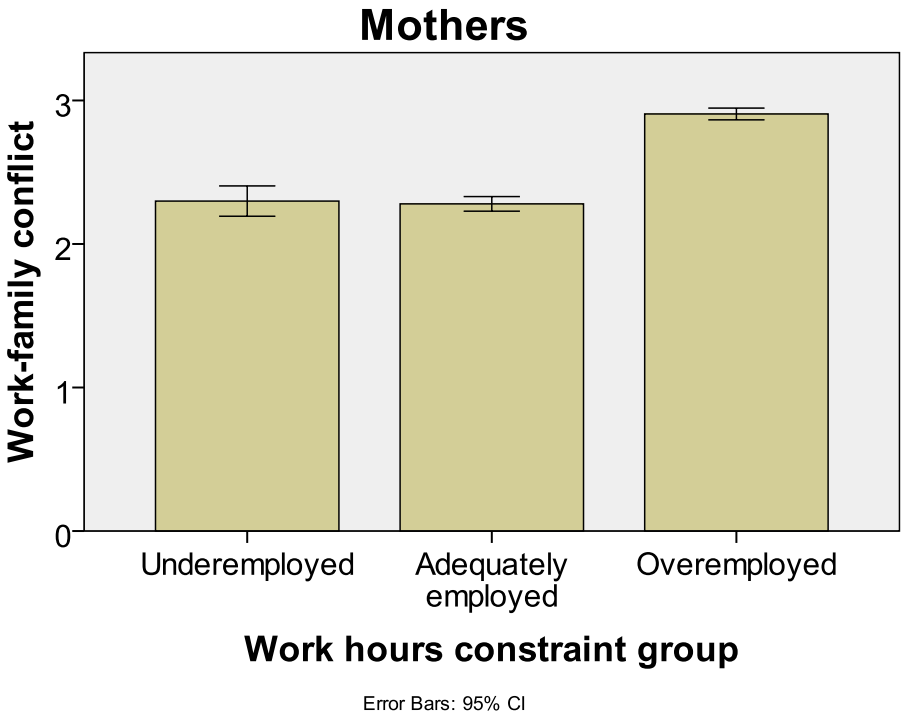


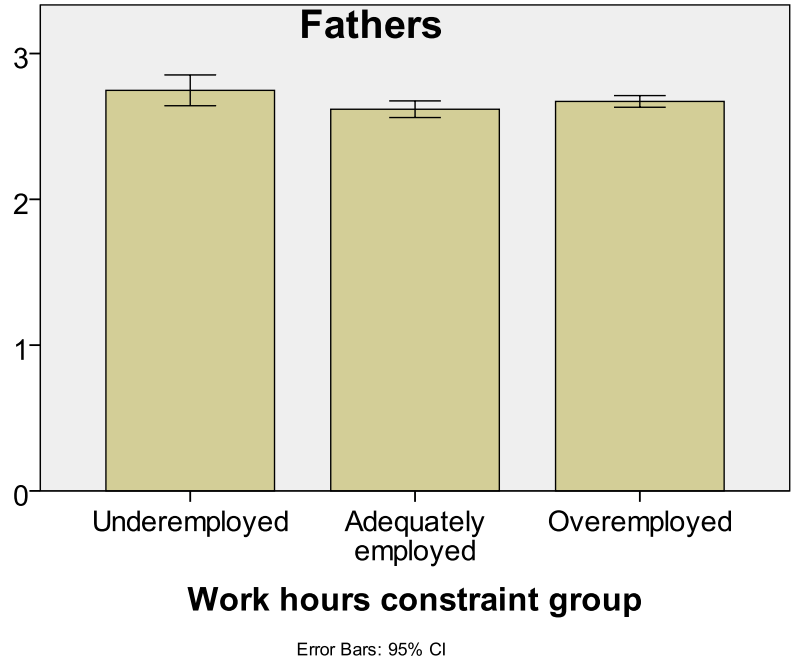
Psychological Well-Being



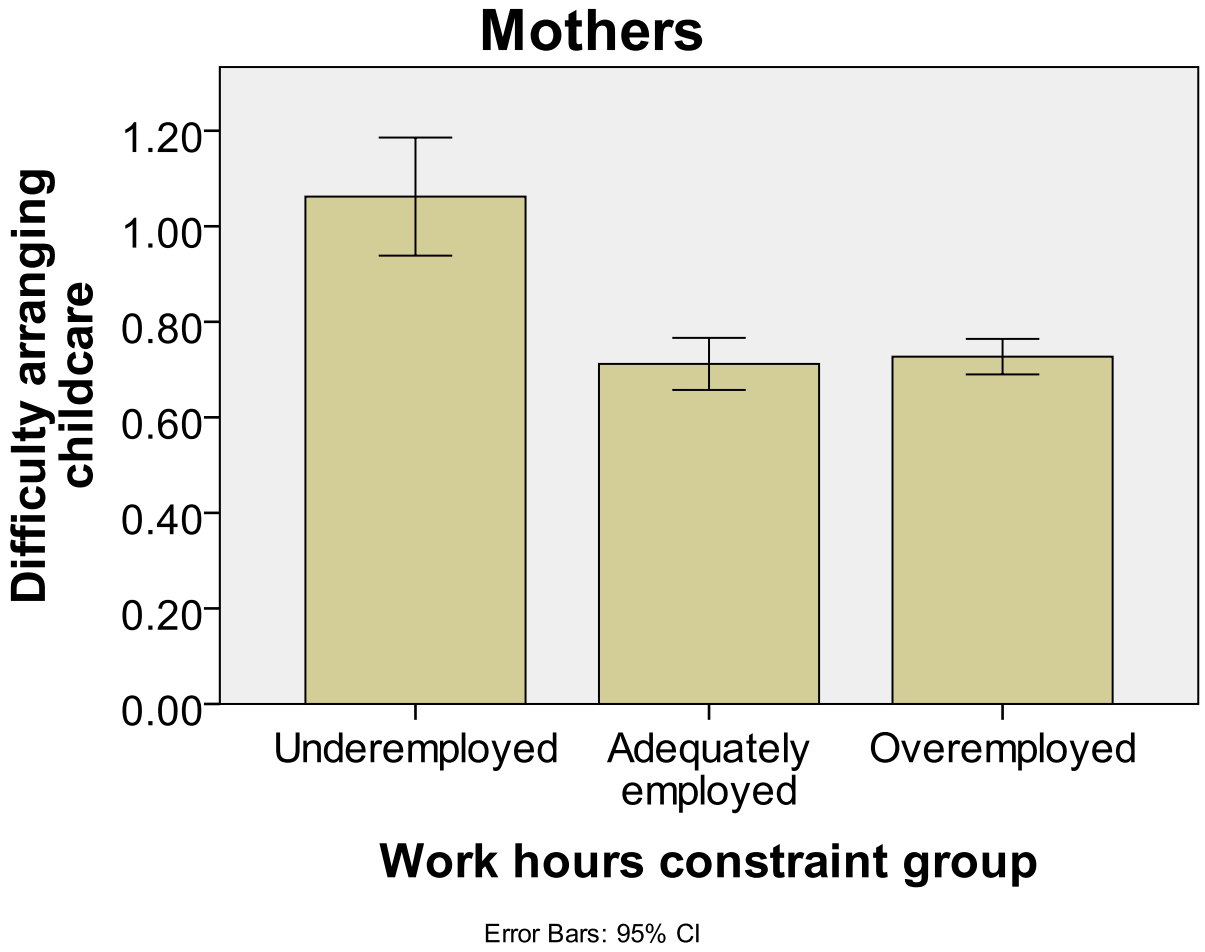


Work-Family Conflict

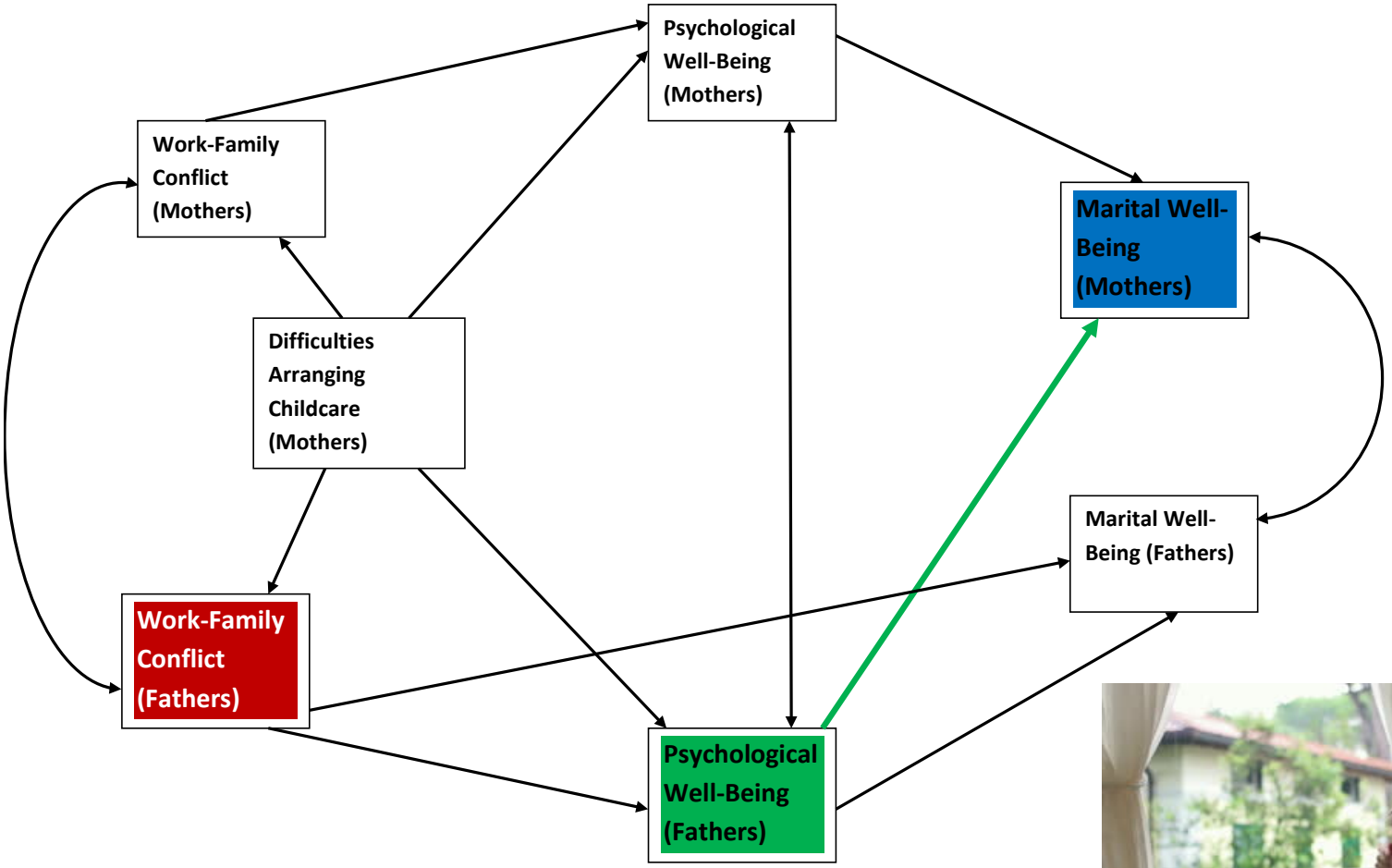




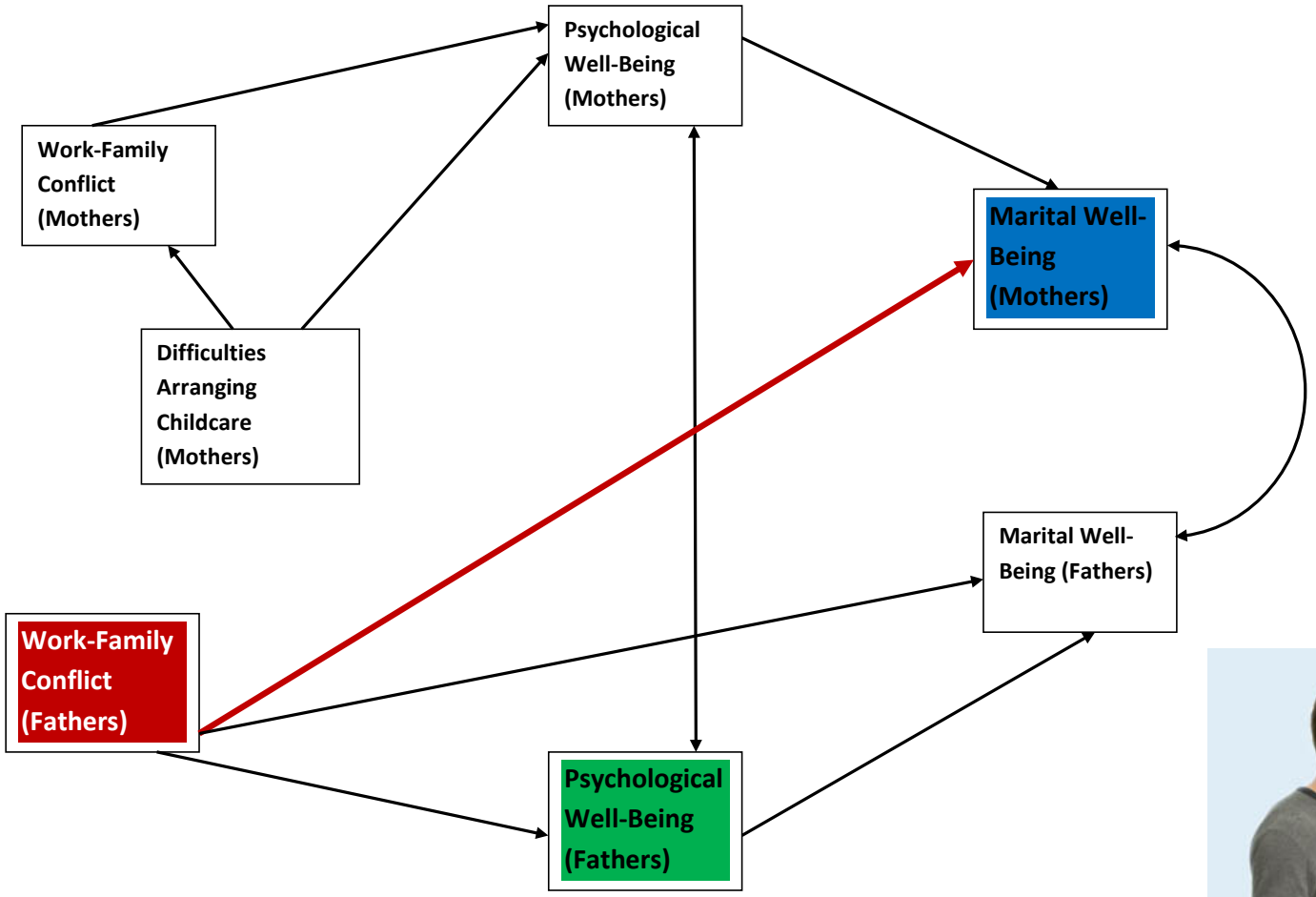
Difficulty Arranging Childcare



Overemployed



Adequately Employed



Summary: Well-Being Outcomes

- **Mothers:**
  - Psychological well-being (AE > UE, OE)
  - Work-family conflict (OE > AE, UE)
  - Difficulty arranging childcare (UE > OE, AE)
- **Fathers:**
  - Marital well-being (AE > UE, OE)

Summary: Couple Dynamics

- **Overemployed**
  - Fathers' psychological well-being → mothers' marital well-being
- **Adequately employed**
  - Fathers' work-family conflict → mothers' marital well-being

Methodological Weakness

- **Cross-sectional design: Causation?**
- **Reliability of measures used?**
  - Difficulty arranging childcare
- **Limits to generalisability of the findings?**

Implications

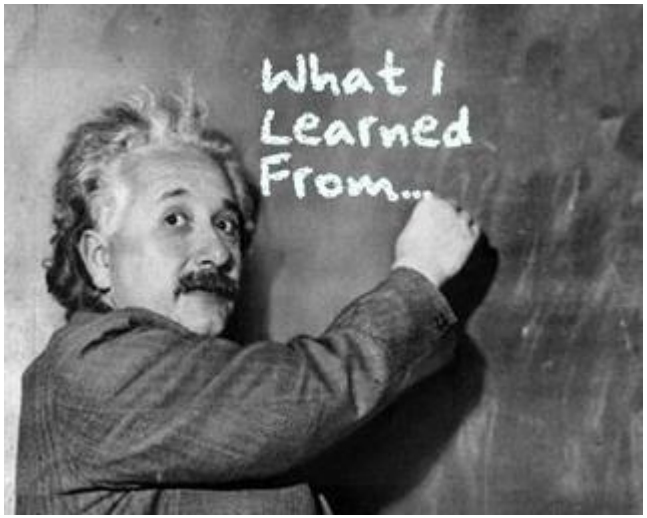
- **POLICY: Attention to reduction/eradication of under- and overemployment**

- **POLICY: Work place mental health screening**

Future Research

- **Unique findings require replication!**
- **Longitudinal**
- **Meaning of work hour preferences**

Take Home Message



- **Mothers' not achieving preferred working hours seems to matter for...**
  - Mothers' psychological well-being
  - Fathers' marital well-being
  - Couple dynamics

Acknowledgments

- **Growing Up in Ireland team**

Thank you for Listening!

ebarron34@gmail.com

Work-Family Conflict Scale

- **“Missed out on home or family activities that you would have liked to have taken part in”**

- **“Your family time is less enjoyable and more pressured.”**

- **Reliability:**
  - Mothers (.65)
  - Fathers (.62)

Difficulty Arranging Childcare scale

- **Has difficulty arranging childcare ever:**
  - "Prevented your looking for a job"
  - "Made you turn down or leave a job"
  - "Stopped you from taking on some study or training"
  - "Made you leave a study or training course"
  - "Restricted the hours you could work or study"
  - "Prevented you from engaging in social activities"

- **Reliability: .47**

Demographic Make-up of Sample

Variable	Underemployed (n=338)	Adequately Employed (n=1128)	Overemployed (n=2473)
Social Class			
Professional/Managerial	55	65	74
Other non-manual/skilled manual	35	31	23
Semi-skilled/unskilled manual	9	4	3
Mean Equivalised Income (SD)	21321 (11765)	25248 (14821)	29314 (13289)
Missing Data	11	5	5
Household Size			
3	37	35	46
4	33	36	35
5	22	18	14
6	8	8	5
7 or more	2	3	1

Demographic Make-up of Sample

Variable	Underemployed (n=338)		Adequately Employed (n=1128)		Overemployed (n=2473)	
	Women	Partners	Women	Partners	Women	Partners
Education						
None/Primary	1	1	1	1	0	1
Lower Secondary	7	11	4	15	3	12
Higher Secondary	28	41	29	37	23	34
College non-degree	25	16	23	16	22	19
First degree at university	15	11	14	11	18	13
Professional Qualification	9	11	13	9	14	10
Postgraduate Education	15	10	16	11	21	13
Missing Data	1	0	0	0	0	0
Ethnicity						
Irish	72	73	85	85	88	86
Other white	22	21	11	11	9	10
African/Other black background	2	2	1	1	1	1
Chinese/Other Asian background	3	3	4	3	2	3
Other	0	0	0	0	0	1
Missing Data	1	1	0	0	0	0
Marital Status						
Married and living with partner	72	71	80	80	81	80
Married and separated from partner	1	1	1	1	1	1
Divorced/Widowed	2	1	1	1	1	1
Never married	25	24	18	18	18	17
Missing Data	1	2	1	1	0	1
Age Range						
20-25	12	-	6	-	5	-
26-30	26	-	26	-	23	-
31-35	34	-	39	-	44	-
36-39	22	-	23	-	22	-
40 or more	7	-	6	-	6	-
Employment Status						
Part-time employed	96	8	83	7	34	7
Full-time employed	4	92	17	93	66	93
Usual Work Situation						
Employee	82	73	88	72	92	77
Self-Employed	18	24	12	23	8	20
Farmer	-	2	-	5	-	4
Clinical Depression	11	5	6	3	7	3
Missing Data	2	3	1	2	1	1

Missing Data by Variable

Variable	Underemployed (n=338)	Adequately Employed (n=1128)	Overemployed (n=2473)
Mother's Education	0	0	0
Income	11	5	5
Household Size	0	0	0
Ethnicity	0	0	0
Mother			
Depression	2	1	1
Marital Satisfaction	3	2	1
Work-Family Conflict	8	5	6
Difficulties in Arranging Childcare	0	0	0
Father			
Depression	3	2	1
Marital Satisfaction	3	2	2
Work-Family Conflict	2	2	2

MANCOVA

Variable	Work Constraints Group	Mean	SE	99% Confidence Interval Lower Bound	99% Confidence Interval Upper Bound
Women					
MWB	Underemployed	25.26	.26	24.60	25.92
	Adequately Employed	25.52	.14	25.16	25.88
	Overemployed	25.31	.09	25.07	25.55
PWB	Underemployed	2.35**	.16	1.92	2.77
	Adequately Employed	1.67	.09	1.44	1.90
	Overemployed	1.99*	.06	1.84	2.15
Work-Family Conflict	Underemployed	2.28	.05	2.14	2.42
	Adequately Employed	2.28	.03	2.20	2.35
	Overemployed	2.91**	.02	2.86	2.96
Difficulties Arranging Childcare	Underemployed	1.06*	.05	.93	1.20
	Adequately Employed	0.72	.03	.64	.79
	Overemployed	0.73	.02	.68	.77
Partners					
MWB	Underemployed	25.27*	.26	24.60	25.93
	Adequately Employed	26.04	.14	25.68	26.40
	Overemployed	25.56*	.09	25.32	25.80
PWB	Underemployed	1.38	.13	1.05	1.71
	Adequately Employed	1.15	.07	.97	1.33
	Overemployed	1.33	.05	1.21	1.46
Work-Family Conflict	Underemployed	2.74	.06	2.60	2.88
	Adequately Employed	2.61	.03	2.54	2.69
	Overemployed	2.68	.02	2.62	2.73

Pathway Coefficients & Model Fit Details

Table 5
Measurement of Structural Model for Three Groups and Comparison of Path Coefficients Across Groups

	Underemployed (n=338)		Adequately Employed (n=1128)		Overemployed (n=2473)		*p* UE vs. AE	*p* AE vs. OE
	Estimate	SE	Estimate	SE	Estimate	SE		
Structural Model								
Work-family conflict (W) ↔ Work-family conflict (P)	0.10	0.05	0.08	0.03	0.13**	0.02	0.746	0.160
Work-family conflict (W) → PWB (W)	0.05	0.19	0.1**	0.09	0.1**	0.06	0.419	1.000
Work-family conflict (P) → PWB (P)	0.19**	0.13	0.15**	0.07	0.13**	0.05	0.508	0.571
Work-family conflict (P) → MWB (P)	-0.11	0.25	-0.17**	0.14	-0.11**	0.09	0.325	0.089
Work-family conflict (P) → MWB (W)	-0.03	0.29	-0.12**	0.14	-0.04	0.09	0.147	0.025†
Difficulties arranging childcare (W) → Work-family conflict (W)	0.21**	0.05	0.11**	0.03	0.17**	0.02	0.099	0.089
Difficulties arrangine childcare (W) → Work-family conflict (P)	0.18**	0.05	0.05	0.03	0.07**	0.02	0.034†	0.577
Difficulties arranging childcare (W) → PWB (W)	0.02	0.16	0.15**	0.09	0.13**	0.07	0.035†	0.571
Difficulties arranging childcare (W) → PWB (P)	0.02	0.11	0.00	0.07	0.07**	0.05	0.748	0.051
PWB (W) ↔ PWB (P)	0.03	0.43	0.16**	0.18	0.07	0.14	0.035†	0.011†
PWB (W) → MWB (W)	-0.2	0.08	-0.10**	0.05	-0.21**	0.03	0.100	0.002†
PWB (P) → MWB (P)	-0.27**	0.10	-0.18**	0.06	-0.17**	0.04	0.127	0.774
PWB (P) → MWB (W)	-0.09	0.12	-0.03	0.06	-0.12**	0.04	0.333	0.012†
MWB (W) ↔ MWB (P)	0.41**	1.30	-0.29**	0.63	0.30**	0.42	0.028†	0.761
Income → MWB (W)	0.04	0.00	0.06	0.00	0.07**	0.00	0.747	0.780
Education (W) → MWB (W)	0.04	0.11	0.13**	0.05	0.13**	0.04	0.145	1.000
Education (W) → MWB (P)	0.13	0.09	0.14**	0.05	0.06	0.04	0.870	0.025†
Education (W) → PWB (W)	-0.09	0.07	-0.11**	0.03	-0.06	0.02	0.745	0.162
Income ↔ Education (W)	0.33**	1893.57	0.28**	1248.99	0.33**	738.63	0.376	0.125
Model Fit								
$\chi 2$	35.77		47.53		68.13			
p	0.005		0.000		0.000			
RMSEA	0.057 (.031 - .084)		0.040 (.027 - .054)		0.035 (.026 - .044)			
NFI	0.865		0.913		0.947			
CFI	0.918		0.940		0.959			
df	17		17		17			

Note. W in parentheses following a construct label indicates the construct relates to women. P indicates relation of the construct to partners. UE indicates the group 'Underemployed'. AE indicates the group 'Adequately Employed'. OE indicates the group 'Overemployed'. The values under the heading 'Estimates' represent standardized path coefficients. The values under the heading SE represent the standard errors of the path coefficients. The values under the heading 'UE vs. AE' represent probability (*p*) values for the outcome of two-tailed t-tests comparing path coefficients from the underemployed and adequately employed groups. The values under the heading 'AE vs OE' represent probability (*p*) values for the outcomes of two-tailed t-tests comparing path coefficients from the adequately employed and overemployed groups. RMSEA 10% lower and upper bound confidence intervals are included in parentheses after the RMSEA values. **denotes a significant pathway coefficient ($p < .001$). †denotes a signficant difference between path coefficients ($p < .05$).

Value of Statistical Approach Taken

- **MANCOVA**
  - Examine group differences
  - Multiple dependent variables
  - Control for influence of multiple covariates
- **Structural Equation Modelling (Multiple Group Pathway Analysis)**
  - Test overall model (vs. individual coefficients)
  - Handles non-normal data using bootstrap technique
- **Actor Partner Interdependence Model**
  - Examines dyadic data
  - Can test independent effect of one predictor variable on another variable net of the effect of other variables in the model

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