

Occupational Status, Gender, and Work-Family Conflict

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Background

- **Work-family conflict:** Perception that work and family life interfere with each other.
- Involves two directions: Work-to-family conflict (WFC) and Family-to-work conflict (FWC).
- Imbalance between demands and resources (Voydanoff, 2005).

Variation by Occupational Status: Opposing Views

- Professionals have more job resources (e.g., autonomy), which are negatively related to WFC & FWC (Gerstel & Clawson, 2014).
- Professionals have more job demands (e.g., long working hours), which are positively related to WFC & FWC (Schieman et al., 2006).

Variation by Gender: Opposing Views

- Women experience more WFC and FWC than men, because women have more demands at home.
- No gender differences in WFC and FWC, because women have more demands at home but are more likely to reduce job demands than men.

The Current Study

- How do WFC and FWC vary across professional women, professional men, non-professional women, and non-professional men?
- Do variations in demand and resources in the spheres of work and family explain differences across groups?

Data

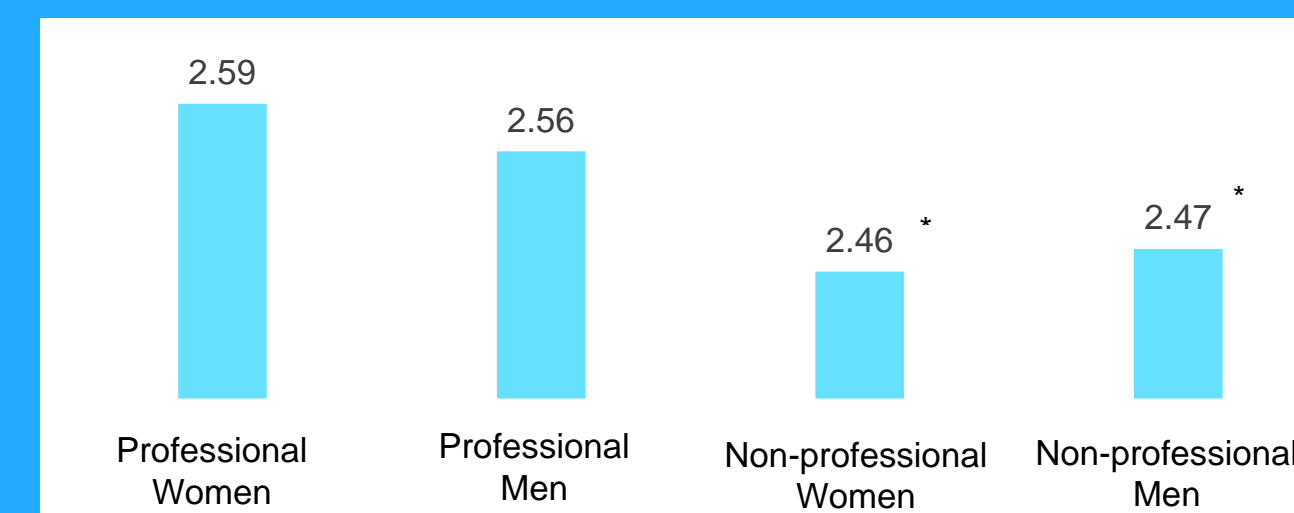
- 2008 National Study of Changing Work Force (NCSW)
- The NCSW is a nationally representative cross-sectional sample of employed adults in the U.S aged 18 and older. N=3,447

Measures

- **Dependent Variables**
 - WFC: Five item scale ($\alpha=.86$)
 - FWC: Five item scale ($\alpha=.82$)
- **Focal Independent Variable**
 - Professional women, professional men, non-professional women, and non-professional men
- **Explanatory Variables**
 - Job demands and resources (e.g., work hours, perceived demands, scheduling flexibility)
 - Family demands and resources (e.g., children, family structure, housework, social support)
- **Controls:** Age, race/ethnicity, level of education

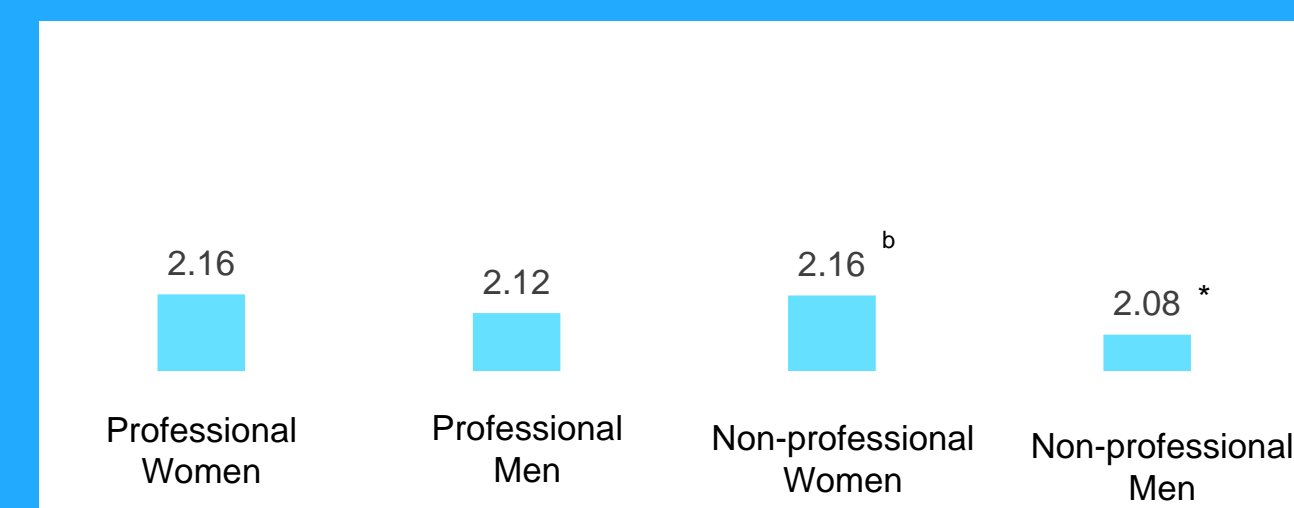
Bivariate Results

Figure 1. Average WFC by Occupational Status and Gender



Differences from professional women * $p < .05$

Figure 2. Average FWC by Occupational Status and Gender



Differences from professional women * $p < .05$
Differences between non-professional women and non-professional men ^b $p < .01$

Multivariate Results

Table 1. OLS Regression Coefficients Predicting WFC

	Model 1	Model 2	Model 3	Model 4	Model 5
	Controls Only	Family Demands & Resources	Job Resources	Job Demands	Full Model
Professional Men ^e	-.043	.001	-.040	-.083	-.027
Non-professional Women ^e	-.098 *	-.120 ***	-.139 ** ^b	.050	-.041
Non-professional Men ^e	-.096 *	-.062	-.170 **** ^d	.019 ^c	-.036
Presence of Minor Children		.161 ***			.158 ***
Providing Elderly Care		.057			.045
Housework		.000			.000
Dual-Earner		.057			.022
One-Earner		.002			.031
Family Stress		.269 ***			.198 ***
Social Support		-.136 ***			-.089 ***
Job Autonomy			-.078 **		-.090 ***
Scheduling Flexibility			-.330 ***		-.215 ***
Personal Earnings			.001 *		.000
Self-Employed			.037		.000
Perceived Job Demands				.335 ***	.248 ***
Weekly Hours of Work				.010 ***	.009 ***
Multiple Jobs				.033	.024
Intercept	2.801 ***	2.390 ***	4.128 ***	1.212 ***	2.186 ***
R ²	.018 ***	.162 ***	.154 ***	.225 ***	.376 ***

* $p < .05$; ** $p < .01$; *** $p < .001$. ^e Professional women is the omitted reference category. All models include controls. Differences between nonprofessional women and professional men were significant at ^a $p < .05$; ^b $p < .01$. Differences between nonprofessional men and professional men were significant at ^c $p < .05$; ^d $p < .01$.

Table 2. OLS Regression Coefficients Predicting FWC

	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6
	Controls Only	Family D&R- Objective	Family D&R- Subjective	Job Resources	Job Demands	Full Model
Professional Men ^e	-.033	-.024	.025	-.042	-.028	.012
Non-professional Women ^e	.004 ^b	-.006	-.020	-.014 ^c	.069 ^{ad}	.021
Non-professional Men ^e	-.089 *	-.067	-.040	-.117 **	-.008	.000
Presence of Minor Children		.193 ***	.123 ***			.120 ***
Providing Elderly Care		.114 ***	.047			.035
Housework		.000	.000			.000
Dual-Earner		-.077 **	-.024			-.035
One-Earner		-.103 *	-.041			-.028
Family Stress			.278 ***			.253 ***
Social Support			-.071 ***			-.053 ***
Job Autonomy				-.029		.006
Scheduling Flexibility				-.088 ***		-.032 *
Personal Earnings				.000		.000
Self-Employed				.154 ***		.109 ***
Perceived Job Demands					.186 ***	.124 ***
Weekly Hours of Work					.000	.000
Multiple Jobs					.047	.014
Intercept	2.387 ***	2.253 ***	1.716 ***	2.768 ***	1.695 ***	1.359 ***
R ²	.017 ***	.036 ***	.216 ***	.036 ***	.092 ***	.255 ***

* $p < .05$; ** $p < .01$; *** $p < .001$. ^e Professional women is the omitted reference group. All models include controls. Differences between nonprofessional women and nonprofessional men were significant at ^a $p < .05$; ^b $p < .01$; ^c $p < .001$. Differences between nonprofessional men and professional men were significant at ^d $p < .05$.

Summary of Findings

WFC

- Little difference in WFC between professional men and women largely because professional men work longer hours although they perceive fewer job demands.
- Non-professional women report less WFC than professional women largely because of fewer perceived job demands.
- Non-professional men report less WFC than professional women because of fewer family demands and perceived job demands.

FWC

- Little difference in FWC between professional men and women *despite* fewer family demands for professional men.
- Little difference in FWC between non-professional and professional women *despite* more family demands for non-professional women.
- Non-professional men report less FWC than women in both occupational statuses because of fewer family demands and fewer perceived job demands.

Limitation

- Cross-sectional data: Those who had high WFC or FWC might have been dropped out of the labor force, which happens more often to women than men.

Conclusion

- Differences in demands and resources appear to be related to variations in WFC and FWC across the four groups in general, but not always.