

Family Work Schedules and Family Well-Being



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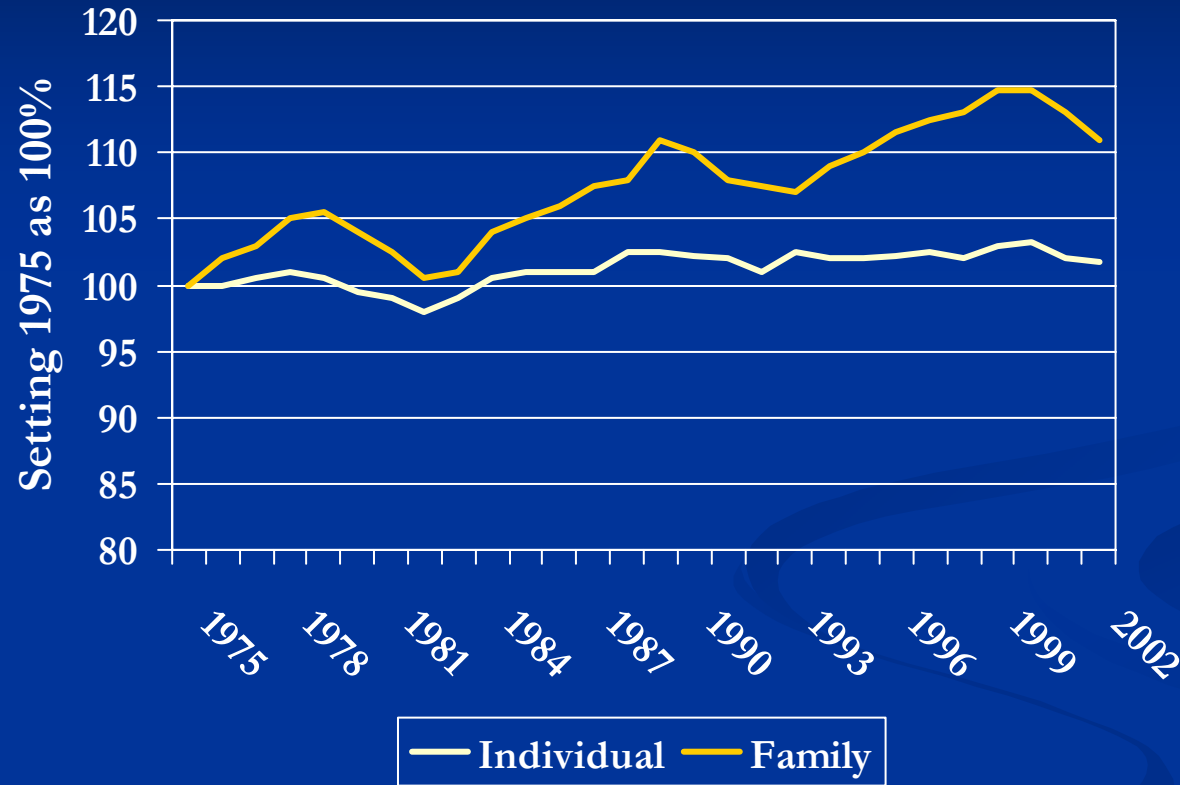
4th Annual Invitational Blue Cross Blue
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CFWP Studies with a Family-Level Approach to Work Schedules

- Study of Total Family Work Hours
- Study of Families with Shiftworking Mothers

Growth of Family vs. Individual Average Annual Work Hours



Source: Mishel, L., Bernstein, J., & Allegretto, S. (2005). *The State of Working America 2004/2005*. Ithaca, NY: Cornell University Press.

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Study of Total Family Work Hours

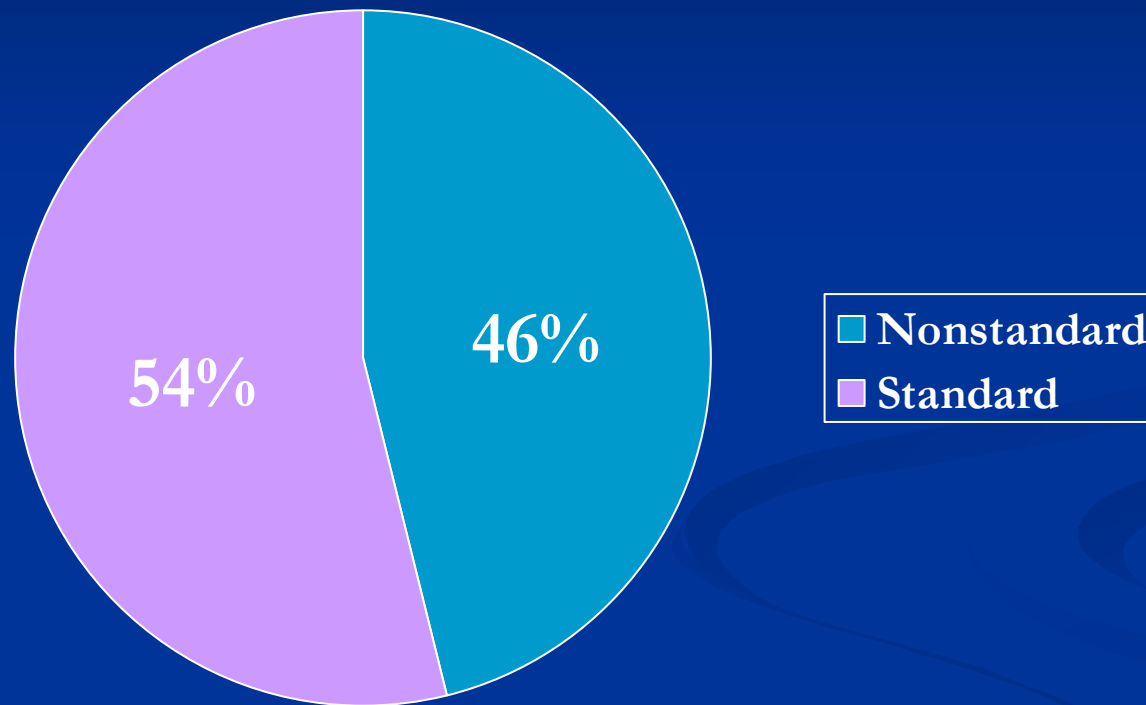
- Random sample of 211 dual-earner couples with children in two Boston suburbs.
- At Time 1, both spouses employed full-time (♂ = 48 hours/week; ♀ = 40 hours/week).
- Husbands and wives interviewed in person three times over a two-year period.
- Outcome: work-family conflict.

Funded by the National Institute of Mental Health and the Alfred P. Sloan Foundation.

What Predicts Work-Family Conflict?

- *Husband - Individual Effect:* The longer the husband's work hours, the greater his perceptions of work-family conflict.
- *Husband - Total Family Work Hours Effect:* The husband's perceptions of work-family conflict increased as his and his wife's combined work hours grew longer over time.
- *Wife - Gap Effect:* The wife's perceptions of work-family conflict increased as the gap between her work hours and her husband's work hours shrank over time.

Percentage of U.S. Employees Working a Standard Monday-Friday Daytime Schedule



Source: Presser, H. B. (2003). Working in a 24/7 Economy. New York: Russell Sage Foundation.

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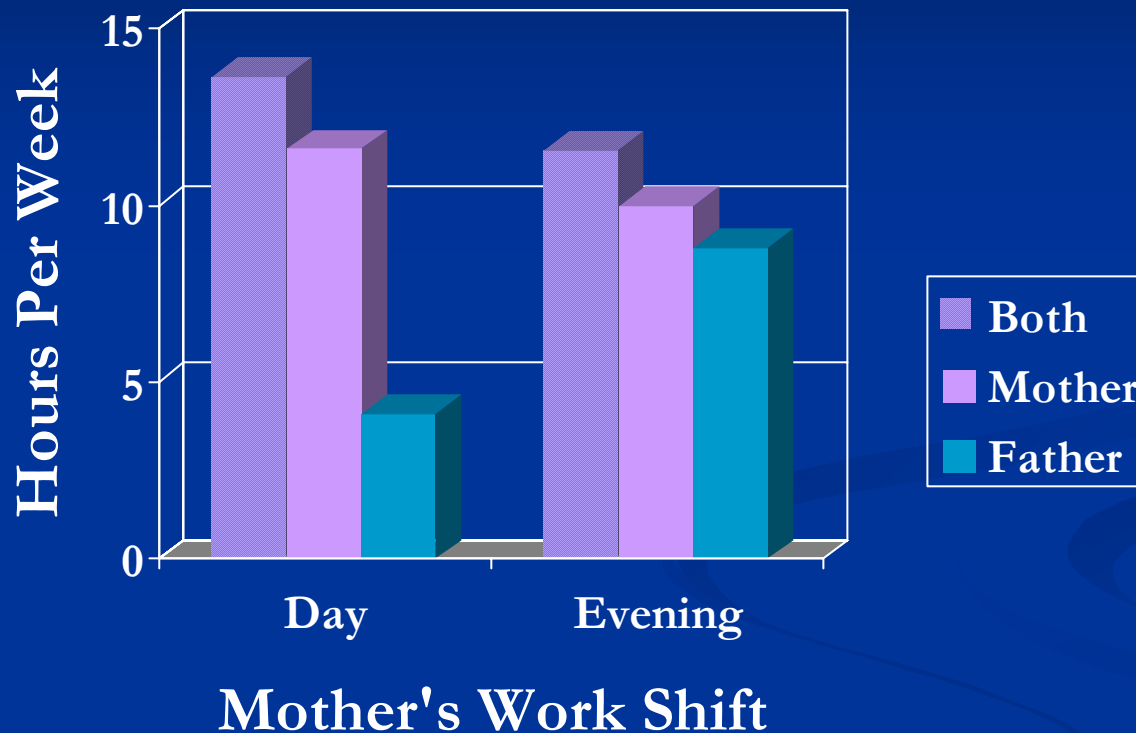
Study of Families with Shiftworking Mothers

- Random sample of 55 RNs in dual-earner couples with children who are 8 to 14 years old.
- 29 mothers work day shift (7am-3pm) and 26 mothers work evening shift (3pm-11pm).
- Mothers, fathers, and all children in the target age group interviewed in person.
- Child outcomes: internalizing and externalizing behaviors, risk-taking behaviors.

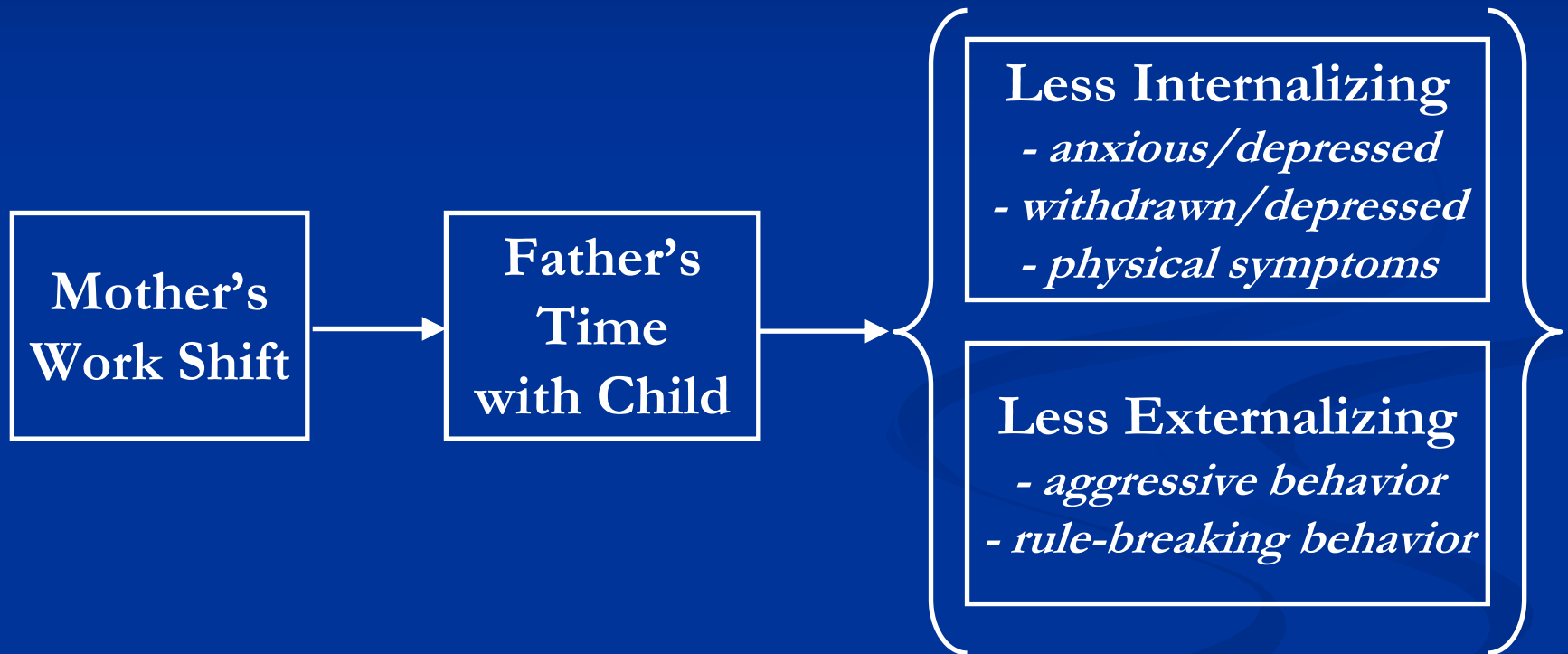
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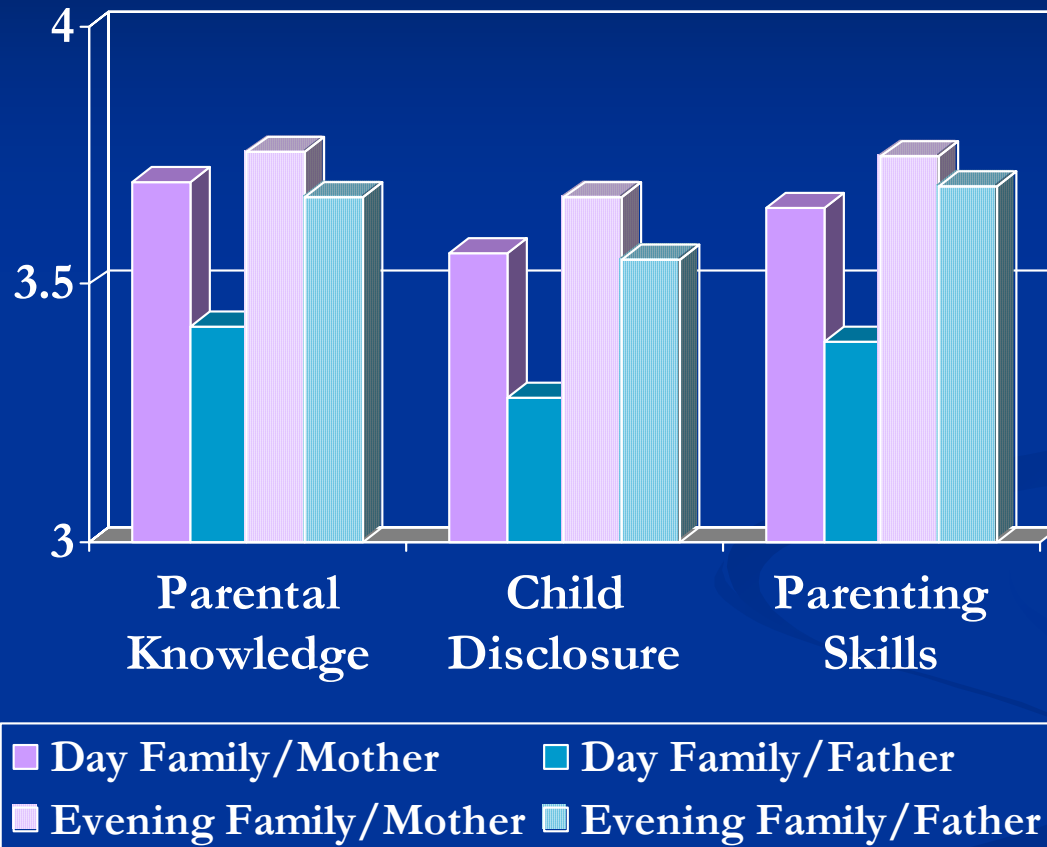
Average Hours Per Week Children Spend Directly Involved with Parents



Father-Child Time and Child Outcomes



Children's Ratings of Parenting Behaviors



Father's Parenting Behaviors and Child Outcomes

