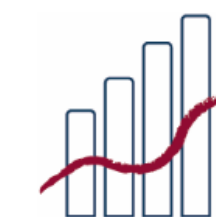# The experience of work-family conflict among divorced parents in Flanders

Annelies Van den Eynde, Anina Vercruyssen, & Dimitri Mortelmans

Centre for Population
Family and Health
University of Antwerp

Content

▷ Literature

▷ Hypotheses

▷ Method

▷ Results

▷ Discussion

Content

Work-family conflict (WFC)
"a form of inter-role conflict in which the role pressures form the work and family domains are mutually incompatible in some respect"
(Greenhaus & Beutell, 1985)

Previous studies - What do we know ?

- Single-parents have <u>more </u>WFC than still married parents

- Explanation: resources
    - Less financial means
    - No partner to rely on
    - Different job characteristics (more precarious)

Previous studies

- WFC already studied in intact and broken families.

- BUT: *is the comparison made correctly* ?

Comparing WFC across family constellations

- Divorced families ≠ Single-parent families

    Life does not end with a divorce
    Repartnering is on the rise

- Single parents are not a uniform social category

    Shared Physical Custody is on the rise
    Full-time vs. part-time single parenthood
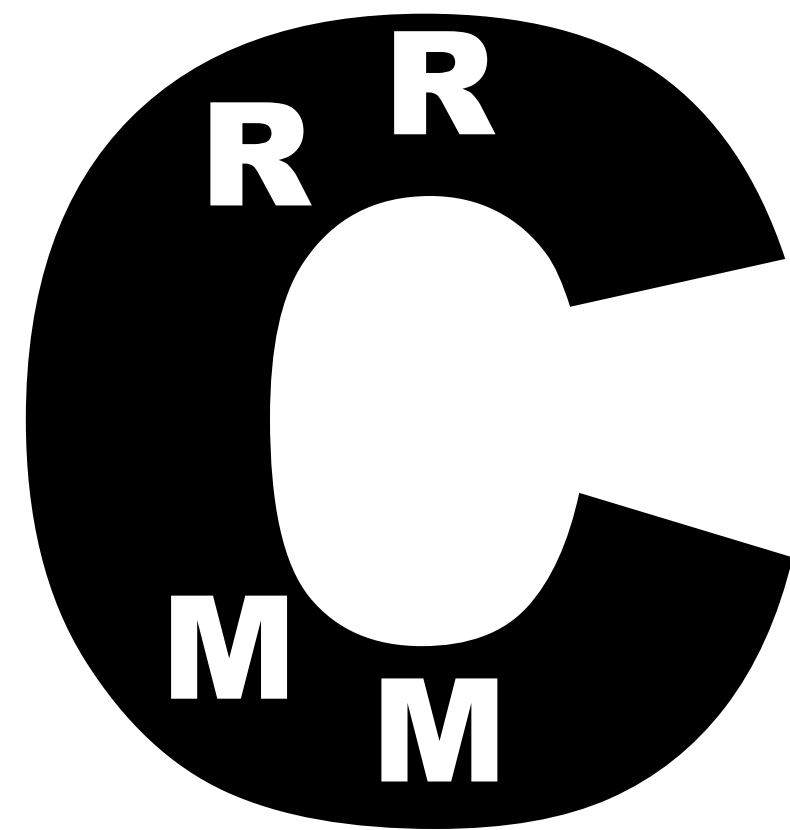
Comparing WFC across family constellations

M

vs

D
R
R
S
S

Comparing WFC across family constellations

C vs S

Comparing WFC across family constellations

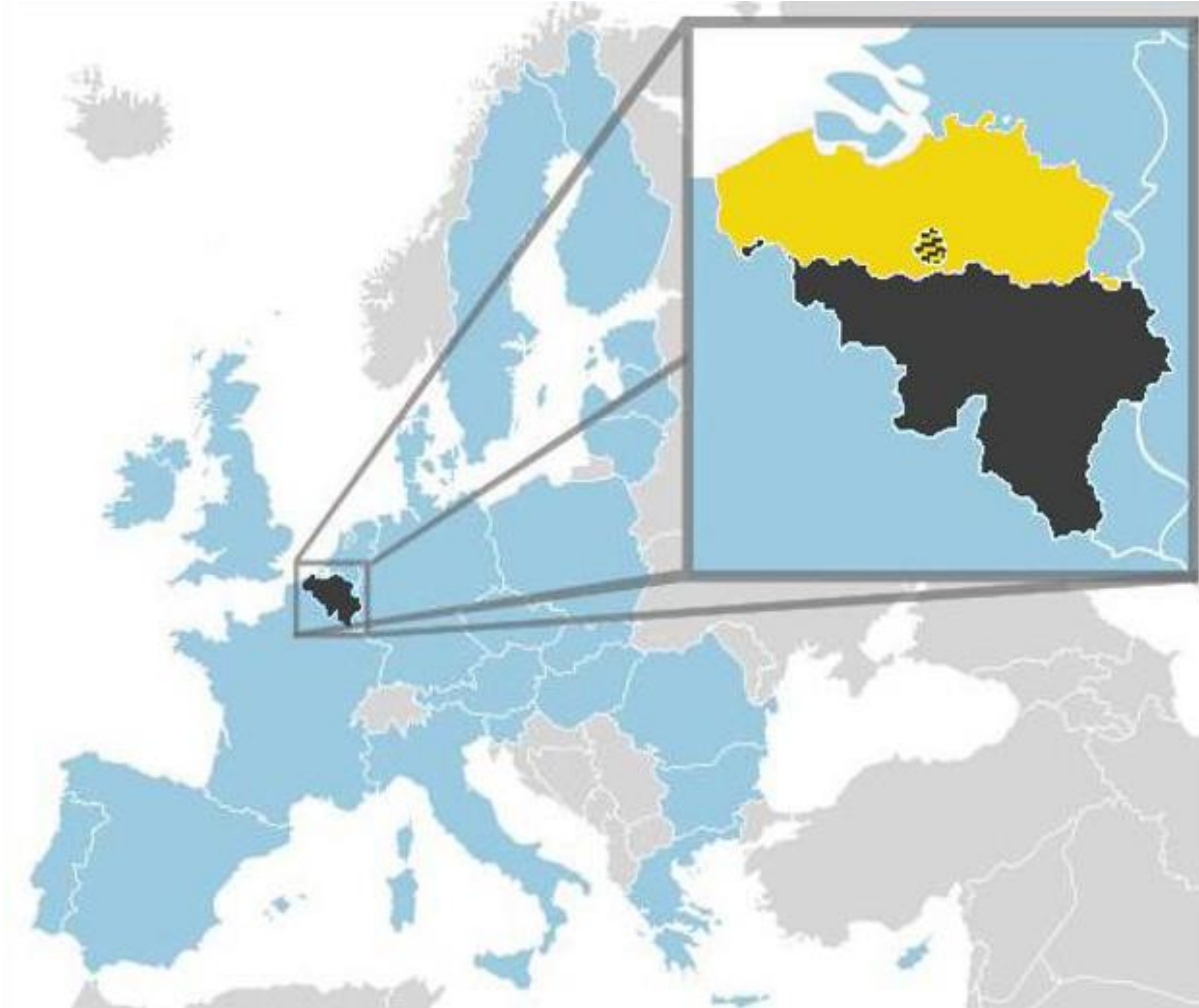# M vs R vs S

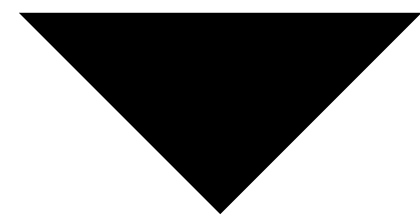**Work-family conflict**
"a form of inter-role conflict in which the role pressures form the work and family domains are mutually incompatible in some respect"
(Greenhaus & Beutell, 1985)

work-interfering-with-family
(WIF)
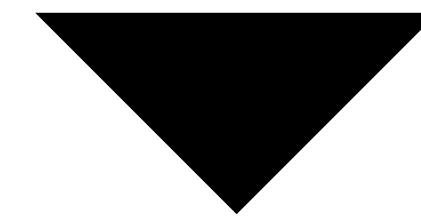
family-interfering-with-work
(FIW)

Content

Literature

Hypotheses

Method

Results

Discussion

Content

▶ Literature

▶ Hypotheses

▷ Method

▷ Results

▷ Discussion

Marital status

Married
Divorced

H1a Divorced parents experience more WIF than married parents
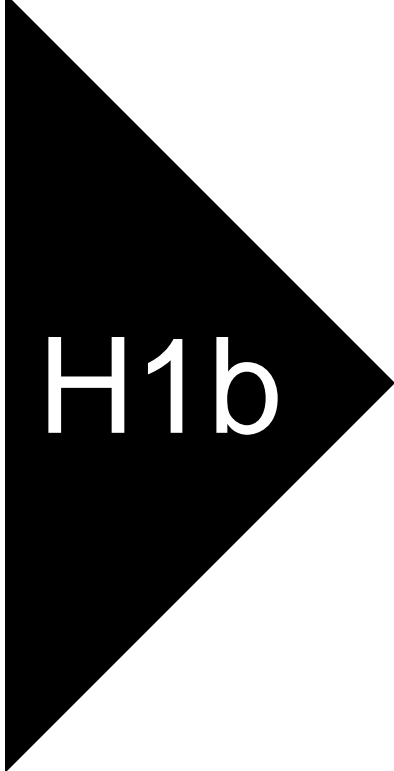
H1b Divorced parents experience more FIW Than married parents

Hypotheses

Relationship status

Single
Couple

H2a Singles experience more WIF than coupled parents

H2b Singles experience more FIW than coupled parents

Marital x relationship status

Single
Repartnered
Married

H3a Singles experiences the most WIF, followed by repartnered and married parents

H3b Singles experiences the most FIW, followed by repartnered and married parents

Gender
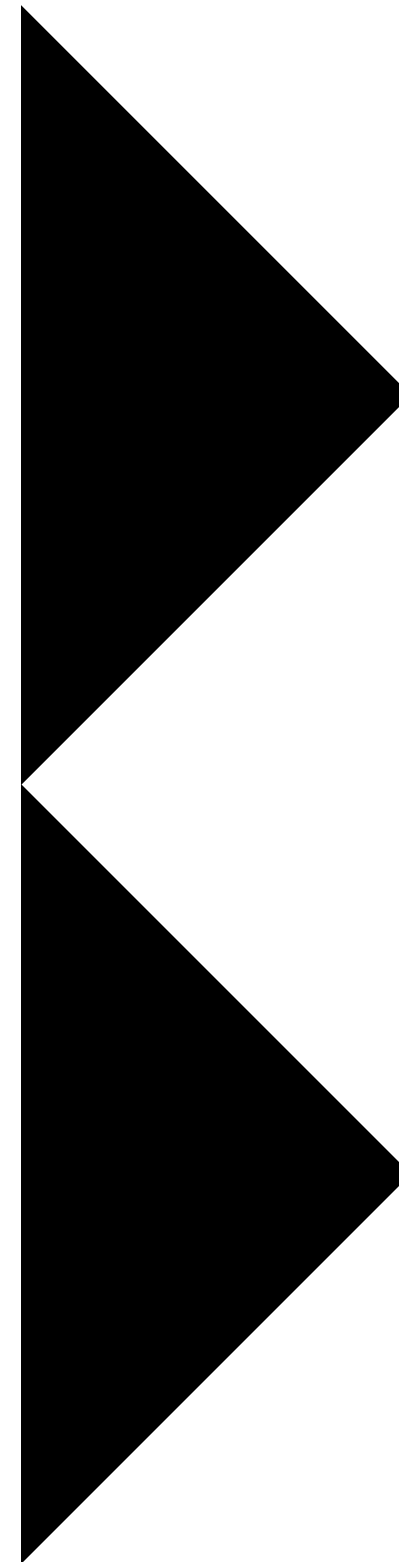
Mothers will experience more WIF than divorced fathers

Mothers will experience more FIW than divorced fathers

Content

▶ Literature

▶ Hypotheses

▷ Method

▷ Results

▷ Discussion

Content

Literature

Hypotheses

Method

Results

Discussion

Dataset

Divorces In Flanders (DIF)

2008

Flanders, Belgium

Multi-actor survey

Subsample

Employed divorced parents
($n =$ 1754)

Logistic regression analysis

Control variables

Respondent's age

Educational level

Number of children

Age of the youngest child

Parental divorce

Household income

Working hours

Household income

Content

Literature

Hypotheses

Method

Results

Discussion

Content

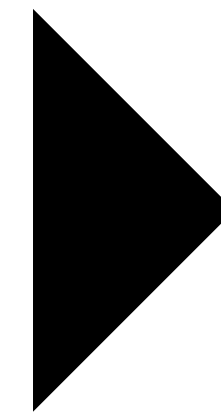|	H1a WIF		H1b FIW	
	M	W	M	W
	Exp(B)	Exp(B)	Exp(B)	Exp(B)
Intercept	0.37	0.52	0.11	0.10*
Comparison 1				
Married	1.13	**0.66****	0.78	**0.56***
Divorced				
Comparison 2				
Single				
Couple				
Comparison 3				
Single				
Repartnered				
Married				
Respondent's age	0.99	1.00	1.03	1.03
Educational level				
Primary	1.11	0.85	0.55	0.92
Secondary	0.76	1.12	0.43*	1.00
Higher				
Number of children	0.84	1.02	0.89	1.00
Age youngest child	1.00	0.98	0.93*	0.91**
Parental divorce				
Yes	0.90	0.88	1.92	0.93
No				
Working hours	1.04**	1.03	1.01	1.01
Household income	1.00	1.00	1.00*	1.00
χ^2 (df)	52.84** (9)	38.53** (9)	18.25* (9)	24.37** (9)
R^2 of Nagelkerke	0.092	0.050	0.058	0.043

* $p < .05$. ** $p < .01$.

	H1a WIF		H1b FIW		H2a WIF		H2b FIW	
	M	W	M	W	M	W	M	W
	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)
Intercept	0.37	0.52	0.11	0.10*	0.44	0.31	0.05*	0.06**
Comparison 1								
Married	1.13	0.66**	0.78	0.56*				
Divorced								
Comparison 2								
Single					0.86	**1.83**	**4.33**	1.65
Couple								
Comparison 3								
Single								
Repartnered								
Married								
Respondent's age	0.99	1.00	1.03	1.03	0.98	0.99	1.04	1.02
Educational level								
Primary	1.11	0.85	0.55	0.92	1.08	0.97	0.66	0.96
Secondary	0.76	1.12	0.43*	1.00	0.75	1.22	0.50*	1.02
Higher								
Number of children	0.84	1.02	0.89	1.00	0.85	1.05	0.90	1.05
Age youngest child	1.00	0.98	0.93*	0.91**	1.00	0.99	0.89**	0.92**
Parental divorce								
Yes	0.90	0.88	1.92	0.93	0.90	0.90	1.86	0.97
No								
Working hours	1.04**	1.03	1.01	1.01	1.04**	1.03**	1.01	1.01
Household income	1.00	1.00	1.00*	1.00	1.00	1.00	1.00	1.00
χ^2 (df)	52.84** (9)	38.53** (9)	18.25* (9)	24.37** (9)	52.58** (9)	43.85** (9)	33.09** (9)	18.77* (9)
R^2 of Nagelkerke	0.092	0.050	0.058	0.043	0.092	0.058	0.103	0.035

* $p < .05$. ** $p < .01$.

	H1a WIF		H1b FIW		H2a WIF		H2b FIW		H3a WIF Mar ref		H3a WIF Repa ref		H3b FIW Mar ref		H3b FIW Repa ref	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)	Exp(B)
Intercept	0.37	0.52	0.11	0.10*	0.44	0.31	0.05*	0.06**	0.42	0.30	0.38	0.38	0.04*	0.06**	0.02*	0.10*
Comparison 1																
Married	1.13	0.66**	0.78	0.56*												
Divorced																
Comparison 2																
Single					0.86	1.83**	4.33**	1.65								
Couple																
Comparison 3																
Single									0.82	**2.06****	0.91	**1.63***	**3.71****	**2.09***	**5.74****	1.35
Repartnered									0.91	1.26			0.65	1.55		
Married											1.10	0.79			1.55	0.64
Respondent's age	0.99	1.00	1.03	1.03	0.98	0.99	1.04	1.02	0.99	0.99	0.99	0.99	1.05	1.02	1.05	1.02
Educational level																
Primary	1.11	0.85	0.55	0.92	1.08	0.97	0.66	0.96	1.10	0.94	1.10	0.94	0.72	0.90	0.72	0.90
Secondary	0.76	1.12	0.43*	1.00	0.75	1.22	0.50*	1.02	0.76	1.20	0.76	1.20	0.53	0.98	0.53	0.98
Higher																
Number of children	0.84	1.02	0.89	1.00	0.85	1.05	0.90	1.05	0.85	1.03	0.85	1.03	0.90	1.01	0.90	1.01
Age youngest child	1.00	0.98	0.93*	0.91**	1.00	0.99	0.89**	0.92**	1.00	0.98	1.00	0.98	0.88**	0.92**	0.88**	0.92**
Parental divorce																
Yes	0.90	0.88	1.92	0.93	0.90	0.90	1.86	0.97	0.90	0.88	0.90	0.88	1.86	0.91	1.86	0.91
No																
Working hours	1.04**	1.03	1.01	1.01	1.04**	1.03**	1.01	1.01	1.04**	1.03**	1.04**	1.03**	1.01	1.01	1.01	1.01
Household income	1.00	1.00	1.00*	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
χ^2 (df)	52.84** (9)	38.53** (9)	18.25* (9)	24.37** (9)	52.58** (9)	43.85** (9)	33.09** (9)	18.77* (9)	52.89** (10)	45.86** (10)	52.89** (10)	45.86** (10)	34.44** (10)	21.80* (10)	34.44** (10)	21.80* (10)
R^2 of Nagelkerke	0.092	0.050	0.058	0.043	0.092	0.058	0.103	0.035	0.092	0.060	0.092	0.060	0.108	0.040	0.108	0.040

* $p < .05$. ** $p < .01$.

Content

▶ Literature

▶ Hypotheses

▶ Method

▶ Results

▷ Discussion

Content

▶ Literature

▶ Hypotheses

▶ Method
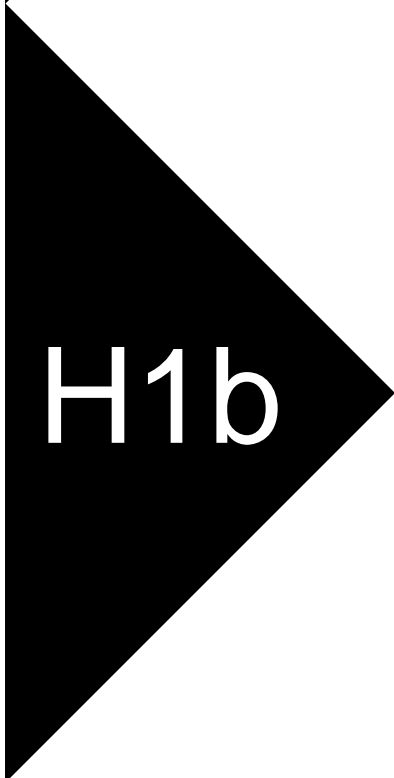
▶ Results

▶ Discussion

Marital status

Married
Divorced

H1a

Divorced parents experience more WIF than married parents

M F

H1b

Divorced parents experience more FIW Than married parents

M F

Relationship status

Single
Couple

H2a Single parents experience more WIF than coupled parents

M F

H2b Single parents experience more FIW than coupled parents

M F

Marital x relationship status

Single
Repartnered
Married

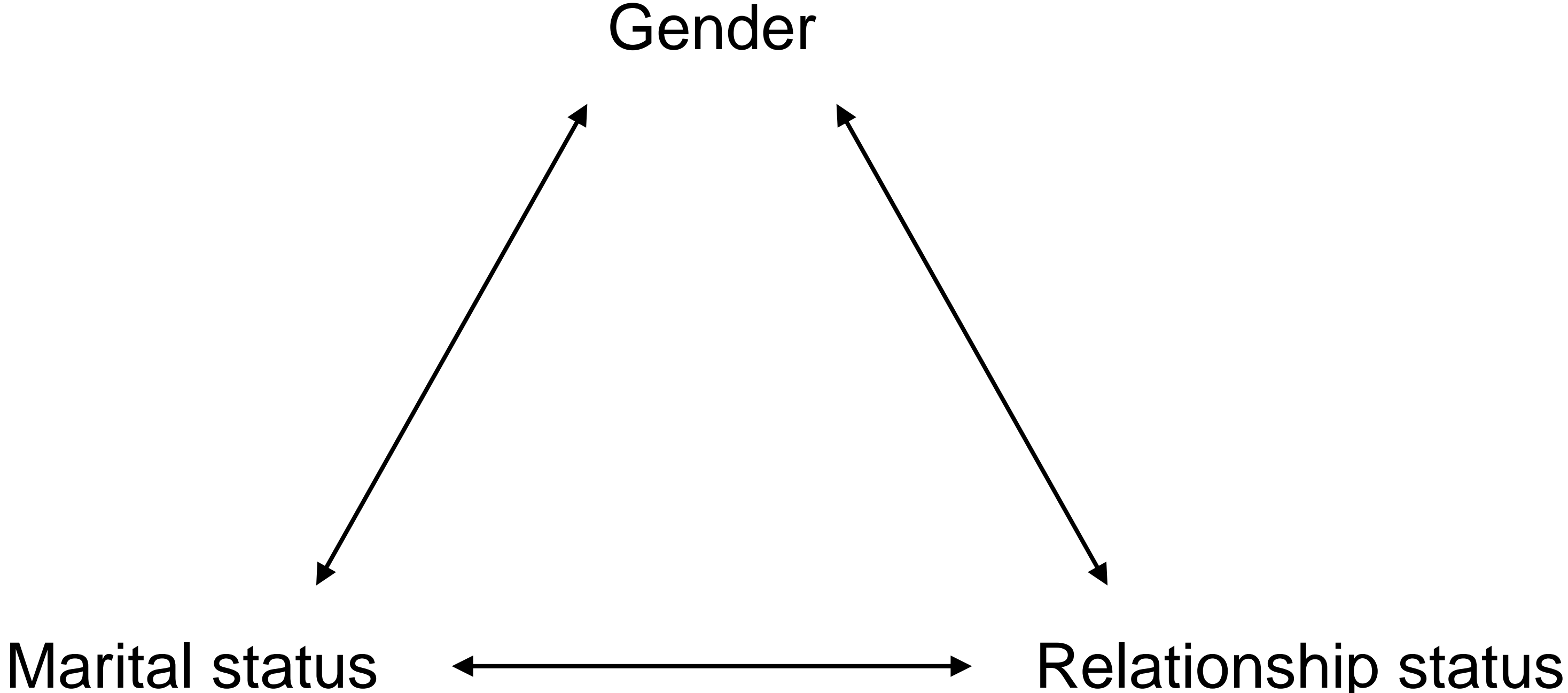H3a Singles experiences the most WIF, followed by repartnered and married parents

M F

H3b Singles experiences the most FIW, followed by repartnered and married parents

(M) F

Gender

Marital status ↔ Relationship status

FAMILY MODELS

- Male breadwinner model

- Dual earner model

- Single parents

FAMILY MODELS

- Couple (married or cohabiting) with children

- One-sided new constellated family

- Two-sided new constellated family

- Part-time single parent

- Full-time single parent

Conclusion

FAMILY MODELS

- Couple (married or cohabiting) with children
- One-sided new constellated family without children in the new relation and no LAT in the other relationship
- One-sided new constellated family without children in the new relation and LAT in the other relationship
- One-sided new constellated family with children in the new relation and no LAT in the other relationship
- One-sided new constellated family with children in the new relation and LAT in the other relationship
- Two-sided new constellated family without children in the new relation
- Two-sided new constellated family with children in the new relation
- Part-time single parent without new partner
- Part-time single parent in LAT
- Full-time single parent
- Full-time single parent in LAT

Conclusion

FAMILY MODELS

HER

- Couple (married or cohabiting) with children
- One-sided new constellated family without children in the new relation and no LAT in the other relationship
- One-sided new constellated family without children in the new relation and LAT in the other relationship
- One-sided new constellated family with children in the new relation and no LAT in the other relationship
- One-sided new constellated family with children in the new relation and LAT in the other relationship
- Two-sided new constellated family without children in the new relation
- Two-sided new constellated family with children in the new relation
- Part-time single parent without new partner
- Part-time single parent in LAT
- Full-time single parent
- Full-time single parent in LAT

HIS

- Couple (married or cohabiting) with children
- One-sided new constellated family without children in the new relation and no LAT in the other relationship
- One-sided new constellated family without children in the new relation and LAT in the other relationship
- One-sided new constellated family with children in the new relation and no LAT in the other relationship
- One-sided new constellated family with children in the new relation and LAT in the other relationship
- Two-sided new constellated family without children in the new relation
- Two-sided new constellated family with children in the new relation
- Part-time single parent without new partner
- Part-time single parent in LAT
- Full-time single parent
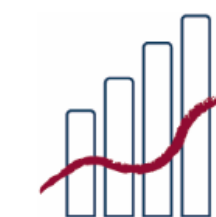- Full-time single parent in LAT

Conclusion

- Taking family diversity into account is necessary but requires detailed data

- Also in our analysis: Custody arrangements need to be added to the analysis

- Next step: Looking at "family enrichment" (LSAC data)

The experience of work-family conflict among divorced parents in Flanders

Annelies Van den Eynde, Anina Vercruyssen, & Dimitri Mortelmans

Centre for Population Family and Health University of Antwerp