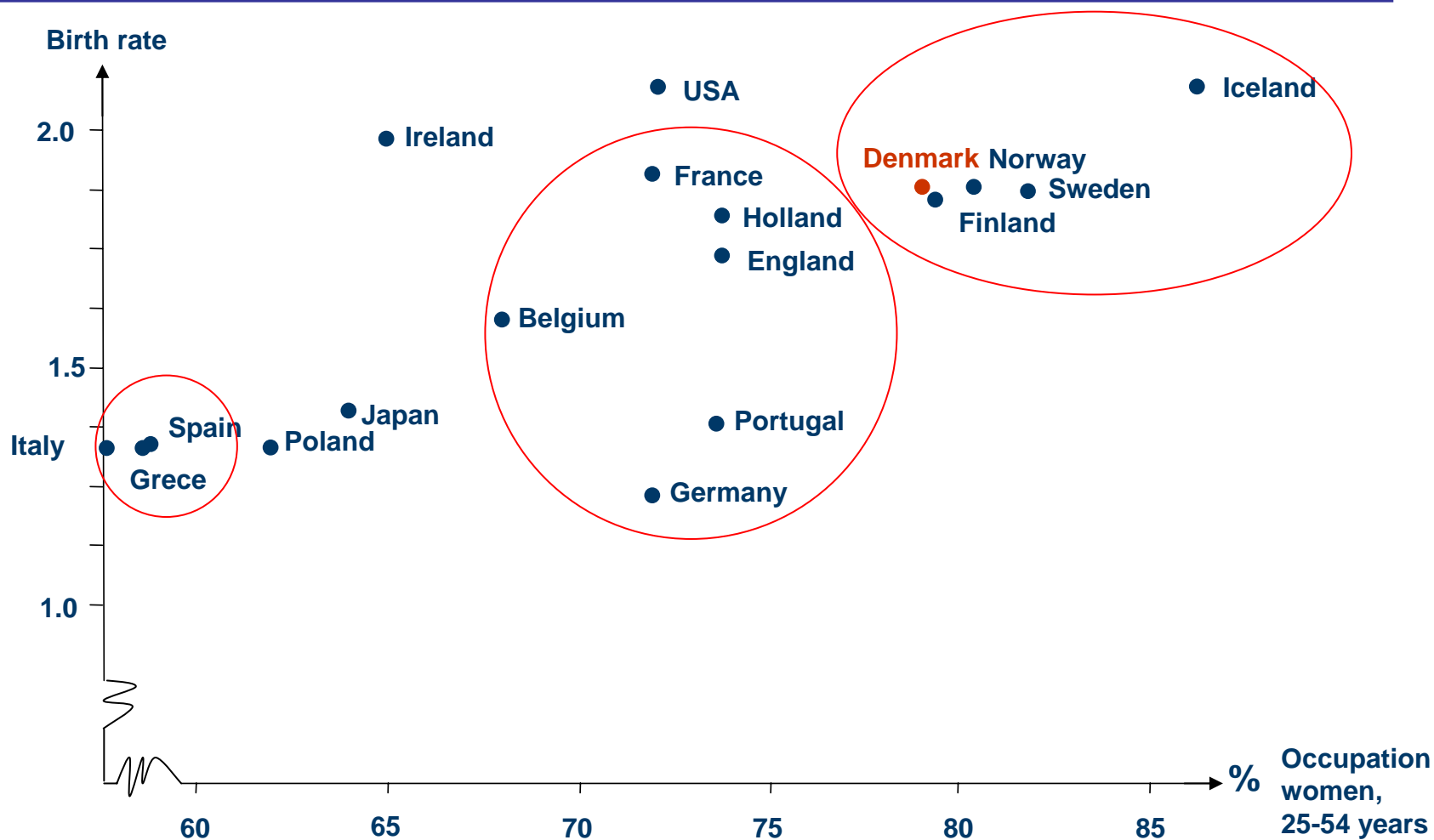


Family work conflict in an
industrialized welfare state.
The role of psychosocial work
environment and family type

9th International Congress of Behavioral Medicine
Bangkok, 2006

Tage S. Kristensen &
Jan H. Pejtersen
NIOH, Denmark

Fertility and occupation of women – can they be combined?



Eurostat. A4. 26-5-2005.

A few facts about Denmark

- About same employment rate for women and men
- About 80% of employees unionized
- Minimum wage approx \$15/hour
- Almost all preschool children go to public nurseries or kindergarten
- One year of paid maternity leave
- Six weeks of paid vacation per year

Study base: The second Danish National Psychosocial Work Environment Study

- Questionnaire study based on a representative national sample of employees 20-59 years old.
- N=3517
- Response rate: 60%.
- Women: 52%.

What is work-family conflict?

”A situation in which fulfilling the roles in one of the two domains (family or work) is in conflict with fulfilling the roles in the other because of limited time or energy”

(Kristensen, Smith-Hansen & Jansen, 2005)

How we measured work-family conflict

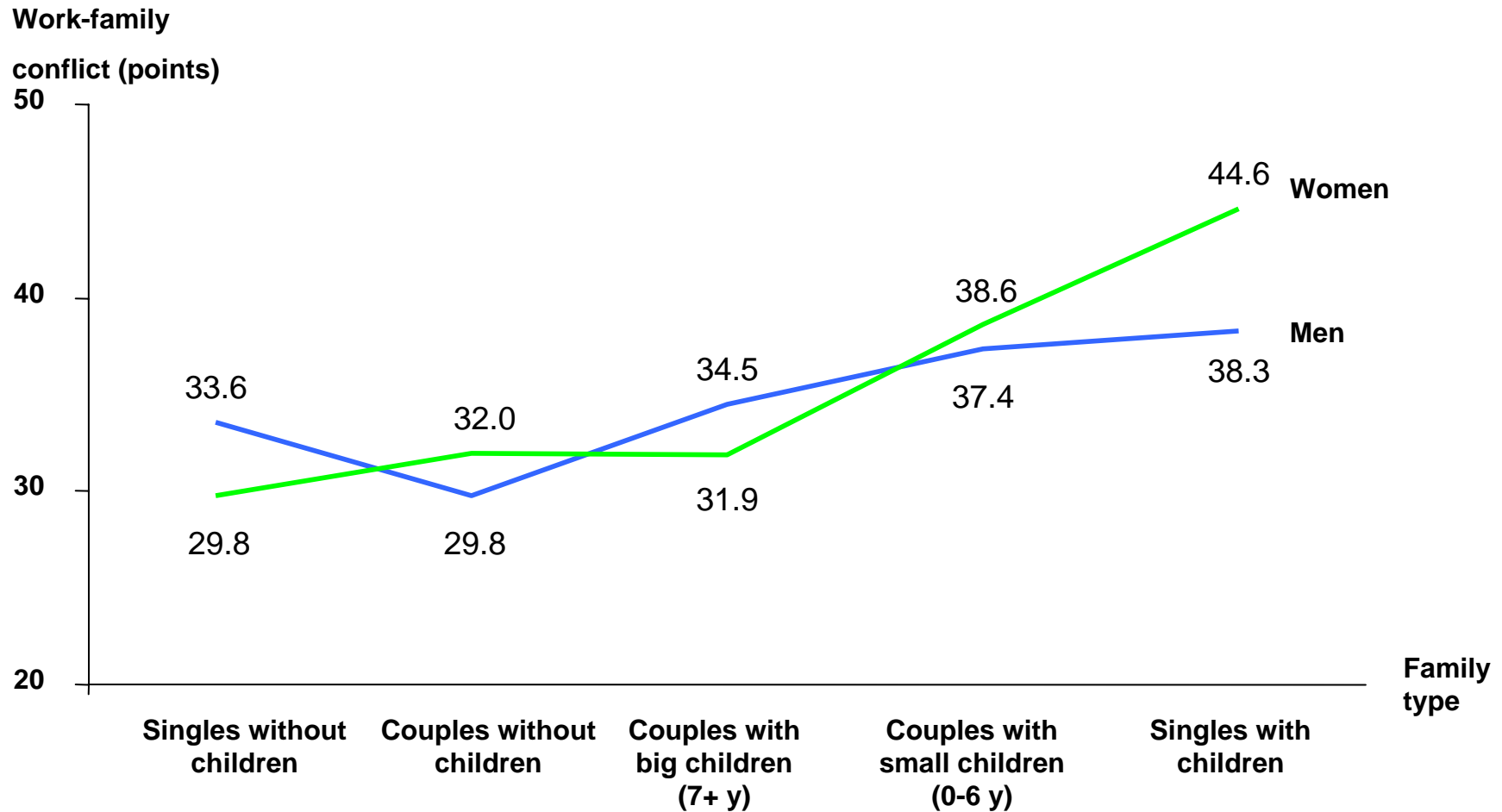
- "Do you often feel a conflict between your work and your private life, making you want to be both places at the same time"? (29%)
- "Do you feel that your work drains so much of your energy that it has a negative effect on your private life"? (34%)
- "Do you feel that your work takes so much of your time that it has a negative effect on your private life"? (25%)
- "Do your friends or family tell you that you work too much"? (24%)
- Total scale: Average 33.5 points. Alpha=0.80.

Independent predictors of WFC in the sample

- High quantitative demands ***
- High emotional demands ***
- High role conflicts ***
- High work pace ***
- Low meaning of work ***
- High cognitive demands ***
- Low rewards **
- Low quality of leadership **

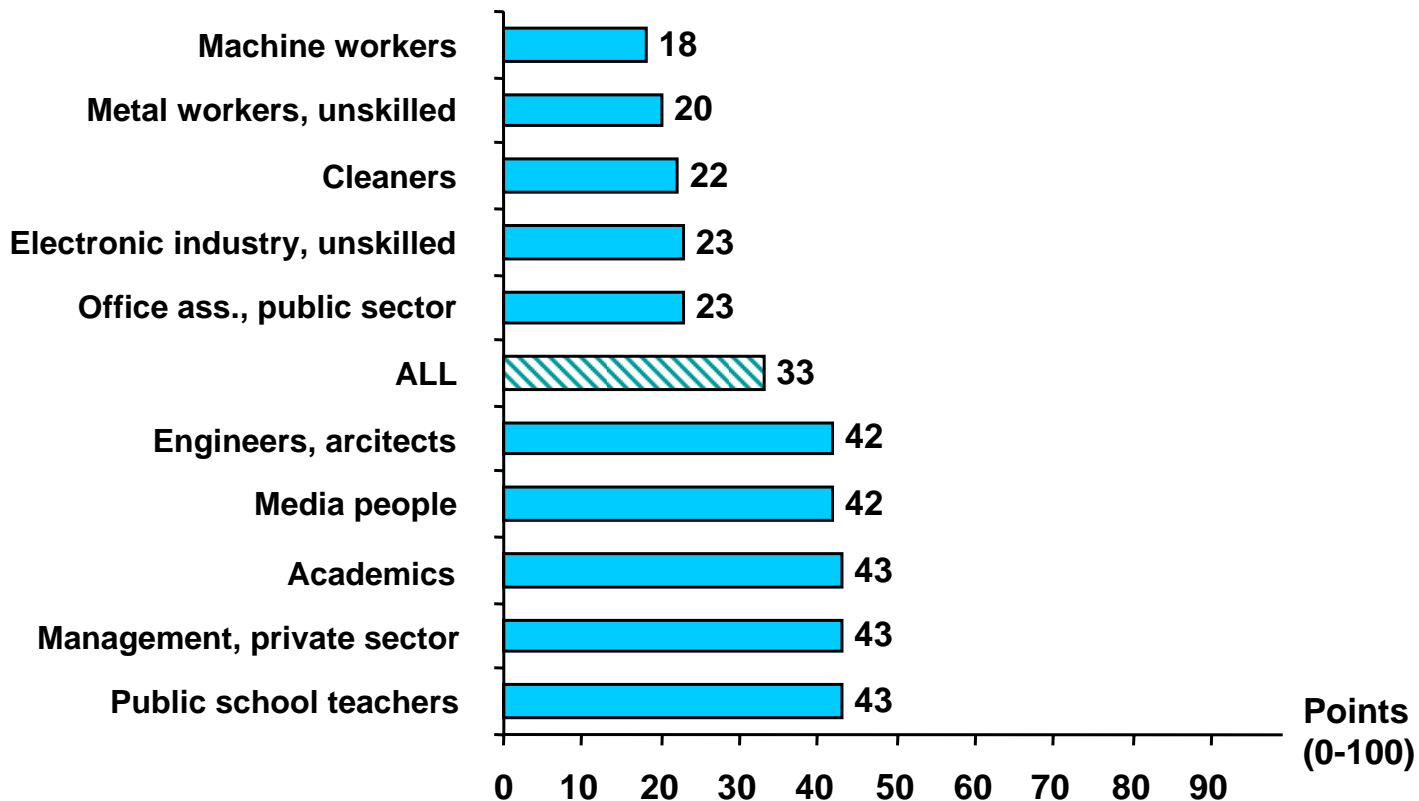
*** $p < 0.001$; ** $p < 0.01$

Family type and experienced work–family conflict



N = 3,517 employees

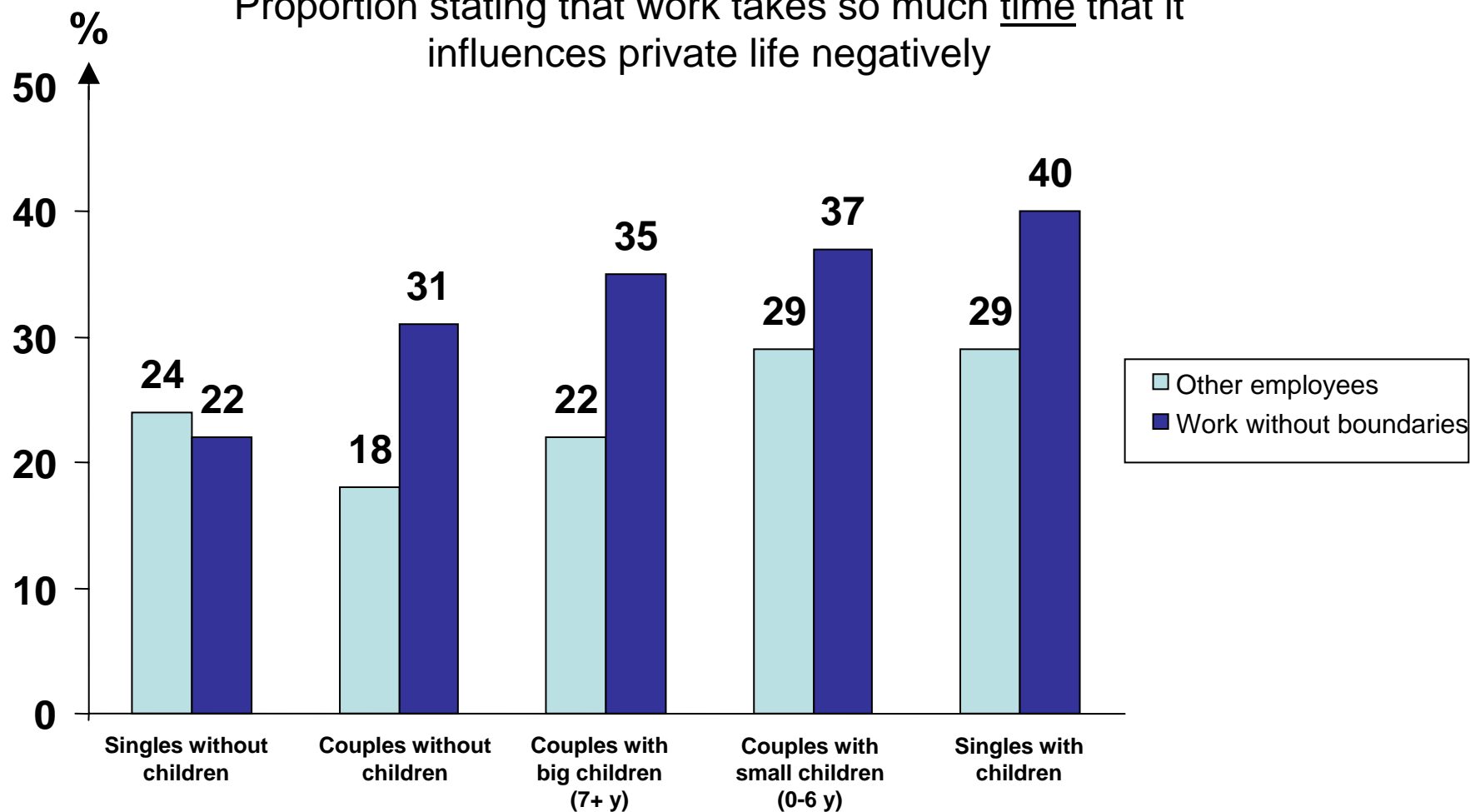
Work-family conflict in different occupations



N = 3,517 employees

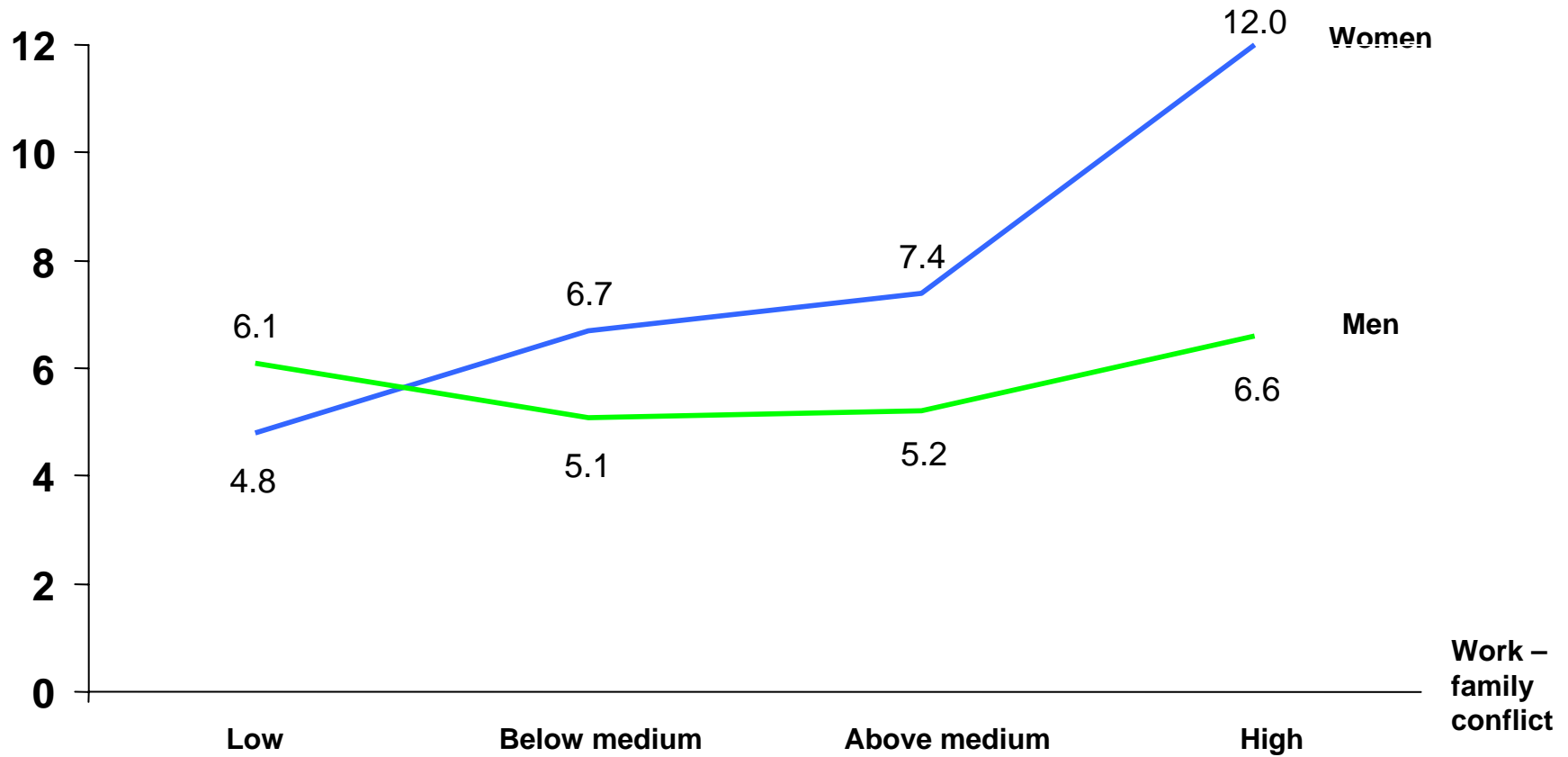
Work-family conflict and "work without boundaries"

Proportion stating that work takes so much time that it influences private life negatively



Work–family conflict and number of absence days

Absence days/year



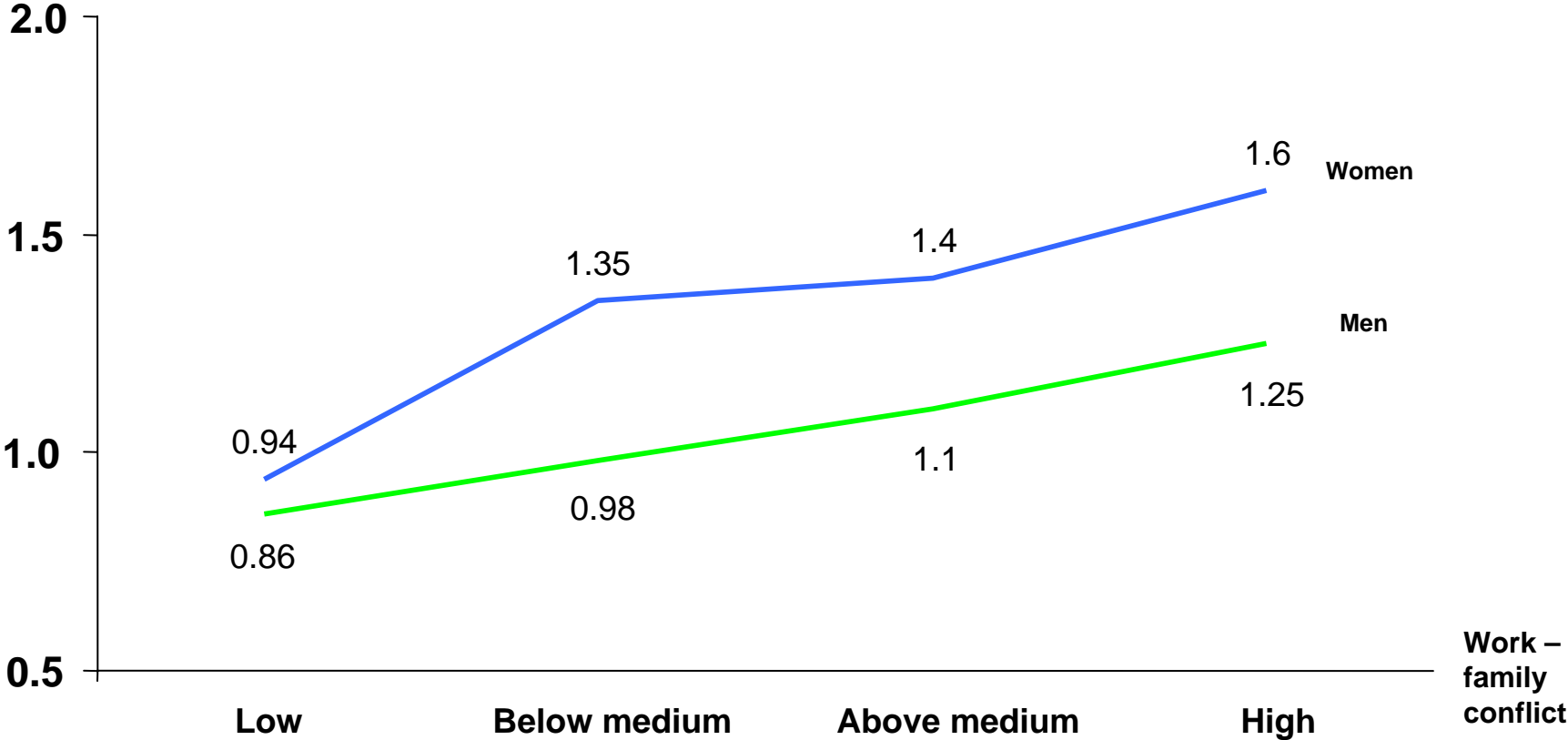
N = 3,517 employees

Quartiles

Work – family conflict

Work–family conflict and number of absence spells

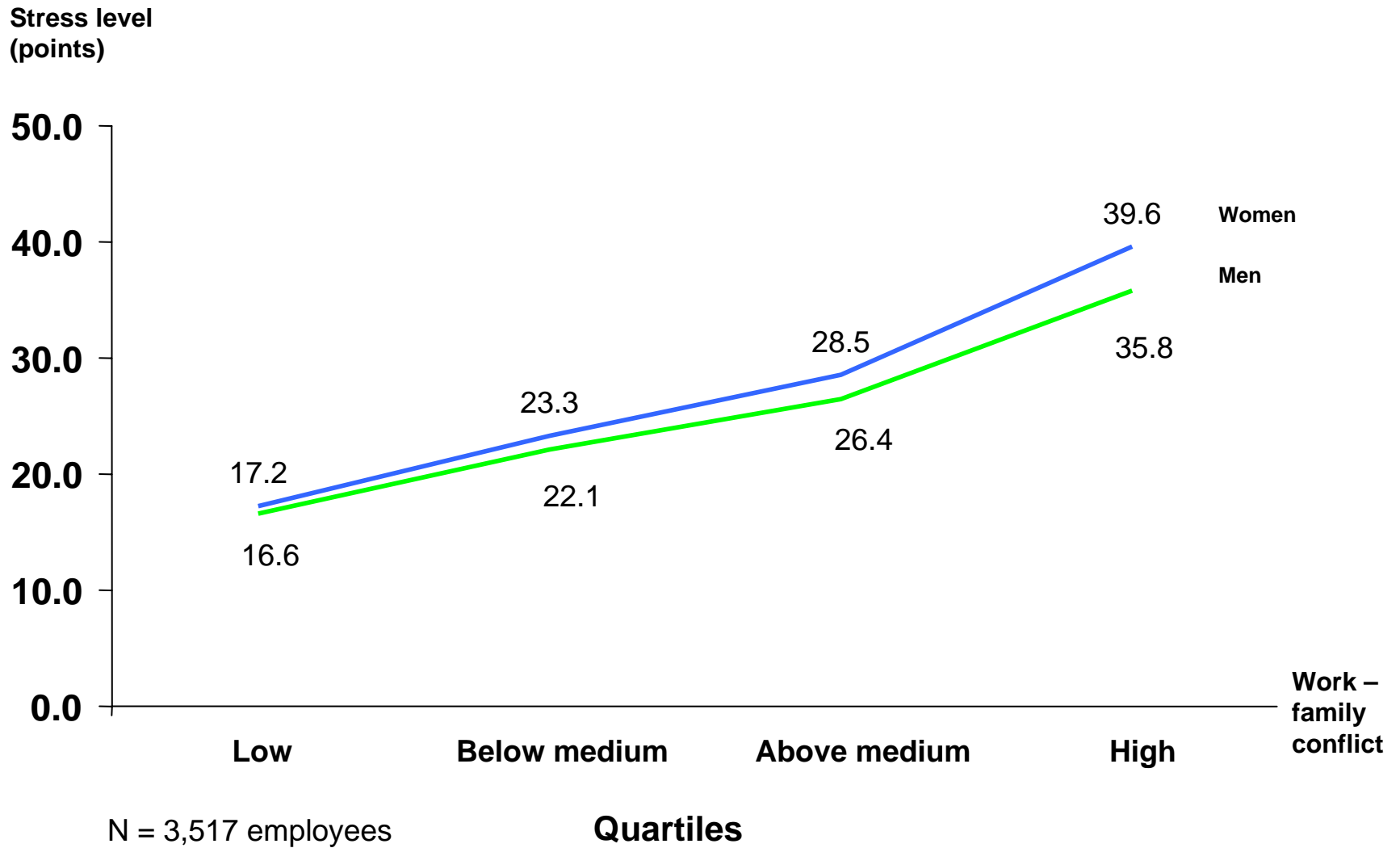
Number of absence spells per year



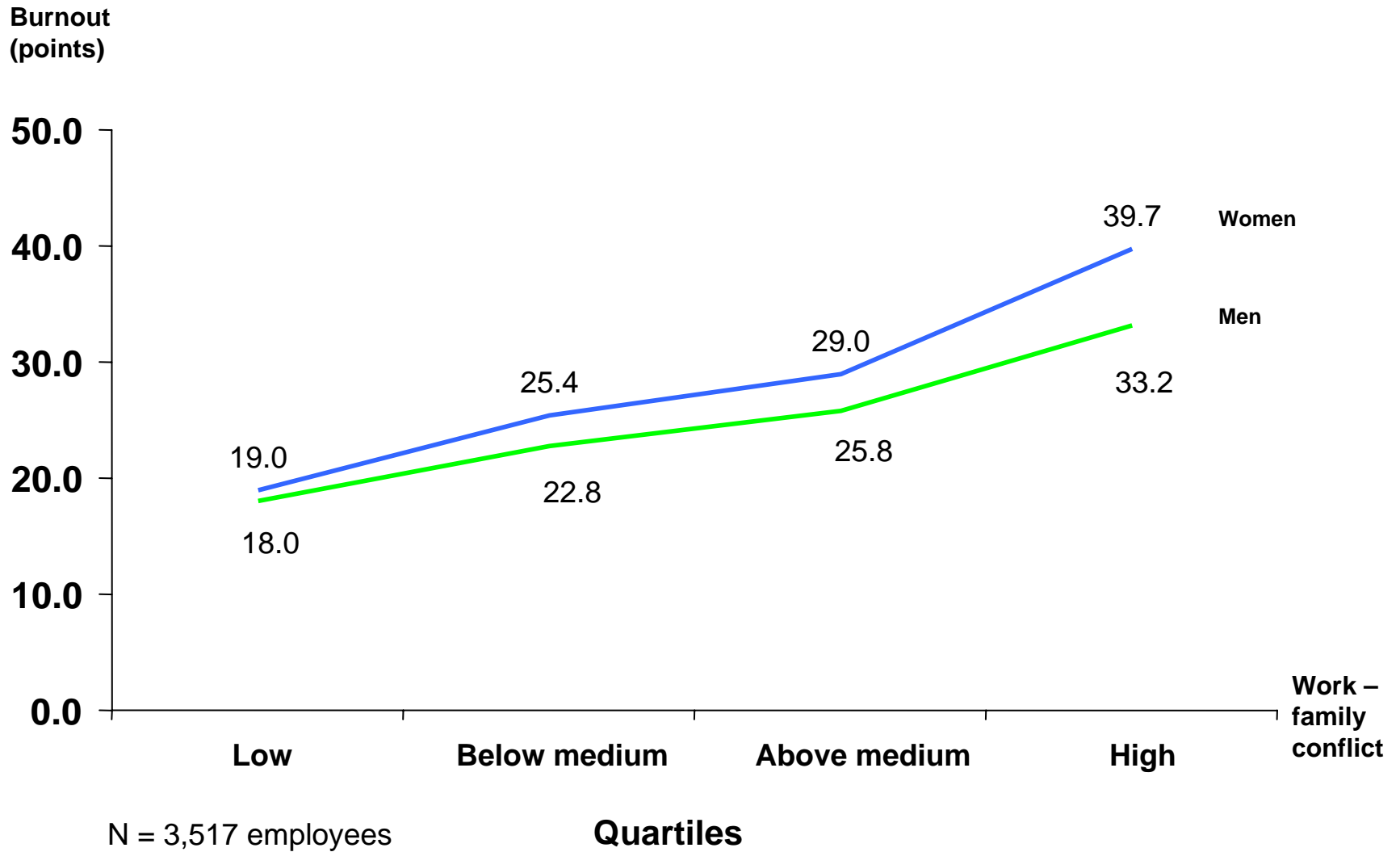
N = 3,517 employees

Quartiles

Work-family conflict and stress level



Work-family conflict and burnout



Conclusions

- Even in a welfare state with nurseries and kindergartens many (about 1/3) experience Work-Family Conflict
- Work-Family Conflict is associated with high work demands and family type
- Employees with Work-Family Conflict experience more stress, burnout, absence, etc.
- We know very little about the possible effects on the *whole family* and in particular on the *children*

This presentation – and many others –
may be found at
www.ami.dk/presentations