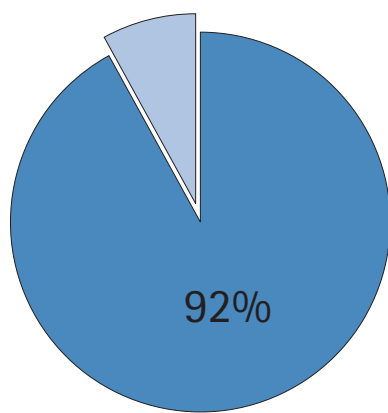


## Promoting Children's Well-Being: The Role of Workplace Flexibility

### The interaction of work and parenting.

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- 92% of all American workers feel that they don't have enough flexibility at work to meet the needs of their children and families.<sup>1</sup>

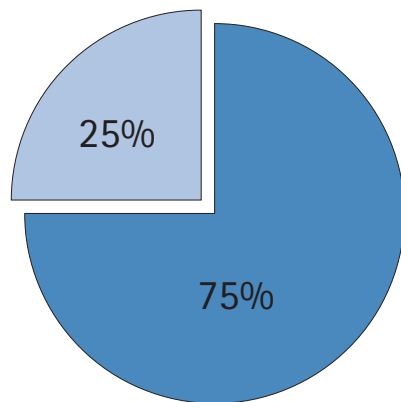


WORKERS REPORTING THEY DO NOT HAVE ENOUGH FLEXIBILITY FOR FAMILY NEEDS

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- Most parents want to be more involved with their children. According to one nationally representative survey, 60% of fathers and 55% of mothers reported that they did not have enough time to spend with their oldest child, and had similar concerns with their younger children.<sup>2</sup>
- Young fathers are particularly interested in spending more time with their families. According to a nationally representative study, men ages 20 to 39 place a much higher priority on having time to spend with their families than fathers in other generations. Among all age groups, however, 74% of men rated having a work schedule that allows them to spend time with their families as very important.<sup>3</sup>
- Children's educational and health care needs present particular challenges for working parents.
  - In one study, more than 40% of parents reported that their working conditions negatively affect their children's health in ways that range from a child missing a needed appointment with a doctor to a child failing to receive adequate early care and causing an illness or condition to worsen.<sup>4</sup>

- A national study of working parents found that nearly 75% could not consistently rely on flexibility at work to take time to meet with teachers and learning specialists.<sup>5</sup>

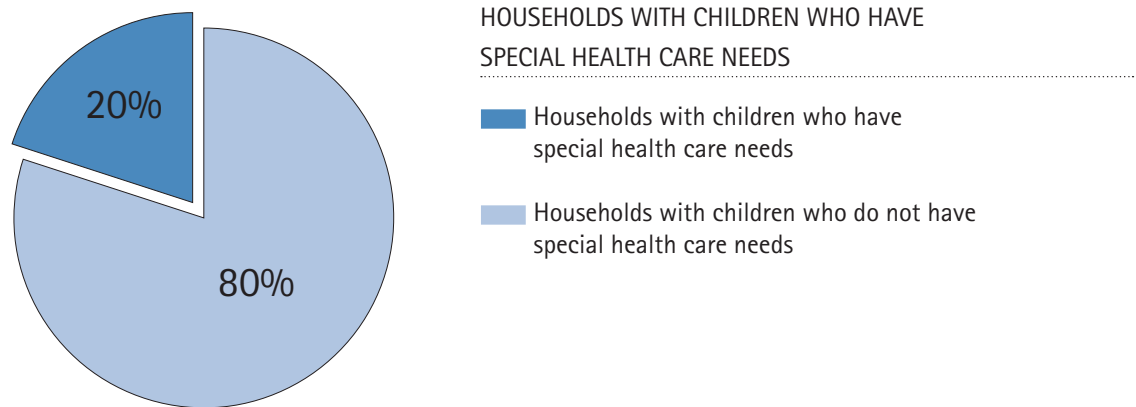


PARENTS' ACCESS TO FLEXIBILITY TO MEET WITH TEACHERS AND LEARNING SPECIALISTS

- Could not rely on job flexibility
- Could rely on job flexibility

- According to another study, only 30% of all workers are covered by policies that allow them to take paid time off specifically to care for sick children. This means 86 million workers have no formal policies guaranteeing them short term time off to care for the health of their children.<sup>6</sup>
- According to a nationally representative survey, only 27.5% of the workforce worked a flexible schedule in 2000.<sup>7</sup>
  - Parents' access to flexible work arrangements varies by gender. The 2002 National Study of the Changing Workforce found that fathers in dual earner couples were more likely to report having little access to flexible work arrangements than mothers in dual earner couples (28% compared to 18%) and less likely to report high access to these arrangements (20% compared with 28%).<sup>8</sup>
- Work spillover into the home and lack of sufficient flexibility diminishes parents' knowledge about and interactions with their children.
  - Both mothers and fathers are less likely to know about their children's daily experiences, activities and whereabouts when fathers experience high levels of work-related stress, bring work home, and spend long hours at work.<sup>9</sup>
  - Parents also express more negative emotions towards their children when they feel a mismatch between the demands of their job and the demands of their family.
    - In one study, researchers found that high levels of work pressure produced heightened feelings of overload for both mothers and fathers, which led to higher levels of conflict between parents and their adolescent children and lower levels of adolescent psychological well-being.<sup>10</sup> This has particular implications for fathers' relationships with their adolescents.<sup>11</sup>
    - Another study found that mothers were more withdrawn from their preschool age children on days when they reported greater workloads or interpersonal stress at work.<sup>12</sup>

- One study found that fathers are more than twice as likely to report conflicts with their children on days they experienced stress due to work overload or home demands compared to days when they did not experience such stressors.<sup>13</sup>
- Parents of children with special needs face particular challenges.<sup>14</sup>
  - According to a national survey, 1 in 5 households has a child with special health care needs.<sup>15</sup>



- These children often require extensive care. For instance, 45.6% of children in the same survey needed more medical care, mental health or educational services than what is usual for most children of the same age; 29% required emotional, behavioral, and/or developmental services.<sup>16</sup>
- Both predictable and unpredictable care required by special needs children can impact working parents.
  - For instance, the most common chronic disorder among children is asthma, affecting an estimated 6.2 million children under 18 years of age.<sup>17</sup> Among children under the age of 15, it is the third leading cause of hospitalization,<sup>18</sup> resulting in over half a million emergency room visits for children under 15 in 2002.<sup>19</sup>
  - Among parents of children with special health care needs, 17% reported having to cut back on work and 13% stopped work entirely due to their children's needs.<sup>20</sup>
    - In a study specifically focused on children with mental health disorders, 48% of parents reported that at some time they had to quit work to care for their children, and 27% indicated that their employment had been terminated because of work interruptions due to care responsibilities.<sup>21</sup>
  - One study found that 60% of working parents who had two or more children with a chronic condition at times had no access to either short term time off for health purposes or time off for vacation.<sup>22</sup>

- Parents suffer greater stress and are at an increased risk for mental health and substance abuse problems when work conditions do not provide the flexibility they need to balance their work and family demands.
  - Workers who have difficulties making after school and other child care arrangements experience significantly more stress than other employees.<sup>23</sup>
  - A national study demonstrated that individuals who faced work-family conflict were 2.5 to 3 times more likely to suffer from a mood or anxiety disorder, respectively, than individuals who did not face such conflict.<sup>24</sup>
  - Work-family conflict is also associated with heavier alcohol consumption and more frequent intoxication.<sup>25</sup>
    - Estimates from one study suggest workers experiencing work-family conflict are almost 2 times more likely to have a substance dependence disorder than those with no work-family conflict.<sup>26</sup>

### **Parental involvement helps children lead healthy and successful lives.**

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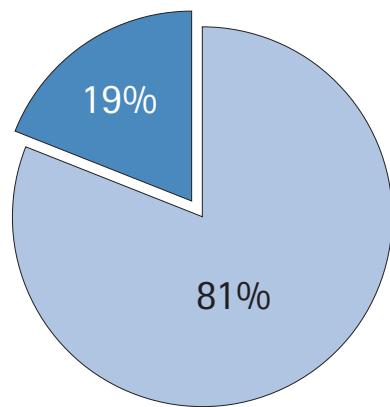
- Parental involvement contributes to higher academic achievement for children.<sup>27</sup>
  - According to an analysis of the National Education Longitudinal Survey, the more time parents spend discussing school activities and educational programs with their children, the higher the children perform on achievement tests in both reading and mathematics.<sup>28</sup>
    - Another study also found that parent-child discussion was positively related to increased achievement in science and reduced truancy for some students.<sup>29</sup>
- Parental availability and involvement is particularly crucial for adolescents' overall sense of well-being and their ability to develop positive self esteem, especially for disadvantaged youth.
  - Positive parental relationships are protective factors against the effects of economic hardship for adolescents living in poverty. Conversely, when adolescents perceive a lack of parental affection and communication and harsh or inconsistent discipline by their parents, they report lower self-esteem and higher levels of loneliness and depression.<sup>30</sup>
  - Adolescents who spend more than 40% of their time outside of school by themselves are more likely to have lower self-esteem, feel less happy and active, and are less likely to enjoy what they are doing.<sup>31</sup>
- Parental involvement also diminishes the likelihood that children will become involved in problematic behavior.
  - Researchers have found that positive parental involvement reduces the chances that children will engage in risky behaviors including fighting and sex at an early age.<sup>32</sup>
  - According to a study of the National Survey of Families and Households, children exhibit fewer behavioral problems when both mothers and fathers spend more time with their children, when they demonstrate support of their children, and when they report close relationships with their children.<sup>33</sup>

- Similar results were found in an analysis of the National Educational Longitudinal Study. According to this nationally representative survey of teenagers, teens in families with high levels of parental support and monitoring report higher levels of self-esteem and report less substance use and problem behavior than teens in families where parents show low levels of support or provide less monitoring.<sup>34</sup>
    - A study of fathers' work experiences also found that teachers report fewer behavioral problems among children whose fathers have more autonomy and who are better able to balance the demands of their jobs with the needs of their families.<sup>35</sup>
  - Family rituals, such as sitting down to dinner together and sharing activities on weekends and holidays, positively influence children's health and development.
    - One study reported that children who ate dinner with their family every day consumed nearly a full serving more of fruits and vegetables per day than those who never ate family dinners or only did so occasionally.<sup>36</sup>
    - The National Center on Addiction and Substance Abuse found that teens who have dinner with their families five or more times a week are almost twice as likely to receive As in school compared to teens who have dinner with their families two or fewer times a week (20 percent vs. 12 percent).<sup>37</sup>

**Workplace flexibility enhances workers' ability to be effective parents.**

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- Workers with flexible work arrangements experience less stress handling child and family responsibilities than those without such arrangements.
  - In a 2001 study, only 29% of employees with flextime benefits reported work-family conflict vs. 44% of those who did not have such benefits.<sup>38</sup>
  - In a recent assessment of the impact of flexible work arrangements in one organization, 81% of users said the availability of this flexibility made them more effective in managing work/family responsibilities.<sup>39</sup>



IMPACT OF FLEXIBLE WORK ARRANGEMENTS ON MANAGING WORK/FAMILY RESPONSIBILITIES

81% report FWAs made them more effectively in handling work/family responsibilities

- A recent study indicated that “fit,” or the extent to which employees are able to adjust their work schedule to meet their life needs, moderates the effects that long work hours have on burnout.<sup>40</sup>
- Being involved in the care of sick children has proven to be beneficial for parents by reducing their anxiety and increasing their confidence and competency in dealing with their child’s illness.<sup>41</sup>
- Flexible work options allow caregivers to be more involved in their children’s lives.
  - For example, the ability to make decisions regarding flexible work use impacts dads’ interactions with their children. An analysis of the National Study of Daily Experiences found that fathers who have greater discretion and control over their work environment spend more time with their children on those days when they work fewer hours as compared to fathers with less autonomy.<sup>42</sup>
  - Having access to short term time off that is paid is the primary factor in parents’ decisions about staying home when their children are sick.<sup>43</sup> Working parents who lack such time are one-fifth as likely to care for their children at home when they are sick as compared to parents who have such time.<sup>44</sup>
  - According to a 2001 nationally representative survey, 15% of children 5-14 years old were in “self-care” at the time of the survey, meaning that they were caring for themselves unsupervised by an adult or family member.<sup>45</sup> Increased access to flexible work arrangements would ameliorate the stress working parents face in arranging for the care of their children particularly during after school hours.

(Endnotes)

- <sup>1</sup> University of Connecticut & Rutgers University, Center for Survey Research & Analysis & John J. Heldrich Center for Workforce Development (1999). *Work & family: How employers & workers can strike the balance*. Storrs, Connecticut & New Brunswick, New Jersey: Author, p. 2. (Nationally representative based on a survey of 1,000 adult members of the U.S. workforce)
- <sup>2</sup> Bianchi, S.M., & Riley, S. (2003). Time allocation in families. In, Bianchi, Casper, & King (Eds.), *Work, family, health & well-being* (pp. 21-42). Mahwah, New Jersey: Lawrence Erlbaum Associates, p. 36. (Nationally representative based on author's calculations of the 2000, National Survey of Parents)
- <sup>3</sup> Radcliffe Public Policy Center. (2000). *Life's work: Generational attitudes toward work & life integration*. Cambridge, MA: Author. (Data are derived from interviews with a nationally representative sample of 1,008 adults aged 21 & over who are currently employed full time or part time, or have worked in the past on a full or part time basis.)
- <sup>4</sup> Heymann, J. (2000). *The widening gap: Why America's working families are in jeopardy & what can be done about it*. New York, NY: Basic Books, p. 62 and p. 224. (Based on author's Urban Working Families study which included over 200 in depth interviews with a representative sample of working families, child care providers, & employers.)
- <sup>5</sup>As reported in, Heymann, J. (2000). *Press Release: Study finds work interruptions to care for family endemic; Lack of paid leave & parents' night work linked to school children's lower test scores*. Boston, MA: Harvard School of Public Health. Retrieved July 2005 from, <http://www.hsph.harvard.edu/press/releases/press11152000.html>. (Nationally representative; based on author's analysis of the National Study of Daily Experiences)
- <sup>6</sup> Lovell, V. (2004). *No time to be sick: Why everyone suffers when workers don't have paid sick days*. Washington, D.C.: Institute for Women's Policy Research, p. 10. (Data are derived from a nationally representative sample and are based on the author's analysis of Bureau of Labor Statistics data from 1996-1998. It is important to note that this data does not include federal workers and generally, unless otherwise stipulated, refers to a composite of all workers in both public and private sectors, including both part time and full time workers.)
- <sup>7</sup> U.S. Department of Labor (2005). *Workers on flexible & shift schedules, 2004 summary*. Washington, D.C.: Bureau of Labor Statistics. Retrieved November 2005, from <http://www.bls.gov/news.release/flex.toc.htm>. (Nationally representative of non-institutionalized population 16 & over; data is derived from the Current Population Survey (CPS), a monthly survey of about 60,000 households conducted by the Bureau of the Census that serves as the primary source of information on the labor force characteristics of the U.S. population.)
- <sup>8</sup> Families & Work Institute. (2006). *Flexible work arrangements for fathers in dual-earner couples*. New York, NY: Author. (Nationally representative of U.S. workers who are employed by someone else. Data are derived from a subset of the 2002 National Study of the Changing Workforce, in which a nationally representative sample of 3,504 workers 18 and over in the U.S. workforce were surveyed.)
- <sup>9</sup> Bumpus, M., Crouter, A., & McHale, S. (1999, May). Work demands of dual-earner couples: Implications for parents' knowledge about children's daily lives in middle childhood. *Journal of Marriage & the Family* 61, p. 473. (Data are derived from interviews with a sample of 181 dual-earner families that was not nationally representative.) See also Crouter, A., Bumpus, M., Maguire, M., & McHale, S. (1999). Linking parents' work pressure & adolescents' well-being: Insights into dynamics in dual-earner families. *Developmental Psychology* 35, 1453-1461 & Galambos, N.L., Sears, H.A., Almeida, D.M., & Kolaric, G.C. (1995). Parents' work overload & problem behavior in young adolescents. *Journal of Research on Adolescence* 5, 201-223.
- <sup>10</sup> Crouter, A., Bumpus, M., Maguire, M., & McHale, S. (1999). Linking parents' work pressure & adolescents' well-being: Insights into dynamics in dual-earner families. *Developmental Psychology* 35, p. 1458. (This study is based on a sample of 197 dual-earner families living in the central region of a Northeastern state with firstborn children in the 8<sup>th</sup>, 9<sup>th</sup>, or 10<sup>th</sup> grade and a second-born sibling 1-3 years younger.)
- <sup>11</sup> Crouter, A., Bumpus, M., Head, M., & McHale, S. (2001, May). Implications of overwork & overload for the quality of men's family relationships. *Journal of Marriage & the Family* 63, 404-416. (Findings are derived from a sample of 190 dual-earner families. The sample is not nationally representative.)
- <sup>12</sup> Repetti, R., & Wood, J. (1997). Effects of daily stress at work on mothers' interactions with preschoolers. *Journal of Family Psychology* 11,1, 90-108. (The data are derived from observations & self-reports of 30 mother-preschooler dyads recruited through four work-site child care centers.)
- <sup>13</sup> Almeida, D.M., Wethington, E., & Chandler, A. (1999). Daily spillover between marital & parent child conflict. *Journal of Marriage & the Family* 61, 49-61.
- <sup>14</sup> Center for Work & Family. (2006). *Exploring the complexities of exceptional caregiving*. Boston: Boston College, p. 5.

- <sup>15</sup> U.S. Department of Health & Human Services, Resources & Services Administration, Maternal & Child Health Bureau (2004). *The national survey of Children with Special Health Care Needs (CSHCN) chartbook, 2001*. Rockville, Maryland: Author. Retrieved August 2006, from <http://mchb.hrsa.gov/chscn/>. (The survey defines children as those under 18 years of age who: need or use medicine prescribed by a doctor; need or use more medical care, mental health, or educational services than is usual for most children of the same age; are limited or prevented in ability to do things; need or get special therapy; &/or need or get treatment for an emotional, developmental, or behavioral problem. The survey included surveying & screening over 5,600 children in more than 3,100 households in each state.)
- <sup>16</sup> U.S. Department of Health & Human Services, Resources & Services Administration, Maternal & Child Health Bureau (2004).
- <sup>17</sup> American Lung Association (2005, July). *Asthma & children fact sheet*. New York, NY: Author. Retrieved August 2006, from <http://www.lungusa.org/site/pp.asp?c=dvLUK900E&b=44352>. This data is based on American Lung Association analysis of the National Health Statistics data from the 2003 National Health Interview Survey.
- <sup>18</sup> American Lung Association (2005, July). (This is based on National Hospital Discharge survey data from 2002 which was provided to the American Lung Association on special request to the National Center for Health Statistics.)
- <sup>19</sup> American Lung Association (2005, July). (This data is based on American Lung Association analysis of the National Center for Health Statistics 2003 National Hospital Ambulatory Medical Care Survey.)
- <sup>20</sup> U.S. Department of Health & Human Services, Resources & Services Administration, Maternal & Child Health Bureau (2004).
- <sup>21</sup> Rosenzweig, J., & Huffstutter, K. (2004). On the job strategies for taking care of business... & family. *Focal Point* 18(1), p. 5. Retrieved April 2006, from <http://www.rtc.pdx.edu/pgPubsScript.php>. (The data for this study was derived from a survey posted on Portland State University's Research & Training Center's website. The survey sample included responses from 349 parents.)
- <sup>22</sup> Heymann, J. (2000). *The widening gap: Why America's working families are in jeopardy & what can be done about it*. p. 74. (Nationally representative; based on author's analysis of U.S. Department of Labor data)
- <sup>23</sup> Barnett, R., & Gareis, K. (2004). *Parental after-school stress project*. Waltham, Massachusetts: Community, Families & Work Program, Brandeis University. Retrieved on March 17, 2006, from <http://www.nsba.org/site/docs/37600/37588.pdf> (Based on a survey of 243 parents recruited through an employer-sponsored parenting group at JPMorgan Chase. The sample consisted of 243 employed parents (84.3% mothers; 15.7% fathers) who have at least one school-age (K-12) child. Parents work in six different states (Arizona, Delaware, Florida, New Jersey, New York, Texas) & at a wide range of jobs at all occupational levels from administrative assistants & clerks to systems analysts.)
- <sup>24</sup> Frone, M.R. (2000). Work-family conflict & employee psychiatric disorders: The national comorbidity survey. *Journal of Applied Psychology* 85(6), 888-895. (National study; based on a study of 2,700 adults ages 18-54 who participated in the National Comorbidity Survey, who were employed at least 20 hours per week, & who were either married or cohabitating, or a parent of a child 18 years old or younger.)
- <sup>25</sup> See for example, Frone, M.R., Russel, M., & Cooper, M.L. (1993). Relationship of work-family conflict, gender, & alcohol expectancies to alcohol use/abuse. *Journal of Organizational Behavior* 14, 545-558 & Grzywacz, J.G, Johnson, D., & Hartwig (2002). *Work-family linkages & problem drinking among adults: Evidence from a large diary study*. This paper was presented at the Persons, Processes, & Places: Research on Families, Workplaces, & Communities Conference in San Francisco, CA.
- <sup>26</sup> Frone, M.R. (2000). p. 892.

- <sup>27</sup>See for example: Baumrind, D. (1989). Rearing competent children. In W. Damon (Ed.), *Child development today & tomorrow* (pp. 349-378). San Francisco: Jossey-Bass.; Baumrind, D. (1991). The influence of parenting style on adolescent competence & substance use. *Journal of Early Adolescence* 11, 56-95; Hein, C., & Lewko, J.H. (1994). Gender differences in factors related to parenting style: A study of high performing science students. *Journal of Adolescent Research* 9, 262-281; Lamborn, S., Mounts, N., Steinberg, L., & Dornbusch, S.M. (1991). Patterns of competence & adjustment from authoritative, authoritarian, indulgent, & neglectful families. *Child Development*, 62, 1049-1065; Paulson, S.E. (1994). Relations of parenting style & parental involvement with ninth-grade students' achievement. *Journal of Early Adolescence*, 14, 250-267; Steinberg, L., Lamborn, S., Dornbusch, S.M., & Darling, N. (1992). Impact of parenting practices on adolescent achievement: Authoritative parenting, school involvement, & encouragement to succeed. *Child Development*, 63, 1266-1281; Glasgow, K., Dornbusch, S.M., Troyer, L., Steinberg, L., & Ritter, P. (1997). Parenting styles, adolescents' attributions, & educational outcomes in nine heterogeneous high schools. *Child Development*, 67, 507-529. Parental involvement may be particularly important for boys, as documented by Crouter, A., MacDermid, S., McHale, S., & Perry-Jenkins, M. (1990). Parental monitoring & perceptions of children's school performance & conduct in dual- & single-earner families. *Developmental Psychology* 26(4), 649-657. The study participants were recruited through seven school districts in Central Pennsylvania.
- <sup>28</sup> Sui-Chu, Esther Ho, & Willms, J. D. (1996). Effects of parental involvement on eighth-grade achievement. *Sociology of Education* 69(2), p. 136. (Data for this study were taken from the National Education Longitudinal Study, a nationally representative survey which sampled 8<sup>th</sup> grade students in 1988 & followed them throughout high school. The survey was based on a sample of 24,599 eighth-grade students & their parents & teachers drawn from a national probability sample of 1,052 public & private schools in the United States.)
- <sup>29</sup> McNeal Jr., R. (1999). Parental involvement as social capital: Differential effectiveness on science achievement, truancy, & dropping out. *Social Forces* 78(1), p. 129. Specifically, McNeal found that discussion was significantly related to increased achievement for whites & blacks but there was no significant relationships between discussion & achievement for Hispanics or Asians (see p. 131).
- <sup>30</sup> DeHaan, L. & MacDermid, S. (1998). The relationship of individual & family factors to the psychological well-being of junior high school students living in urban poverty. *Adolescence* 33(129), 73-90. (Based on surveys of 105 8<sup>th</sup> grade students from two middle schools in the Midwest.)
- <sup>31</sup> Schneider, B., & Waite, L. (2005). Timely & timeless: working parents & their children. In Bianchi, Casper, & King (Eds.), *Work, family, health & well-being* (pp. 67-79). Mahwah, New Jersey: Lawrence Erlbaum Associates, p. 75. (National study based on study of 500 families)
- <sup>32</sup> See for example, Eisenberg, M.A., Olson, R.E., Neumark-Sztainer, D., Story, M. & Bearinger, L.H. (2004). Correlations between family meals & psychosocial well-being among adolescents. *Archives of Pediatrics & Adolescent Medicine* 158, 792-796; The National Center on Addiction & Substance Abuse (2003, September). The importance of family dinners. New York, New York: The National Center on Addiction & Substance Abuse at Columbia University. Retrieved May 2005, from [http://www.casacolumbia.org/Absolutenm/articlefiles/Family\\_Dinners\\_9\\_03\\_03.pdf](http://www.casacolumbia.org/Absolutenm/articlefiles/Family_Dinners_9_03_03.pdf); & Council of Economic Advisors (2000, May). *Teens & their parents in the 21st century: An examination of trends in teen behavior & the role of parental involvement*. Washington, D.C.: Author, p. 13-18. Retrieved June 2005, from <http://clinton4.nara.gov/media/pdf/CEAreport.pdf>. See also Fletcher, A., Steinberg, L., & Williams-Wheeler, M. (2004). Parental influences on adolescent problem behavior: revisiting Stattin & Kerr. *Child Development* 75,3, 781-796, & Aspy, C., Oman, R., Vesely, S., McLeroy, K., Rodine, S., & Marshall, L. (2004). Adolescent violence: the protective effects of youth assets. *Journal of Counseling & Development* 82, 268-276.
- <sup>33</sup> Amato, P., & Rivera, F. (1999, May). Paternal involvement & children's behavior problems. *Journal of Marriage & the Family* 61,375-384. (Data are derived from a national probability sample of 994 couples.)
- <sup>34</sup> Parker, J, & Benson, M. (2004). Parent-adolescent relations & adolescent functioning: Self-esteem, substance abuse, & delinquency. *Adolescence* 39,155, 519-530. (Data are derived from a nationally representative sample of 16,749 adolescents.)
- <sup>35</sup> Stewart, W., & Barling, J. (1996). Fathers' work experiences effect children's behaviors via job-related affect & parenting behaviors. *Journal of Organizational Behavior* 17, 221-232. (The study is based on 189 participants recruited from twenty-five classrooms of ten elementary schools.)
- <sup>36</sup> Gillman, M.W., Rifas-Shiman, S.L., Frazier, A.L., Rockett, H.R., Camargo, C.A., Field, A.E., Berkey, C.S., & Colditz, G.A. (2000, March). Family dinner & diet quality among older children & adolescents. *Archives of Family Medicine* 9, p. 237. (Cohort study; the sample for this survey was a national convenience sample of 16,202 children between 9 & 14 years of age. The children in the sample were children of nurses who were participating in a national cohort study of registered nurses in 1996.)

- <sup>37</sup> The National Center on Addiction & Substance Abuse (2003). *The importance of family dinners*. New York: Author, p. 6. (Nationally representative based on a survey of 1,987 teenagers & 504 parents of teenagers interviewed between April 30, 2003 & July 14, 2003. Data were weighted to be representative of the U.S. population according to the 2003 Current Population Survey of the U.S. Census Bureau.)
- <sup>38</sup> Hill, E.J., Hawkins, A.J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive influence of perceived job flexibility on work & family life balance. *Family Relations* 50(1), 49-58. (Cohort study; based on 1996 survey of 6,451 IBM employees).
- <sup>39</sup> Tombari, N. & Spinks, N. (1999). The work/family interface at Royal Bank Financial Group: Successful solutions – a retrospective look at lessons learned. *Women in Management Review* 14(5), p. 191. (Based on an internal retrospective analysis of employee experiences with family life & flexibility initiatives)
- <sup>40</sup> Barnett, R.C., Gareis, K.C., & Brennan, R.T. (1999). Fit as a mediator of the relationship between work hours & burnout. *Journal of Occupational Health Psychology* 4(4), 307-317. (Based on a nonrandom sample of 141 married physicians)
- <sup>41</sup> Palmer, S.J. (1993). Care of sick children by parents: A meaningful role. *Journal of Advanced Nursing* 18, 185-191. (Based on the results of the author's meta-analysis)
- <sup>42</sup> McDonald, D., & Almeida, D. (2004). The interweave of fathers' daily work experiences & fathering behaviors. *Fathering* 2(3): 235-251. (This study utilized data from 290 employed fathers with children who participated in the National Study of Daily Experiences (NSDE). Participants in the NSDE were randomly selected from the participants in the National Survey of Midlife in the United States, who were in turn located through national random-digit dialing. Data are not weighted to be nationally representative. Over the course of eight consecutive evenings, NSDE respondents completed short telephone interviews about their daily experiences, resulting in a total of 10,374 daily interviews. The fathers used in this study participated in a total of 2,030 interview days, approximately 1,450 of which were paid work days.)
- <sup>43</sup> Heymann, J. (2000). *The widening gap: Why America's working families are in jeopardy & what can be done about it*. p. 59. (Based on data derived from the author's Baltimore Parenthood Study; a study of mixed income urban working parents aged 26-29 living in Baltimore who are comparable with adult children of urban teenage mothers nationally)
- <sup>44</sup> Heymann, S.J., Hong Vo, P., & Bergstrom, C.A. (2002). Child care providers' experiences caring for sick children: Implications for public policy. *Early Child Development & Care* 172(1), p. 2. (Based on semi-structured interviews with child care providers in Cambridge, MA)
- <sup>45</sup> Overturf Johnson, J. (2002). *Current Population Reports: Who's minding the kids? Child care arrangements, winter 2002*. Washington, D.C.: United States Census Bureau, 70-101. (Nationally representative, based on author's analysis of the fourth wave of the 2001 Survey of Income & Program Participation (SIPP), which was conducted between February & May of 2002)