

Gender Differences in Work-Family Conflict and Mental Health of Swedish Workers by Childcare Responsibilities

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WCE

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- Gender equality fundamental constitutional norm and explicit policy objective
- Gender Equality Index 82.2/100
- Work Domain 84.8/100



Gender Equality



Equal Distribution



Work-life balance

Swedish Longitudinal Occupational Survey of Health (SLOSH)

3 waves of data 2014, 2016 and 2018

- 15,359 completed work survey in 2014
- 15,032 aged 20-64 years
- 14,608 with depressive symptom score <17
- 10,747 with at least two consecutive waves of data
- 10,065 non-missing data

Mean number of waves 2.8; range (2-3)

- 3 waves 75%
- 2 waves 25%

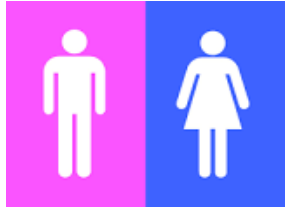
Work-Family Conflict Exposures

- Work -> family conflict (4 items)
 1. When I get home from work, I'm too tired to do the things I'd like to do
 2. My private life doesn't look like I would like it to because of my work
 3. I often overlook personal needs due to the demands of my work
 4. My private life suffers because of my work
- Family -> work conflict (3 items)
 1. My work suffers because of everything going on in my personal life
 2. I would devote more time to work if it weren't for everything I have going on in my personal life
 3. I am too tired to be effective at work because of things I have going on in my personal life
- Items scored on Likert scale ranging from 1 (not at all) to 5 (always)
- WFC mean (SD) 2.62 (0.97); Men 2.53 (0.94); Women 2.69 (0.99)
- FWC mean (SD) 1.45 (0.56); Men 1.51 (0.58); Women 1.40 (0.54)

Depressive Symptoms Outcome

- Hopkins symptom Checklist core depression scale (SCL-CD₆)
- 6 questions "In the past week, how much have you been bothered by"
 1. Inertia or lack of energy?
 2. Depressed/feeling blue?
 3. Blaming yourself for things?
 4. Worrying too much about things?
 5. Lack of interest in things?
 6. That everything feels exhausting?
- Items scored on Likert scale ranging from 0 (not at all) to 4 (very much)
- Range 0-24
- Higher scores indicating worse mental health
- Mean (SD) 4.75 (4.50); Men 4.26 (4.22); Women 5.11 (4.67)

Sample characteristics



4,219 (42%)
5,864 (58%)



83% very/fairly
good health



7% <35 yrs
37% 35-49 yrs
56% 50-64 yrs



47% household
income q4 & q5

13% Unskilled
15% Skilled
13% Assistant non-manual
35% Intermediate non-manual
23% Professionals / Executives



94%



84% 20-40 hrs/wk
11% >40 hrs/wk



80%



42% 1-10 hrs/wk
28% >10 hrs/wk



25% child ≤ 12
43% child ≤ 19

Childcaring intensity

Males

- ❖ 0 hours 60%
- ❖ 1-10 hours 33%
- ❖ 11+ hours 8%



Females

- ❖ 0 hours 62%
- ❖ 1-10 hours 29%
- ❖ 11+ hours 9%

Fixed effects within-person models for depressive symptoms and work-family conflict by gender and childcaring intensity

Depressive symptoms	Coefficient (95% CI)	Coefficient (95% CI)
0 hours/week childcaring	Females (N=4,293 & n=9,925)	Males (N=2,990 & n=6,804)
WFC	1.57 (1.41, 1.73)	1.31 (1.13, 1.49)
FWC	1.04 (0.79, 1.30)	0.70 (0.43, 0.96)
1-10 hours/week childcaring	Females (N=2,265 & n=4,062)	Males (N=1,783 & n=3,342)
WFC	1.64 (1.37, 1.91)	1.65 (1.35, 1.96)
FWC	1.27 (0.84, 1.70)	0.49 (0.10, 0.88)
11+ hrs/week childcaring	Females (N=749 & n=1,093)	Males (N=488 & n=678)
WFC	2.04 (0.83, 2.14)	1.39 (0.53, 2.25)
FWC	1.57 (0.65, 2.11)	1.24 (0.27, 2.21)

Models adjusted for year of survey, age, marital/relationship status, housework, work hours, SES, HH income, child ≤12 years

Fixed effects within-person models for depressive symptoms and work-family conflict by gender and childcaring intensity

Depressive symptoms	Coefficient (95% CI)	Coefficient (95% CI)
	Women	Men
0 hours/week childcaring	(N=4,293 & n=9,925)	(N=2,990 & n=6,804)
WFC	1.35 (1.20, 1.50)	1.13 (0.96, 1.30)
FWC	0.90 (0.66, 1.13)	0.73 (0.48, 0.98)
	Women	Men
1-10 hours/week childcaring	(N=2,265 & n=4,062)	(N=1,783 & n=3,342)
WFC	1.29 (1.02, 1.56)	1.48 (1.18, 1.78)
FWC	1.16 (0.76, 1.55)	0.47 (0.10, 0.85)
	Women	Men
11+ hours/week childcaring	(N=749 & n=1,093)	(N=488 & n=678)
WFC	1.48 (0.83, 2.14)	1.14 (0.38, 1.90)
FWC	1.38 (0.65, 2.11)	1.16 (0.32, 1.99)

Models adjusted for year of survey, age, marital/relationship status, housework, work hours, SES, HH income, child ≤12 years, general health

Conclusions

Work-Family Conflict

Changes in work-family conflict have an impact on mental health for both men and women

Family-Work Conflict

Changes in family-work conflict are also associated with changes in mental health for both health for both genders

Gender and Childcare intensity Differences

The impact is more pronounced for employed women and varies based on the level of the level of child caring responsibility

Implications for childcare policies and workplace considerations

1 Support for Working Parents

Reevaluate childcare policies

2 Flexibility

Greater flexibility in work schedules and access to quality and equitable childcare

3 Creating a Balance

Promote better balance between work and non-work responsibilities



Thank you

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