

**EMPLOYMENT RELATIONS
OCCASIONAL PAPER**

Family structure and work satisfaction. Can work-life balance policies foster happiness in the workplace?

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Executive summary

This report examines how the overall job satisfaction of workers in different family circumstances is affected by the availability of Work-Life Balance (WLB) policies at the workplace. The study concentrates on workers in British establishments and uses the three WLB employee surveys in the empirical analysis.

Over the last ten years there has been an increasing public concern in the promotion of measures that guarantee a better balance of work and family commitments as a way to help women to pursue their professional careers. This report has shown, however, that both women and men benefit from working in 'family-friendly' environments.

For the analysis a basic 'family-friendly' package, to a large extent comparable across the years analyzed, was defined, and its influence over worker's job satisfaction tested for employees with young children. Results suggest that especially women with children aged 0 to 4 years old present lower levels of job satisfaction. Interestingly, men's satisfaction does not seem to be affected to the same extent by the presence of children. However, as anticipated before, both men and women employees with dependant children working in 'family-friendly' environments present higher levels of job satisfaction compared with those who do not. This finding is particularly relevant for its equalizing effect over gender since still deep labour market inequalities persist related with this dimension.

Concretely, on average, working mothers with dependant children are between 10 to 20 per cent more satisfied with their job in the three years analyzed whereas fathers' satisfaction increases by 5 to 10 per cent. The methodology employed has combined descriptive and multivariate analysis. The former sought to present a general overview both on the levels of job satisfaction of women and men with family responsibilities and in the presence of family supportive policies across British establishments. The multivariate analysis has sought to explain whether work-life balance policies, once other alternative explanations have been controlled for, are important factors behind worker's job satisfaction, especially for those with family responsibilities.

This report has faced important limitations which stem from the different methodologies followed for the data collection and the small sample sizes. This has made difficult comparability across the years and, more importantly, the conclusions and policy recommendations that can be drawn from this work. Yet we are confident we have presented solid basis and provide arguments for scholars and policy-makers concerned with the interplay between family and work spheres to promote and deepen family-friendly policies at the workplace. This report suggests that WLB policies are a win-win strategy both from the point of view of policy makers and for those involved in the day-to-day industrial relations at the firm level. WLB policies help workers to find a better balance between their family and professional duties. As a result, higher satisfied workers are likely to be more involved and productive than those with lower levels of job satisfaction.

1. Introduction

This report investigates the extent to which the relationship between family structure and worker's well-being, as measured by job satisfaction, is affected by the presence of work-life balance policies at the workplace (WLB, henceforth).

This study offers a new contribution to the study of the determinants of job satisfaction at least for two different reasons. On the one hand, it examined how the household organization itself contributes to the well-being of the worker. On the other hand, and related with the former, it examined the importance of the availability and take up of WLB policies at the workplace in mediating the impact of that family structure on worker's job satisfaction. Previous research on job satisfaction had been traditionally focused on workplace factors. In my view, this distinction is no longer useful as work and family decisions are now much more intimately related for both men and women.

It is in this context in which at the beginning of the 1990s the European Union (EU) launched its first package of legislation to encourage member states to develop national programs of WLB policies (Aybars 2007). The stated goal of such policies was to help workers (particularly women) make working compatible with family responsibilities. However, the relevance of these policies goes beyond the simple reconciliation of work and family activities. As Hakim shows women's preferences have changed in the last decades with an increasing majority of women wishing to develop a professional career together with their role as mothers (1996, 2000). WLB policies help to make compatible these two goals (Esping-Andersen 2002).

For the present study the employee data of the UK Work-Life Balance studies conducted in 2000, 2003, and 2006 are used. These studies cover a representative sample of workers in British establishments both in the public and private sectors. Workers are asked about their working conditions and characteristics, the existence of WLB policies at the workplace and their level of satisfaction with them. They are also asked to provide information about their personal and family characteristics. Overall, the scope and richness of the data allows us to appropriately address the triangular relationship between job satisfaction, family structure, and WLB policies at the workplace.

In the next section an overview of previous research on the relevant issues is presented. Section 3 presents the data and the methodology used. In section 4 the findings of the empirical analysis, both descriptive and multivariate are discussed. In order to facilitate the interpretation of the results, where appropriate, some predicted probabilities were estimated. Finally, section 5 concludes and discusses the policy implications that can be drawn from this research.

Background

This section gives an overview on the most relevant contributions concerning the two topics this research addresses: the relationship between family structure and job satisfaction, and how WLB policies may affect such relationship.

Job satisfaction and family structure

The fact that labour market and family decisions are closely connected in contemporary society has been well established across disciplines in a number of relevant studies. Overall, they show that decision-making within the family contributes to the different roles men and women still play in the two spheres (Becker 1991; Lundberg and Pollack 1993; Paula and Farkas 1986; Shelton 1996). Yet currently the workplace has become a central arena in women's lives as much as it used to be for men during the decades in which the male breadwinner model was the rule in the organization of the family (Hochschild 1997). For this reason, it is surprising that in the existing research on job satisfaction just a very few contributions do consider the effect of family characteristics on the level and variation of workers' job satisfaction (Dyer 1956; Holland and Cable 1985; Hanson and Sloane 1992; Booth and Van Ours 2007).

A closer look at the existing literature provides a further explanation: satisfaction with one's job has been traditionally regarded as an economic variable related to productivity at the workplace (Freeman 1978). From this perspective, highly satisfied workers were also the most productive ones. There are exceptions to this pattern though. Some authors, for instance, pointed out that job satisfaction is related with other dimensions of satisfaction such as life and family satisfaction (Stapel 1950; Benin and Cable 1985; Booth and Van Ours 2007) or with overall values and orientations towards work (Kalleberg 1977). In this vein, a comprehensive definition of job satisfaction, as Kalleberg pointed out, should go beyond a single concern with productivity to include the personal value system of the worker as well as the quality of her life outside the work role (1977: 124).

Scholars interested in understanding what might explain the differences in job satisfaction amongst workers at a given point in time as well as on how one's own satisfaction varies over time have provided an array of individual and structural characteristics of the workplace which altogether would account for such variation. Among the former, sex, age, education, tenure, income, occupation, job position and hours worked have been the main dimensions analyzed. As for the latter firm size, industrial sector and gender or ethnic composition of the workplace are the variables traditionally considered. Although for some of these dimensions the findings are not conclusive, a significant part of the literature agrees that women are more satisfied than men (Kaiser 2005; Booth and Van Ours 2007), perhaps because they value more the fact that they are working (subjective evaluation) than the specific conditions of work (objective evaluation) (Weaver 1978; Varca *et al* 1983); older workers have higher levels of satisfaction than younger ones (Janson and Martin 1982; Kalleberg and Loscocco 1983); the relationship is also positive for education (Glenn and Weaver 1982; Gruenberg 1980) while negative for the hours worked. The findings are more complex for occupation and related also to the employment conditions, skills and employee values and orientations (Rose 2003). Finally, sociological explanations of job satisfaction have emphasized the effect of the structure and the social context in which the worker is embedded. Interesting examples focused on the ethnic and the gender composition of the workplace (the more heterogeneous it is the less satisfied the worker is) (Wharton *et al* 2000) and the effect of the social networks developed at work (Marks 1994).

Finally, the spillover model, which argued that satisfaction in one domain of life overflows onto other areas of life, has provided a theoretical framework for some

authors to study the effects of the family structure on job satisfaction as well as the interconnection between job satisfaction, marital and life satisfaction (Dyer 1956; Holland and Cable 1985). Very relevant for the purpose of this study is the effect of having children on the job satisfaction of working mothers and fathers. Whilst results have tended to be inconclusive, some authors reported a negative effect of having younger children on women's job satisfaction (Booth and Van Ours 2007) while others find no effect (Hanson and Sloane 1992). This report has investigated further the relationship between the presence of younger children on worker's job satisfaction. It has also added to the existing research on the effects of WLB policies and satisfaction of working parents.

Work-life balance policies at the workplace

Academic research concerned with the promotion of gender equality distinguished two different scenarios: one that seeks to harmonize motherhood and careers by helping women to resolve the trade-offs inherent in the interplay of the two spheres. The other, instead, aims to make gender absolutely neutral in the allocation of women's opportunities. Although more ambitious, the latter is a much less precise objective, and therefore more difficult to accomplish. The first one is more specific and feasible. WLB policies belong to this objective. They are the tool through which harmonization is implemented (Esping-Andersen 2002: 69-70).

As was stated in the previous section, the strong interdependence that nowadays exists between work and family requires attention to be paid to household as well as workplace characteristics. Very often this interdependence explains the negative spillover effects (particularly in terms of time pressures) from work to home found for working mothers (Hyman *et al* 2005). Gender, therefore, appears to be important in understanding time constraints. Van der Lippe, for instance, showed in a recent study analyzing time pressures using a sample of Dutch workers that "men are more influenced by their workplace characteristics, while women are more influenced by their household characteristics" (2007: 707).

Consensus around what constitutes a basic 'women-friendly' package includes generous maternity and paternity leave arrangements, affordable childcare facilities and significantly the availability of flexible working time. The importance given to each of these key elements varies across the European welfare states but altogether they are considered to facilitate reconciliation (Moss and Korintus 2008; Cousins and Tang 2004). Since the seminal work of Esping-Andersen (1990; 1999) the institutional framework is recognized to play a significant role in the design and implementation of public policies. This is also the case in recent works devoted to the analysis of WLB in a comparative perspective (OECD 2005; Aybars 2007).

In particular, the development of WLB policies in the UK is characterized by a heavy reliance on agreements reached at the firm level.¹ The New Labour government launched its agenda to promote 'women-friendly policies' as early as in 1997. After ten years of public action relevant authors depict the British model of WLB policies as one in which public intervention, following the traditional approach of a liberal welfare regime, have been more oriented to exhort employers to adopt WLB policies in their establishments rather than to intervene through regulation or public spending (Crompton *et al* 2005). All in all, some improvements have been introduced

¹ For an excellent and recent review of WLB in the UK see Houston (2006). Also, see the reports of the BIS Employment Relations Research Series devoted to WLB policies.

concerning mainly leave arrangements (for both mothers and fathers in length and financial coverage) and flexibility in working time. However, there still remains a persistent low availability of childcare facilities at the workplace (Lewis and Campbell 2007). WLB policies are to a large extent unevenly distributed across industrial sectors. Whilst some show high rates of coverage (this is particularly the case in large organizations, in the public sector, and where unions are recognized and there is a human resources department), in others improvements are certainly needed (those in which there is no high commitment in managerial practices, no equal opportunities policies or the proportion of women among the workforce is low (Healy 2004; Hoque and Noon 2004).

Among all the elements reviewed here, the one that seems to be more responsible for making it more difficult to better reconcile family and work spheres is a pervasive characteristic of the British labour market: the unequal distribution of hours of work between women and men. Men traditionally overwork (more than 40 hours a week) while women are concentrated among part-timers (Bonney 2005). Part-time work makes it difficult for women to be independent and provokes spillover effects in their role in the family. Some would argue that this unequal share of work should be the first goal that a government aimed at promoting work-life balance of employees in Britain should address (Dex and Bond 2005). It is important though to do it in a combined strategy that takes into account both women and men. After all, when analyzing why and for whom WLB are needed we are dealing with workers that are mothers and fathers. As couples the joint consideration of their interests and aspirations is a key element in helping them to be close to their children (Bonney 2007). Obviously, this joint consideration implies to add men in the equation of parenthood. Together with the well-established change in women's gender roles towards more equality in partnership and motherhood, there is a parallel switch in the men's side of the coin towards a greater involvement in rearing their children (Smeaton 2006; Gambles *et al* 2006).

To sum up, the empirical analysis below has sought to test whether family structure affects employees' job satisfaction and, if so, whether it affected differently women and men. It has also studied whether WLB policies available at the workplace mediate the influence of family characteristics on job satisfaction. In the next section the data and methods used in the empirical section are presented.

2. Data and Methods

The analysis was carried out using the three employees' surveys of the Work-Life Balance Study (WLBS, henceforth) which correspond to the years 2000, 2003, and 2006. The WLBS is a set of cross-sectional datasets with separate surveys about employers and employees. The sample design was designed to be representative of the workers in establishments with no less than 6 employees. The information directly addressed work-life balance issues. It also contains the standard information of an employment relations survey about the workplace and work characteristics. Also some fundamental information about the family and household context of the worker is available. The sample size varied considerably across the three waves of the study: 7,561 workers were interviewed in the year 2000, 2003 in the year 2003, and 2,081 in the year 2006. This drop is a small inconvenience in estimating the models for the last two years. The present study aimed to retain comparability of the models across the years for this reason the covariates introduced are to a large extent very similar.

The empirical analysis presented in the next section starts with two descriptive analyses. In the first one a mean comparison test for men and women workers' job satisfaction is presented for the whole sample of workers and for workers in specific family circumstances. With the second one I wanted to provide a description of the availability of the standard 'family-friendly package' in the British labour market, its evolution over the time period covered, and the rates of take-up by workers when the information is available. The analysis is concentrated in only two of the three measures of this 'family-friendly' package depicted in the previous section: flexible working arrangements, and childcare facilities at the workplace.² At first glance, this description will also allow us to get a better picture of temporal trends in the availability and take-up of WLB at the workplace. Finally, the multivariate analysis seeks to explain worker's job satisfaction as a function of her family characteristics and the WLB policies available at the workplace. The models presented additively will control also for the usual individual and workplace characteristics found in the literature on job satisfaction. An ordered logit is used given the ordinal nature of the dependent variable which is a five-points Likert scale measuring the degree of satisfaction of the work with her job (the scale ranges from very dissatisfied as the lowest value to very satisfied as the highest value).³ To facilitate the interpretation of the logit estimates and discuss the main results, graphical representation of the predicted probabilities is presented. Finally, the models were estimated separately for women and men. This will allow for a better study of gender differences in job satisfaction and what drives them.

² Maternity and paternity leaves were excluded from the analysis given the low number of workers who actually declare to be informed and/or have taken up them. Table 4 in the next section presents the frequencies only for flexible working arrangements and childcare facilities which were later introduced in the multivariate analysis

³ Research on job satisfaction from labour sociologists and applied psychologists has highlighted that composite measures of job satisfaction, when available, are far more justifiable than single-items to carry out empirical analysis. There is evidence that single-item measures produced by direct enquires about individual's overall job satisfaction (the dependent variable in this report) produced biased responses and that they perform far less well than composite measures in measuring overall job satisfaction accurately and consistently (Rose 2007; Rose 2005). Yet the information available did not allow us to create any aggregate index of job satisfaction and the analysis presented was done using a single-item Likert scale of job satisfaction.

3. Results

Table 1 shows the mean scores of workers' job satisfaction for the year 2000. The first result that deserves attention is that, overall, women were more satisfied than their men co-workers. However, when we turn to the effects of the presence of children in the family results are more informative for the purpose of this report. In general, women with dependent children (aged 0 to 3 years old) present lower levels of job satisfaction than those of men, although this difference was not significant. To the contrary, women were always significantly more satisfied than men when children are older (4 to 11 years old, and 12 to 16 years old), that is, working mothers are more happy with their work than fathers when they have children who require less care and attention. The highest and lowest levels of job satisfaction for men are for those with children aged 4-11 years old and with children over 16 years old, respectively. For males, the age ranges of the children seem to suggest that men's job satisfaction was more influenced by other elements than by purely their family circumstances.

Table 1: Means of workers' job satisfaction (year 2000)

	Women workers	N	Men workers	N
Full sample of workers	4.11 ^a (0.95)	4,217	4.05 ^a (1.00)	3,315
By presence of children				
No children	4.09 (0.97)	1,972	4.04 (0.98)	1,840
Children 0-3 years	4.01 (0.93)	286	4.13 (0.91)	258
Children 4-11 years	4.13 ^b (0.93)	648	3.99^b (1.08)	471
Children 12-16 years	4.20^b (0.90)	572	4.08 ^b (0.98)	310
Children 16 years and in full-time education	4.06 (1.02)	313	4.03 (1.00)	195
Children +16 years	4.18 (0.88)	426	4.11 (1.01)	241

Source: WLB, Employee survey 2000.

Standard deviations between parentheses.

(a) Indicates difference between the two observations significant at 1 per cent level; (b) Difference significant at the 5 per cent level; (c) Difference significant at the 10 per cent level.

In bold and italic highest levels of job satisfaction. In bold lowest levels.

Table 2 shows the same analysis for 2003. The only difference is that in this case it was not possible to distinguish whether children over 16 years old were in full-time education due to the way the information was recorded in the survey. On the other hand, the sample size is smaller than that for the year 2000 but still enough to keep the statistical reliability of the means comparison tests carried out. As in table 1, without family characteristics, women report higher levels of job satisfaction than men. Once again, the age of the children seem to be more relevant for mothers than for fathers, even though in this case results were not as clear-cut as for the year 2000. Significant differences were concentrated between workers without children (with women more satisfied than men) and those with non-dependant children (aged 12 to 16 years old) where women were again more satisfied than men. Interestingly, although the difference was not significant the lowest level of women's job satisfaction was found among those with little children (0 to 4 years old), as it was

the case also for men. Finally highest levels of satisfaction differ by gender: for women it was for those with children in the age range 12-16 years old while for men in the oldest children over 16 years old.

Table 2: Means of workers' job satisfaction (year 2003)

	Women workers	N	Men workers	N
Full sample of workers	4.07 ^a (0.94)	908	3.92 ^a (0.97)	1,092
By the presence of children				
No children	4.08 ^a (0.94)	507	3.94 ^a (0.97)	620
Children 0-3 years	3.87 (0.93)	56	3.76 (1.08)	71
Children 4-11 years	4.02 (1.02)	167	3.95 (0.95)	201
Children 12-16 years	4.17^b (0.74)	70	3.84 ^b (1.01)	77
Children +16 years	4.13 (0.95)	108	3.97 (0.94)	123

Source: WLB, Employee survey 2003.

Standard deviations between parentheses.

(a) Indicates difference between the two observations significant at 1 per cent level; (b) Difference significant at the 5 per cent level; (c) Difference significant at the 10 per cent level.

In bold and italic highest levels of job satisfaction. In bold lowest levels.

Finally, table 3 reports the averages of workers' job satisfaction for 2006. As in the previous analyses here again overall women consistently show higher levels of satisfaction than their male co-workers. Results were very similar to those found for 2003: significant differences by gender were found among workers with no children and those with children between 12 and 16 years old. In both cases women showed higher levels of job satisfaction (the latter case was indeed the highest for both female and male workers). Finally, the lowest level for men was for those with dependant children, aged 0 to 3 years old while for women was found with children aged 4 to 11 years old. However, in the two cases the differences among workers did not reach the standard levels of statistical significance.⁴

Table 3: Means of workers' job satisfaction (year 2006)

	Women workers	N	Men workers	N
Full sample of workers	4.17 ^a (0.80)	985	4.09 ^a (0.79)	1,096
By the presence of children				
No children	4.17 ^c (0.79)	711	4.10 ^c (0.80)	862
Children 0-3 years	4.09 (0.97)	22	3.74 (1.04)	19
Children 4-11 years	4.07 (0.97)	87	4.08 (0.70)	96
Children 12-16 years	4.31^c (0.65)	109	4.13^c (0.69)	78
Children +16 years	4.12 (0.81)	56	4.07 (0.68)	41

Source: WLB, Employee survey 2006.

Standard deviations between parentheses.

(a) Indicates difference between the two observations significant at 1 per cent level; (b) Difference significant at the 5 per cent level; (c) Difference significant at the 10 per cent level.

⁴ These results should be taken with caution. The small sample sizes of these cells may well hinder the test for statistical significance performed.

Table 4 shows the coverage and take-up rates of the basic ‘family-friendly package’, as defined in the theoretical section, according to the information available in the three surveys used in this report. Given the different methodologies used in the data collection maternity and paternity leaves had to be excluded both in this descriptive section and in the multivariate analysis below. A further limitation was that for the year 2006 no questions about childcare facilities available at the workplace were asked. This makes more difficult to directly compare the results for the year 2006 with those of 2000 and 2003. For this last year the extent to which a workplace can be regarded as family-friendly was approached only with an index of the number of flexible work arrangements available.

Instead, for the years 2000 and 2003 there was a wealth of information about childcare facilities available at the workplace which allowed construction of an index counting the number provided by the firm (we believe it is a good indicator for the level of support of the firm with working parents). To sum up, the ‘family-friendly package’ included in the multivariate analysis, due to limitations with the data, was not exactly the same between the years 2000-2003 and 2006. Despite this, we believe that it is a quite accurate measure of the extent to which workplaces in the UK were supportive of families in the way defined by the specialized literature.

All in all, the data shown in table 4 support what was previously found in the literature review: even though flexible time arrangements concerning hours of work is widely available for a considerable number of workers, other important measures of what is seen as the basic ‘family-friendly’ package were not so widespread across British establishments. This was the case for the provision of childcare facilities by the firm where very different levels of compromise and financial investment were observed.

Table 4: Evolution of the ‘family-friendly’ package in the UK *

	2000	N	2003 [only parents are asked] ^(a)	N	2006 ^(b)	N
Work flexitime available						
Yes	25.16	1,902	47.53	952		
Take-up	n.a.		26.03	521		
Flexible working arrangements available						
Work part-time					68.77	1,431
Work only during school term-time					36.64	762
Job share					47.03	978
Work flexitime					52.59	1,094
Work reduced hours					54.31	1,130
Work from home					22.90	476
Work compressed week					34.73	723
Work annualized hours					23.68	493
Childcare facilities provided by the firm						
Workplace nursery	8.94	676	3.50	70		
Subsidised nursery outside the workplace	4.55	344	2.14	43		
Financial help	4.32	327	1.95	39		
Information about local provision of childcare	15.97	1,207	4.55	91		
Help with childcare arrangements during school days	6.91	523	1.35	27		

Source: WLB, Employee survey 2000, 2003, and 2006.

*Percentages calculated using weights.

(a) The survey for 2003 only asks to parents about the childcare facilities available at the workplace.

(b) The survey for 2006 does not include questions about childcare facilities available at the workplace. Due to this limitation the battery of questions about the availability of flexible working arrangements was used in the multivariate analysis as a count index summarizing the number of flexible working arrangements available at the establishment.

Detailed results of the multivariate analysis can be seen in Annex B. Additive models are presented where family characteristics (models 2) and WLB policies (models 3) were sequentially added to model 1 in which only worker and job characteristics were considered. Since the main interest lies in models 2 and 3 for each of the years, only a brief comment will be made about model 1. In year 2000 results confirmed that workplace and individual characteristics of the worker were better predictors for men’s levels of job satisfaction. There was only one exception concerning the hours of work (closely related with the time pressures felt by the worker discussed in the literature review) that affected more women than men. Results were very much alike for the year 2003 even though the estimates are not so reliable in terms of statistical significance due to the smaller sample size. The same caution applies for 2006. Yet results confirmed that men’s job satisfaction was more sensitive than women’s to the workplace characteristics.

The core of this research is presented in the models that considered the influence of the family structure and the WLB policies on employees' job satisfaction. For the year 2000 model 2 for women shows that mothers with dependant children (in particular having a child aged 0 to 3 years old) were less satisfied with their job than women with no children. Marital status was introduced as a further control. The significant coefficient for married women compared to those who were single is not easily interpretable with this cross-sectional data since it may be caused by self-selection (that is, happier people, on average, were more likely to partner) or, and more relevant for this report, to positive influences between partners' employment careers (a typical spillover effect within the couple).

Conversely, for men family structure played no role whatsoever in explaining their job satisfaction. Therefore, as discussed before, these results confirm that women were more affected than men by their particular family situations. Despite the fact that they increasingly take over work responsibilities as much as men used to do, they are the ones who bear most of the costs of parenthood, at least in terms of the *double burden phenomenon*.

Results for the year 2003 are in the same direction as those reported for the year 2000 in terms of the unequal effect of the family structure (negative for women, negligible for men). In this case, marital status did not seem to play any significant role in job satisfaction, neither for women nor for men. The negative effect was concentrated in women with dependent children.

However, as it was argued in the previous theoretical section of this report, a positive mediating effect should be expected where workers would have available policies that could help them to deal better with the trade-offs inherent to the presence of children. The last models of the tables allow us to test this hypothesis. If this is supported we should expect, at least, a significant reduction in the negative effect found in the model where only family characteristics were present. In the best scenario such reduction should make that negative effect vanish. Results for the years 2000 and 2003 are promising in that they suggest a positive effect of the WLB policies. For the year 2000, model 3 shows that when WLB policies were introduced the negative effect found for women with young children reduces (it was significant only at the five per cent level). In 2003, even though the WLB variables were less reliable (due to the way they were coded), in the full model, they also make the negative effect found for women with children aged 0 to 3 vanish. Interestingly, for men, although they did not seem to be affected by their family characteristics, having available policies that help them to reconcile family and work duties had a positive and significant influence in how satisfied they were with their work. These results seem to suggest that a 'family-friendly' workplace has positive spillover effects for all the employees independently of their gender.⁵

Results for the year 2006 deserve a special attention for a twofold reason. On the one hand, family characteristics, although with the expected negative effect for those with young children, did not reach the level of statistical significance. On the other hand, for the reasons mentioned above, the WLB package analyzed is not fully

⁵ The WLB policies introduced in the models were those of table 4. For childcare facilities for the years 2000 and 2003 the indexes count how many of those facilities were available at the workplace. For 2006 the index count the number of flexible work arrangements available that employees could use.

comparable with that of the year 2000 and 2003 due to substantial changes in the design of the questionnaire for 2006. In this case an index of the number of flexible working arrangements was the only proxy considered to the WLB policies analyzed for the year 2000 and 2003.

Results suggest that for both women and men workers the number of flexible arrangements available had a strong and positive effect on their job satisfaction. Overall, and bearing in mind the limitations for comparability, results for 2006 also show a positive effect on workers' job satisfaction when they work in 'family-friendly' environments.

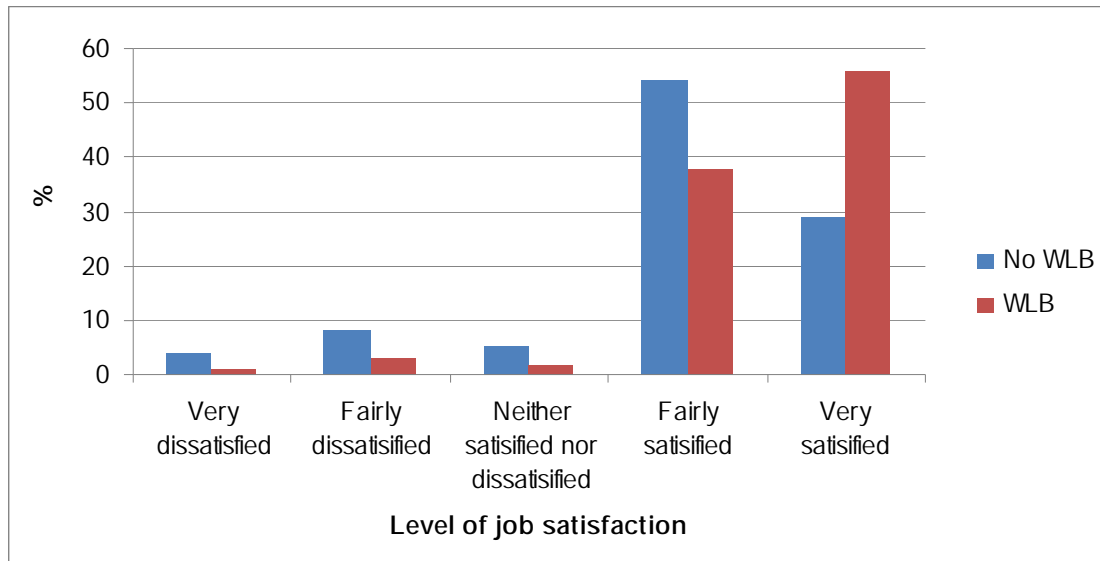
Finally, since the coefficients of a logit regression can only be interpreted in terms of the sign but are not directly interpretable in terms of the magnitude, the figures below present the predicted probabilities for the last model of each year for married men and women with dependent children (0-3 years old). The aim of the graphical representation was to show how levels of job satisfaction for women and men changed once WLB policies were introduced.⁶ This exercise was done also for men in the same family circumstances as women even though they did not affect their job satisfaction in order to provide an approximate measure of the positive spillover effect found in the regression analysis.

All the figures show that overall when workers with family responsibilities worked in 'family-friendly' environments they enjoyed higher levels of job satisfaction than those working in places with no support to reconcile family and work duties. More importantly, this effect was equally positive for both women and men.

The figures for the year 2000 show that the effect of WLB policies was larger for women than for men. For men, the presence of these policies had not much effect on their job satisfaction. This finding goes in line with the greater effect of family responsibilities for mothers than for fathers in how satisfied they were with their working conditions.

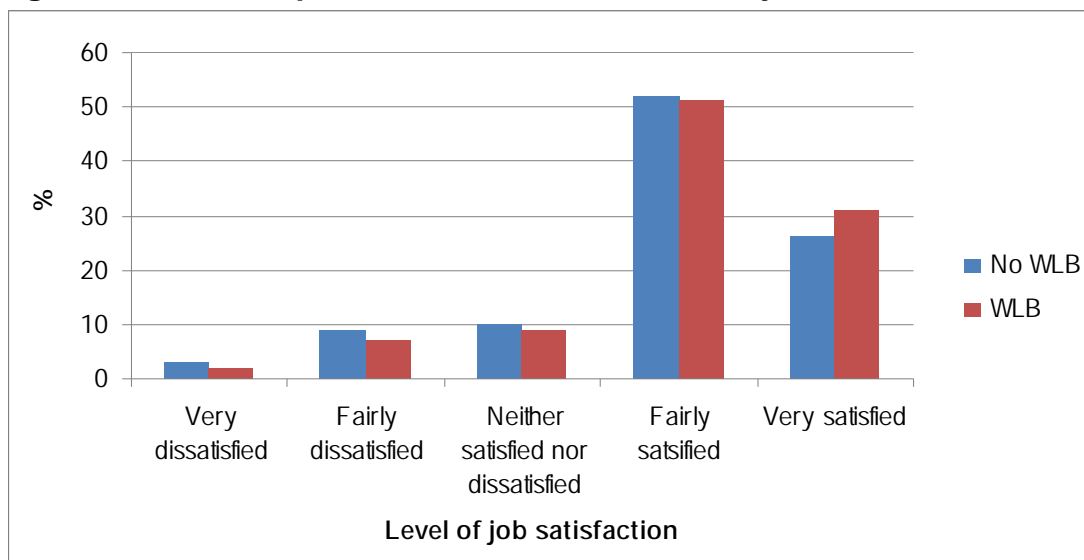
⁶ Given the categorical nature of the other variables in the models they were set in their modal value. In so doing we measure the effect of the WLB policies in a representative worker who was married and with dependent children. Predicted probabilities were estimated using the `Spout` command with Stata (Long and Fresse 2006).

Figure 1 Predicted probabilities for women workers' job satisfaction (year 2000)



Source: WLB, Employee survey 2000, own calculations.

Figure 2: Predicted probabilities for men workers' job satisfaction, 2000



Source: WLB, Employee survey 2000, own calculations.

In the analysis for the year 2003 not significant sex differences were found: both mothers and fathers equally benefit from 'family-friendly' working places. If any, the conclusion that can be drawn from this finding should stress the fact that a similar effect on job satisfaction for men and women is more socially relevant for mothers since they are the ones who bear most of the responsibilities in looking after their children when they are still young.

Figure 3. Predicted probabilities for women workers' job satisfaction (year 2003)



Source: WLB, Employee survey 2003, own calculations.

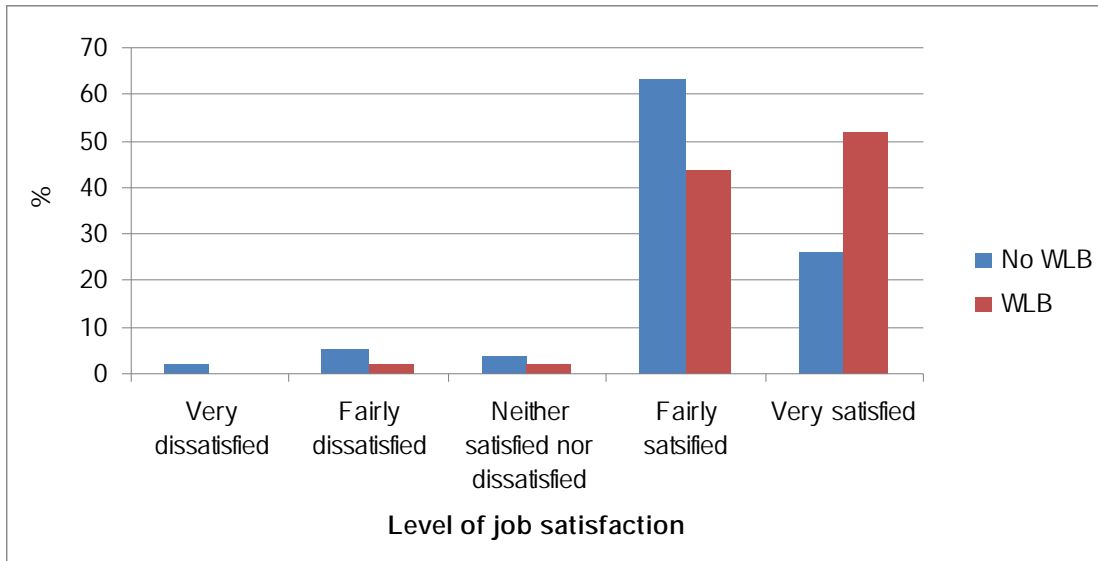
Figure 4. Predicted probabilities for men workers' job satisfaction, 2003



Source: WLB, Employee survey 2003, own calculations.

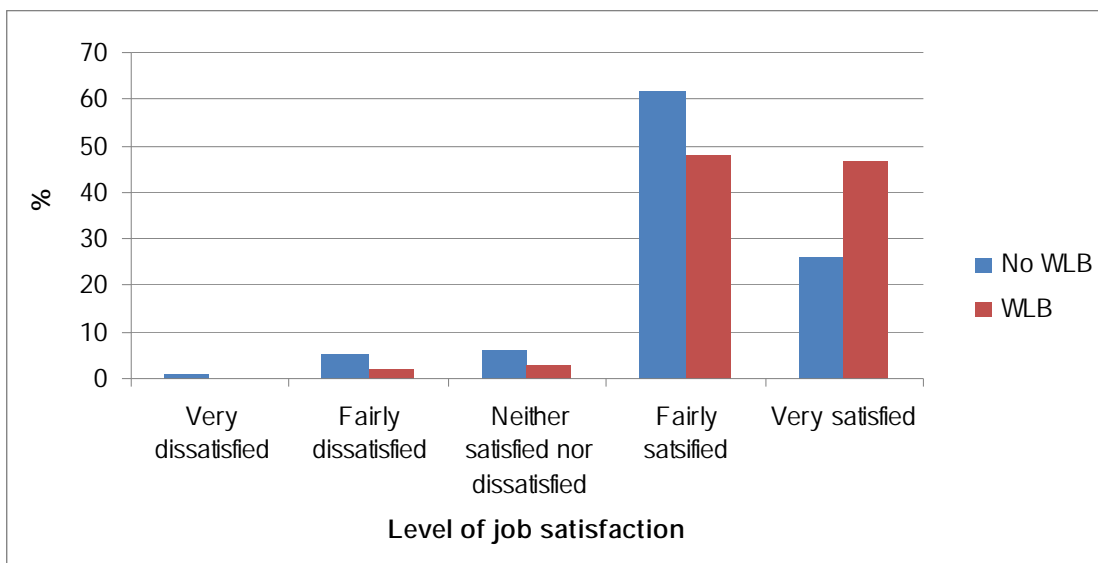
Finally for the year 2006 given the poor fit of the models and the lack of statistical significance of some of the relevant variables, figures 5 and 6 are only presented for the sake of facilitating an approximate measure of the impact of WLB policies for workers in the same family arrangements as in the two previous years. As for the year 2003 only slightly differences in favour of working mothers in the magnitude of the effect of WLB policies in their levels of job satisfaction were found. Yet, women's and men's satisfaction with their jobs appeared to be positively affected by the availability of WLB policies.

Figure 5. Predicted probabilities for women workers' job satisfaction, 2006



Source: WLB, Employee survey 2006, own calculations.

Figure 6. Predicted probabilities for men workers' job satisfaction, 2006



Source: WLB, Employee survey 2006, own calculations.

Overall, the empirical analysis provides us with interesting and very relevant results. The implications in broader and societal terms will be discussed in the conclusions that follows.

4. Conclusions

The issue of how to promote the balance of work and family responsibilities is a major policy concern and has deserved increasing scholarly attention in recent years. As this report has shown the relationship between the labour market and the household is an important determinant in understanding people's living conditions in current society. Particularly, this is the case for women who traditionally have assumed most of the duties in the rearing of children while in the last few decades have increasingly been incorporated in the labour market to pursue a professional career. This has been reflected in studies looking at inequalities related with gender (pay gap, occupational segregation). The present report takes one step forward by considering the gender specificities of inequalities related with job satisfaction in the presence of WLB policies. As this research shows, women suffer other less frequent measured differences with their men co-workers that are explained by their dual role as mothers and workers: their level of job satisfaction, once the influence of the household is considered, falls behind that of men.

It is in this context that WLB policies play an important role. Designed primarily as policy interventions to facilitate the reconciliation of work and family, this research has demonstrated that they bring about other positive spillover effects in terms of workers' satisfaction. More importantly, this effect seems to be gender-neutral. Male workers in 'family-friendly' environments also experience higher levels of job satisfaction and involvement. This finding is relevant *per se* but it is more so because even though family responsibilities do not appear to affect men's satisfaction with their work, fathers are slowly becoming more involved in looking after their children. For this reason, I can anticipate that any effort to deepen in the availability and take-up of the family-supportive measures discussed in this research will have positive consequences for the lives of the millions of British workers who are also mothers and fathers and enjoy being so. After all, this is the challenge of our times: how to guarantee to our children the best life chances they can get. Without no doubt by being able to feel their parents close to them we will be going in the right direction.⁷

The main caveats of this research relate to the difficulties faced with making the analysis comparable across years. Both the changes introduced in the design of the questionnaires and the variation in the sample sizes of the three surveys were major limitations for comparative analysis. The survey for 2006, where the questions about availability of childcare facilities at the workplace used in the years 2000 and 2003 were eliminated, is perhaps the best example of the sort of problems that have hindered the analysis presented in this report. All in all, we hope this research has demonstrated the importance of studying the interconnections between family and labour to understand worker's satisfaction with their professional careers in today's Britain.

⁷ Another interpretation for this finding, not related with parenting, has been suggested in some studies which show that worker's satisfaction is increased *per se* with these policies as they are related with more autonomy and self-direction at the workplace. Although this is an interesting alternative explanation, the study of this hypothesis is out of the scope of this report. On this issue see the recent research by Nadeem and Metcalf (2007) using data for the United Kingdom.

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Annex A : Summary statistics

Table A1. Summary statistics

Year	Variables	Code	N	Mean	Standard Deviation
2000	<i>Job satisfaction (DV)</i>	Q65a	7,532	4.08	0.97
	Hours worked	Hours21b	7,482	3.14	0.87
	Supervisory status	Q5	7,557	0.44	0.50
	Seniority	Q8	7,459	2.98	1.15
	Occupation	Occup1	7,531	1.88	0.91
	Temporary contract	Temp	7,561	0.06	0.23
	Labour income	Q80, Q81	7,544	2.88	2.12
	Flexitime	Q33_4	7,561	-0.01	0.70
	Childcare facilities	Q56_1, Q56_2, Q56_3, Q56_4, Q56_7	7,561	0.45	0.86
	Marital status	Q71	7,428	1.80	0.63
	Age youngest child	Q74ne_, q75ne_	7,561	1.43	1.72
	Age	S6	7,561	4.92	1.16
	Sex	Sex	7,561	1.56	0.50
	2003	<i>Job satisfaction (DV)</i>	Q73	2,000	3.99
Hours worked		Q12	1,965	3.14	0.78
Supervisory status		Q5	2,003	0.49	0.50
Seniority		Q8	2,001	3.04	1.12
Occupation		Q4	1,980	1.74	0.84
Temporary contract		Q9	1,994	0.12	0.33
Labour income		Q85	2,003	2.67	1.97
Flexitime		Q28e, Q29e	2,003	0.75	0.85
Childcare facilities		Q66_1, Q66_2, Q66_3, Q66_4, Q66_5	2,003	-0.52	0.67
Marital status		Q79	1,971	1.89	0.58
Age youngest child		D8c_	2,003	1.11	1.44
Age		D6	2,003	5.13	1.18
Sex		Gender	2,003	1.45	0.50
2006		<i>Job satisfaction (DV)</i>	B14a	2,081	4.13
	Hours worked	B05	2,018	3.03	0.89
	Supervisory status	Y06	2,081	0.47	0.50
	Seniority	Lengthserv	2,071	3.04	1.09
	Occupation	Y04x	1,981	2.93	1.14
	Temporary contract	B02	2,077	1.07	0.26
	Labour income	Z07a, Z07b, z07c	2,081	2.77	2.55
	Flexible working arrangements	Flexavail	2,033	3.56	2.10
	Marital status	Z01a	2,030	1.75	0.63
	Age youngest child	A04_01- A04_06	2,081	0.65	1.22
	Age	S06	2,057	4.00	1.34
	Sex	S01	2,081	1.47	0.50

Source: WLB, Employee survey 2000, 2003, and 2006.

Annex B: Supplementary tables

Table B1. Predictors of women's job satisfaction, 2000

Ordered logit (robust standard errors between parenthesis)

	Model 1	Model 2	Model 3
<i>Worker and job characteristics</i>			
<i>Hours worked¹</i>			
16-29 hrs	-0.23* (0.12)	-0.23* (0.12)	-0.27** (0.12)
30-40 hrs	-0.42*** (0.13)	-0.42*** (0.13)	-0.44*** (0.13)
40+	-0.53*** (0.14)	-0.52*** (0.15)	-0.51*** (0.15)
<i>Seniority²</i>			
1-2 yrs	-0.12 (0.11)	-0.13 (0.11)	-0.11 (0.11)
2-5 yrs	-0.08 (0.10)	-0.10 (0.10)	-0.07 (0.10)
+ 5 yrs	-0.32*** (0.10)	-0.32*** (0.10)	-0.29*** (0.10)
<i>Supervisory status</i>			
	0.20*** (0.07)	0.19*** (0.07)	0.15** (0.07)
<i>Occupation³</i>			
manual	-0.33** (0.14)	-0.35*** (0.14)	-0.30** (0.14)
non-manual	-0.05 (0.07)	-0.06 (0.07)	-0.06 (0.07)
<i>Temporary contract</i>			
	-0.04 (0.13)	-0.05 (0.13)	-0.05 (0.13)
<i>Labour income⁴</i>			
< 500 £	-0.22** (0.11)	-0.22** (0.11)	-0.22** (0.11)
501-999 £	-0.14 (0.10)	-0.14 (0.10)	-0.18* (0.10)
1000-1499 £	-0.07 (0.10)	-0.05 (0.10)	-0.10 (0.10)
1500-1999 £	-0.23* (0.13)	-0.19 (0.13)	-0.27** (0.13)
2000-2499 £	-0.17 (0.16)	-0.12 (0.16)	-0.13 (0.16)
2500-2999 £	-0.10 (0.21)	-0.08 (0.21)	-0.21 (0.22)
3000-3999 £	0.08 (0.30)	0.12 (0.30)	-0.03 (0.31)
4000-4999 £	-0.18 (0.44)	-0.13 (0.45)	-0.22 (0.47)
>5000 £	0.30 (0.36)	0.35 (0.36)	0.31 (0.35)
<i>Age⁵</i>			
18-24 yrs	-0.17 (0.32)	-0.17 (0.32)	-0.20 (0.34)
25-34 yrs	0.07 (0.30)	0.02 (0.31)	0.01 (0.33)
35-44 yrs	0.17 (0.30)	0.04 (0.32)	0.01 (0.34)
45-54 yrs	0.30	0.16	0.13

	(0.30)	(0.32)	(0.34)
55-60 yrs	0.35	0.21	0.11
	(0.32)	(0.34)	(0.36)
61-65 yrs	0.83**	0.68	0.62
	(0.43)	(0.44)	(0.47)
Family structure			
<i>Children's age⁶</i>			
0-3 yrs		-0.33***	-0.27**
		(0.13)	(0.13)
4-11 yrs		-0.01	-0.01
		(0.10)	(0.10)
12-16 yrs		0.15	0.16
		(0.11)	(0.11)
+ 16 yrs & ft educ.		-0.17	-0.17
		(0.13)	(0.14)
+ 16 yrs & non-ft educ.		0.07	0.04
		(0.11)	(0.11)
<i>Marital status⁷</i>			
married		0.16*	0.16*
		(0.09)	(0.09)
separated/divorced		0.02	0.04
		(0.12)	(0.12)
WLB policies at the workplace			
<i>Flexitime⁸</i>			
Not available			-0.35***
			(0.07)
Available			0.21**
			(0.09)
<i>Workplace facilities (childcare needs)⁹</i>			
One			0.24***
			(0.09)
Two			0.34***
			(0.12)
Three			0.26
			(0.20)
Four			0.91***
			(0.31)
Five			0.69
			(0.49)
Observations	4,000	4,000	4,000
Pseudo R ²	0.01	0.01	0.02
Wal chi2	66.51	83.03	169.23
Prob.	0.00	0.00	0.00
Likelihood	-4454.35	-4445.69	-4400.57

Key

*** p < .001 ** < .05 * < .1

Reference categories:

1. 1-15 hours worked
2. Less than 1 year
3. Managerial
4. Not reported
5. 16-17 yrs
6. No children
7. Single
8. Not reported
9. None available

Source: WLB, Employee survey 2000

Table B2. Predictors of men's job satisfaction, 2000

Ordered logit (robust standard errors between parenthesis)

	Model 1	Model 2	Model 3
<i>Work and job characteristics</i>			
<i>Hours worked¹</i>			
16-29 hrs	0.25 (0.31)	0.26 (0.31)	0.23 (0.32)
30-40 hrs	0.13 (0.27)	0.13 (0.27)	0.10 (0.28)
40+	0.09 (0.27)	0.09 (0.27)	0.12 (0.28)
<i>Seniority²</i>			
1-2 yrs	-0.13 (0.13)	-0.14 (0.13)	-0.20 (0.13)
2-5 yrs	-0.30** (0.12)	-0.31*** (0.12)	-0.35*** (0.12)
+ 5 yrs	-0.43*** (0.10)	-0.44*** (0.11)	-0.50*** (0.11)
<i>Supervisory status</i>			
	0.29*** (0.08)	0.29*** (0.08)	0.24*** (0.08)
<i>Occupation³</i>			
manual	-0.14** (0.09)	-0.15* (0.09)	-0.04 (0.09)
non-manual	-0.14 (0.10)	-0.14 (0.10)	-0.12 (0.10)
<i>Temporary contract</i>			
	-0.18 (0.16)	-0.18 (0.16)	-0.21 (0.16)
<i>Labour income⁴</i>			
< 500 £	0.19 (0.22)	0.17 (0.22)	0.17 (0.22)
501-999 £	-0.25* (0.15)	-0.24* (0.15)	-0.29** (0.15)
1000-1499 £	-0.36*** (0.12)	-0.36*** (0.12)	-0.38*** (0.12)
1500-1999 £	-0.16 (0.12)	-0.17 (0.12)	-0.22* (0.12)
2000-2499 £	-0.16* (0.13)	-0.16 (0.13)	-0.21 (0.13)
2500-2999 £	0.14 (0.15)	0.14 (0.15)	0.07 (0.15)
3000-3999 £	0.14 (0.17)	0.14 (0.17)	0.03 (0.17)
4000-4999 £	0.32 (0.26)	0.31 (0.27)	0.09 (0.27)
>5000 £	0.95*** (0.24)	0.95*** (0.24)	0.87*** (0.24)
<i>Age⁵</i>			
18-24 yrs	0.75** (0.35)	0.75** (0.35)	0.82** (0.35)
25-34 yrs	0.63* (0.34)	0.59* (0.35)	0.73** (0.34)
35-44 yrs	0.55 (0.34)	0.49 (0.35)	0.62* (0.34)
45-54 yrs	0.77** (0.35)	0.72** (0.36)	0.86*** (0.35)
55-60 yrs	0.89** (0.36)	0.86** (0.38)	1.09*** (0.37)
61-65 yrs	1.21*** (0.40)	1.18*** (0.42)	1.42*** (0.42)
<i>Family characteristics</i>			
<i>Children's age⁶</i>			

0-3 yrs		0.17 (0.13)	0.22 (0.14)
4-11 yrs		0.06 (0.12)	0.06 (0.13)
12-16 yrs		0.15 (0.14)	0.18 (0.14)
+ 16 yrs & ft educ.		-0.08 (0.17)	-0.06 (0.17)
+ 16 yrs & non-ft educ.		0.19 (0.15)	0.17 (0.16)
<i>Marital status⁷</i>			
married		0.02 (0.10)	0.06 (0.10)
separated/divorced		0.06 (0.15)	0.09 (0.15)
<i>WLB policies at the workplace</i>			
<i>Flexitime⁸</i>			
Not available			-0.25*** (0.09)
Available			0.10 (0.10)
<i>Workplace facilities (childcare needs)⁹</i>			
One			0.45*** (0.10)
Two			0.47 (0.14)
Three			0.46* (0.24)
Four			0.85** (0.35)
Five			1.20** (0.56)
Observations	3,179	3,179	3,179
Pseudo R ²	0.02	0.02	0.03
Wal chi2	130.43	138.44	215.20
Prob.	0.00	0.00	0.00
Likelihood	-3619.49	-3616.84	-3579.69

Key

*** p < .001 ** < .05 * < .1

Reference categories:

1. 1-15 hours worked
2. Less than 1 year
3. Managerial
4. Not reported
5. 16-17 yrs
6. No children
7. Single
8. Not reported
9. None available

Source: WLB, Employee survey 2000

Table B3. Predictors of women's job satisfaction, 2003

Ordered logit (robust standard errors between parenthesis)

	Model 1	Model 2	Model 3
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Work and job characteristics*Hours worked¹*

15-30 hrs	-0.97** (0.42)	-0.99** (0.41)	-0.96** (0.42)
31-40 hrs	-1.15*** (0.42)	-1.19*** (0.42)	-1.19*** (0.42)
41+	-1.56*** (0.46)	-1.63*** (0.46)	-1.57*** (0.45)

Seniority²

1-2 yrs	-0.02 (0.24)	-0.03 (0.24)	-0.09 (0.25)
2-5 yrs	-0.05 (0.23)	-0.06 (0.23)	-0.08 (0.23)
+ 5 yrs	-0.24 (0.21)	-0.25 (0.22)	-0.33 (0.22)

Supervisory status

	-0.02 (0.15)	-0.04 (0.15)	-0.06 (0.15)
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Occupation³

manual	-0.19 (0.25)	-0.22 (0.25)	-0.14 (0.25)
non-manual	0.10 (0.16)	0.10 (0.17)	0.14 (0.17)

Temporary contract

	-0.03 (0.22)	-0.06 (0.22)	-0.03 (0.23)
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Labour income⁴

< 11999 £	-0.12 (0.22)	-0.15 (0.28)	-0.15 (0.23)
12000-17999 £	-0.10 (0.22)	-0.11 (0.22)	-0.10 (0.23)
18000-23999 £	-0.08 (0.26)	-0.13 (0.27)	-0.16 (0.29)
24000-29999 £	-0.37 (0.30)	-0.34 (0.30)	-0.31 (0.31)
30000-35999 £	-0.11 (0.35)	-0.09 (0.36)	-0.17 (0.37)
36000-47999 £	-0.27 (0.45)	-0.22 (0.46)	-0.27 (0.48)
+ 48000 £	0.25 (0.42)	0.33 (0.43)	0.26 (0.44)

Age⁵

18-24 yrs	-0.28 (1.48)	-0.23 (1.50)	-0.25 (1.34)
25-34 yrs	-0.50 (1.47)	-0.41 (1.50)	-0.47 (1.34)
35-44 yrs	-0.48 (1.46)	-0.51 (1.50)	-0.57 (1.34)
45-54 yrs	-0.47 (1.47)	-0.55 (1.50)	-0.61 (1.34)
55-60 yrs	-0.13 (1.48)	-0.19 (1.52)	-0.22 (1.36)
61-65 yrs	-0.13 (1.54)	-0.12 (1.57)	-0.16 (1.42)

*Family characteristics**Children's age⁶*

0-3 yrs		-0.51* (0.29)	-0.31 (0.43)
4-11 yrs		-0.15 (0.20)	0.07 (0.37)
12-16 yrs		0.07 (0.26)	0.27 (0.41)
+ 16 yrs		0.27 (0.24)	0.47 (0.31)

Marital status⁷

married		0.13 (0.20)	0.12 (0.19)
separated/divorced		-0.05 (0.27)	-0.09 (0.27)
<i>WLB policies at the workplace</i>			
<i>Flexitime⁸</i>			
Yes, not taken			0.57*** (0.16)
Yes, not taken			0.53*** (0.16)
<i>Workplace facilities (childcare needs)⁹</i>			
None			-0.33 (0.35)
One			0.07 (0.39)
Two			0.46 (0.49)
Three or more			-0.36 (0.40)
Observations	847	847	847
Pseudo R ²	0.02	0.02	0.03
Wal chi2	29.44	36.85	60.04
Prob.	0.16	0.15	0.00
Likelihood	-984.08	-980.88	-969.80

Key

(*) Ordered logit (robust standard errors between parenthesis)

*** p < .001 ** < .05 * < .1

Reference categories:

1. 1-14 hours worked
2. Less than 1 year
3. Managerial
4. Not reported
5. 16-17 yrs
6. No children
7. Single
8. Not reported
9. Not applicable

Source: WLB, Employee survey 2003

Table B4. Predictors of men's job satisfaction^(*), 2003

	Model 1	Model 2	Model 3
<i>Work and job characteristics</i>			
<i>Hours worked^l</i>			
15-30 hrs	0.48 (0.63)	0.46 (0.64)	0.58 (0.68)
31-40 hrs	-0.05	-0.07	0.02

	(0.59)	(0.60)	(0.64)
41+	-0.19	-0.22	-0.07
	(0.60)	(0.60)	(0.64)
<i>Seniority²</i>			
1-2 yrs	0.27	0.26	0.21
	(0.25)	(0.25)	(0.25)
2-5 yrs	-0.16	-0.15	0.20
	(0.21)	(0.22)	(0.22)
+ 5 yrs	-0.24	-0.23	-0.26
	(0.20)	(0.20)	(0.20)
<i>Supervisory status</i>			
	0.23*	0.24*	0.22*
	(0.13)	(0.13)	(0.13)
<i>Occupation³</i>			
Manual	-0.17	-0.18	-0.07
	(0.16)	(0.16)	(0.16)
non-manual	0.17	0.17	0.09
	(0.22)	(0.22)	(0.22)
<i>Temporary contract</i>			
	0.25	0.25	0.27
	(0.19)	(0.19)	(0.19)
<i>Labour income⁴</i>			
< 11999 £	-0.42	-0.42	-0.22
	(0.32)	(0.33)	(0.33)
12000-17999 £	-0.59**	-0.58**	-0.46*
	(0.24)	(0.24)	(0.24)
18000-23999 £	-0.28	-0.28	-0.18
	(0.23)	(0.23)	(0.23)
24000-29999 £	-0.16	-0.18	-0.18
	(0.24)	(0.24)	(0.24)
30000-35999 £	-0.15	-0.15	-0.02
	(0.24)	(0.24)	(0.25)
36000-47999 £	0.14	0.16	0.20
	(0.28)	(0.28)	(0.29)
+ 48000 £	0.40	0.41	0.41
	(0.29)	(0.29)	(0.30)
<i>Age⁵</i>			
18-24 yrs	0.20	0.20	0.10
	(0.79)	(0.80)	(0.93)
25-34 yrs	0.04	0.03	0.03
	(0.79)	(0.80)	(0.93)
35-44 yrs	-0.04	-0.07	-0.13
	(0.79)	(0.80)	(0.94)
45-54 yrs	0.08	0.01	-0.04
	(0.79)	(0.81)	(0.94)
55-60 yrs	0.37	0.26	0.26
	(0.80)	(0.82)	(0.95)
61-65 yrs	1.28	1.19	1.18
	(0.92)	(0.94)	(1.05)
<i>Family characteristics</i>			
<i>Children's age⁶</i>			
0-3 yrs		-0.29	-0.36
		(0.28)	(0.43)
4-11 yrs		-0.03	-0.13
		(0.19)	(0.37)
12-16 yrs		-0.22	-0.39
		(0.25)	(0.42)
+ 16 yrs		0.03	-0.02
		(0.21)	(0.27)
<i>Marital status⁷</i>			
Married		0.05	0.04
		(0.18)	(0.18)
separated/divorced		0.33	0.28
		(0.25)	(0.25)
<i>WLB policies at the workplace</i>			

<i>Flexitime⁸</i>			
Yes, not taken			0.70*** (0.17)
Yes, not taken			0.71*** (0.15)
<i>Workplace facilities (childcare needs)⁹</i>			
None			0.06 (0.35)
One			0.39 (0.40)
Two			-0.49 (0.54)
Three or more			1.33 (0.84)
Observations	1,051	1,051	1,051
Pseudo R ²	0.02	0.02	0.04
Wal chi2	51.17	54.63	96.95
Prob.	0.00	0.00	0.00
Likelihood	-1258.06	-1256.07	-1236.31

(*) Ordered logit (robust standard errors between parenthesis)

*** p < .001 ** < .05 * < .1

Reference categories:

1. 1-14 hours worked
2. Less than 1 year
3. Managerial
4. Not reported
5. 16-17 yrs
6. No children
7. Single
8. Not available
9. Not applicable

Source: WLB, Employee survey 2003

Table B5. Predictors of women's job satisfaction^(*), 2006

	Model 1	Model 2	Model 3
<i>Work and job characteristics</i>			
<i>Hours worked¹</i>			
15-30 hrs	-0.12 (0.28)	-0.17 (0.28)	-0.19 (0.29)
31-40 hrs	-0.15 (0.29)	-0.15 (0.29)	-0.09 (0.30)
41+	-0.10 (0.33)	-0.11 (0.34)	-0.03 (0.35)
<i>Seniority²</i>			
1-2 yrs	0.08	0.05	0.06

	(0.31)	(0.31)	(0.31)
2-5 yrs	-0.01	-0.05	-0.06
	(0.25)	(0.25)	(0.25)
+ 5 yrs	-0.17	-0.17	-0.21
	(0.25)	(0.25)	(0.25)
<i>Supervisory status</i>	-0.00	0.00	0.03
	(0.16)	(0.16)	(0.16)
<i>Occupation³</i>			
Services & sales	0.33	0.35	0.29
	(0.28)	(0.28)	(0.29)
skilled manual & clerical	0.06	0.08	-0.03
	(0.29)	(0.29)	(0.30)
Managers & professionals	0.62**	0.61**	0.48
	(0.30)	(0.30)	(0.31)
<i>Temporary contract</i>	0.29	0.30	0.30
	(0.30)	(0.30)	(0.31)
<i>Labour income⁴</i>			
< 500 £	0.11	0.13	0.17
	(0.24)	(0.24)	(0.25)
501-999 £	-0.21	-0.24	-0.26
	(0.22)	(0.22)	(0.23)
1000-1499 £	-0.15	-0.17	-0.14
	(0.22)	(0.23)	(0.24)
1500-1999 £	-0.18	-0.19	-0.21
	(0.29)	(0.29)	(0.29)
2000-2499 £	-0.35	-0.34	-0.42
	(0.32)	(0.32)	(0.32)
2500-2999 £	-0.40	-0.34	-0.45
	(0.31)	(0.31)	(0.33)
3000-3999 £	0.42	0.45	0.25
	(0.61)	(0.62)	(0.63)
4000-4999 £	-0.09	0.03	-0.17
	(0.78)	(0.79)	(0.88)
>5000 £	-0.04	-0.03	-0.10
	(0.52)	(0.50)	(0.54)
<i>Age⁵</i>			
18-24 yrs	-0.05	-0.02	0.15
	(0.66)	(0.66)	(0.70)
25-34 yrs	0.34	0.32	0.54
	(0.64)	(0.65)	(0.69)
35-44 yrs	0.18	0.07	0.31
	(0.65)	(0.67)	(0.70)
45-54 yrs	0.65	0.58	0.84
	(0.65)	(0.67)	(0.70)
55-60 yrs	1.09*	1.09	1.38
	(0.65)	(0.67)	(0.71)
<i>Family characteristics</i>			
<i>Children's age⁶</i>			
0-3 yrs		-0.02	-0.05
		(0.49)	(0.49)
4-11 yrs		0.06	0.09
		(0.27)	(0.27)
12-16 yrs		0.49**	0.42*
		(0.22)	(0.22)
+ 16 yrs		0.01	0.01
		(0.32)	(0.32)
<i>Marital status⁷</i>			
married		-0.01	-0.07
		(0.17)	(0.17)
separated/divorced		0.15	0.10
		(0.25)	(0.25)
<i>WLB policies at the workplace</i>			
<i>Availability of flexible working arrangements⁸</i>			

One			-0.00 (0.53)
Two			1.14** (0.54)
Three			1.18** (0.52)
Four			0.89* (0.52)
Five			1.08** (0.53)
Six			1.44** (0.54)
Seven			1.27 (0.54)
Eight			1.40** (0.60)
Observations	867	867	867
Pseudo R ²	0.02	0.03	0.05
Wal chi2	44.05	49.32	91.98
Prob.	0.01	0.02	0.00
Likelihood	-827.91	-825.29	-808.38

(*) Ordered logit (robust standard errors between parenthesis)

*** p < .001 ** < .05 * < .1

Reference categories:

1. 1-14 hours worked
2. Less than 1 year
3. Operatives & unskilled
4. Not reported
5. 16-17 yrs
6. No children
7. Single
8. Not available

Source: WLB, Employee survey 2006

Table B6. Predictors of men's job satisfaction^(*): year 2006

	Model 1	Model 2	Model 3
<i>Work and job characteristics</i>			
<i>Hours worked¹</i>			
15-30 hrs	-0.03 (0.53)	-0.03 (0.53)	-0.16 (0.53)
31-40 hrs	-0.20 (0.51)	-0.18 (0.51)	-0.19 (0.50)
41+	-0.06 (0.51)	-0.07 (0.51)	-0.01 (0.50)
<i>Seniority²</i>			
1-2 yrs	-0.20 (0.27)	-0.20 (0.27)	-0.24 (0.28)
2-5 yrs	-0.26 (0.23)	-0.25 (0.23)	-0.27 (0.23)
+ 5 yrs	-0.25 (0.23)	-0.25 (0.23)	-0.30 (0.23)

<i>Supervisory status</i>	0.16 (0.15)	0.17 (0.15)	0.16 (0.16)
<i>Occupation³</i>			
Services & sales	0.37 (0.27)	0.39 (0.27)	0.30 (0.28)
skilled manual & clerical	0.28 (0.21)	0.28 (0.21)	0.23 (0.21)
Managers & professionals	0.57*** (0.19)	0.56*** (0.19)	0.46** (0.20)
<i>Temporary contract</i>	0.04 (0.30)	0.08 (0.31)	0.04 (0.32)
<i>Labour income⁴</i>			
< 500 £	-0.70* (0.38)	-0.71* (0.39)	-0.73* (0.41)
501-999 £	-0.27 (0.31)	-0.29 (0.31)	-0.39 (0.32)
1000-1499 £	-0.23 (0.22)	-0.23 (0.22)	-0.24 (0.22)
1500-1999 £	-0.21 (0.23)	-0.22 (0.24)	-0.16 (0.24)
2000-2499 £	0.01 (0.24)	0.01 (0.24)	0.07 (0.25)
2500-2999 £	0.20 (0.27)	0.19 (0.28)	0.13 (0.27)
3000-3999 £	-0.17 (0.29)	-0.15 (0.29)	-0.16 (0.30)
4000-4999 £	0.50 (0.34)	0.49 (0.34)	0.37 (0.37)
>5000 £	0.80** (0.34)	0.80** (0.35)	0.68** (0.35)
<i>Age⁵</i>			
18-24 yrs	-0.30 (0.52)	-0.32 (0.52)	-0.42 (0.52)
25-34 yrs	-0.42 (0.51)	-0.43 (0.52)	-0.50 (0.53)
35-44 yrs	-0.61 (0.51)	-0.57 (0.53)	-0.58 (0.54)
45-54 yrs	-0.53 (0.52)	-0.53 (0.53)	-0.54 (0.54)
55-60 yrs	0.10 (0.53)	0.03 (0.54)	0.03 (0.55)
61-65 yrs	0.25 (0.63)	0.19 (0.64)	0.25 (0.66)
<i>Family characteristics</i>			
<i>Children's age⁶</i>			
0-3 yrs		-0.26 (0.48)	-0.21 (0.48)
4-11 yrs		-0.26 (0.24)	-0.28 (0.23)
12-16 yrs		-0.07 (0.27)	-0.10 (0.28)
+ 16 yrs		-0.47 (0.33)	-0.48 (0.32)
<i>Marital status⁷</i>			
married		0.12 (0.17)	0.12 (0.17)
separated/divorced		-0.04 (0.29)	-0.07 (0.30)
<i>WLB policies at the workplace</i>			
<i>Availability of flexible working arrangements⁸</i>			
One			0.11 (0.27)
Two			0.57**

			(0.28)
Three			0.62**
			(0.26)
Four			0.60**
			(0.28)
Five			0.57*
			(0.32)
Six			1.04***
			(0.29)
Seven			0.58*
			(0.35)
Eight			1.18*
			(0.66)
<hr/>			
Observations	944	944	944
Pseudo R ²	0.03	0.03	0.04
Wal chi2	64.29	67.31	84.16
Prob.	0.00	0.00	0.00
Likelihood	-943.70	-942.35	-932.33
<hr/>			

(*) Ordered logit (robust standard errors between parenthesis)

*** p < .001 ** < .05 * < .1

Reference categories:

1. 1-14 hours worked
2. Less than 1 year
3. Operatives & unskilled
4. Not reported
5. 16-17 yrs
6. No children
7. Single
8. Not available

Source: WLB, Employee survey 2006

