

Men Assuming Bigger Share At Home, New Survey Shows

By TAMAR LEWIN

Working men have begun to shoulder a far greater share of responsibility for child care and household chores, according to a new survey.

The study, by the Families and Work Institute, a nonprofit research group based in New York, suggests that since 1977, when the Department of Labor conducted a similar study, there has been a gradual convergence in the way men and women in the work force use their time.

"You look through all these numbers and you begin to hear a theme song about men and women," said Ellen Galinsky, president of the institute. "There are real changes in what men and women are doing. For example, men put in 36 percent as much time on workday chores as women in 1977, but now it's up to 76 percent. We see that gap closing in lots of different areas."

One surprising result of the survey, the largest and most comprehensive of its kind in recent years, is that despite the rise in the number of dual-income families, children under 18 are getting somewhat more attention from their working parents than they did 20 years ago, mostly because of the change in fathers' behavior.

Ever since the 1970's, when large numbers of women entered the work force, working mothers have complained that they bore far too much of the load for the second shift, the

era and fathers say they do not have enough time to spend with their children. Despite the increased time men are putting in, 56 percent of employed mothers said they wished the fathers would spend more time with their children, and 43 percent wished the men would do more household chores.

The Families and Work Institute survey found that working fathers spent an average of 2.3 workday hours caring for, and doing things with, their children, a half-hour more than the average reported in the Department of Labor survey 20 years ago. Working mothers spend more time with their children but their time commitment has not changed much since 1977. On their days off, both working men and women are spending about an hour more with their children than they did 20 years ago, with women devoting about 3 hours, and men 2.

Men are also spending more time, and women less, on household work than they did 20 years ago — and both sexes spend less time on personal activities than they used to. Over the last 20 years, women's workday time on chores has decreased by about half an hour a day, to 2.3 hours, while men's time has increased by nearly an hour to 2.1 hours in 1997.

Men spend about an hour and a half on personal activities on an average workday, half an hour less than 20 years ago. And women have about an hour and a quarter of personal time a day, down a little less than a half hour since 1977.

Elder care was a widespread responsibility. A quarter of those surveyed had provided care to an elderly relative during the preceding year. More than one-third of them had reduced their work hours or taken time off to provide that care, and men were just as likely as employed women to have done so. Workers with elder care responsibility spend an average of nearly 11 hours a week providing assistance, with men and women putting in equal time.

Employees generally are working 3.5 hours a week longer than they did 20 years ago — and 13 percent have more than one job.

On average, men work 40 hours a week while women, who are more likely to have part-time jobs, average 42. Men with children under 18 work slightly longer hours than other men, while women with children under 18 work fewer hours than other women.

Among men and women alike, 63 percent say they would like to work fewer hours, an increase of 17 percentage points since the Families and Work Institute asked the question in a 1982 survey.

Over all, the study found there was more negative spillover from job pressures onto home life than from family pressures into work life.

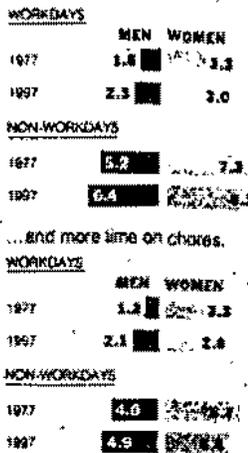
"Most of the early work-family programs companies put together were aimed at preventing family problems from spilling over into work," Ms. Galinsky said. "Companies would offer help with finding child care or elder care so employees' work performance would not be affected. But what we found is that

TRENDS

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Time (hours) for children for married employees working 20 or more hours a week with children under 18.



Source: Families and Work Institute

The New York Times

the spillover usually goes the other way. We say, 'It's the job, stupid.' Companies need to be looking for ways to address the stresses of work."

Employees have less sense of job security than in the past. Compared with the 1977 survey, more workers said that their jobs required them to work very hard and very fast, and that they never had enough time to get everything done. Today's workers are also much more likely than their 1977 counterparts to bring work home.

On the positive side, employees reported a surprising level of work place flexibility: Almost half said they could choose, within some range of hours, when to start and end their workdays. And 10 percent said they spent part of their regular workweek working at home.

The survey found that 85 percent of American wage and salaried workers lived with family members and had day-to-day family responsibilities. Nearly half have children under 18 living with them, and nearly 1 in 5 employed parents is single. Among employed single parents, about 27 percent are men.

The survey, conducted for the Institute by Louis Harris and Associates, is based on 3,551 telephone interviews with a nationally representative sample of employed adults. The margin of sampling error is plus or minus two percentage points.

The rise in dual-income couples since 1977 has been dramatic: two-thirds of the married male employees with children under 18 now have employed spouses, compared with slightly under half in 1977. When one member of a dual-income family has to take time off to care for a sick child, 83 percent of mothers say they are likely to be the one to take time off; only 22 percent of the fathers make that claim.

A surprising finding: children are getting more attention.

hours of child care and household chores it takes to keep a family going.

What particularly irritated many working mothers was that while they were frantically cooking, cleaning and arranging play dates, working fathers were spending more time on themselves than on caring for their children, a perception borne out by the data from 1977. But the new survey shows that has changed: working fathers now spend more time doing things with their children than they spend on themselves.

The survey authors caution that the time estimates are self-reported, and may be biased by workers' view of what the socially desirable response would be; the extent to which that bias may have changed, or been magnified, since 1977 is unknown. The authors also point out that time spent caring for children may overlap with time doing chores, like when a parent is talking to a child while doing the dishes.

But, they say, the data do seem to indicate a real shift in how much attention children of working parents are getting — although no effort was made to consider what parents actually do with their children in that time.

Still, 70 percent of working moth-

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The New York Times

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WORK & FAMILY BY SUE SHELLENBARGER

Good News at Last In Battle of the Sexes: Men Are Helping More

IT'S FASHIONABLE these days to highlight the ways—beyond the obvious—that men and women are different. Women communicate differently from men, linguists say. Women's brains work differently, neuroscientists say. Men are from Mars, women are from Venus, says author John Gray.

Now come workplace researchers telling us something really different: Men and women are a lot more alike than you may think.

The time men and women put in caring for family and doing housework, their reactions to work-family conflict, the ways they want to structure work around family—all are growing so similar that seasoned researchers are flabbergasted.

"Phenomenal" is how longtime workplace researcher Ellen Galinsky, of Families & Work Institute in New York, describes the changes in men's roles documented in the institute's National Study of the Changing Workforce, released today.

"We saw so little gender difference that it really took us aback," says veteran researcher Marcia Brumit Kroft at Catalyst in New York, of its recent study of working couples.

The notion of the '90s man as more sensitive and attuned to relationships isn't new. But up to now, the documented changes in men have been mostly attitudinal—showing, for example, that men feel stressed over work-family conflicts previously thought to affect only women.

Now, studies show that men are actually changing their behavior. Most of the changes cut across demographic groups and encompass men in both single- and dual-earner households, suggesting a mainstream shift among men toward greater involvement in nurturing. Here's the evidence:

MEN ARE SPENDING more time with their children. The Changing Workforce survey of 2,877 workers shows that fathers are spending a half-hour more each workday, and one hour more each day off, caring for and doing things with their children than in 1977.

• More men than women plan to provide care for elderly relatives. A survey of 1,015 Americans by the National Partnership for Women & Families, previously the Women's Legal Defense Fund, shows 56% of men and 53% of women expect to do so in the next 10 years.

• Men are doing more housework. The amount of time that employed, married men spend on cooking, repairs, laundry, bill-paying and other housework has risen nearly an hour per workday since 1977, regardless of whether they have working wives. The time that employed, married women spend fell by a half-hour, leaving only about a 45-minute daily gap between men's and women's chore time, the Workforce study shows. The gap in 1977 was three times that.

• Men drink alcohol and get depressed just as often as women when work and family clash. That's the conclusion of a four-year study by Michael Frone of the Research Institute on Addictions in Buffalo, N.Y.,

and others. The sexes are also equally prone to high blood pressure.

• Men want the freedom to join women in "sequencing" their careers—slowing job progress during family-focused stages of life, then speeding up again without prejudice from employers. A Catalyst study of 852 partners in dual-earner households found 65% of men want to do so, compared with 72% of women.

Andy Artis of Boise, Idaho, can attest to that. After throwing himself into work for 10 years, the former TV-station business manager took a cut



Carol Lay

in pay and benefits to take a job that allows time with his kids, ages nine and 11. As an ad-agency marketing director, he sets his own hours, staying home mornings to see them off to school and taking a break evenings to coach their teams.

Now 37 years old, Mr. Artis sees this relatively low-key career phase as lasting only about 10 of the remaining 35 years he plans to work. "During this window of time that I have some influence in my children's lives, they're my top priority," he says.

CHANGES THIS SWEEPING call for a new male icon, a Betty Friedan or Oprah Winfrey for the guy set. I asked experts whether any male cultural emblems of the recent past—Alan Alda? Robert Bly? Mrs. Doubtfire?—embody men's changing roles.

None of the above, says Mike Lafavore, editor in chief of Men's Health, a 1.5-million circulation magazine that has rocketed to a top spot among men's periodicals by knowing the '90s man cold. To his readers' (median age 34), the new man is more like Jack Nicholson or Tom Hanks—seeking challenges and enjoyment both on and off the job, including "trying to be better parents, and getting closer to our wives, our children and to our friends." (Personally, I favor Tom Hanks; no way would Jack Nicholson ever change a diaper.)

Whatever the icon, the implications are far-reaching. Even in male-dominated industries, employers that ignore work-family concerns are apt to have increasing trouble filling openings. Assuming a healthy economy, growing numbers of men will flee workaholic corporate cultures, for family's sake.

On a personal level, the implications are simpler. No matter how isolated we may feel in our work-family conflicts, there's consolation in knowing that the values that unite men and women are more powerful than the differences that divide us.

In next week's column, three men describe the challenges of living the new male roles.

Call 800-WSJ-TALK or fax 503-636-6951 to air work-life issues on The Wall Street Journal Radio Network's "Work & Family" show.

The Benefits of Balancing Work and Home

The quality of people's jobs and the supportiveness we encounter in the workplace are powerful predictors of how productive we will be. But when work is so full of negatives that it spills over into our home life, it sets up a chain reaction that ultimately undermines our performance at work.

These are among the most important new findings of the National Study of the Changing Workforce, a project of the New York-based Families and Work Institute that surveys the labor force every five years. The study, begun 20 years ago, offers one of the most comprehensive comparisons of how work and family life have changed as women have emerged from the home and taken a central role in the workplace. The sample size for the 1997 survey was 2,877 employees.

The survey found that 85 percent of the workers live with family members or domestic partners and have daily family responsibilities. Nearly half are parents who have children younger than 19 who live with them at least half the time. One in five is a single parent, and 27 percent of them are men.

Americans are working extremely hard: 13 percent of us have second jobs and 63 percent of the moonlighters hold full-time primary jobs.

One of the best pieces of news out of the survey is that fathers are spending more time with their children, up 30 minutes since 1977 for an average of 2.3 hours a workday. Mothers spend about an hour more each day with children than do fathers, but their 3.2 hours a day has remained constant. Although children are receiving more time and attention from employed parents than in the past, 70 percent of the parents said they don't have enough time with their children.

More good news for employed mothers is that men are doing more household chores, spending about 2.1 hours on them each workday. While this is about three-quarters of an hour less than women, it represents a sizable shift in who is doing the housework: Women are spending about 30 minutes a day less on housework, and men are spending nearly an hour more than they were 20 years ago. Both, however, spend an average of a half-hour less on personal activities each day than in the past.

A quarter of the workers provided elder care during the preceding year, spending an average of 11 hours a week, with men and women providing the same amounts. "Surprisingly," the study noted, men were as likely to have taken time off from work to provide elder care as women.

For many workers, then, home life involves caring for children and the elderly as well as the routine chores of maintaining a household. There isn't room for a lot more stress. "Workplaces have become more supportive, and jobs have become more meaningful, and there is more autonomy and

more time to learn," says Ellen Galinsky, head of the Families and Work Institute, "but jobs have also become much more demanding. People are working longer hours, and work is more hectic. We're barraged. There's been a big increase in the number of people who don't want to work as many hours, a 17-point increase."

And what happens at work has a significant bearing on what happens at home, she says. "Instead of seeing family on one side and work on the other, we see a flow back and forth between what happens at both.

"I think parents define this issue as one of time. We don't really recognize how much work can spill over into our family life." The traditional view has been to keep family life out of the workplace, she says, and as a result we have failed to recognize the synergy that exists between the two. "So much has to do with how we treat each other at the workplace. There are things as employees that we can do to make the workplace better, and that rebounds back home."

Special work-life programs to assist workers in their personal lives fail to take into account that job pressure can exacerbate problems in workers' personal lives that, in turn, reduce their productivity at work. "This spillover is reflected in high stress levels, poor coping, bad moods, and insufficient time and energy available for important people in employees' lives—creating 'problems' that spill over into work and impair job performance," the study found. "Therefore, employers' actions not only toward increasing the supportiveness of workplaces, but also toward urging and helping employees 'get a life' off the job may be crucial to improving employee productivity in the long run—not to mention the obvious benefits to workers and their families."

The survey found 29 percent of the workers said they bring their negative job mood home, and a third said they were burned out by their jobs.

It's not the number of hours a person works, but the quality of the job that affects them the most, Galinsky says. "You could say, 'It's the job, stupid.' They are much more powerful in affecting your productivity and your life at home than most people have thought."

Research has shown a definite connection between parents' work satisfaction and how well children do on a range of measures, including emotional and intellectual development, she says. Work and family life "are not islands floating apart." Understanding the spillover between the two gives us an opportunity to make further progress in helping workers manage both. "If we paid attention to the level of how demanding jobs are and the quality of jobs and the supportiveness of the workplace, then you have a win-win for work and for family."

That would be a win for all of us.

The Washington Post

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Working hours are longer, but workplaces seem nicer

By Karen S. Peterson
USA TODAY

Americans are asked to work longer, harder and faster than 20 years ago, but they also see the workplace as more supportive, flexible and satisfying, according to a major new study.

"The workplace has definitely gotten more demanding," says Ellen Galinsky of the Families and Work Institute, a nonprofit research organization. "On the other hand, workers are finding the workplace slightly more supportive, with job quality increasing."

The institute sponsored the survey with 15 major corporations.

The study shows the workday has increased 2.5 hours in 20 years, from 43.6 in 1977 to 47.1 hours. That includes paid hours plus hours workers put in on their own. To be included in this study, employees must have worked more than 20 hours a week.

One-third bring work home at least once a week, up 16% from 1977, although this may reflect new technologies that facilitate working from home, the report says.

Eighty-eight percent of employees say their jobs require them to work very hard, up from 70% in 1977; 68% have to work very fast, up 13% in 20 years.

At the same time, employees are more pleased with several

Study conflicts with some data

Statistics on the number of hours people work vary widely; some studies suggest the workweek is shrinking slightly.

Ellen Galinsky says the Families and Work Institute's data are not intended to refute data in other studies, but to provide the most in-depth look possible on how work actually affects family life, including how work spills over into family life and vice versa.

The institute's 1997 survey assessed 2,725 nationally representative employees. For the 1977 comparison, the institute took statistics from a special Department of Labor-sponsored survey of 1,298 workers that considered quality-of-life issues as well as slightly different definitions of the workforce than are generally used — excluding, for example, the self-employed and unpaid workers in families.

The study's co-sponsors include Allstate Insurance, Boeing, Citibank, Fannie Mae, General Electric, Johnson & Johnson, Merck & Co., IBM, Mobil and Xerox.

aspects of their job. Forty-five percent are able to choose, within a range, when they begin and end their workdays. And two-thirds (66%) can easily take time off during the workday for personal matters.

Most employees say their immediate supervisors are supportive. Compared with workers in 1977, today's employees have more autonomy (74% vs. 56%), more responsibility in deciding how their jobs get done (86% vs. 66%) and more say in what happens (71% vs. 58%).

David Gould, who teaches leisure studies at the University of Iowa, is not surprised that employees work longer hours: It still takes overtime to get

ahead, he says. "I see professionals who leave e-mails for their bosses at 5 p.m. so they will know employees are still working," he says. "Young professionals need a lot of face time in the office."

The wide-ranging report also finds that while most employees are fairly happy, only 33% rate general life satisfaction at the highest level; 31% give family satisfaction top marks; 51% marital satisfaction.

Among other results: Fathers spend an average of 2.3 hours per workday caring for children, an increase of 30 minutes per workday since 1977. And 23% of wage earners have provided elder care in the last year.

Should parents who stay home get tax breaks?

By Stephanie Armour
USA TODAY

The way Heidi Brennan tells it, she has some of the toughest bosses around her children.

The stay-at-home parent of five bristles when others say she's got it easier than those juggling a paying job and child care. Parents at home, she says, also deserve a break.

A tax break, that is.

Brennan, public policy director of Mothers at Home, a nonprofit advocacy group based in Vienna, Va., is among a growing number of at-home parents helping to rekindle a debate over who should be helped by the tax code.

A Senate hearing is slated April 22 for a bill sponsored by Republican Sen. John Chafee of Rhode Island that, among other things, would provide a tax credit of up to \$900 for at-home parents with children 3 years old and younger.

"This is not to take the place of income, but this provides a way to offset some of the expenses," says

Nicholas Graham, with Chafee's office. "Stay-at-home parents have expenses, too."

Sen. Chris Dodd, D-Conn., has introduced a child-care bill that would allow at-home parents with children under age 1 to claim a maximum credit of \$340. The tax credit would be phased out for families earning more than \$70,000.

And in a proposal that would aid working parents, President Clinton has proposed giving \$500 million in tax credits to businesses that expand or build child-care centers for their employees. The credits would cover 25% of costs but could not exceed \$150,000 a year. The credits are part of a \$21.7 billion child-care package backed by the administration.

Currently, only working parents get a dependent-care tax credit — which comes straight off their tax liability — for eligible child-care costs.

Depending on income level, the credit is 20% to 30% of up to \$2,000 of expenses for one child and up to \$4,000 for two or more children. For those with incomes exceeding \$28,000, the maximum credit is \$400 for one dependent and \$800 for two or more.

Some at-home parents question why businesses and working parents get a tax boost when they feel left out.

"There is discrimination against at-home parents," Brennan says. "Clearly, there's the mentality this is a wealthy choice or a life of leisure."

And others say the credit reflects a governmental bias in favor of hav-

"I don't think it's fair the way it is," says Martin Mayerchak, 36, a computer programmer in Minneapolis whose wife stays home with their two children. "For two-parent families, we should be encouraging one to be at home."

But supporters of the current system say a similar plan for at-home parents would give unfair subsidies for not working.

"Stay-at-home moms aren't working so they're not paying taxes," says Mary Beth Browder, 36, a lawyer who practices tax law in Wilmington, Del., and a mother of two. "Why do we want to work to give them money to stay home? It's ridiculous."

The Department of Labor reports that about 72% of women with children under age 18 were in the workforce in 1997, up from 47% in 1975.

The tax debate raises sensitive questions about work and family issues, including economic and cultural issues that can produce strong responses from both sides.

"We've wholesale rejected that

it's OK for a woman to be in the home," says Margie Johnson, an at-home mother of seven in McLean, Va. "We did a disservice to our children by saying, 'You're not good enough for me.'"

But others say stigmas against at-home mothers are eroding as more women, struggling to balance work and family, second-guess career aspirations.

"The notion used to be that work was cool because men did it. Women don't have that illusion anymore," says Anita Blair of the Independent Women's Forum, a policy organization in Arlington, Va.

Many parents have no choice but to work, which is one reason Congress is also looking at more federal funds for low-income families with children.

Experts say the tax-credit debate diverts attention from the more pressing issue — how to guarantee affordable, quality child care.

"People would rather have a discussion in the abstract than deal with hard child-care choices," says Faith Wohl, president of New York-based Child Care Action Campaign, a nonprofit advocacy group. "With some political maneuvering, we've managed to change the debate."

Both working and stay-at-home parents deserve a financial break, many experts say, as well as the freedom to choose child-care arrangements.

"What it comes down to is you want to be sure kids have good care," says Helen Blank, director of child care at the Children's Defense Fund.



Is there a work-related issue on your mind? We want to hear your ideas for topics for WorkUSA, a monthly column in Money on workplace issues. The subjects can be weighty — such as how to manage workers with chronic illnesses. Or light — such as who controls the office thermostat. Fax or e-mail your ideas to us. By e-mail: work@usatoday.com By fax: 1-800-242-4585. Please include your name and a daytime phone number.

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