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THE RELATIONSHIP OF WORK AND FAMILY ROLES TO DEPRESSION:
AN EXAMINATION OF DUAL WORKING COUPLES

A Master's Thesis Presented

By

LINDA KANEFIELD

Submitted to the Graduate School of the
University of Massachusetts in partial fulfillment
of the requirements for the degree of

MASTER OF SCIENCE

February 1983

Department of Psychology

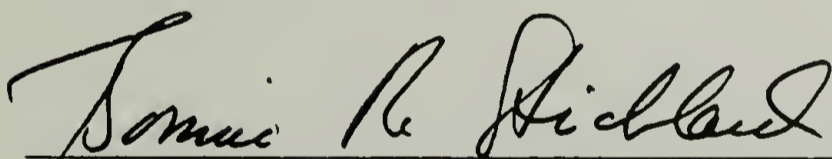
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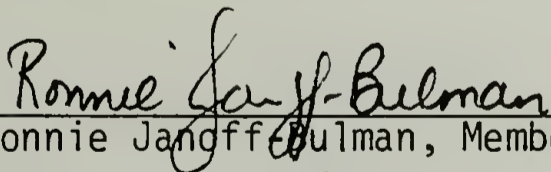
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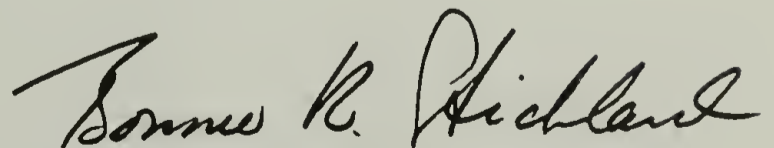
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DEDICATION

To my dual working parents:

In memory of my father
and in honor of my mother.

ACKNOWLEDGEMENTS

I would like to thank my committee members for their help in this thesis: my Chairperson, Bonnie Strickland, for her consistent support and encouragement through all stages of the work; Ronnie Janoff-Bulman for her instructive and valuable contributions that provided a much needed perspective on the project; and special thanks to Alice Rossi for her indispensable guidance, her conceptual and empirical scholarship, and her availability.

My thanks also to the constancy of Bonnie's "research team", especially to Sheila Statlender for her important personal and intellectual support; to Bram Fridhandler for his reliable and patiently conveyed knowledge of computers and statistics; to Ellen Caplan for her assistance in collecting and coding data; to Mary Haake, Amy Hirsch, and Rob Muller; and to my husband, Norman Schneider.

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C H A P T E R I

INTRODUCTION

Technological advances and industrialization that moved production from cottage activities to large factories and business enterprises, the advent of reliable birth control that afforded women greater freedom from childrearing, the contemporary women's movement that supported women's efforts to extend their strengths and interests beyond childrearing and the home, and more recently, economic necessity, have all contributed to the increasing number of families where both husband and wife work full-time outside the home. These changes have not been without stress for the women and men involved in a transition from roles and responsibilities traditionally circumscribed on the basis of sex, to possibilities of more nontraditional arrangements of family and work responsibilities.

These transitions within the family and the concomitant stress experienced by individuals converges with current theories about women and depression. Higher rates of depression for women have led researchers to hypothesize connections between a woman's traditional role and her depression. As it becomes clear that women's evolving family and work roles cannot be independent of the roles of the men with whom they live and work, it is increasingly important to examine the relationships between women, men, social roles, and depression.

With these issues in mind, the present study was designed to investigate the relationship of work and family roles to depression in women and men in dual working families with children. While

largely exploratory in nature, a number of specific topics were examined. These hypotheses pertain to the relative rates of depression for women and men, role allocation within these couples, and the connections between these roles and depression in women and men.

Literature relevant to these questions stems from current theories about women, men, and depression, and the management of dual working families. These topics will be reviewed in the sections that follow. Then the general framework and specific topics for this study will be presented.

Women, Men, and Depression

Evidence for the female preponderance in mental illness (Gove & Tudor, 1973), depression (Weissman & Klerman, 1977, 1980), and suicide attempts (Bernard, 1972; Gove, 1976) has been extensive and well-documented. Research demonstrates that women are consistently more likely to be depressed than are men. This finding persists even after accounting for the possibilities that women experience more stressful life events or judge events as more problematic, and after controlling for the fact that women report depression and go to doctors more frequently than do men (Gove & Tudor, 1973; Weissman & Klerman, 1977). (See Table 1 for a summary of these studies.)

Further, the higher overall rates of mental illness for women are accounted for by the higher rates of emotional distress for married women in particular (Bernard, 1972; Gove, 1972, 1972a; Tudor, 1973; Radloff, 1975). Rates of depression and suicide attempts are higher for married women than married men, but lower for never married women

TABLE 1

SEX DIFFERENCES IN DEPRESSION AND MENTAL HEALTH: SUMMARY OF STUDIES

| Author | Year | Measure | Sex Difference | Sample | N |
|----------------------|------|--|--|---------------------------------------|------|
| Bernard | 1972 | Data cited from Knupfer et al. (1966) | 54%:37% high depressed W:M | population survey | ---- |
| Funabiki et al. | 1980 | Beck Dep. Inventory | 7.56 \bar{x} women (SD = 6.42) 5.38 \bar{x} men (SD = 5.28) | college students | 299 |
| Gove | 1972 | Varied | all higher ratio W:M | review of community surveys 1954-1968 | ---- |
| Pearlin | 1975 | Variant of other measures | = 115.6 (p .001) | population survey | 2300 |
| Radloff | 1975 | *CES-D Scale | 10.03 \bar{x} women 7.33 \bar{x} men | population survey | 568 |
| Rosenfield | 1980 | Structure Interview Schedule: Scale of Depressive Symptoms | 15.3 \bar{x} women 19.4 \bar{x} men | population survey | 58 |
| Weissman and Klerman | 1977 | Varied | 2:1 appropriate ratio women:men for treated depression | review of community surveys 1936-1973 | ---- |

*Radloff's study is the only one reviewed that used the same depression measure as the present study

than for never married men. Married men are less depressed than unmarried men, but women do not benefit from marriage in the same way (Bernard, 1972; Durkheim, 1951; Goldman & Ravid, 1980; Gove, 1972; Lester, 1979; Radloff, 1980).¹ Again, these findings specify the general point: the higher rates of mental illness and depression for women are accounted for by the higher rate of emotional distress for married women in particular.

Attempts to explain this epidemiological sex difference in the rates of emotional distress in general, and of depression, in particular², have been abundant (Arieti & Bemporad, 1978; Bart, 1971; Brown & Harris, 1978; Chesler, 1972; Gove, 1972a; Pearlin, 1975; Weissman & Klerman, 1977, 1980; Weissman & Paykel, 1974). Theories of female biology, learned helplessness, empty-nest syndrome and role loss, and dependency on male dominance offer clarification of this complex issue of women and depression (Rohrbaugh, 1979). Strikingly, this literature, regardless of sexist or feminist orientation, consistently emphasizes the traditional role of women as contributing to the incidence of depression in women, seeming to support Durkheim's determination that "in itself conjugal society is harmful to the woman" (1951, p. 189) and beneficial to the man. Nevertheless, it appears simplistic, albeit liberating, to suggest that it is the dependent, passive, nurturant role of women in society that is solely responsible for distress and dissatisfaction in women. For it is not just the role of women per se, or the role of women within the institution of marriage, but the broader and more complex role of women in society as expressed within the family that seems to be most

crucial to this sex difference. Although findings about working married women and nonworking married women and stress have inconsistent results, it appears that in most studies, working husbands have the best emotional well-being, traditional housewives the worst, and wives employed outside the home are in between (Gove & Geerkin, 1977). It seems, however, that it is not employment in itself that protects men from depression (Radloff, 1975). While it is generally found that both housewives and working wives are more depressed than their working husbands, and that depression is higher (Gove & Tudor, 1973) and self-esteem lower (Birnbaum, 1975) for housewives than for working wives, there are data that diverge sharply from this.

Pearlin (1975) has found no difference between working wives and housewives with regard to depression, indicating that the single factor of employment does not buffer women from depression. In fact, more recent studies emphasize the greater stress a working women experiences, compared both to housewives and working husbands, due to the difficulties of breaking from traditional roles, sexism on the job in forms of harassment, underpayment, or lack of support, and the expectations of being superwoman at home and at work, with subsequent guilt when realistic constraints limit her effectiveness in all spheres. Thus, the dual-role hypothesis (Gove, 1972) that married men receive satisfaction from the two roles of family and career person while married women have only the family role as a source of satisfaction, is not sufficient to explain the sex difference in depression. While it remains apparent that marriage is more stressful for women even when, and perhaps because, women are working, specific

aspects of family life that account for this have not been identified.

Attempts to ferret through this enigma point out that it is not just the societal fact (for instance--whether women are married or whether women work) that is relevant to a comprehension of women and emotional distress, but the meanings, perceptions, and situations encountered within these roles that will help to illuminate the connection between the social experience of married women and the psychological experience of depression (Brown & Harris, 1978; Pearlin, 1975). In his analysis of sex roles and depression, Pearlin (1975) concludes that it is the intensity of the conflict involved in integrating the roles of mother, wife, and worker that bear on the married woman's increased vulnerability to depression. He finds that "the women's ego involvement in their work increases the risk of being caught up in maternal conflict... and that while it would appear that under some conditions it is not conflictual to be both a worker and a mother, the conflicts are more likely to arise when the woman is invested in both roles" (p. 204).

Since it is likely that the preponderance of emotional distress in married women is related to the fact that it is the women, and not the men who generally have to struggle with conflicts of working and family responsibilities (Johnson & Johnson, 1980), it is important to look at those women for whom that conflict is likely to be most salient. Examining full-time working women, who are also mothers, can help to illuminate some of the specific conditions of married family life that make it detrimental to the emotional well-being of women

(Weissman & Klerman, 1977). Since women who are working for personal, rather than financial reasons, are most likely to invest considerable energy in both work and family spheres, they are most likely to experience a conflict around these roles.

There are two reasons, then, to turn to full-time working married women to enhance an understanding of women and emotional distress. First, while sex role theories of depression have received strong support, these explanations would suggest that it is the traditional role of women in and of itself (defined in varied, and at times, unclear or simplistic ways) that makes women more prone to depressive symptomology. In order to delineate some specific characteristics of women's roles within the family, present even when women work, that make women more prone to emotional distress, it is important to look at those women for whom a traditional sex role explanation is obviously insufficient. Second, as Pearlin has explained, married working mothers experience the most intense role conflict between work and family spheres, thus making dimensions of experience that contribute to women's stress prominent for examination. So, it is because these women are nontraditional and because of the conflict they face, that clarification of their stress can contribute to a more sophisticated analysis of the relation of social experience to the psychological phenomenon of depression.

Dual Working Couples

Examination of dual working couple literature reveals the subtleties of these role conflicts. It becomes clear that it is not just

the conflict between occupational roles of husband or wife and family roles, but also a conflict between the occupational role of the husband and the occupational role of the wife (Rapaport & Rapaport, 1972). While it is true that more women are joining the work force outside the home, within these dual working couples, the burden of the conflict remains on the women. "For the most part the women felt fortunate that they had been able to work out a situation where they had as full a career as they had managed to achieve. They tended to accept as 'inevitable' that the women would have to bear the brunt of child-care and domestic organization, so that there would 'naturally' tend to be more strain on the wife's career-family (role cycling) than on the husband's. The general tendency was to be 'thankful' for small mercies, such as having a husband who did not invite guests home to dinner at the last minute or who did not mind running a vacuum cleaner over the carpets" (Rapaport & Rapaport, 1972, data, 1967, p. 236).

Although working mothers see themselves as better mothers because they work (Poloma, 1970; Birnbaum, 1975), this seems to be essentially a result of their managing the conflict by prioritizing their family demands as most important, job responsibilities as secondary, and by making few demands on their husbands (Poloma, 1970). Poloma (1970) impressively concludes that role conflict in these married working women is not widespread or severe. But this seems to be no wonder since all the wives included in her study share their husband's ideas of household management--that if a compromise is needed, the wife adjusts, and that mothering is the most important

role for women. These women are satisfied putting their families first, earning less money, and taking more responsibility than their husbands. Couples describe difficulties as arising when the husband is not the primary breadwinner, the wife is uncertain about her family role, or the husband withdraws support, making it no surprise that none of the women surveyed wanted to earn more money than their husbands.

Emerging from this material on dual working couples is the indication that depression researchers (Brown & Harris, 1978; Pearlin, 1975) were correct in ascertaining that it is the conditions encountered within their family and work roles that make married women more susceptible than their husbands to emotional stress, and not the married role in itself. It grows clearer that it is not enough that women's roles are changing; the conditions encountered in these roles that impact differently on women and men must be explicated and changed. If the differential rates of depression and emotional distress for married men and married women are to be understood in terms of the extra conflicts and responsibilities working married mothers face, it is crucial that there be a shift in research focus. Rather than look solely at the mother and her conflicts, how her mothering and working hurts her children or affects her husbands, attention must also be paid to the role of the father in dual working marriages with children.

Garland (1970) speaks to this gap in the literature by making explicit the assumption that men and husbands are irrelevant to the world of women, an assumption one might easily draw in reading the

research of the past decade (Saflios-Rothschild, 1970). Garland importantly looks at the man in dual-career couples, a laudable beginning to the claim that both men and women have an impact on managing work and household roles and conflict, and furthermore, have an impact on the greater stress that women experience. Garland attempts to dispel the notion that men are threatened by wives who work and concludes that men will not resent or be emasculated by a high achieving wife. This finding is tempered dramatically, however, by the fact that all the wives in his study earned less than their husbands, did not want to be more successful, and placed the family and their husband's career above their own. Similar are reports that professional married men accept their wives working professionally only on a theoretical level (Kaley, 1971). In response to specific questioning, men express pessimism about the married professional women's abilities to cope with home and work roles. There is a discrepancy between men's liberal attitudes on global questions regarding women's work and their traditional attitudes on more applied, specific questions (Steinmam & Fox, 1969). The fact that a married woman works does not necessarily lead to a change from traditional role allocation to egalitarian life styles (Szinovacz, 1977).

Thus, while women have absorbed and suffered from the burden of managing career and family, it is clear that it is not simply a woman's problem. It will not be possible for women to achieve equality in this society, even as members of dual-working couples, until "husbands as well as wives redefine the marital role relationship so as to give explicit recognition to the interconnectedness of

domestic and occupational roles.... It will depend on men having an attitude more supportive than 'it's all right so long as it doesn't affect me'" (Rapaport & Rapaport, 1972, p. 240). Systematic attention to the relationship between married husbands' and wives' work and family orientation, demonstrates that "a husband's mode of integrating family and work in his own life is crucial for the success--at least in terms of marital satisfaction--of any attempt of his wife to include a career in her life" (Bailyn, 1970, p. 108). Consistent with this is the finding that women are less likely to describe their marriage as unhappy if they view their husbands as participating in household duties or family decisions (Szinovacz, 1977). "Women have been valuing and supporting men as both husband and provider for centuries; it's nothing new for them. But, for many men, supporting one's wife in the dual role of wife and career person is something that has to be learned" (Hall & Hall, 1979, p. 56). It is not enough for husbands to allow their wives to work: emotional and practical support to women's changing roles is imperative.

Summary: The Present Study

This study emerges from the psychological and sociological literature on women and depression and on dual working couples which jointly suggest that an individual's experience of depression is related to her/his social roles. As the number of married full-time employed parents increases, so does the need to identify the specific aspects of family and work life that may account for the general finding that marriage is more stressful for women even when, and

perhaps because, women are working. In order to illuminate the complex relationships between work and family roles and depression, the position is taken that a woman's roles in family and work, as well as the stress she experiences, are not independent of her husband's experience of family and work roles and stress.

Therefore, this investigation is designed to explore the relationships, and the different relationships for women and men in dual working couples, between work and family roles and an individual's self-reported depression. How do husbands and wives manage the amalgam of tasks and responsibilities inherent to their positions as parent in dual working families? How does this management affect women and men differently? What is the interconnection between occupational and domestic roles, and how do they differ for women and men in these couples? What is the nature of self-reported depression in relation to work and family roles. How do profiles of depression differ for the women and men in this dual working sample?

In order to answer these questions, the following topics will be covered:

1. Sociodemographic description of the sample
2. Dimensions of roles in family and at work
3. Relationships between roles for women and men
4. Relationships between dimensions of roles for women and men
5. Relationships between roles within couples
6. Distribution of depression within this sample
7. Depression within couples
8. Relationships of roles and dimensions of roles to depression

C H A P T E R I I
DESIGN AND MEASUREMENT

Introduction

The literature suggests that there are important relationships between social roles and one's depressive experience. It appears that for married full-time employed parents, who must balance the many responsibilities of working outside the home, and caring for family and home, there are significant connections between how a wife and how a husband manage the tasks involved in these roles. Thus, in order to better understand an individual's depression, it becomes necessary to obtain the self-report of both husband and wife to examine the interrelationship between husbands' and wives' management of these complex social roles.

This survey study was designed to measure aspects of married couples' lives, organized by components of work and family roles, their feelings about themselves and their lives, and some general facts about themselves.

A description of the clusters of independent and dependent variables that were central to the design of this study will be presented. These variables assess dimensions of work and family roles that are pertinent to an understanding of how dual working couples manage their varied responsibilities as parent, spouse, home manager, and worker. Following the description of the major variables in the study, the sample itself will be presented by summarizing the general

socio-demographic information collected. It is the description of these women, these men, these couples, as well as what they report, that is of interest in this study. Furthermore, the relationship of these descriptions to patterns of depression is central. Therefore, the distribution of the responses to these variables will be discussed.

Independent and Dependent Variables

Division of roles. For the purpose of this study, social roles encountered by dual working couples were divided into family and work roles. The family role consisted of three components: Parent role, spouse role, and role as home manager. The work role is comprised of only a single role, that of a worker in a full-time occupation outside the home.

Description of constructed independent variables. The questionnaire used in this study was designed to measure four specific aspects of the lives of dual-working parents.

1. The following dimensions of each of the family and work roles were examined.
 - a. satisfaction in each role
 - b. emotional involvement in each role
 - c. time spent and time change desired in each role
2. The relative distribution of responsibilities in each of following realms were explored.
 - a. household management and care

- b. child care responsibilities
 - c. settlement of emotional disagreements
3. In order to assess an individual's perception of his/her spouse's roles, and to examine the discrepancies between what each spouse within a couple reported, there were comparison to spouse questions that directly asked participants to compare themselves to their spouses. These questions were used primarily to illustrate patterns that emerged from the data. Comparison to spouse questions were asked with regard to the following dimensions of family and work roles.
- a. satisfaction
 - b. emotional involvement
 - c. time spent and time change in spouse desired
4. Demographic information was obtained in the following general categories.
- a. age, years married, number and age of children
 - b. hired help for child or home care
 - c. job and education information: level, interruptions

Dependent variable: depression. The dependent variable, depression, was measured by the 20 item self-reported Center for Epidemiologic Studies-Depression (CES-D) Scale developed by the CES (part of National Institute of Mental Health in Rockville, Maryland) to measure depressive symptomatology in the general population. This scale was chosen for this study for several reasons.

The scale includes items that assess symptoms associated with depression including depressed mood, feelings of hopelessness, helplessness, guilt, and somatic symptoms such as appetite disruptions and sleep disturbances. The reliability and validity of the CES-D Scale, its utility for determining current levels of depression in the general population, and its usefulness as a research tool to study the relationship between depressive symptoms and other variables within particular subpopulations, have been carefully documented (Radloff, 1977; Weissman et al., 1977; MCHC, 1980). According to Radloff (1977), the CES-D Scale is high in internal consistency for the general population (about .85) and even higher for the patient population (about .90). Test-retest reliability is moderate (between .45 and .70) as was predicted for the variable measured which is expected to vary over time, be cyclic within individuals, and have varying length cycles across individuals. The CES-D Scale discriminated well between psychiatric inpatient groups and the general population ($p < .01$). Construct validity, determined by the correlation between the CES-D Scale and other scales designed to measure symptoms of depression is high (about .50). Furthermore, the CES-D Scale was appropriate for this study because extensive sampling and reporting of the CES-D permits a comparison of the distribution of depression scores in the study sample with the distributions in other samples.

In addition, participation in the present study required time from couples who fit the criteria of working full-time and having children living at home--people who are unlikely to have free time

in which to complete lengthy questionnaires. Thus, the brevity of the CES-D Scale was appealing.

The Sample and Participant Recruitment

Participants included in this study were married couples, in which both husband and wife worked full time outside the home, and who had at least one child 18 years old or younger living at home. The willingness of both husband and wife to participate in the study was crucial. During the period of April to July of 1981, contacts were made primarily by letter, and secondarily by phone calls, to individuals who might potentially fit the necessary criteria and be willing to participate, with their spouses, in the study. The majority of couples who eventually participated (94.2%) lived in the area around Amherst, Massachusetts, a college town; the remaining four couples resided in suburbs of a major city on the east coast.

The names of people to contact were gathered in the following ways:

1. Amherst Street Directory. Randomly chosen pages in the street directory were searched for couples, who, on the basis of listed occupation and birthdate, appeared to work and be of child-rearing age. Since only household members of voting age are listed in the directory, it was impossible to tell if there were younger children living at home. Therefore, any married couple for whom outside-the-home occupations were listed for both husband and wife, were considered potential subjects. These names were then cross-referenced with the University of Massachusetts Telephone Directory which lists

all employees of the University to see if one member of the couple could be reached through the Five College Campus Mail System, a procedure intended to cut down on the postage costs, which threatened to be exorbitant. Those individuals who were listed in the University Directory were contacted through Campus Mail. When both husband and wife were employed at the University, letters were sent to women because the investigator suspected that, given the content of the study, initial contacts made to women would yield more responses than contacts made to men. Unfortunately, no record was kept to check this hypothesis.

2. University of Massachusetts Telephone Directory. Initial contact letters were sent to all women, whose employment was ascertained by the occupational title in the directory, listed on randomly chosen pages of the University of Massachusetts Telephone Directory. Letters were sent only to women to increase the likelihood that some of these women would be married and have children, in addition to being employed. Because of these procedures, less than 10% of the potential respondents gathered from the street and University directories were men employed at the University.

3. Local Schools. Personal contact was made through a local nursery school and kindergarten in order to obtain names of parents who might be appropriate for this study. These individuals were then contacted by letters delivered through the school. In addition, the president of a local PTA cooperated by listing names of potential participants, who were then sent introductory letters through the mail.

4. Miscellaneous. Other possible subjects were recruited through listings brainstormed by local real estate agents, by helpful and interested people at local women's organizations, by participants, and by friends and acquaintances willing to generate names of friends, neighbors, and co-workers who might fulfill the necessary criteria.

Regretfully, no record was kept of those couples who eventually participated in the study and the breakdown of the procedure used to locate them. Since the majority of the potential participants (approximately 70%) were initially contacted through the random selection procedures described in 1 and 2 above, the particular procedure used in soliciting their participation will be detailed.

Individuals were first reached through a letter which introduced the research project, and explained what participation in the project would entail (See Appendix A for letter). People were requested to return an enclosed pre-addressed postcard that indicated whether their family fit the required criteria and whether they were willing to participate (See Appendix A for card). Questionnaires (See Appendix B for questionnaire and informed consent form) were then mailed to those who qualified for the study and expressed interest in participating. Participants were asked to return the questionnaires in a pre-addressed and stamped envelope as soon as they completed them. Follow-up letters and phone calls were made approximately six weeks after questionnaires were sent if the questionnaires were not yet returned. No follow-ups were attempted to people who did not respond to the original contact letter.

Table 2 shows that of the 578 initial contacts made to potential participants, only 69 were ultimately used for the analysis in this study. That number resulted in the following way. Of the initial contacts made, 232 or 40.1% of the people responded by returning postcards. Of those, only 100, or 17.3% of the originally contacted sample, or 43.1% of those who returned postcards, fit the necessary criteria and were willing to participate in the study. By the end of four months of data collection, 69 couples, 11.9% of the original sample, and 69% of those who were sent questionnaires, returned their questionnaires completed. Eight questionnaires, 1.3% of the original sample, and 8% of those questionnaires sent out, were returned incomplete. Twenty-three questionnaires, 4% of the original sample, and 23% of those sent out, were never returned.

While it is impossible to know why 59.9% of those originally contacted did not respond by returning the enclosed postcard, one can imagine that not fitting the criteria, lack of interest, or lack of time might be reasons. It is somewhat easier to speculate why some of the questionnaires sent were never completed or returned since some questionnaires were returned with notes, and some of those unwilling to participate were reached by phone. Notes accompanying the 8 questionnaires returned, but not completed, indicated that this outcome was either because only one member of the couple was willing to participate, or because they both realized they were no longer interested. Other people, who expressed their unwillingness to participate either in writing or by phone, supplied explanations ranging from the vehemently stated invalidity and irrelevance of the

TABLE 2

RECRUITMENT OF PARTICIPANTS

| | Actual Number | % of Original Contacts | % of Questionnaires Sent Out |
|------------------------------------|---------------|------------------------|------------------------------|
| Initial contacts made | 578 | ----- | ---- |
| Postcards returned | 232 | 40.1 | ---- |
| Questionnaires sent | 100 | 17.3 | ---- |
| Questionnaires returned completed | 69 | 11.9 | 69 |
| Questionnaires returned incomplete | 8 | 1.3 | 8 |
| Questionnaires never returned | 23 | 4.0 | 23 |

questionnaire, to dissatisfaction with any questionnaire study that attempts to ask complex questions, professed devotion to open-ended interview studies, to vaguer complaints about the organization of the study in such a small community where confidentiality becomes an issue, to the more predictable too busy, uninterested, out of town responses. While no one directly expressed such a notion, it can be surmised that the personal and potentially provocative nature of some questions aroused anxiety and discomfort in some people who originally agreed to participate.

C H A P T E R I I I

WORK AND FAMILY ROLES

Introduction to Results

Data analysis is divided into two major chapters. First, in this chapter, the sample is described in terms of demographic characteristics so that a composite picture of this dual working couple sample can be drawn. This section addresses the broad question of who the people are who participated in this study.

The second section of this chapter reports the degree of satisfaction, emotional involvement, time spent and time change desired in family and work roles. The relative distribution of responsibilities, or role allocation, and individuals' responses to questions that ask for a comparison to their spouses will be reported. On the basis of this straightforward report, the following questions will be examined: How do these people view their own and their spouses' involvement in their complex family and work roles? What are the differences that emerge between women and men? What are the differences within couples? Then, the relationship between family and work roles will be explored through correlational analyses. How does satisfaction, or involvement, or time spent in one role, relate to satisfaction or time spent in another? How do family and work roles cluster within couples?

Finally, in the next chapter, the relationship of family and work roles to depression will be analyzed. First, the distribution

of depression in the sample, based on the CES-D Scale, will be examined in comparison to the samples originally used to validate the CES-D Scale, and in comparison to samples reported in the National Health Survey. This section answers the questions: How do the depression scores in this sample compare to other samples in the general population? How do the depression scores of women and men differ? Next, through correlational analyses, the following questions will be answered: What is the degree of relationship of depression within couples? Then, a regression analysis of role satisfaction, emotional involvement, and time spent on depression will be presented. What aspects of family and work roles most powerfully predict depression for women compared to men? As these results raise new questions, further descriptive analyses will address the following questions: How do the profiles of depression for women and men differ in these couples? How do aspects of family and work roles differentially affect depression in women and men?

Description of the Sample

Tables 3, 4, and 5 provide a description of the 69 married couples who participated in this study, detailing demographic information about each individual, each couple, and each household. Because the only criteria for participation in this study were that both husband and wife described themselves as working full-time outside the home, and that they had at least one child 18 years old or younger living at home, this sample represents a diverse group of people across a number of demographic variables.

TABLE 3
FAMILY CHARACTERISTICS

| Age | % of Men | % of Women |
|---------|-------------|-------------|
| 25 - 34 | 14.9 | 24.6 |
| 35 - 44 | 49.3 | 56.6 |
| 45 - 54 | 44.9 | 20.5 |
| 55 - 62 | <u>5.8</u> | <u>2.9</u> |
| | 100% = (69) | 100% = (69) |
| | x = 42.5 | x = 39.8 |

| Years Married | Percent |
|---------------|-------------|
| 2 - 10 | 20.3 |
| 11 - 15 | 20.3 |
| 16 - 19 | 17.4 |
| 20 - 22 | 21.7 |
| 23 - 25 | <u>20.3</u> |
| | 100% = (69) |
| | x = 17.0 |

| Number Children | Percent |
|-----------------|-------------|
| 1 | 17.4 |
| 2 | 42.0 |
| 3 | 27.5 |
| 4 - 5 | <u>13.0</u> |
| | 100% = (69) |
| | x = 2.5 |

TABLE 3 (Continued)

| Age Oldest Child | Percent |
|-----------------------------|--------------|
| 2 - 5 | 17.4 |
| 6 - 10 | 10.1 |
| 11 - 18 | 42.1 |
| 19 - 28 | <u>30.4</u> |
| | 100% = (69) |
| | x = 14.7 |
| Age Youngest Child | Percent |
| 0 - 5 | 24.2 |
| 6 - 10 | 22.2 |
| 11 - 18 | <u>56.6</u> |
| | 100% = (69) |
| | x = 10.4 |
| Number Children Living Away | Percent |
| 0 | 76.8 |
| 1 - 2 | 18.8 |
| 3 - 5 | <u>4.3</u> |
| | 23.2% = (16) |
| | x = 1.9 |
| Age Oldest Child Home | Percent |
| 2 - 5 | 17.4 |
| 6 - 10 | 10.1 |
| 11 - 18 | 58.0 |
| 19 - 24 | <u>14.5</u> |
| | 100% = (69) |
| | x = 13.5 |

TABLE 4
HOUSEHOLD CHARACTERISTICS

| Anyone Living in Home Apart From Parents and Children? | | |
|--|------|----|
| | % | n |
| yes | 7.9 | 6 |
| no | 92.1 | 63 |

Time This Person Contributes to Child Care
(in hours per week)

| | Frequency |
|----|------------|
| 0 | 3 |
| 10 | 1 |
| 20 | 1 |
| 30 | 1 |
| | 7.9% = (6) |
| | x = 10.0 |

Time This Person Contributes to Household Care
(in hours per week)

| | Frequency |
|----|------------|
| 0 | 3 |
| 2 | 1 |
| 15 | 1 |
| 20 | 1 |
| | 7.9% = (6) |
| | x = 6.2 |

TABLE 4 (Continued)

| Any Hired Help? | | |
|-----------------|----|----|
| | % | n |
| yes | 29 | 21 |
| no | 71 | 48 |

Time Hired Help Contributes to Child Care
(in hours per week)

| | Frequency |
|---------|------------|
| 0 | 4 |
| 1 - 15 | 6 |
| 16 - 29 | 3 |
| 30 - 50 | 8 |
| | 29% = (21) |
| | x = 21.0 |

Time Hired Help Contributes to Household Care
(in hours per week)

| | Frequency |
|--------|------------|
| 0 | 4 |
| 1 - 5 | 10 |
| 6 - 15 | 5 |
| 40 | 1 |
| | 29% = (20) |
| | x = 6.1 |

TABLE 5
JOB AND SCHOOLING CHARACTERISTICS (IN PERCENT)

| Current Job (according to Hollingshead Occupational Acale) | Men | Women |
|---|-----------------------------|-----------------------------|
| Higher executives, proprietors, major professionals | 53.6 | 20.9 |
| Business managers, proprietors, lesser professionals | 23.2 | 58.2 |
| Administrative personnel, owners of small business, minor professionals | 4.3 | 9.0 |
| Clerical and sales workers, technicians, owners of little business | 8.7 | 11.9 |
| Skilled manual employees | 10.1 | 0 |
| Machine operators and semiskilled employees | 0 | 0 |
| | 100% = (69) x = .2.17 | 100% = (67) x = 2.12 |
| Current Salary | Men | Women |
| \$ 3,000 - 9,000 | 1.6 | 12.9 |
| \$ 9,100 - 14,000 | 3.3 | 29.0 |
| \$14,100 - 17,000 | 14.8 | 17.8 |
| \$17,100 - 19,000 | 9.8 | 12.9 |
| \$19,100 - 23,000 | 14.8 | 11.3 |
| \$23,100 - 26,000 | 13.1 | 6.4 |
| \$26,100 - 29,000 | 13.1 | 3.2 |
| \$29,100 - 32,000 | 16.4 | 3.3 |
| \$32,100 - 63,000 | 13.1 | 4.8 |
| | 100% = (61) x = \$25,777 | 100% = (62) x = \$17,316 |

TABLE 5 (Continued)

| Hours Worked at Job per Week | Men | Women |
|---------------------------------------|----------------------------|---------------------------|
| 19 - 29 | 1.4 | 2.9 |
| 30 - 39 | 5.7 | 25.0 |
| 40 - 49 | 40.7 | 51.5 |
| 50 - 59 | 27.6 | 17.7 |
| 60 - 65 | 24.6 | 5.9 |
| | 100% = (69) x = 48.75 | 100% = (68) x = 42.28 |
| Computed Hourly Pay | Men | Women |
| \$ 2.00 - 5.00 | 1.6 | 8.1 |
| \$ 5.01 - 10.00 | 44.3 | 72.5 |
| \$10.01 - 15.00 | 45.9 | 14.6 |
| \$15.01 - 20.00 | 8.2 | 4.8 |
| | 100% = (61) x = \$10.22 | 100% = (62) x = \$7.78 |
| Years of Schooling | Men | Women |
| High School Graduate or Less | 5.8 | 10.1 |
| Community College Grad., some college | 11.6 | 11.6 |
| College Graduate | 4.3 | 7.2 |
| Some Grad. Work beyond College | 8.7 | 10.1 |
| Master's degree | 20.3 | 37.7 |
| Ph.D., M.D., LL.B., Ed.D | 49.3 | 23.2 |
| | 100% = (69) x = 4.74 | 100% = (69) x = 4.23 |

TABLE 5 (Continued)

| Years Schooling Since First Child Born (in percent) | Men | Women |
|--|-------------------------|-------------------------|
| 0 | 51.5 | 43.9 |
| 1 - 2 | 20.5 | 24.2 |
| 3 - 4 | 16.2 | 21.2 |
| 5+ | 11.8 | 10.6 |
| | 48.5% = (33) x = 2.9 | 56% = (37) x = 3.0 |
| Times Withdrawn from School Since First Child Born (in percent) | Men | Women |
| 0 | 60 | 51 |
| 1 - 2 | 7 | 14 |
| 3 - 4 | 0 | 2 |
| | 10.4% = (7) x = 1.3 | 23.9% = (16) x = 1.5 |
| Number Jobs Held Since First Child Born | Men | Women |
| 1 | 34.7 | 23.5 |
| 2 - 3 | 46.3 | 44.1 |
| 4 - 5 | 14.3 | 23.6 |
| 6+ | 5.7 | 8.8 |
| | 100% = (69) x = 2.51 | 100% = (68) x = 2.9 |

TABLE 5 (Continued)

| Times Withdrawn from Work* Since First Child Born (in frequency count) | Men | Women |
|---|--------------|--------------|
| 0 | 58 | 30 |
| 1 - 2 | 8 | 25 |
| 3 - 4 | 2 | 7 |
| 5+ | 0 | 1 |
| | 14.6% = (10) | 52.4% = (33) |
| | x = 1.8 | x = 2.2 |

*reason for withdrawal unknown

Women ranged in age from 25 to 57, with a modal age of 39, and a mean age of 39.8. Their husbands were as young as 29 and as old as 62, with a modal age of 43, and a mean age of 42.5. These couples had been married as few as 2 years and as many as 35 years, with an average married life of 17 years. While most couples had 2 children, some had just one and others had up to 5.

Some of the children in these families had not yet reached their first birthdays, while others were as old as 28. Less than one quarter of the families had children who had moved away from home. The average age of the oldest child still living at home was 14.7, but the oldest children living at home ranged from age 2 to age 28. Some of the youngest children at home were still infants, although some couples' last-borns were as old as 18 years. On the average, the youngest child living at home was 10.4 years old.

Despite the varied responsibilities they faced, the majority of these dual working families had very little additional or outside help for child care or household care. Less than 8% of the households included someone living in the home other than parents and children, and of those 6 families, there were only 3 in which that person contributed to caring for the children or household. While 29% of the families did have some hired help, the amount of time this help contributed to household or child care duties was less than might be expected. Among the 17 families who had some hired assistance in child care, the contribution of time from this help ranged from 4 to 50 hours, with an average of 21 hours a week. Of the 16 families who had some assistance in managing and caring for the

house, the amount of time contributed ranged from 2 to 40 hours, with an average of 6.1 hours per week. In general, not only did few families have outside assistance with household and child care responsibilities, but even among those who did, the actual time contribution was small.

Both men and women in this study described themselves as working full time outside the home. Nevertheless, the number of hours worked per week ranged from 19 to 63 hours for the women, and from 25 to 65 hours for the men, with the men spending significantly more time at their paid jobs than the women. On the average, women spent 42.28 hours at their outside-the-home work; men spent 48.75 hours at their jobs.

The present sample was diverse in the social status position of occupation, as measured by the Hollingshead Occupational Scale on the Hollingshead Two Factor Index of Social Position. Men's jobs varied from professor and doctor to newspaper editor and building contractor to machinist and mailcarrier; women's occupations ranged from professor and accountant to program director and realtor to nurse, secretary, and sales clerk. Given the atypical population of Amherst, the community from which 94.2% of the subjects came, and the avenues used to recruit participants, it was no great surprise that about three-quarters of both the men and women worked in the highest two categories on the Hollingshead Scale. It is of interest, however, that for the men, approximately one-half had jobs that fell into the highest rated category of higher executives, proprietors, and major professionals, while for women, one-half fell into the second

category of business managers, proprietors, and lesser professionals. Even with this pattern, however, there was no significant difference in the average level of job between these men and women, a result that appears to be an artifact of the Hollingshead measurement.

Table 5 also shows the current salaries reported by the men and women. Men earned considerably more than women, at least in part due to their difference in job status. The range of salaries was quite wide for both sexes, with women representing both the low at \$3,000 and the high at \$63,000, and men's wages only slightly less spread from \$8,000 to \$60,000. The striking fact that men's average annual salary was \$25,777, while the women earned \$17,316, is in keeping with the differences in salary found nationally on the basis of sex. In order to ascertain whether or not this difference was due to the greater number of hours worked by men, hourly pay rates were computed. This computation yielded a similar significant difference. Men earned an average of \$10.31 per hour; women earned an average of \$7.60 per hour.

Consistent with the information obtained regarding occupational status, that may, in fact, reflect the peculiar nature of the Amherst community, was the finding that approximately three-quarters of the individuals in this sample did some graduate work beyond college. Over 70% of the men, and over 60% of the women, had at least a master's degree. Men did have significantly more years of schooling than the women, as illustrated by the fact that twice as many men had a Ph.D., M.D., LL.B., or Ed.D., as did the women.

About three years of education was completed after the first birth in about 50% of the couples, with no differences in the number of years by sex. However, over twice as many women as men withdrew from school for a period of at least a month after their first child was born. Similarly, women and men did not differ in the number of jobs held since the birth of a first child, but considerably more women withdrew from work at least once since that birth. The reasons for withdrawal from work or school were not ascertained.

A modal picture of the couples in this study thus emerged: The wife was 39, the husband 43, and they were married for about 17 years. The household consisted of 2 children, both living at home, aged around 10 and 13, and there was little, if any, outside assistance with child or household care. The husband's job was at the highest level of executive, proprietor, or major professional; he might have been a professor with a Ph.D.. His wife worked at the second highest level manager, proprietor, or lesser professional; she might have been a nurse, teacher, or social worker with a Master's degree. His job kept him busy close to, and often more than, 50 hours a week, compared to her more regular 40 hours weekly commitment. While he earned approximately \$25,000 a year and \$10 an hour, she earned \$17,000 or less a year, and a little more than \$7 an hour. Neither had much, if any, schooling since the birth of their first child; if they did have some, the wife was more likely to withdraw from school during that time than her husband. Both husband and wife held, on the average, 2 jobs since their first child was born, but during

that time, the wife took time off from work for a period of at least a month, while her husband did not.

Dimensions of Roles in Family and at Work

Satisfaction. As Table 6 shows, both men and women reported that they were satisfied as parent and as spouse, although women did report more satisfaction in these two roles than men did. Close to three-quarters of the men and 90% of the women were satisfied or very satisfied as parents and in their role as spouse.

More people answered that they were satisfied with their job or career than indicated any other response with regard to that role, but women again reported more satisfaction than men, with over half of the men and close to three quarters of the women considering themselves satisfied or very satisfied with their job. In contrast, a quarter of the men and only about 6% of the women claimed dissatisfaction with their job.

It was in managing or caring for the home that there was a reversal of the pattern: Over half of the men were satisfied or very satisfied with the management and care of their home, while only 44.9% of the women felt similarly satisfied. In addition, a fifth of the women were dissatisfied with this aspect of their lives, while only about 6% of the men were.

Table 7 shows that while close to one-half of the couples in this sample had husbands and wives who were equally satisfied as parent and as spouse, when they did not report equal levels of satisfaction, the wives were twice as likely as the husbands to

TABLE 6

SATISFACTION (IN PERCENT)

| | Very Dis-satisfied | A little Dis-satisfied | Mixed feelings | Satisfied | Very satisfied | \bar{x} | Significant Difference |
|-----------------------------|--------------------|------------------------|----------------|-----------|----------------|-----------|------------------------|
| Being a parent | | | | | | | |
| Men | 0 | 4.3 | 21.7 | 30.4 | 43.5 | 4.18 | |
| Women | 2.9 | 2.9 | 4.3 | 33.3 | 56.5 | 4.38 | |
| Being a Spouse | | | | | | | |
| Men | 2.9 | 5.9 | 11.8 | 35.3 | 44.1 | 4.18 | * |
| Women | 2.9 | 0 | 5.8 | 33.3 | 58.0 | 4.44 | |
| Managing or caring For Home | | | | | | | |
| Men | 1.4 | 8.7 | 36.2 | 36.2 | 17.4 | 3.6 | * |
| Women | 5.8 | 15.9 | 33.3 | 33.3 | 11.6 | 3.29 | |
| Working at Job or Career | | | | | | | |
| Men | 8.7 | 15.9 | 18.8 | 31.9 | 24.6 | 3.48 | * |
| Women | 4.4 | 1.5 | 23.5 | 42.6 | 27.9 | 3.88 | |

*** p = .000; **p = .009; *p = .01 - .05; p = .05 - .09

TABLE 7

DIFFERENCE WITHIN COUPLES ON REPORTED SATISFACTION BY ROLE (IN PERCENT)
(HUSBAND'S SATISFACTION - WIFE'S SATISFACTION)

| | Wives more satisfied | Equally satisfied | Husbands more satisfied | Ratio: wives to husbands |
|--------|-------------------------|----------------------|----------------------------|-----------------------------|
| Parent | 39.1 | 43.5 | 17.4 | 2.25 : 1.0 |
| Spouse | 33.8 | 49.3 | 16.2 | 2.09 : 1.0 |
| Home | 26.1 | 31.9 | 42.0 | .62 : 1.0 |
| Job | 44.1 | 23.0 | 32.4 | 1.36 : 1.0 |

***p = .000
 **p = .001 - .009
 *p = .01 - .05
 p = .06 - .09

report greater satisfaction. Over 75% of the couples reported different levels of satisfaction between husband and wife with regard to their outside-the-home job, with the women again more likely to be the more satisfied spouse. Close to 70% of the husbands and wives were not equally satisfied managing and caring for their home, but in this role, the men were more likely to report greater satisfaction than their wives.

Table 8 reports how much satisfaction each individual felt she or he experienced as compared to her or his spouse. While most people most frequently answered that they were as satisfied as their spouses were, more people gave this response in the roles of parent and spouse than in the role of managing the home or working outside the home, where there was the least agreement articulated. (For further description of these comparisons, see Appendix C, Table 42.)

Emotional Involvement. As Table 9 indicates, both men and women were very emotionally involved in their roles as parent and spouse, although women did report higher emotional involvement than men: Three-quarters of the men, and over 90% of the women viewed themselves as very or extremely emotionally involved as parents; over three-quarters of the men and 84.4% of the women saw themselves as very or extremely emotionally involved as spouses. In addition, most women were extremely emotionally involved as parents (53.6%) and as spouses (53.6%) while most men were very emotionally involved as parents (43.2%) and as spouses (49.3%).

TABLE 8

SATISFACTION COMPARED TO SPOUSE (IN PERCENT)

| | I am much more satisfied | I am slightly more satisfied | We are equally satisfied | Spouse slightly more satisfied | Spouse much more satisfied | \bar{x} | Significant Difference |
|--------------------------------|--------------------------------|---------------------------------------|--------------------------------|---|----------------------------------|-----------|---------------------------|
| Being a parent | | | | | | | |
| Men | 1.4 | 20.3 | 53.6 | 18.8 | 5.8 | 3.07 | |
| Women | 10.1 | 13.0 | 69.6 | 5.8 | 11.4 | 2.75 | + |
| Being a spouse | | | | | | | |
| Men | 0 | 14.5 | 69.6 | 14.5 | 1.4 | 3.08 | |
| Women | 0 | 14.5 | 68.1 | 15.9 | 1.4 | 3.04 | |
| Managing or caring For Home | | | | | | | |
| Men | 10.1 | 23.2 | 44.9 | 14.5 | 11.4 | 2.86 | |
| Women | 1.5 | 16.4 | 50.7 | 26.9 | 4.5 | 3.16 | |
| Working at Job or Career | | | | | | | |
| Men | 10.1 | 21.7 | 30.4 | 29.0 | 8.7 | 3.04 | |
| Women | 11.6 | 23.2 | 33.3 | 14.5 | 17.4 | 3.03 | |

***p = .000; **p = .001 - .009; *p = .01 - .05; +p = .06 - .09

TABLE 9
EMOTIONAL INVOLVEMENT (IN PERCENT)

| | Not very | Slightly | Fairly | Very | Extremely | \bar{x} | Significant Difference |
|--------------------------------|----------|----------|--------|------|-----------|-----------|------------------------|
| Being a parent | | | | | | | |
| Men | 0 | 0 | 24.6 | 43.5 | 31.9 | 4.07 | ** |
| Women | 0 | 2.9 | 5.8 | 37.7 | 53.6 | 4.42 | |
| Being a spouse | | | | | | | |
| Men | 0 | 1.4 | 21.7 | 49.3 | 27.5 | 4.03 | * |
| Women | 0 | 2.9 | 8.7 | 30.8 | 53.6 | 4.25 | |
| Managing or caring For Home | | | | | | | |
| Men | 2.9 | 10.1 | 52.2 | 24.6 | 10.1 | 3.29 | |
| Women | 0 | 24.6 | 43.5 | 26.1 | 5.8 | 3.13 | |
| Working at Job or Career | | | | | | | |
| Men | 4.3 | 8.7 | 17.4 | 40.6 | 29.0 | 3.81 | |
| Women | 4.3 | 4.3 | 20.3 | 44.9 | 26.1 | 3.84 | |

***p = .000; **p = .001 - .009; *p = .01 - .05; +p = .06 - .09

There were more women and men who saw themselves as very emotionally involved with their jobs or careers than there were people who identified themselves as involved to any other degree. In general, there were no significant sex differences in involvement in jobs.

As occurred with reports of satisfaction, the only role in which men saw themselves as more emotionally involved than women did was in management and care of the home. While approximately a third of both men and women were very or extremely emotionally involved in their role in the home, there were almost two times as many women as men who were not very or only slightly emotionally involved with their roles as home manager (13% of the men and 24.6% of the women).

Table 10 indicates that in those 60% of the couples where the husbands and wives were not equally emotionally involved as parents, the women were three and a half times as likely to be the more emotionally involved spouse. In the half of the couples who were not equally emotionally involved as spouses, the women were three times as likely as their husbands to report more involvement than their spouses. Women were only slightly more likely to report more emotional involvement in their outside-the-home jobs than their husbands were in the two-thirds of these couples who differed on how emotionally involved husbands and wives were in their jobs. In home management and care, however, lack of concordance in degree of emotional involvement was equally balanced between wives and husbands reporting more involvement than their spouses.

TABLE 10

DIFFERENCE WITHIN COUPLES ON REPORTED EMOTIONAL INVOLVEMENT BY ROLE (IN PERCENT)
 (HUSBAND'S EMOTIONAL INVOLVEMENT - WIFE'S EMOTIONAL INVOLVEMENT)

| | Wives more emotionally involved | Equally emotionally involved | Husbands more emotionally involved | Ratio: wives to husbands |
|--------|---------------------------------------|------------------------------------|--|-----------------------------|
| Parent | 46.4 | 40.6 | 13.0 | 3.57 : 1.0 |
| Spouse | 34.8 | 53.6 | 11.6 | 3.0 : 1.0 |
| Home | 30.4 | 30.4 | 29.1 | 1.05 : 1.0 |
| Job | 31.9 | 33.3 | 24.8 | 1.29 : 1.0 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

Table 11 shows women's and men's responses on how emotionally involved they were compared to their spouses. Most women and most men saw themselves as equally involved as their spouses as parent, and as spouse. However, more men (60.9%) than women (48.5%) saw themselves as equally involved as their spouses in the parental role. While more men and women said they were as involved with their jobs as their spouses were than gave any other answers, the same pattern was not apparent in the role of home management. Of all four roles, it was in the role of home manager where the smallest number of women and men saw themselves as equally involved as their spouses. In this role, women were most likely to respond that they were slightly more involved than their spouses, while men were most likely to respond that they were equally involved as their spouses. (For further description of these comparisons, see Appendix C, Table 43).

Time spent and time change desired. Although both the men and women in this sample had full time outside-the-home jobs and children at home, there were striking differences in how much time members of each sex spent in the four major roles. These differences were consistent with traditional role allocation where men worked outside the home and women worked inside the home. Table 12 indicates that women spent significantly more time (27.22 hours in an average week) with their children than their husbands reported spending with their children (17.24 hours in an average week). As might be expected, both men and women reported similar amounts of time spent with each

TABLE 11

EMOTIONAL INVOLVEMENT COMPARED TO SPOUSE (IN PERCENT)

| | I am much more involved | I am slightly more involved | We are equally involved | Spouse slightly more involved | Spouse much more involved | \bar{x} | Significance |
|--------------------------------|-------------------------------|--------------------------------------|-------------------------------|--|---------------------------------|-----------|--------------|
| Being a parent | | | | | | | |
| Men | 1.4 | 4.3 | 60.9 | 20.3 | 13.0 | 3.39 | *** |
| Women | 13.2 | 33.8 | 48.5 | 1.5 | 2.9 | 2.47 | |
| Being a spouse | | | | | | | |
| Men | 1.4 | 5.8 | 72.5 | 15.9 | 4.3 | 3.16 | + |
| Women | 4.4 | 11.8 | 75.0 | 4.9 | 2.9 | 2.91 | |
| Managing or caring for home | | | | | | | |
| Men | 4.3 | 15.9 | 37.7 | 30.4 | 11.6 | 3.29 | ** |
| Women | 14.7 | 38.2 | 30.9 | 13.2 | 2.9 | 2.52 | |
| Working at job or career | | | | | | | |
| Men | 5.8 | 17.4 | 49.3 | 21.7 | 5.8 | 3.04 | |
| Women | 8.8 | 13.2 | 42.6 | 17.6 | 17.6 | 3.22 | |

***p = .000; **p = .001 - .009; *p = .01 - .05; +p = .06 - .09

TABLE 12
TIME ACTUALLY SPENT IN WEEK (IN MEAN NUMBER OF HOURS PER WEEK)

| | Men | Women | Significance |
|---|-------|-------|--------------|
| Doing things for or being with the child/ren | 17.24 | 27.22 | *** |
| Doing things for or being with your spouse | 22.33 | 23.38 | |
| Managing or caring for your home (e.g., cooking, cleaning, shopping, etc.) | 9.95 | 20.60 | ** |
| On your job or career (including travel time and time spent on job-related activities away from the work place) | 50.36 | 44.88 | ** |

***p = .000
 **p = .001 - .009
 *p = .01 - .05
 +p = .06 - .09

other in an average week. When it came to managing and caring for the home, women again claimed that they spent twice as much time in the average week (20.6 hours) than their husbands said they themselves spent (9.95) in the same role. As traditional expectations would predict, men spent significantly more time in their jobs in an average week (50.36 hours) than their wives did (44.88 hours).

Table 13 shows the extent to which the respondents would like to change the amount of time they spent in each of the four roles. There seemed to be agreement that most men (40.6%) and most women (46.4%) did not want to change the time they spent as parents, and that when the remaining people did want to change time spent, the majority of both sexes wanted to spend more time as parents, rather than less time, even though women were spending more time than their husbands in this role.

In the role of spouse, close to half of the women, but only a third of the men were not interested in changing the amount of time they spent together. For the men who wanted to change the time they spent, almost two-thirds wanted to spend either slightly or much more time being a spouse, while only 2.9% wanted to spend less time in that role. On the other hand, about half of the women wanted to spend slightly or much more time being a spouse, and a striking 15.9% wanted to spend much less time as a spouse. No men wanted to spend much less time as a spouse. Since this is the one role where women and men reported spending the same amount of time with each other, and it is the only role that directly involves the other spouse, this suggests that even the marital role is experienced differently by many

TABLE 13

TIME CHANGE DESIRED

| | Much more time | Slightly more time | No change | Slightly less time | Much less time | \bar{x} | Significance |
|--------|-------------------|-----------------------|--------------|-----------------------|-------------------|-----------|--------------|
| Parent | | | | | | | |
| Men | 13.0 | 37.7 | 40.6 | 8.7 | 0 | 2.45 | |
| Women | 10.3 | 36.8 | 46.4 | 4.4 | 1.5 | 2.50 | |
| Spouse | | | | | | | |
| Men | 26.1 | 37.7 | 33.3 | 2.9 | 0 | 2.13 | * |
| Women | 7.4 | 45.6 | 46.4 | 0 | 15.9 | 2.40 | |
| Home | | | | | | | |
| Men | 10.1 | 24.6 | 37.7 | 24.6 | 2.9 | 2.86 | |
| Women | 4.3 | 42.5 | 44.9 | 15.9 | 7.2 | 2.78 | |
| Job | | | | | | | |
| Men | 4.3 | 13.0 | 44.9 | 21.7 | 15.9 | 3.32 | |
| Women | 2.9 | 20.6 | 44.1 | 23.5 | 8.8 | 3.15 | |

***p = .000; **p = .001 - .009; *p = .01 - .05; +p = .06 - .09

men and women.

Although women spent a lot more time managing their homes than the men did, close to half of the women and only about a third of the men wanted to spend more time caring for their homes. Approximately a quarter of the respondents (27.5% of the men and 23.1% of the women) wanted to spend less time than they did now in the role of home manager, suggesting that 75% of the women did not mind that they spent so much time, and so much time compared to their husbands in the home.

Close to 45% of both women and men did not want to change the time they spent at their jobs or careers. Of those who wanted a change, 17.3% of the men and 23.5% of the women wanted to spend more time in their jobs outside the home, while 37.6% of the men and 32.3% of the women wanted to spend less time at work. So, the men worked more hours, and more women than men wanted to work more hours, and slightly more men than women wanted to work fewer hours at their outside-the-home jobs.

Table 14 reveals how individuals felt about the time their spouses spent in each of the four aspects of their lives. A majority, or 71% of the men, but only 55.1% of the women, did not want to see a change in the time their spouses spent with their children. Even though women were already spending more time with their children than men, a quarter of the men wanted their wives to spend even more time as parents, compared to 2.9% of the men who wanted to see their wives spend less time as parents. The women were not as satisfied as the men with the present arrangement, and they

TABLE 14

TIME CHANGE DESIRED IN SPOUSE

| | Much more | Slightly more | No change | Slightly less | Much less | \bar{x} | Significance |
|---------------|-----------|---------------|-----------|---------------|-----------|-----------|--------------|
| With children | | | | | | | |
| Men | 4.3 | 21.7 | 71.0 | 2.9 | 0 | 2.73 | |
| Women | 4.3 | 39.1 | 55.1 | 1.4 | 0 | 2.54 | + |
| With you | | | | | | | |
| Men | 13.0 | 44.9 | 40.6 | 1.4 | 0 | 2.30 | |
| Women | 10.1 | 42.0 | 46.4 | 1.4 | 0 | | |
| Managing home | | | | | | | |
| Men | 5.8 | 14.5 | 62.3 | 14.5 | 2.9 | 2.94 | *** |
| Women | 10.1 | 40.6 | 46.4 | 1.4 | 1.4 | 2.44 | |
| Working | | | | | | | |
| Men | 0 | 1.4 | 65.2 | 26.1 | 7.2 | 3.39 | |
| Women | 0 | 0 | 68.1 | 24.6 | 7.2 | 3.39 | |

***p = .000; **p = .009; *p = .01 - .05; +p = .06 - .09

wanted to see their husbands spend more time as parents, and only 1.4% wanted to see their husbands spend less time in that role. This seems important, especially given that half of the men themselves wanted to spend more time as parents.

About equal numbers of both women and men wanted no change in the time their spouses spent with them (40.6% of the men; 46.4% of the women) or wanted their spouses to spend more time with them (57.9% of the men and 52.1% of the women). Since men and women spent approximately the same amount of time with each other, and most people wished they could spend more time with their spouses, there seems to be overall agreement with regard to time actually spent and time desired to be spent in this part of these couple's lives.

Fewer men (37.7%) than women (43.6%) wanted their spouses to change the amount of time they spent caring for the home. Despite the fact that women spent much more time in the home than men did, 20.3% of the men wanted to see their wives spending more time in that role, compared to 17.4% of the men who wanted their wives to spend less time managing their homes. The women had something else to say about the time change they wanted to see in their spouses. Half of the women wished their husbands would spend more time as home managers, and only 2.8% of them wanted to see their husbands spend less time in that role, quite a discrepancy from the one-third of the men who wanted to spend more time as home managers, and the 27.5% of the men who wanted to spend less time in that role.

There was agreement that no one wanted their spouse to put more time into their jobs, even though men worked significantly more hours

than their wives did, and even though approximately 20% of both men and women wished they themselves could spend more time at work. In fact, 65.2% of the men, and 68.1% of the women wanted their spouses to continue to spend the same amount of time they were presently spending at their jobs. Even though men worked more hours, a third of both the men and women wanted to see their spouses spend less time at work, a finding in keeping with what each sex said they wanted for themselves.

Table 15 shows how much time individuals spent compared to their spouse, in each of the areas of their lives. Table 15 indicates that approximately one third of both sexes spent about the same amount of time as their spouses with their children, managing their homes, and working at their jobs or careers. (For further description of these comparisons, see Appendix C, Table 44; for descriptions of who handles specific household and child care tasks and responsibilities, and for comparisons within couples, see Appendix D, Tables 45 to 50).

Relationships Between Roles

Although both the women and men in this study had to negotiate and balance their roles as parent, spouse, home manager, and career person, it was expected that these roles would have different meanings for men and women, would therefore be experienced differently by them, and would thus differentially produce and affect emotional distress for each sex. An examination of the interrelationships of these four roles follows.

TABLE 15
TIME SPENT COMPARED TO SPOUSE (IN PERCENT)

| | I spend much more time | I spend slightly more time | We spend about the same time | Spouse spends slightly more time | Spouse spends much more time | \bar{x} | Significance |
|----------------|---------------------------------|-------------------------------------|---------------------------------------|---|---------------------------------------|-----------|--------------|
| With child/ren | | | | | | | |
| Men | 4.3 | 4.3 | 29.0 | 42.0 | 20.3 | 3.7 | *** |
| Women | 18.8 | 31.9 | 37.7 | 5.8 | 5.8 | 2.48 | |
| Managing home | | | | | | | |
| Men | 4.3 | 18.8 | 31.9 | 27.5 | 17.4 | 3.45 | *** |
| Women | 16.2 | 33.3 | 36.8 | 10.3 | 2.9 | 2.5 | |
| Working | | | | | | | |
| Men | 11.6 | 27.5 | 36.2 | 17.4 | 7.2 | 3.81 | |
| Women | 11.6 | 14.5 | 34.8 | 17.4 | 21.7 | 3.23 | |

***p = .000; **; = .001 - .009; *p = .01 - .05; +p = .05 - .09

Role satisfaction. Table 16 shows the relationship of satisfaction between pairs of roles and indicates that the strongest correlation for women existed between satisfaction as a career person and satisfaction as a spouse ($r = .4$), two roles that were barely related in terms of satisfaction for men ($r = .13$). What might account for this difference? Since men were traditionally the ones who worked outside the home, it was likely that they worked regardless of their satisfaction within their marriage. For women, on the other hand, there was not the same expectation that they would have a job. Thus, in this sample, it is possible that the women, who were working full time, had at least some support from their husbands, producing the strong positive relationship between the degree of a woman's satisfaction in her marriage and her satisfaction with her job. It was shown earlier that almost five times as many men as women reported dissatisfaction with their careers, corroborating the notion that these working women may have had more of a choice about whether to work than their husbands did.

For men, the most strongly related roles with regard to satisfaction were those of parent and spouse ($r = .66$), suggesting that these two roles combined as a more unified single family role for men: Marital satisfaction was closely related to men's parental satisfaction. The strength of this same relationship between spouse and parental role satisfaction was considerably less strong for women ($r = .39$), indicating that for women, these two roles were more distinct with different sources of satisfaction or dissatisfaction in marriage than in mothering. This implies that these family roles

TABLE 16
 ROLE SATISFACTION (CORRELATION COEFFICIENTS)

| | Men | | | | Women | | | |
|--------------|--------|--------|--------------|--------|--------|--------|--------------|--------|
| | Parent | Spouse | Home Manager | Career | Parent | Spouse | Home Manager | Career |
| Parent | | .66** | .34** | .29** | | .39** | .25* | .02 |
| Spouse | | | .37** | .13 | | | .20* | .40** |
| Home Manager | | | | .41** | | | | .10 |

***p = .000
 **p = .001 - .009
 *p = .01 - .05
 +p = .06 - .09

have different meanings for women than for men. The majority of women in these families handled most of the responsibilities of child care, lending support to the idea that for women, the parental role is much more clearly defined and distinct from their marital role, whereas for the men, who took less responsibility for child care, the two roles interact with and affect each other (see Appendix D, Table 47). So while men and women were both spouses and parents, being a parent involved very different responsibilities and different emotional gratifications for women than it did for men.

For men, there was a strong positive relationship between satisfaction with their career role and their role as home manager ($r = .41$), while for women, there was no significant relationship at all between satisfaction in these two roles. So, not only did there seem to be a difference in the meanings of career and parental roles for men and women, but there was a different experience of being a home manager. Some couples in the sample did share household responsibilities (see Appendix D, Table 45). However, even when they did, the labor was divided such that women generally did most of the cleaning, cooking, laundry, and food shopping, while men tended to handle household finances and did household repairs. For men, the nature of their household manager role was fairly consistent with the content of their more administrative, productive work role; while for women, household responsibilities included the more menial, but necessary aspects of caring for a home--chores that bore little similarity to the work they did outside the home. In keeping with this difference within the same role, it was seen earlier that four times

as many women as men were dissatisfied with their role as home manager. Even in these dual working couples, it appears that home management was something women "had" to do as men "had" to work outside the home.

Role involvement. Table 17 shows the relationships between the emotional involvement in the different roles for women and for men. For both women and men, there was a strong relationship between emotional involvement as a parent and involvement as a spouse ($r = .62$ for men; $r = .59$ for women).

There was a much stronger relationship for women than for men between involvement as a spouse and involvement as a career person ($r = .51$ vs. $r = .15$). Although the sexes did not differ in their degree of emotional involvement in their jobs, a woman was able to be only as involved in her career as she was in her marriage, while a man could be more involved in one than he was in the other. This confirmed the earlier finding that a man worked full time no matter what went on in his relationship with his wife, while women did not experience the same freedom, or the same pressure, depending on one's perspective.

When men were emotionally involved in their careers, they also tended to be emotionally involved as home manager ($r = .39$). For women, the opposite pattern occurred; the more emotionally invested a woman was in her job, the less involved she was in her role as home manager. That women were more likely than men to report less involvement in home management may reflect the very different responsibilities

TABLE 17

ROLE INVOLVEMENT (CORRELATION COEFFICIENTS)

| | Men | | | | Women | | | |
|--------------|--------|--------|--------------|--------|--------|--------|--------------|--------|
| | Parent | Spouse | Home Manager | Career | Parent | Spouse | Home Manager | Career |
| Parent | | .62** | .38** | .20* | | .59** | .29** | .35** |
| Spouse | | | .27* | .15 | | | .18+ | .51** |
| Home Manager | | | | .39** | | | | -.08 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

they carried in their domestic roles compared to their work roles.

Table 18 shows that women, but not men, who were highly invested in their job, but not very invested in their home management, cut back on the time they spent at home (13.6 hours per week). These women spent less time as home managers than women who were highly invested in both roles (38.2 hours) and less time working domestically than women who were not very invested in either job or home management roles (17.0 hours). This provided evidence that when their careers were less involving for them, women's household roles remained important to them, perhaps because the smaller emotional investment they made in their jobs did not require that they compromise their investment elsewhere, or perhaps because their involvement at home, which traditionally has been first priority for women, was so consuming that it prevented the same level of emotional commitment outside the home. Since men were generally expected to be invested in their work, as well as to be responsible for household repairs and finances, and because the nature of the responsibilities of these roles tended to be similar for them, men did not confront the same potential conflict around compromising their emotional involvement in some aspect of their lives that women did. For women, hours at home are reduced to triple the extent as a function of job involvement, while for men time spent at work bore no relationship to time spent at home.

Time spent in role. There were few significant relationships between the time spent in one role and the time spent in another role, but

TABLE 18

TIME SPENT IN HOME AND EMOTIONAL INVOLVEMENT AT HOME AND JOB, BY SEX
(IN MEAN NUMBER OF HOURS SPENT MANAGING THE HOME PER WEEK)

| | | Job Involvement | | | |
|--------------------------|----|-----------------|--------------|-------------|--------------|
| | | Women | | Men | |
| | | Lo | Hi | Lo | Hi |
| Home manager involvement | Lo | 17.0 (12) | 13.6 (32) | 8.6 (18) | 10.5 (25) |
| | Hi | 25.4 (7) | 38.2 (13) | 12.7 (3) | 9.6 (20) |

what did emerge in Table 19 confirms what was already observed. For men, there was a stronger relationship between time spent as parent and spouse than there was for women ($r = .57$ vs. $r = .34$) suggesting that these two roles functioned more as a unitary role for men than they did for their wives. In addition, for men, the role of home manager also seemed to cluster more consistently within the broader category of family related roles than it did for women. Women's greater time spent in the roles as parent and home manager, as well as the more varied and heavier responsibilities she carried within them, made them more distinct for her.

Table 20 shows that even when husbands and wives spent equal amounts of time working at their jobs outside the home, there was a much higher correlation between the time men spent with their spouse and children than there was for women. Based on these twelve couples, the higher correlation between time spent as parent and spouse for men than women did not simply reflect the fact that men were home less during the day than women were, hence were with children when their wives were also present, while women could spend time with children during the day when their husbands were not home.

Relationships Between Dimensions of Roles

It was expected that relationships between the three dimensions of satisfaction, emotional involvement, and time spent in roles would cluster differently for women and men. Because this expectation was not based on a particular theoretical model, and there were no a priori predictions about the specific ways in which dimension of roles would

TABLE 19

TIME ACTUALLY SPENT IN ROLE (CORRELATION COEFFICIENTS)

| | Men | | | | Women | | | |
|-----------------|---------------|--------|--------------|--------|---------------|--------|--------------|--------|
| | With Children | Spouse | Home Manager | Career | With Children | Spouse | Home Manager | Career |
| With Children | .57** | | .22* | -.15 | | .34** | .13 | -.17+ |
| With Spouse | | | .20* | -.09 | | | -.02 | .02 |
| As Home Manager | | | | -.11 | | | | -.05 |

***p = .000
 **p = .001 - .009
 *p = .01 - .05
 +p = .06 - .09

TABLE 20

TIME SPENT AS PARENT AND SPOUSE: EQUAL WORKING HOURS
 WITHIN COUPLES (CORRELATION COEFFICIENTS)
 (N=12)

| | Men | Women |
|---------------|--------|--------|
| | Spouse | Spouse |
| With children | .80** | .26 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

be related for women and for men, empirical findings will be clearly presented, and speculations about causality will follow. Directionality is never assumed in this presentation of correlation coefficients; however, speculations will be drawn on the basis of logic and patterns developing in the data.

Satisfaction and time spent in role. According to Table 21, the time that men spent in each of the aspects of their lives was more related to their satisfaction than it was for women. For example, one might consider that the more satisfied a man was as a parent and as a spouse, the more time he spent with his children ($r = .35$; $r = .23$); the more satisfied he was with his role as spouse and home manager, the more time he spent with his wife ($r = .16$; $r = .19$). For women, however, both time spent with children and time spent with spouse were related only to satisfaction as a home manager ($r = .25$; $r = .19$). So, unlike what was seen for men, women's satisfaction as parent and spouse appeared unrelated to the time they spent in those roles, suggesting that women experienced less choice regarding their use of time than men did.

Table 21 also indicates a significant negative relationship between the time men spent at work and their satisfaction as parent ($r = -.32$), spouse ($r = -.33$) and home manager ($r = -.23$). If one speculates that the number of hours spent on the job are determined external to the person and are a condition of the job, then it appears that the more time spent at their jobs, the less satisfied they are as parent, as spouse, and as home manager. Since men

TABLE 21

TIME SPENT AND SATISFACTION IN ROLE (CORRELATION COEFFICIENTS)

| Satisfaction | Time Spent | | | | | | | |
|--------------|------------|--------|--------------|--------|----------|--------|--------------|--------|
| | Men | | | | Women | | | |
| | Children | Spouse | Home Manager | Career | Children | Spouse | Home Manager | Career |
| Parent | .35** | .02 | -.02 | -.32** | .16 | .03 | -.002 | .03 |
| Spouse | .23* | .16+ | -.03 | -.33** | .05 | .09 | .08 | .01 |
| Home | .005 | .19+ | -.005 | -.23* | .25* | .19+ | -.15 | .04 |
| Career | -.09 | .06 | -.14 | .09 | -.08 | -.04 | .11 | .18+ |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

reported their desire to spend less time at their work outside the home, this finding increases the likelihood that their work time there is obligatory. For women, who did not spend as much time at work as their husbands, and who, in fact, wished they could spend more time there, the only role in which satisfaction was significantly affected by the time spent, was the work role. And, in the job role, there was a pattern opposite from that for men: when women worked more hours, they were more satisfied with their jobs.

As Table 22 shows, it was not simply the number of hours worked that accounted for women's satisfaction level. There were more high job status women spending a lot of time at work than there were high job status women spending little time on the job. Assuming that higher status jobs are more intrinsically satisfying, and that those women wanted to spend more time there, those are also the women who were more satisfied at work. For men, the job level made no difference in determining the time spent at work, again highlighting the obligatory nature of work for men.

Emotional involvement and time spent in role. Table 23 shows significant positive relationships for both sexes between emotional involvement as a parent and the time spent with children ($r = .37$ for men; $r = .25$ for women). For men this was a stronger relationship than it was for women, probably because women were already both more emotionally involved and spending more time with their children than their husbands were. For men, but not for women, as more time was spent at work, there was less emotional investment both as parent

TABLE 22

PERCENTAGE OF TOP PROFESSIONALS (1 AND 2 ON HOLLINGSHEAD OCCUPATIONAL SCALE)
BY TIME SPENT AT JOB, BY SEX

| | Lo Time Spent Job | Hi Time Spent Job |
|-------|-------------------|-------------------|
| Women | 65.5 (29) | 88.6 (35) |
| Men | 80.0 (25) | 75.0 (40) |

TABLE 23

TIME SPENT AND EMOTIONAL INVOLVEMENT IN ROLE (CORRELATION COEFFICIENTS)

| Involvement | Time Spent | | | | | | | |
|-------------|------------|--------|--------------|--------|----------|--------|--------------|--------|
| | Men | | | | Women | | | |
| | Children | Spouse | Home Manager | Career | Children | Spouse | Home Manager | Career |
| Parent | .37** | .11 | .07 | -.32** | .25* | .13 | .13 | .002 |
| Spouse | .18+ | .15 | .15 | -.23* | -.01 | .06 | .07 | .05 |
| Home | -.003 | -.03 | -.04 | -.13 | .19+ | .13 | .39** | -.01 |
| Career | .11 | .10 | -.08 | -.05 | -.06 | -.03 | .03 | .18+ |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

($r = -.32$) and as spouse ($r = -.23$), a pattern encountered previously with satisfaction in these roles. Once again, it was likely that a man's job involvement detracted from his involvement in other realms, while for women, a role as a worker was added to her role as parent and spouse, and she did not compromise time spent or emotional involvement with her husband or her children.

For women, the time spent in the home was positively related to emotional involvement in the home ($r = .39$), and time spent at a career was also positively related to the emotional involvement there ($r = .18$). These findings lend more evidence to the idea that it was in the roles of home manager and career person that women juggled their commitments to accommodate to their own limitations in time and energy.

Satisfaction and emotional involvement in roles. The relationship between emotional involvement and satisfaction was much more profound for men than it was for women. If one considers that emotional involvement may be prior to satisfaction, then, in general, as Table 24 shows, the more emotionally involved a man was in any of his family roles, the more satisfied he was in them. In contrast, women, who were more involved than their husbands in every role, typically experienced increased satisfaction only in the particular role in which they were more invested. In other words, the more involved she was in each role, the more satisfied she was in that particular role. This pattern was complicated only by the fact that emotional involvement with a spouse was associated with satisfaction at work ($r = .27$),

TABLE 24

EMOTIONAL INVOLVEMENT AND SATISFACTION IN ROLE (CORRELATION COEFFICIENT)

| | | Emotional Involvement | | | | | | | |
|--------------|--|-----------------------|--------|-----------------|--------|--------|--------|-----------------|--------|
| | | Men | | | | Women | | | |
| | | Parent | Spouse | Home Manager | Career | Parent | Spouse | Home Manager | Career |
| Satisfaction | | | | | | | | | |
| Parent | | .59** | .36** | .19+ | .12 | .37** | .10 | -.16 | -.01 |
| Spouse | | .45** | .44** | .08 | -.10 | .15 | .34** | -.08 | .27 |
| Home | | .42** | .31** | .52** | .14 | .16+ | .08 | .31** | -.12 |
| Career | | .23* | .17+ | .16+ | .47** | -.05 | .27* | .003 | .41** |

***p = .000
 **p = .001 = .009
 *p = .01 - .05
 +p = .06 - .09

confirming the importance of cooperation from her husband for a women's satisfaction with her job.

Satisfaction, emotional involvement, and time spent in role. Table 25 provides another kind of summary of how these four roles differed in meaning for women and men. In all four roles, greater emotional investment meant greater satisfaction for both sexes, although this relationship was consistently stronger for men. Such broad similarities between sexes ended there.

If one speculates that emotional involvement is prior to time spent in family roles, and prior to satisfaction derived from those roles, then the following interpretations emerge. For men, time spent as a parent was associated with satisfaction and emotional involvement in that role ($r = .35$; $r = .37$), suggesting that being more emotionally invested in parenting led a father to spend more time with his children, and to experience greater satisfaction in that role. For women, time spent was related to emotional involvement ($r = .25$), but not satisfaction in the parental role, again supporting the likelihood that a woman's emotional involvement with her children did not change as a result of her employment, but that the stress associated with such overload may make the time spent with children less satisfying. Except for a slight relation ($r = .16$) between time spent and satisfaction as a spouse for men, neither men nor women indicated that their satisfaction or investment in their marriage was related to the time they spent with each other. In the role of home manager, it was only for women that emotional

TABLE 25

SATISFACTION, INVOLVEMENT, AND TIME SPENT BY ROLE (CORRELATION COEFFICIENTS)

| | Men | | | Women | | |
|--------------|--------------|-------------|-------|---------------------------|--------------------------|-------------------|
| | Satisfaction | Involvement | Time | Parent Satisfaction | Parent Involvement | Parent Time |
| Satisfaction | | | | | | |
| Involvement | .59** | | .35** | | .37** | .16 |
| Time | | | .37** | | | .25* |
| | Satisfaction | Involvement | Time | Spouse Satisfaction | Spouse Involvement | Spouse Time |
| Satisfaction | | | | | | |
| Involvement | .44** | | .16+ | | .34** | .09 |
| Time | | | .15 | | | .06 |
| | Satisfaction | Involvement | Time | Home Manager Satisfaction | Home Manager Involvement | Home Manager Time |
| Satisfaction | | | | | | |
| Involvement | .52** | | -.01 | | .32** | -.15 |
| Time | | | -.04 | | | .39** |

TABLE 25 (Continued)

| | Men | | Women | | | |
|-------------------|--------------|-------------|-------|---------------------|-------------|------|
| | Satisfaction | Involvement | Time | Career Satisfaction | Involvement | Time |
| Satisfaction | | .47** | .09 | | .41** | .18* |
| | | | -.05 | | | .18+ |
| ***p = .000 | | | | | | |
| **p = .001 - .009 | | | | | | |
| *p = .01 - .05 | | | | | | |
| +p = .06 - .09 | | | | | | |

involvement affected time spent in that role ($r = .39$). Again, it was only for women that there was a close to significant relationship between time spent at work and satisfaction ($r = .18$) and emotional involvement there ($r = .18$).

Relationships Between Roles Within Couples

As Table 26 shows, there was considerable variation in the extent to which husbands and wives showed any similar pattern on the dimensions of roles. Since the roles examined differed by whether they were actually shared by a couple, this variation is not surprising. For instance, there was no correlation between husbands' and wives' reports of satisfaction, emotional involvement, or time spent at their jobs. Since the husbands and wives worked at different jobs in different places, it is reasonable that factors other than their marital relationship would determine job satisfaction or involvement.

The role as spouse, on the other hand, was the one role that demanded participation of the opposite spouse; marriage, in fact, is the same relationship viewed by two people. Thus, it was not surprising that it was only in the marital role that there was any consistent, significant correlation within couples.

The only other significantly related relationship was time the husbands and wives reported that they spent as parents. That this correlation was so high ($r = .54$) suggests that they did not spend time separately with the children or compensate for each other, with one parent spending little time, and the other spending more time

TABLE 26
 RELATIONSHIPS WITHIN COUPLES ON DIMENSION OF ROLES
 (CORRELATION COEFFICIENTS)

| Role Dimension | Spouse | Parent | Home | Job |
|----------------|--------|--------|------|------|
| Satisfaction | .38** | .08 | .12 | -.09 |
| Involvement | .36** | .15 | .20+ | .05 |
| Time Spent | .22* | .54** | .00 | .04 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

with the children. In fact, as Table 27 shows, the time parents spent with their children was clearly a function of the age of children. Wives spent more time with younger children than husbands, but the same time as husbands with older children. Despite this high correlation, in time spent as parents, couples did not share parental role satisfaction--one parent's level of satisfaction with parenting had no relationship to the spouse's satisfaction level.

Time spent as home manager was also independent within couples, suggesting that these couples were not complementary in the time spent at home (the more she did, the less he did). Because the correlation was exactly 0, and because home involvement within couples verged on significance ($p < .09$), these findings suggest that couples may have shared an orientation toward home care--either both high or both low time spent caring for the home.

Summary of Relationships of Work and Family Roles

Analysis of the relationships between work and family roles revealed differences between the nature of the roles of parent, spouse, home manager, and worker for men and women. Most generally, the findings highlighted some trends evident in these couples: the sensitivity to disagreement within couples around the time spent in the domestic role; the ways in which the parental and marital roles functioned more as a unitary family role for men than they did for women; the obligatory nature of domestic and parenting roles for women and worker role for men; the importance of a husband's cooperation for a wife to be satisfied at her job; and women's

TABLE 27

TIME SPENT PARENTING AND AT HOME WITHIN COUPLES,
BY AGE OF CHILDREN (CORRELATION COEFFICIENTS)

| | Children 6 years and younger (N = 17) | | Children 7 years and older (N = 52) | |
|------------|--|------|--|------|
| | Parent | Home | Parent | Home |
| Time Spent | .26 | .17 | .58** | -.01 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

attempt to balance their commitment as home manager and worker in order to meet constraints of time and energy. The more specific findings that pointed to these patterns will be discussed in greater detail in Chapter V.

C H A P T E R I V

DEPRESSION

Depression Measure: Distribution in Sample

Table 28 shows the distribution of the present sample on the CES-D Scale collapsed across sex, and broken down for men and women separately. Table 29 compares the distribution of the present sample to the three samples which were used originally to validate the utility of the CES-D Scale. Table 30 compares the present sample's distribution to the distributions of the basic findings of the CES-D Scale from the National Health Survey conducted in 1971-75.

Table 29 shows a breakdown of the CES-D scores of the present study to the depression scores in the original three samples. All samples reveal distributions that are skewed to low scores, consistent with the interpretation of the CES-D scores such that scores of 16-60 indicate high levels of depressive symptomatology, and correspond to the upper quintile of a psychiatric inpatient population. Since a breakdown by sex was not made in the original samples, the present sample is collapsed across sex, revealing that the percentage of individuals scoring 16 or above is similar across all samples. In the present study, 18.8% of the men, 13.0% of the women, and 15.9% of the men and women together score high in depression. These compare to 19.0%, 15.9%, and 15.0% scoring depressed in the three general population samples.

TABLE 28

FREQUENCY DISTRIBUTION CES-D SCALE: PRESENT SAMPLE

| | | CES-D Score | | | | | | | | |
|---------------|------|-------------|------|------|-------|------|-------|-----------|-----|---|
| | | 0-3 | 4-8 | 9-15 | 16-30 | 31+ | % 16+ | \bar{x} | SD | n |
| Women and Men | 23.2 | 34.1 | 26.9 | 15.2 | .7 | 15.9 | 9.2 | 7.41 | 138 | |
| Men | 18.8 | 36.3 | 26.1 | 18.8 | 0 | 18.8 | 9.8 | 7.24 | 69 | |
| Women | 27.5 | 31.9 | 27.6 | 11.6 | 1.4 | 13.0 | 8.6 | 7.60 | 69 | |

TABLE 29
 FREQUENCY DISTRIBUTION CES-D SCALE:
 COMPARISONS WITH ORIGINAL SAMPLES

| | % 16+ | \bar{x} | SD |
|---|-------|-----------|------|
| Present Study: Women and Men | 15.9 | 9.2 | 7.41 |
| 3 Samples from General Population: Women and Men | | | |
| Sample 1 | 19.0 | 9.3 | 8.58 |
| Sample 2 | 15.0 | 8.2 | 8.93 |
| Sample 3 | 15.0 | 7.9 | 7.53 |

TABLE 30

FREQUENCY DISTRIBUTION CES-D SCALE: COMPARISONS WITH
NATIONAL HEALTH SURVEY SAMPLES

| | % Scoring 16+ | % Scoring 15- | Range | \bar{x} | SD |
|--------------------------------------|---------------|---------------|-------|-----------|------|
| Present Study | | | | | |
| Men (ages 29-62) | 18.8 | 81.2 | 0-30 | 9.8 | 7.24 |
| Women (ages 25-57) | 13.0 | 87.0 | 0-41 | 8.6 | 7.60 |
| National Survey Currently Married | | | | | |
| Men (ages 25-74) | -- | -- | 0-60 | 6.8 | 6.8 |
| Women (ages 25-74) | -- | -- | 0-56 | 9.4 | 8.9 |
| Currently Employed | | | | | |
| Men (ages 25-74) | -- | -- | 0-60 | 6.5 | 6.3 |
| Women (ages 25-74) | -- | -- | 0-56 | 9.6 | 9.0 |

Table 30 shows the means, standard deviation, and ranges of CES-D scores of both the present study sample and the samples reported by the National Health Survey. The National Health Survey revealed no significant differences in terms of age categories, permitting the present data to be legitimately compared to the survey data to be legitimately compared to the survey data of people ages 25-74, despite this study's smaller age range of 25-62. Marital status and sex were both found to make a difference in depression scores, so the present study's distributions are compared, by sex, to the National Health Survey findings for currently married men and currently married women. Additionally, since the National Survey found that working women and working men scored significantly lower than women and men who described themselves as unemployed, the statistics for working individuals are presented in Table 30. However, it should be noted that there are no distinctions of marital status taken into account in these distributions.

In the present sample, there was no statistically significant difference in the CES-D scores of women and men; in fact, men scored somewhat higher than the women. In the National sample, the opposite pattern occurred: women were significantly more depressed than the men. The men in the present sample scored significantly higher in depression than the men in the National Survey, even when compared to just those men who are employed. There was no significant difference between the scores of the present study's women and the married or the working women in the National Survey.

Thus, what emerged of interest in this sample's distribution on the CES-D Scale was the fact that women were not more depressed than men. While the women in this sample were generally as depressed as the women in other samples, the men in this sample were significantly more depressed than men in other samples.

Depression Within Couples³

There is no relationship ($r = -.08$) between the depression that a wife experienced and that of her husband, indicating that in this sample, there existed one member of a couple who was more depressed than a spouse, rather than couples where both husband and wife were depressed. In fact, there were only two couples in this sample in which both spouses scored depressed (16 or above) on the dependent measure.

Relationship of Roles to Depression

Now that some understanding of the different meanings of the four roles of parent, spouse, home manager, and worker, and some description information about depression in this sample have been presented, it is possible to turn to an initial look at what aspects of which roles were relevant to the level of depression shown by the women and men in this study. Again, no assumptions of causality are made, but speculations are drawn from the data.

First, Table 31 shows that the more satisfied a man was in every role, the less likely he was to be depressed ($r = -.28; -.29; -.34; -.46$). For women, satisfaction in the parental and spouse roles was

TABLE 31
 ROLE SATISFACTION, INVOLVEMENT, TIME SPENT AND DEPRESSION
 (CORRELATION COEFFICIENTS)

| | Depression | |
|--------------|------------|--------|
| | Men | Women |
| Satisfaction | | |
| Parent | -.28* | -.13 |
| Spouse | -.29** | -.15 |
| Home | -.34** | -.41** |
| Career | -.46** | -.32** |
| Involvement | | |
| Parent | -.24* | .03 |
| Spouse | -.09 | .09 |
| Home | -.10 | -.15 |
| Career | -.25* | .09 |
| Time Spent | | |
| Parent | -.05 | -.08 |
| Spouse | .01 | -.02 |
| Home | .31** | -.01 |
| Career | -.07 | -.01 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

unrelated to depression, while satisfaction in the home and at work were associated with lower depression scores ($r = -.41$; $r = -.32$). Women appeared to remain firm in their commitments as mothers and wives, and rather it was in their changing roles as home manager and career person that a relationship to depression emerged. The strength of the relationship between satisfaction in the home and depression was stronger for women than it was for men ($-.41$ vs $-.34$), confirming again how crucial that role, where there was such a great difference in time spent and nature of responsibilities for the sexes, seemed to be to women's well-being.

Emotional involvement in any particular role was unrelated to women's depression scores, while for men, emotional involvement either as parent or at work tended to be associated with lower depression scores ($r = -.24$; $r = -.26$). This finding is complicated by the likelihood that some people interpreted emotional involvement to mean negative emotional involvement rather than more simply as the intensity of involvement.

It was only for men, who spent considerably less time caring for their homes than did women, that time spent in the home was related to depression ($r = .31$). The more time a man spent caring for his home, the higher his depression score was likely to be, perhaps because the more time he spent in this role, the more likely his responsibilities were to flow into the domain which was more typically women's domain, and more ungratifying.

In Table 32, this same information is presented in a different format, highlighting the extent to which for women, it was satisfaction

TABLE 32
 ROLE DIMENSION AND DEPRESSION BY ROLE
 (CORRELATION COEFFICIENTS)

| | Depression | |
|--------------|------------|--------|
| | Men | Women |
| Parent | | |
| Satisfaction | -.28* | -.13 |
| Involvement | -.24* | .03 |
| Time Spent | -.05 | -.08 |
| Spouse | | |
| Satisfaction | -.29** | -.15 |
| Involvement | -.09 | .09 |
| Time Spent | .01 | -.02 |
| Home Manager | | |
| Satisfaction | -.34** | -.41** |
| Involvement | -.10 | -.15 |
| Time Spent | .31** | -.01 |
| Career | | |
| Satisfaction | -.46** | -.32** |
| Involvement | -.26* | .09 |
| Time Spent | -.07 | -.01 |

***p = .000

**p = .001 - .009

*p = .01 - .05

+p = .06 - .09

in the roles of home manager and career person that triggered depression, while for men, there were dimensions of each role that were important to their emotional stress.

Predicting Depression: Regression Analysis

Tables 33, 34, and 35 illustrate separately the predictive values of satisfaction, emotional involvement, and time spent in each of the four roles for depression. For both men and women, low satisfaction in roles was more closely linked to depression than was involvement or time spent in roles, a finding that is not surprising. One is unlikely to feel satisfied if one is depressed, or vice versa, but one could feel very negatively emotionally involved, or very involved in a dissatisfying way, or could spend too much or too little time in a role, and increase the likelihood of stress.

Again, there were different patterns of depression that emerged for these men and women. The strongest predictor of men's depression was his dissatisfaction in his job; for women, dissatisfaction as a home manager had the most powerful influence, with dissatisfaction in her job next in line. Most of the people in the sample were satisfied or very satisfied as parent or spouse, but had mixed feelings or were lukewarm in their satisfaction as a worker and home manager (see Table 6), and so satisfaction in work roles, either inside or outside the home, were again highlighted in relation to depression. For both sexes, job dissatisfaction was a potent predictor of depression. For both sexes, some dimension of home management was important for

TABLE 33
 REGRESSION^a OF ROLE SATISFACTION ON DEPRESSION, BY SEX
 (BETA COEFFICIENTS)

| Role satisfaction in... | Men | | Women | |
|-------------------------|----------------------|----------|----------------------|----------|
| | Beta | Simple r | Beta | Simple r |
| Job, career | -.40** | -.46 | -.30* | -.32 |
| Spouse | -.20 | -.28 | .06 | -.15 |
| Home Manager | -.11 | -.34 | -.38* | -.41 |
| Parent | -.00 | -.28 | -.05 | -.13 |
| | F = 5.07** | | F = 4.39** | |
| | R ² = .28 | | R ² = .25 | |
| | Multiple R = .53 | | Multiple R = .50 | |

***p .001
 **p .01
 *p .05
 +p .09

^aStepwise regression analysis, with pairwise deletion of data, was performed for both men and women. Results for men are presented in order of magnitude of independent contribution; for ease of comparisons between sexes, results for women are presented with variable order matching men's.

TABLE 34
 REGRESSION^a OF ROLE INVOLVEMENT ON DEPRESSION, BY SEX
 (BETA COEFFICIENTS)

| Role Involvement in... | Men | | Women | |
|------------------------|-------|----------------------|-------|----------------------|
| | Beta | Simple r | Beta | Simple r |
| Job, career | -.25+ | -.26 | .02 | .09 |
| Parent | -.29 | -.24 | .00 | .03 |
| Spouse | .11 | -.09 | .10 | .09 |
| Home Manager | .08 | -.09 | -.16 | -.15 |
| | | F = 1.73 | | F = .48 |
| | | R ² = .12 | | R ² = .04 |
| | | Multiple R = .34 | | Multiple R = .19 |

***p .001
 **p .01
 *p .05
 +p .09

^aStepwise regression analysis, with pairwise deletion of data, was performed for both men and women. Results for men are presented in order of magnitude of independent contribution; for ease of comparisons between sexes, results for women are presented with variable order matching men's.

TABLE 35
 REGRESSION^a OF TIME SPENT IN ROLES ON DEPRESSION, BY SEX
 (BETA COEFFICIENTS)

| Time Spent in... | Men | | Women | |
|------------------|----------------------|----------|----------------------|----------|
| | Beta | Simple r | Beta | Simple r |
| Home Manager | .33* | .31 | -.00 | -.01 |
| Parent | -.14 | -.05 | -.09 | -.08 |
| Spouse | .02 | .01 | .00 | -.02 |
| Job, career | -.06 | -.07 | -.02 | -.01 |
| | F = 1.66 | | F = .1 | |
| | R ² = .11 | | R ² = .01 | |
| | Multiple R = .33 | | Multiple R = .09 | |

***p .001
 **p .01
 *p .05
 +p .09

^aStepwise regression analysis, with apirwise deletion of data, was performed for both men and women. Results for men are presented in order of magnitude of independent contribution; for ease of comparisons between sexes, results for women are presented with variable order matching men's.

predicting depression--for women, it was dissatisfaction in that role, and for men it was time spent there.

Although an earlier analysis (see Table 31) revealed that the more satisfied a man was in each role, the less likely he was to be depressed, Table 33 indicates that once the larger predictive value of job satisfaction was taken into account, a man's satisfaction in his other roles had no independent impact on the likelihood of his being depressed.

Tables 34 and 35 show that for women, there was no statistically significant predictive value of emotional involvement or time spent in any role. While this obviously did not reflect the importance of each of these roles in a woman's life, it might suggest that women experienced little choice in their emotional investment and time spent in their work and family roles.

In contrast, for men, who were not so clearly invested in each family and work role, there was some minimal predictive value for depression in role involvement and a significant predictive value for time spent in roles. Although it only verges on statistical significance ($p = .09$), a man's lack of involvement in career had some relationship to his elevated depression, a finding consistent with expectation and the traditional importance of that role for him.

Table 35 shows that the more time a man spent as home manager, the more likely he was to show higher depression, a finding corroborating that earlier demonstrated by correlations (See Table 30).

A Closer Look at the Relationship of Roles to Depression

It appears that for both women and men, some aspect of the work role and some aspect of the home manager role were related to the individual's experience of depression. For men, the more time he spent caring for his home, and the less satisfied he was at his job, the more likely he was to be depressed. For women, higher levels of depression also seemed most clearly linked to her job dissatisfaction; however, rather than the time she spent caring for her home, her dissatisfaction as home manager increased her likelihood of depression. In order to develop a more detailed picture of those men who were dissatisfied with their jobs or spent a lot of time at home, and those women who were dissatisfied with their jobs or their home management, patterns in the intercorrelations of aspects of those roles were examined. Again, although direction of causality is not assumed, inferences are drawn on the basis of logic and patterns developing from the data.

Men's job satisfaction and depression. The more dissatisfied a man was with his job, the greater the likelihood of his being depressed. Some of the variables significantly correlated with men's job satisfaction have been presented previously (See Table 25). A man's dissatisfaction with his job was significantly correlated with his dissatisfaction as both parent ($r = .29$) and home manager ($r = .41$), and with his low level of emotional involvement as a parent ($r = .23$) and with his job ($r = .47$). Neither satisfaction nor emotional involvement as spouse bore on a man's job satisfaction. As Table 36

TABLE 36

SIGNIFICANT CORRELATES OF MEN'S JOB SATISFACTION

| Satisfaction and Emotional Involvement in Roles | Men's Job Satisfaction |
|--|------------------------|
| Husband's satisfaction as parent | .29* |
| Husband's satisfaction as home manager | .41** |
| Husband's satisfaction compared to wife at job | -.66** |
| Husband's emotional involvement as parent | .23* |
| Husband's emotional involvement as spouse | .17+ |
| Husband's emotional involvement at job | .47** |
| Husband's emotional involvement compared to wife at job | -.33** |
| Wife's satisfaction as parent | .18+ |
| Wife's satisfaction compared to husband at job | .45** |
| Wife's emotional involvement compared to husband at job | .28* |
| Time Spent in Roles | |
| Husband's wish to change time spent as home manager | .22* |
| Husband's wish to change time spent at job | -.54* |
| Husband's time spent compared to wife at job | -.31** |
| Husband's desire that wife change time spent as parent | .18+ |
| Husband's desire that wife change time spent as home manager | .19+ |
| Husband's desire that wife change time spent at job | -.29** |
| Wife's wish to change time spent as parent | .19+ |

***p = .000
 **p = .001 - .009
 *p = .01 - .05
 +p = .06 - .09

shows, there was a significant relationship between the reported comparative level of job satisfaction and emotional involvement within a couple and a man's satisfaction at work ($r = -.66$). Both women and men reported that, within a particular couple, when either spouse viewed the husband as more satisfied or involved as compared to the wife, the husband was, indeed, more likely to be satisfied in his job. So, if either husband or wife saw the wife as more satisfied or involved at work than the husband, the husband was more likely to be dissatisfied at work.

A man's job dissatisfaction was unrelated to the actual time either he or his wife spent on the job. However, as Table 36 shows, a husband's report of his time spent in relation to his wife and in relation to what he's like to see different, was important. The more dissatisfied he was with his job, the more additional time he wanted to spend caring for his home ($r = .22$) and the less additional time he wanted to spend at his job ($r = -.54$). If a man was satisfied at work, it was likely that he desired to spend less time at home or more time at his job. In addition, the more satisfied he was at his job, the more time a man spent at work compared to his wife ($r = -.31$). If he believed his wife spent more time at work than he did, he was more likely to be dissatisfied at work ($r = -.31$). Since a correlation does not indicate causality it may also be that when men were dissatisfied at work, their wives were likely to compensate and spend more time there. Furthermore, the more satisfied a man was with his job, the more time he wanted his wife to spend at her job ($r = -.29$). It may be that the more satisfied he was at

work, the less stressful he would expect it to be if his wife were working more hours at her job. However, this same relationship may also suggest that the more dissatisfied a man was at work, the less time he wanted his wife to spend at her job, perhaps because he saw her working more hours as related to his job dissatisfaction. Again, there was no actual relationship between the time a woman spent at her job and her husband's level of job satisfaction.

Men's time spent at home and depression. The more time a man spent caring for his home, the more likely he was to be depressed. The time a man spent at home was generally unrelated to any aspect of his satisfaction or emotional involvement in roles. However, as Table 37 shows, the more emotionally involved a man saw himself as compared to his wife in their role as home manager ($r = -.33$), the more likely he was to be spending more time managing his home. This same finding was repeated by women who similarly reported that the more they saw their husbands as more involved at home than the themselves were, the greater time their husbands spent at home. In addition, men who spent more time at home were likely to have wives who reported that they were less emotionally involved as a spouse ($r = .28$), and more emotionally involved at work ($r = -.23$), than their husbands.

A man's time spent at home was significantly related to the time he spent as a parent ($r = .22$), and unrelated to the time his wife spent in any role, including that of home manager. There was no relationship between the time a man spent at home and either spouse's desire that they themselves change the amount of time

TABLE 37

SIGNIFICANT CORRELATES OF MEN'S TIME SPENT HOME

| Satisfaction and Emotional Involvement in Roles | Men's Time Spent Home |
|--|-----------------------|
| Husband's satisfaction compared to wife at job | .17+ |
| Husband's emotional involvement compared to wife as spouse | -.17+ |
| Husband's emotional involvement compared to wife as home manager | -.33** |
| Husband's emotional involvement compared to wife at job | .20+ |
| Wife's emotional involvement as parent | -.19+ |
| Wife's emotional involvement compared to husband as parent | .18+ |
| Wife's emotional involvement compared to husband as spouse | .28* |
| Wife's emotional involvement compared to husband as home manager | .27* |
| Wife's emotional involvement compared to husband at job | -.23* |
| Time Spent in Roles | |
| Husband's time spent as parent | .22* |
| Husband's time spent as spouse | .20+ |
| Husband's time spent compared to wife as parent | -.26* |
| Husband's time spent compared to wife as home manager | -.39* |
| Husband's desire that wife change time spent as spouse | -.19+ |
| Husband's desire that wife change time spent as home manager | -.36** |
| Wife's time spent at job | .18+ |
| Wife's time spent compared to husband as parent | .33** |
| Wife's time spent compared to husband as spouse | .24** |
| Wife's time spent compared to husband as home manager | .33** |
| Wife's time spent compared to husband at job | -.26* |
| Wife's desire that husband change time spent as parent | .24* |
| Wife's desire that husband change time spent as home manager | .21* |

***p = .000; **p = .001 - .009; *p = .01 - .05; +p = .06 - .09.

spent in any role. Despite the fact that women consistently spent more time at home than men (See Table 12) and there was no relationship between the time spent at home within couples (See Table 26), the more time a man spent managing his home, the more likely he was to see himself as spending either equal or more time than his wife in the roles of parent ($r = -.26$) and home manager ($r = -.39$).

Women corroborated this finding: the more time she saw her husband spending as a parent, spouse, and home manager as compared to herself, the more likely it was that her husband was spending greater amounts of time caring for their home. In addition, her perception that she spent more time at her job than her husband did at his was related to her husband's report that he spent much time at home. And, in fact, the more time a woman spent at her job verged on significance in relation to the time her husband spent at home ($r = .18$).

Men who spent a lot of time caring for their homes reported that they wanted their wives to spend more time at home ($r = -.36$), even though they did not report that they wanted to change the time they themselves spent in that role. On the other hand, the more time a man spent at home, the less additional time his wife reported that she wanted him to spend in either that role ($r = .21$) or in the parental role ($r = .24$). Since the time spent at home was significantly related to time spent as a parent (See Table 19), it is not surprising that the more time a man spent at home, the less additional time his wife wanted him to spend with their children. In general, however, women preferred their husbands to spend more time at home.

As Tables 38 and 39 clearly demonstrate, those men who spent more time caring for their homes handled considerably more of the tasks traditionally managed by women than men who spent less time at home. Men who spent more time at home spent some of their time cooking, cleaning, doing laundry, shopping and attending to their children. This at least raises the possibility that they contribute more to household and child care, and additionally supports the notion that participation in the menial tasks of managing a home and child can be depressing in and of themselves.

Women's job satisfaction and depression. As was the case for men, the more dissatisfied a woman was with her job, the greater the likelihood that she was depressed. As Table 40 shows, and as was previously discussed (See Table 24), a woman's satisfaction and involvement in her marital role were strongly correlated with her job satisfaction ($r = .40$; $r = .41$), while the importance of the marital role for job satisfaction was not evident for men. Similarly, the more equal or greater time a husband saw himself spending in the marital role compared to his wife, the more likely a woman was to be satisfied at work ($r = -.45$), once more highlighting the importance of the marital role for a woman's job satisfaction.

With either sex reported that a woman was more satisfied than her husband as either a spouse or at work, a woman was in fact, more likely to be satisfied at her job ($r = .23$; $r = .29$). When a woman was dissatisfied at work, she and her husband saw her as less satisfied than he was at work. Again, it may be that when a man was

TABLE 38

PERCENTAGE OF MEN HANDLING EQUAL OR MORE HOUSEHOLD TASKS,
BY MEN'S TIME SPENT AT HOME

| | Cooking | Cleaning | Laundry | Food | Finances | Repairs |
|--------------------------------|---------|----------|---------|------|----------|---------|
| L0 time spent home (N = 29) | 13.8 | 25.0 | 7.1 | 42.8 | 58.6 | 100.0 |
| HI time spent home (N = 37) | 45.9 | 40.5 | 37.8 | 56.7 | 51.3 | 97.3 |

TABLE 39

PERCENTAGE OF MEN HANDLING EQUAL OR MORE CHILD CARE,
BY MEN'S TIME SPENT AT HOME

| | Child ill | Cry | Bedtime | Schoolwork | School meetings |
|--------------------------------|-----------|------|---------|------------|-----------------|
| LO time spent home (N = 29) | 34.5 | 48.2 | 68.9 | 59.2 | 51.7 |
| HI time spent home (N = 37) | 48.6 | 72.2 | 83.8 | 64.8 | 51.7 |

TABLE 40

SIGNIFICANT CORRELATES OF WOMEN'S JOB SATISFACTION

| Satisfaction and Emotional Involvement in Roles | Women's Job Satisfaction |
|--|--------------------------|
| Husband's satisfaction compared to wife as spouse | .23* |
| Husband's satisfaction compared to wife at job | .29** |
| Husband's emotional involvement compared to wife as spouse | -.31** |
| Wife's satisfaction as spouse | .40** |
| Wife's satisfaction compared to husband as spouse | -.24* |
| Wife's satisfaction compared to husband at job | -.40** |
| Wife's emotional involvement as spouse | .27* |
| Wife's emotional involvement at job | .41** |
| Wife's emotional involvement compared to husband as home manager | .27* |
| Wife's emotional involvement compared to husband at job | -.21* |
| Time Spent in Roles | |
| Husband's time spent as parent | -.29* |
| Husband's wish to change time spent as home manager | .21* |
| Husband's time spent compared to wife as spouse | -.45** |
| Husband's time spent compared to wife as home manager | -.19+ |
| Husband's desire that wife change time spent as spouse | .22* |
| Wife's time spent at job | .18+ |
| Wife's wish to change time spent as parent | .28* |
| Wife's wish to change time spent as spouse | .31* |
| Wife's wish to change time spent as home manager | .25* |
| Wife's wish to change time spent at job | -.37** |
| Wife's desire that husband change time spent as parent | .25* |
| Wife's desire that husband change time spent as spouse | .24* |
| Wife's desire that husband change time spent as home manager | .25* |

***p = .000; **p = .001 - .009; *p = .01 - .05; +p = .06 - .09.

dissatisfied with his job, a woman either compensated by being more involved in her work, or was freed to do that. In addition, the more equally or more greatly involved a woman saw her spouse compared to herself in their role as home manager, the greater her satisfaction at work ($r = -.31$). Again, it appears important to women to have their husbands involved in home care.

A woman's job satisfaction was only marginally related to the time she spent at work and was unrelated to her time in any other role. Although it is not clear why, the less time her husband spent as a parent, the more satisfied a woman was in her job ($r = -.29$). There was no other significant relationship between a woman's job satisfaction and her husband's time spent in any role.

The satisfaction a woman reported in her job was related to the time she wished she could spend in every role. The more satisfied she was with her job, the more likely she was to want to spend more time at her job ($r = .18$), perhaps because it was easier for women satisfied at work to envision cutting back on family responsibilities. Women who were more dissatisfied at their jobs were also likely to want their husbands to spend more time in all family roles of parent ($r = .25$), spouse ($r = .24$), and home manager ($r = .25$), and had husbands who wanted them to spend more time in the marital relationship ($r = .22$). In a way that was not evident for men's job satisfaction, a woman's job satisfaction was more clearly linked to her husband's emotional and task-oriented support of her working outside the home.

Although characteristics of family, job, and education were generally unrelated to the other variables predictive of depression for either sex, this was not so for women's job satisfaction. A woman was more likely to be satisfied at work the older both she and her husband were ($r = .23$; $r = .29$), the more children they had ($r = .32$), and the older their children were ($r = .31$).

Women's satisfaction as home manager and depression. The more dissatisfied a woman was in her role as home manager, the more likely she was to be depressed. As Table 41 shows, her satisfaction at home was related both to her satisfaction as parent ($r = .25$) and spouse ($r = .20$), and to her husband's satisfaction at his job ($r = .22$). Also, the more emotionally involved she was as a home manager, the more satisfied she was in that role ($r = .32$).

When either sex reported that the wife was more satisfied compared to her husband as a home manager, the wife was, indeed, likely to be satisfied in that role. In addition, when the man, but not the woman, reported that his wife was more emotionally involved in the home than he was, his wife was more likely to be satisfied there.

The satisfaction a woman experienced at home was generally unrelated to most aspects of time spent in any role. It was correlated highly with the time a woman spent as a parent ($r = .25$), and just barely with the time she spent as a spouse ($r = .19$), and not at all with the time her husband spent in any role. Although the finding did not quite reach significance, the less additional time a woman wanted to spend at her job, the more likely she was to be satisfied

TABLE 41

SIGNIFICANT CORRELATES OF WOMEN'S SATISFACTION AT HOME

| Satisfaction and Emotional Involvement in Roles | Women's Satisfaction at Home |
|--|------------------------------|
| Husband's satisfaction at job | .22* |
| Husband's satisfaction compared to wife as home manager | .24* |
| Husband's emotional involvement as spouse | .18+ |
| Husband's emotional involvement compared to spouse as home manager | .36** |
| Wife's satisfaction as parent | .25** |
| Wife's satisfaction as spouse | .20* |
| Wife's satisfaction compared to husband as home manager | -.46** |
| Wife's emotional involvement as home manager | .32** |
| Time Spent in Roles | |
| Husband's time spent compared to wife as home manager | .16+ |
| Husband's desire that wife change time spent as home manager | .18+ |
| Wife's time spent as parent | .25* |
| Wife's time spent as spouse | .19+ |
| Wife's desire to change time spent at job | .20+ |
| Wife's desire that husband change time spent as spouse | .21* |

***p = .000
 **p = .001 - .009
 *p = .01 - .05
 +p = .06 - .09

at home ($r = .20$). The more time a woman wished her husband would spend in their marital relationship, the more likely she was to be dissatisfied with her role as home manager ($r = .21$), although it is equally likely that her dissatisfaction in the home led her to want more from her husband.

C H A P T E R V

DISCUSSION

This study emerged from literature that suggested a need to examine the particular meaning of roles for both members of a couple in order to understand a married woman's greater susceptibility to depression. Essentially exploratory in nature, this study was designed to examine the relationship between work and family roles and depression for women and men in dual working couples. It was based on the premise that men need to respond constructively to women's changing roles in order to lessen the burden women have carried for these changes.

Before making links to the relationships between particular roles and depression, the different nature of the roles of parent, spouse, home manager, and worker were examined for women and men. The couples in the current study typically reported high levels of satisfaction and emotional involvement in all their roles as parent, spouse, home manager, and worker. Although people usually reported greater satisfaction and involvement in parental and marital roles, it is possible that that was primarily because they felt more comfortable acknowledging dissatisfaction in their jobs or in household care than they did in their relationships with their families. The generally low variability in reports of satisfaction and involvement suggest that there may have been a bias toward positive responses, although the likelihood of such a bias is reduced by the fact that

these couples were all satisfied enough to stay together and not divorce.

Nevertheless, differences did emerge between sexes and between roles. Interestingly, many more women than men were satisfied with their jobs, and four times as many women as men were dissatisfied in their role as home manager. There also seemed to be the greatest disagreement around involvement in the domestic role: men tended to see themselves as equally involved as their wives, while wives saw themselves as more involved than their husbands in that role.

The task distribution in this sample seemed similar to other dual working samples reported in the literature. Despite their full-time employment outside the home, women bore a disproportionate share of child care responsibilities and spent much greater time caring for their homes than their husbands did (Bryson, Bryson, & Johnson, 1978; Lopata, 1981), and men spent more hours working at their jobs than their wives did. In general, it appeared that female employment did not necessarily lead to egalitarian role distribution (Szinovacz, 1977; Tryon & Tryon, 1982), a negotiation that, although unbalanced, maximized income, since men earned more than women when they worked outside the home.

Although most people in this sample were basically content with the amount of time they were spending in each of their work and family roles, there were some changes people would have liked either for the time they spent, or the time their spouses spent, in particular aspects of their lives. If they desired a change in that role, both women and men wanted to spend more time with their

children. Although most individuals wanted to spend more time with their spouses, there were considerably more women than men who wished to spend less time in the marital role. The reason for this discrepancy is not clear, but since this is the one role where men and women reported spending the same amount of time with each other, and it is the only role that directly involves the other spouse, this finding raises questions about the different gratifications and difficulties encountered for husbands and wives in that role.

More women than men wanted to put more time into domestic care, and more men wished they could cut back on time spent in household care. It seems that even though women spent much more time than their husbands in this role, they wished they could devote even more time to that aspect of their lives. Of the approximately one-half of the people who wanted to change the amount of time they spent at work, somewhat more women than men wanted to work more hours, and slightly more men wanted to work fewer hours.

Approximately one quarter of the men wanted their wives to spend even more time than they already did as mothers, and close to one-half of the women wished their husbands would contribute more to parenting. Couples were in general overall agreement with the time actually spent and the time they wished their spouses would spend in their marital relationship. Although most people appeared satisfied with the amount of time their spouses spent at work, approximately one third of each sex wanted their spouses to spend less time there, a finding consistent with what each individual reported for her or himself.

The largest inconsistencies appeared in the role of home management and care. Approximately two fifths of the men were equally divided on whether they wanted their wives to spend more or less time caring for their homes, while a striking one half of the women wanted their husbands to spend more time there, and almost no women wanted their husbands to contribute less to home care. Since over one quarter of the men wanted to put less time into home care, time spent in this role was particularly sensitive to disagreement within couples.

An examination of the relationship between roles revealed a number of things about the couples in this sample. First, the strong correlation for women, but not for men, between satisfaction as a spouse and satisfaction as a career person, and involvement as a spouse and involvement as a career person, suggested that while men worked regardless of their wives' support, women depended to some extent on their husbands' assistance for their job satisfaction. Or, it may more simply be that women who were satisfied away from home, were also more generally happy inside the home. Men, but not women, reported a strong relationship between satisfaction as home manager and as worker outside the home, providing evidence for the notion that there were greater similarities for men, between the tasks and responsibilities of household care and those responsibilities in their jobs than there were for women, who handled most of the more menial household tasks. In addition, for men, but not for women, parental and marital satisfaction was strongly related. This indicated that men seemed to experience a more unified family role that

included father and husband, while the two roles of mother and wife were more distinct, with separate contentments and frustrations, for women.

While men's emotional involvement at work was not influenced by their involvement as home managers, women who were more invested in their jobs were less invested at home, and in fact, spent less time caring for their homes when they were more involved at work. Evidently, when a woman's emotional burden reached its limits, a woman chose between her household and her job responsibilities.

Although there were few significant relationships between time spent in one role and time spent in another role, the relationships that emerged further implied that parental and marital roles functioned as a more unitary role for men than they did for women. The greater time women spent as parent and home manager, as well as the more varied and heavier responsibilities she faced in those roles, made them more distinct for her. These combined findings seem consistent with previous research that demonstrated that women, but not men to the same extent, were adding new responsibilities to their already full load as mothers and wives, and therefore experiencing greater overload as a result of demanding work and family roles (Johnson & Johnson, 1981; Holahan & Gilbert, 1979; Lawe & Lawe, 1980).

Analysis of the relationships between the dimensions of roles provided further evidence for some of the trends established thus far from the data on work and family roles in these couples. Results indicated additional confirmation for the obligatory nature of men's work outside the home, for the correlary obligatory quality of

women's parenting and domestic roles, for the importance of a husband's cooperation for a wife to be satisfied at her job, and for the notion that women juggled their commitments in the roles of home manager and career person to accommodate to limitations of time and energy.

Because of the literature's consistent finding that women are more depressed than men, it is particularly noteworthy that in this sample, there was no statistically significant difference between the depression level of women and men, although men were actually more depressed than women. In addition, the women in this sample were generally as depressed as women in comparable samples, while the men were significantly more depressed than men in comparable samples. Although much recent literature has focussed on women and their experience of depression, this study draws attention to the interconnectedness between women and men within a married dual working couple, and their individual experiences of depression. Clearly, the nontraditional roles faced by the couples examined in this study affect both sexes in ways that differentially impact on their mental health.

In one of the few studies in the literature that looks at both men and women, Rosenfeld (1980) reported support for a sex-role explanation of depression when she found that less traditional men were significantly more depressed than less traditional women. (Her definition of less traditional was defined by "nontraditional division of labor" which she did not adequately detail.) This study's results were similar to Rosenfeld's because both researchers found the

reversal in sex differences in depression, and found these differences to be related more to changes away from men's traditional roles, than to changes in women's roles. She suggested, and the present sample confirmed, that men who undertake activities that were traditionally in women's domain, are likely to experience increased psychological stress. While women's employment outside the home has been an established pattern for two decades, men's shared activities in the home is only very recent, and these studies may capture the price attached to pioneer role changers.

The costs and benefits of dual working couples are complex. On the one hand, working women add more meaningful dimensions to their lives and money to the household; on the other hand, the gain is mediated by lower status jobs, pressure to continue to manage most household and child care activities even while working, and societal and personal concerns about leaving children to work outside the home. While men may benefit from increased income, the opportunity to participate more actively in childrearing, and the greater satisfaction his wife may experience in her life from working, he too may be taxed by physical and emotional overload, decreased supportive emphasis on his occupational achievements within the family and by taking less than challenging jobs (Gilbert, 1980). Although the emotional cost for men in dual working families have not been previously documented, the present study gives evidence that it exists.

The combined results of correlational and regression analyses pointed to the importance of the roles of home manager and worker outside the home for triggering depression. For a man, dissatisfaction

in his job, or a large amount of time (large in comparison to other men in the present sample, although not in comparison to women) spent caring for his home increased the likelihood of depression. For a women, dissatisfaction either as home manager or as a worker at her job were predictive of an elevated depression score.

A closer look at the correlates of these four roles bolstered the position that what goes on within the marital couple bears on the individual's depressive experience. A man's job dissatisfaction predictive of his depression, was associated not just with his own dissatisfaction in the roles of parent and home manager, but also with his satisfaction or involvement compared to his wife. If either spouse saw the wife as more satisfied, more involved, or spending more time at her job than her husband did at his, a man was likely to be dissatisfied at work.

That the time a man spent caring for his home was so linked to his depression is of special interest because it seems to be the aspect of these couples' lives where the greatest strain occurred. Although the time a man spent at home was not actually related to a woman's depression, women generally wanted their husbands to spend more time contributing to household care and management. And, the more satisfied a particular woman was with the amount of time her husband spent in home care, the more likely she was to be satisfied with her job, and thus indirectly, less likely to be depressed. However, as men spent more time in their homes, and were more likely to share more of the tasks women typically handled, they experienced more emotional stress. These men also tended to have wives who were

less emotionally involved as a spouse, and more involved at work, than their husbands, highlighting the costs encountered by these men when their wives expected them to share the burden of working full time, raising a family, and managing a household.

In fact, the more involved a woman saw her husband in comparison to herself in their role as home manager, the greater was her satisfaction at work, which decreased her likelihood of being depressed. Also linked to a woman's job satisfaction were her satisfaction and involvement in the marital role. Further support for the necessity of her husband's cooperation of her working outside the home came from the fact that women who were dissatisfied at work were likely to want their husband's to spend more time in all family roles as parent, spouse, and home manager, and had husbands who wanted them to spend more time in the marital relationship. A woman's dissatisfaction at home, which was also highly predictive of her depression, was related both to her own dissatisfaction as parent and spouse, and to her husband's dissatisfaction at his job.

Implications for Future Research

Studies that explore sex differences in depression have been criticized on the basis that depression measures accurately tap into women's emotional responses to stress, but not necessarily men's (Cooperstock & Parnell, 1975). People may respond to role overload, conflict with a spouse, and tension at work or at home by becoming depressed, by becoming physically ill, by spending more time away from home, by showing anger or violence, or simply by coping

remarkably well. Since this study used depression as the only dependent variable, it may be that more traditional male responses to stress have not been measured. Within the data examined, it did seem that men whose lives most approximated women's lives in terms of greater contribution to cooking, laundry, marketing, and child care, were most likely to be depressed. Since this may reflect the possibility that the CES-D Scale measures women's responses to stress more precisely than men's, it would be important to include other measures of stress in future studies.

That men in these dual working couples were more depressed than men in comparable samples suggests the need for comparison groups. How would the couples in this sample compare to couples where women are not working? Is it the particular characteristics of dual working couples that account for the findings in this study? It would be illuminating to compare men with working wives to men whose wives are homemakers. Although the couples in this sample reflected a variety of incomes and levels of job status, they were still primarily selected from an academic community, and so were unusual. How would a more balanced cross section of working couples compare to this sample? Although the scope of this thesis did not permit such analysis, leads emerged that could be pursued in this existing data set. For instance, how did couples differ on the basis of job status and income? What were the couples like where women earned more than men, and how did this nontraditional earning power affect task allocation and the experience of depression?

The relationship between a man's increased time spent at home and his depression is intriguing. Holahan and Gilbert (1979) suggested that men experience similar role strain as women only when they actually add a new role by contributing more to house and child care, and this study seemed to confirm that. Thus, it would be interesting to further analyze this current data set to look more carefully at those men who spend more time caring for their homes, especially since the men in this study said they did not want to do that and their wives wanted them to. Who are these men and how are they different from men who spend less time working at home? How do couples where women and men share time doing house care differ from couples where there is either a more traditional distribution of tasks and time spent at home, or a nontraditional role reversal in terms of time spent at home by women and men?

This study clearly demonstrated that different aspects of different roles impacted on the depression experienced by women and men. Although beyond the breadth of this thesis, it would be revealing, even within this data set, to more carefully examine the contributions of specific aspects of these dimensions of roles to depression. For instance, there may be interaction effects that trigger depression for some women and men. High time spent at work, coupled with high time spent at home, perhaps especially if husbands contribute little at home may lead to greater overload and depression for women; high time spent at home combined with his wife's dislike for housework, her time at her job, and his desire that she be home more may lead to more stress and depression for men.

It might have been important to ask the women in this sample why they were working outside the home. Saflios-Rothschild (1970) found differences in satisfaction levels in couples with women highly committed to their jobs, depending on whether women felt they had to work or worked because they wanted to. What are the attitudes of both husbands and wives toward women working and how does that affect both their allocation of tasks, and their relative experiences of depression?

Results from this sample indicated that the older the husband and wife were and the older their children were, the greater a woman's satisfaction was at her job. Children in this sample ranged in age from infancy to young adulthood, but there was no focus on the developmental stage of a family, the changing demands of children at different ages, or the different stresses experienced by parents of different ages. As more women postpone marriage or children for educational or professional advancement, it will be increasingly important to explore the different stresses encountered for dual working couples across the life span of development (Rossi, 1980).

Although the present study was limited in scope, the data analyzed implicated many areas for future research. Even though there was no relationship between the levels of depression within a particular couple, there was considerable evidence that an individual's, as well as her or his spouse's satisfaction, emotional involvement, and time spent in work and family roles differentially affected depression for women and men. This study clearly demonstrated that women's changing roles impact on both members of a dual working

couple, and emphasizes the need for future research to recognize the interrelationships between the experiences of husbands and wives as more families struggle with the obstacles and advantages in dual working lifestyles.

NOTES

¹These findings may appear to be explained by self-selection into marriage. The self-selection argument suggests that the healthiest, most competent women will not get married while the unstable, less educated women will, with the opposite patterns present for men. Gove (1972a; 1972b; and Tudor, 1973) thoroughly explored this selection argument and provided clear evidence in opposition to such an explanation. Divorced and widowed individuals showed sex differences in mental illness similar to that of never married individuals. If self-selection accounted for the variance in rates of mental illness, one might expect these rates to be more similar to that of married people.

²It is confusing to speak of sex differences in mental illness if an undifferentiated definition of psychiatric disorder is assumed. However, there is consistent evidence that women have higher rates of depressive symptomology. Since measures used for mental illness in these studies are dominated by configurations of depressive symptomology, studies that measured overall rates of mental illness, as well as rates of depression in particular, were cited (Dohrenwend & Dohrenwend, 1976).

³Relationships between sociodemographic variables and depression were examined, but were not reported because there were no statistically significant relationships for women's depression and only two modestly significant correlates of men's depression. For men, fewer

years of marriage were associated with higher depression ($r = -.28$, $p \leq .05$), and years of schooling since the birth of a first child was associated with depression ($r = .28$, $p \leq .05$).

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APPENDIX A
RECRUITMENT MATERIALS



DEPARTMENT OF PSYCHOLOGY

The Commonwealth of Massachusetts
University of Massachusetts
Amherst 01003

Dear

Currently, I am conducting a study of dual-career couples. I am a graduate student in the Department of Psychology at the University of Massachusetts where I am doing my Master's Thesis research, and am writing to request your participation in this study. Your name and campus address were obtained from the University of Massachusetts Telephone Directory.

My research focuses on married couples with children where both husband and wife work full time outside the home. I am interested in how people view their involvement at work and at home, and how they deal with the many responsibilities of raising a family and working full time.

In this study, I will ask married couples to complete some questionnaires, a task that should take no more than 15 minutes. To preserve the confidentiality of responses, all questionnaires will be identified by participant number only. Your name will not appear on the questionnaire, but will be coded by a number beforehand.

I sincerely hope that you will participate in this study. While there has been research conducted on dual-career couples before, it is crucial to keep up with the rapidly changing roles of women and men that affect increasing numbers of families. Your participation in this project will contribute to our understanding of families. Although I cannot offer any compensation for your time, I will be glad to discuss the study with you, and, if you wish, will provide you with a summary of the results after its completion.

I hope that you will complete and return the enclosed addressed card to me through UMass Campus Mail. This will let me know if you are willing to participate in this study. If you are willing to participate, and you fit the necessary criteria, I will send you and your spouse questionnaires to complete.

If you have any questions about the study or your participation in it, please feel free to call me in the evenings at 256-0258.

Thank you for your time.

Sincerely,
Linda Kanefield
 Linda Kanefield
 Principal Investigator

PLEASE CIRCLE YES OR NO FOR EACH QUESTION.

1. Are you married? YES NO
2. Do both you and your spouse
work full time outside the
home? YES NO
3. Do you have any child/ren 18
years old or younger living
at home? YES NO
4. Would you and your spouse be
willing to participate in a
study on dual-career couples? YES NO

Your Name _____

APPENDIX B
INFORMED CONSENT AND QUESTIONNAIRE



DEPARTMENT OF PSYCHOLOGY

The Commonwealth of Massachusetts
University of Massachusetts
 — Amherst 01003

DUAL-CAREER COUPLE STUDY

Instructions:

Please remember that you are under no obligation to complete this questionnaire and participate in this study. By returning your completed questionnaire, you will be indicating your willingness to participate as a volunteer in this project.

If both you and your spouse are willing to participate in this study, then please fill out the enclosed questionnaire packets separately. Please do not discuss the questions with each other until you have completed the entire packet, and please do not change any of your responses after discussing them. When you have completed the questionnaires, put them in the enclosed addressed envelope, and seal the envelope to maintain confidentiality. Please return the envelope, as soon as possible, to me through your child's school.

I hope that you will find the questions interesting and wish to answer all of them, but remember that you are free to skip any questions you prefer not to answer.

If you are not willing to participate in this study, I would greatly appreciate it if you would send back the questionnaires in the enclosed envelope.

If you have any questions about the study or your participation in it, please feel free to call me in the evenings at 256-0258.

Thank you for your time and help.

Sincerely,

Linda Kanefield

Linda Kanefield
 Principal Investigator

PS: Please disregard the numbers in the right hand margin. They are codes for computer processing.

-1-

SECTION I. ASPECTS OF YOUR LIFE

1. At this time, how satisfied or dissatisfied are you with each of the following aspects of your life? (Circle one in each row)

| | very dissatisfied | a little dissatisfied | mixed feelings | satisfied | very satisfied |
|--|----------------------|--------------------------|-------------------|-----------|-------------------|
| a. Being a parent | 1 | 2 | 3 | 4 | 5 |
| b. Being a spouse | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at your job or career | 1 | 2 | 3 | 4 | 5 |

A1-3

A10

A11

A12

A13

2. At this time, how would you describe your satisfaction, compared to your spouse's, with each of the following aspects of life? (Circle one in each row)

| | I am much more satisfied | I am slightly more satisfied | We are equally satisfied | Spouse slightly more satisfied | Spouse much more satisfied |
|--|--------------------------------|---------------------------------------|--------------------------------|---|----------------------------------|
| a. Being a parent | 1 | 2 | 3 | 4 | 5 |
| b. Being a spouse | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at your job or career | 1 | 2 | 3 | 4 | 5 |

A14

A15

A16

A17

3. How emotionally involved are you in each of the following aspects of your life? (Circle one in each row)

| | not very | slightly | fairly | very | extremely |
|--|----------|----------|--------|------|-----------|
| a. Being a parent | 1 | 2 | 3 | 4 | 5 |
| b. Being a spouse | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at your job or career | 1 | 2 | 3 | 4 | 5 |

A18

A19

A20

A21

-2-

4. How emotionally involved are you, compared to your spouse, in each of the following aspects of life? (Circle one in each row)

| | I am much more involved | I am slightly more involved | We are equally involved | Spouse slightly more involved | Spouse much more involved |
|-------------------------------------|-------------------------|-----------------------------|-------------------------|-------------------------------|---------------------------|
| a. Being a parent | 1 | 2 | 3 | 4 | 5 |
| b. Being a spouse | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at your job or career | 1 | 2 | 3 | 4 | 5 |

A22

A23

A24

A25

5. Would you like to spend more or less time than you do now in each of the following aspects of your life? (Circle one in each row)

| | much more time | slightly more time | no change | slightly less time | much less time |
|-------------------------------------|----------------|--------------------|-----------|--------------------|----------------|
| a. Being a parent | 1 | 2 | 3 | 4 | 5 |
| b. Being a spouse | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at your job or career | 1 | 2 | 3 | 4 | 5 |

A26

A27

A28

A29

6. Compared to your spouse, how much time do you spend in each of the following aspects of your life? (Circle one in each row)

| | I spend much more time | I spend slightly more time | We spend about the same time | Spouse spends slightly more time | Spouse spends much more time |
|-------------------------------------|------------------------|----------------------------|------------------------------|----------------------------------|------------------------------|
| a. With the child/ren | 1 | 2 | 3 | 4 | 5 |
| b. With your spouse | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at your job or career | 1 | 2 | 3 | 4 | 5 |

A30

A31

A32

A33

7. Would you like your spouse to spend more or less time than he or she does now in each of the following aspects of his/her life? (Circle one in each row)

| | much more | slightly more | no change | slightly less | much less |
|-------------------------------------|-----------|---------------|-----------|---------------|-----------|
| a. With the child/ren | 1 | 2 | 3 | 4 | 5 |
| b. With you | 1 | 2 | 3 | 4 | 5 |
| c. Managing or caring for your home | 1 | 2 | 3 | 4 | 5 |
| d. Working at job or or career | 1 | 2 | 3 | 4 | 5 |

A34
A35
A36
A37

8. In an average week, how much time do you spend in each of the following aspects of your life? (Give your best estimate of the number of hours per week in each box)

| | |
|--|----------------------|
| a. Doing things for or being with the child/ren | <input type="text"/> |
| b. Doing things for or being with your spouse | <input type="text"/> |
| c. Managing or caring for your home (e.g. cooking, cleaning, shopping, etc.) | <input type="text"/> |
| d. On your job or career (including travel time and time spent on job-related activities away from the work place) | <input type="text"/> |

A38-40
A41-43
A44-46
A47-48

9. How much do you and your spouse contribute to each of the following activities in your home? (Circle one in each row)

| | I do it all | I do more than spouse | We do it about equally | Spouse does more | Spouse does it all |
|--------------------------------------|-------------|-----------------------|------------------------|------------------|--------------------|
| a. Cooking | 1 | 2 | 3 | 4 | 5 |
| b. Cleaning | 1 | 2 | 3 | 4 | 5 |
| c. Doing laundry | 1 | 2 | 3 | 4 | 5 |
| d. Shopping for food | 1 | 2 | 3 | 4 | 5 |
| e. Taking care of household finances | 1 | 2 | 3 | 4 | 5 |
| f. Doing minor household repairs | 1 | 2 | 3 | 4 | 5 |

A49
A50
A51
A52
A53
A54

10. Think of your oldest or only child. In your family, who handles each of the following things concerning this child? (If an item does not apply just now, answer in terms of how you handled this in the past or expect to in the future.) (Circle one in each row)

| | I always handle | I handle more than spouse | We both handle equally | Spouse handles more | Spouse always handles |
|--|-----------------|---------------------------|------------------------|---------------------|-----------------------|
| a. Stay home when child is ill | 1 | 2 | 3 | 4 | 5 |
| b. Go to child when child cries in the night | 1 | 2 | 3 | 4 | 5 |
| c. Decide on child's bedtime | 1 | 2 | 3 | 4 | 5 |
| d. Help with child's schoolwork | 1 | 2 | 3 | 4 | 5 |
| e. Visit child's teacher or school | 1 | 2 | 3 | 4 | 5 |
| f. Discipline child when he or she something wrong | 1 | 2 | 3 | 4 | 5 |

A55

A56

A57

A58

A59

A60

11. How much responsibility do you carry, compared to your spouse, in working through problems or disagreement in each of the following aspects of your lives? (Circle one in each row)

| Problem in... | I carry all | I carry more | We both carry equally | Spouse carries more | Spouse carries all |
|----------------------------|-------------|--------------|-----------------------|---------------------|--------------------|
| a. Marital relationship | 1 | 2 | 3 | 4 | 5 |
| b. Child rearing | 1 | 2 | 3 | 4 | 5 |
| c. Home management or care | 1 | 2 | 3 | 4 | 5 |

A61

A62

A63

SECTION II, FEELINGS ABOUT YOURSELF AND YOUR LIFE

12. For each of the following statements, circle the number for each statement which best describes how often you felt or behaved this way--DURING THE PAST WEEK.

| DURING THE PAST WEEK: | Rarely or none of the time | Some or a little of the time | Occasionally or a moderate amount of time | Most or all of the time | |
|---|----------------------------------|---------------------------------------|---|----------------------------------|-----|
| | (Less than 1 day) | (1-2 days) | (3-4 days) | (5-7 days) | |
| 1. I was bothered by things that usually don't bother me | 0 | 1 | 2 | 3 | A64 |
| 2. I did not feel like eating; my appetite was poor | 0 | 1 | 2 | 3 | A65 |
| 3. I felt that I could not shake off the blues even with help from my family or friends | 0 | 1 | 2 | 3 | A66 |
| 4. I felt that I was just as good as other people | 0 | 1 | 2 | 3 | A67 |
| 5. I had trouble keeping my mind on what I was doing | 0 | 1 | 2 | 3 | A68 |
| 6. I felt depressed | 0 | 1 | 2 | 3 | A69 |
| 7. I felt that everything I did was an effort | 0 | 1 | 2 | 3 | A70 |
| 8. I felt hopeful about the future | 0 | 1 | 2 | 3 | A71 |
| 9. I thought my life had been a failure | 0 | 1 | 2 | 3 | A72 |
| 10. I felt fearful | 0 | 1 | 2 | 3 | A73 |
| 11. My sleep was restless | 0 | 1 | 2 | 3 | A74 |
| 12. I was happy | 0 | 1 | 2 | 3 | A75 |
| 13. I talked less than usual | 0 | 1 | 2 | 3 | A76 |
| 14. I felt lonely | 0 | 1 | 2 | 3 | A77 |
| 15. People were unfriendly | 0 | 1 | 2 | 3 | B10 |
| 16. I enjoyed life | 0 | 1 | 2 | 3 | B11 |

As on the previous page, circle the number for each statement which best describes how often you felt or behaved this way--DURING THE PAST WEEK.

| DURING THE PAST WEEK: | Rarely or none of the time | Some or a little of the time | Occasionally or a moderate amount of time | Most or all of the time |
|------------------------------------|----------------------------------|---------------------------------------|---|----------------------------------|
| | (less than 1 day) | (1-2 days) | (3-4 days) | (5-7 days) |
| 17. I had crying spells | 0 | 1 | 2 | 3 |
| 18. I felt sad | 0 | 1 | 2 | 3 |
| 19. I felt that people disliked me | 0 | 1 | 2 | 3 |
| 20. I could not get "going" | 0 | 1 | 2 | 3 |

B12
B13
B14
B15

13. For each of the following statements, circle the number for each statement which best describes how you have felt--DURING THE PAST WEEK.

| | Yes | No | Don't know |
|--|-----|----|------------|
| 1. I felt weak all over much of the time. | 1 | 2 | 3 |
| 2. I have had periods of days, weeks, or months when I couldn't take care of things because I couldn't "get going" | 1 | 2 | 3 |

B16
B17

| | High | Good | Low | Very low | Don't know |
|---|------|------|-----|----------|------------|
| 3. In general, would you say that most of the time you are in high (very good) spirits, low spirits, or very low spirits? | 1 | 2 | 3 | 4 | 5 |

B18

| | Yes | No | Don't know |
|--|-----|----|------------|
| 4. Every so often I suddenly feel hot all over | 1 | 2 | 3 |

B19

As on the previous page, circle the number for each statement which best describes how you have felt--DURING THE PAST WEEK.

| | Often | Sometimes | Never | Don't know |
|---|-------|-----------|-------|------------|
| 5. Have you ever been bothered by your heart beating hard? Would you say: often, sometimes, or never? | 1 | 2 | 3 | 4 |

B20

| | Poor | Fair | Good | Too Good | Don't know |
|---|------|------|------|----------|------------|
| 6. Would you say your appetite is poor, fair, good or too good? | 1 | 2 | 3 | 4 | 5 |

B21

| | Yes | No | Don't know |
|--|-----|----|------------|
| 7. I have periods of such great restlessness that I cannot sit still..very long. | 1 | 2 | 3 |
| 8. Are you the worrying type? | 1 | 2 | 3 |

B22

B23

| | Often | Sometimes | Never | Don't know |
|---|-------|-----------|-------|------------|
| 9. Have you ever been bothered by shortness of breath when you were <u>not</u> exercising or working hard? Would you say: often, sometimes, or never? | 1 | 2 | 3 | 4 |
| 10. Are you ever bothered by nervousness? Would you say often, sometimes, or never? | 1 | 2 | 3 | 4 |

B24

B25

| | Never | A few times | More than a few times | Don't know |
|--|-------|-------------|-----------------------|------------|
| 11. Have you ever had any fainting spells? | 1 | 2 | 3 | 4 |

B26

As on the previous page, circle the number for each statement which best describes how you have felt--DURING THE PAST WEEK.

- | | Often | Sometimes | Never | Don't know | |
|--|-------|-----------|------------|------------|-----|
| 12. Do you ever have any trouble in getting to sleep or staying asleep? | 1 | 2 | 3 | 4 | 827 |
| <hr/> | | | | | |
| | | | | | |
| | Yes | No | Don't know | | |
| 13. I am bothered by acid stomach several times a week. | 1 | 2 | 3 | | 828 |
| 14. My memory seems to be all right (good). | 1 | 2 | 3 | | 829 |
| <hr/> | | | | | |
| | Often | Sometimes | Never | Don't know | |
| 15. Have you ever been bothered by "cold sweats"? | 1 | 2 | 3 | 4 | 830 |
| 16. Do your hands ever tremble enough to bother you? | 1 | 2 | 3 | 4 | 831 |
| <hr/> | | | | | |
| | Yes | No | Don't know | | |
| 17. There seems to be a fullness (clogging) in my head or nose much of the time. | 1 | 2 | 3 | | 832 |
| 18. I have personal worries that make my physically ill. | 1 | 2 | 3 | | 833 |
| 19. Do you feel somewhat apart or alone even among friends? | 1 | 2 | 3 | | 834 |
| 20. Nothing ever turns out for me the way I want it to. | 1 | 2 | 3 | | 835 |

As on the previous page, circle the number for each statement which best describes how you have felt--DURING THE PAST WEEK.

| | Often | Sometimes | Never | Don't know |
|--|-------|-----------|-------|------------|
| 21. Are you ever troubled by headaches or pains in the head? | 1 | 2 | 3 | 4 |

B36

| | Yes | No | Don't know |
|---|-----|----|------------|
| 22. You sometimes can't help wondering if anything is worthwhile anymore. | 1 | 2 | 3 |

B37

SECTION III. GENERAL FACTS ABOUT YOURSELF

14. What is your sex? (Circle one)

- 1. Male
- 2. Female

B38

15. How old are you? (Place age in years in box)

B39-40

16. How many years have you and your present spouse been married? (Place number of years in box)

B41-42

17. How many children do you have?

B43

18. How old is your oldest child? (or only child)

B44-45

19. How old is your youngest child? (or only child)

B46-47

20. How many of your children live away from home? (If all children still live at home, enter "0")

B48

21. How old is the oldest child now living at home?

849-50

22. Is there anyone living in your home apart from you, your spouse, and your child/ren? (circle one)

1. No (GO to Q. 23)

2. Yes

851

IF YES:

a. In an average week, how much time does this person contribute to each of the following? (Give your best estimate of the number of hours per week in each box. Enter "0" if this person never or rarely helps out.)

1. Child care hours per week

2. Household care (e.g. cooking, laundry, cleaning, etc.) hours per week

852-53

854-55

23. Do you have any hired help that contributes regularly to child care? (Circle one)

1. No (GO to Q. 24)

2. Yes

856

IF YES:

a. In an average week, how much time does this hired help contribute to each of the following? (Give your best estimate of the number of hours per week in each box. Enter "0" if hired help never or rarely does either of these things.)

1. Child care hours per week

2. Household care (e.g. cooking, laundry, cleaning, etc.) hours per week

857-58

859-60

24. Here are a few questions about the jobs you have held, starting with your current job (Column A), and including the job you held before your present job (Column B). (If you have only held one job, just answer Column A and GO TO Q. 25)

| | A CURRENT JOB | B LAST JOB |
|--|-----------------------------------|-----------------------------------|
| a. Job title (Describe briefly) | _____ _____ _____ | _____ _____ _____ |
| b. Number of hours worked in an average week. (Enter # of hours in box) | <input type="text"/> | <input type="text"/> |
| c. Yearly salary before taxes. (Enter total dollar amount in box; If salary varied while holding job, enter current salary for Column A or salary when you left last job for Column B) | \$ <input type="text" value="2"/> | \$ <input type="text" value="2"/> |

861-62

863-66

867-68

25. How many years of schooling have you completed? (Circle one)

869

1. High school graduate or less (12 years or less)
2. Community college graduate or some college (13-15 years)
3. College graduate (16 years)
4. Some graduate work beyond college
5. Master's degree
6. Ph.D., M.D., LL.B., Ed.D.

26. Did any of your schooling take place since your first child was born? (If NO, enter "0" in box. If YES, enter number of years of schooling you had since the birth of your first child).

870-71

27. How many times did you withdraw from school for a term or semester since your first child was born? (If you NEVER withdrew, enter "0" in box)

872-73

-12-

28. How many jobs have you held since your first child was born?
(Place number in box)

874

29. How many times have you withdrawn from work for a month or more since
your first child was born? (Enter "0" if you have worked steadily with
no more than a month away from employment.)

875

30. Would you like a summary of the results from this study? (Circle one)

1. Yes

2. No

876

THIS IS THE END OF THE QUESTIONNAIRE. THANK YOU FOR YOUR TIME AND COOPERATION.
PLEASE RETURN THE QUESTIONNAIRE IN THE ENVELOPE PROVIDED AS SOON AS POSSIBLE.

APPENDIX C
SATISFACTION, EMOTIONAL INVOLVEMENT,
AND TIME SPENT WITHIN COUPLES

TABLE 42

DIFFERENCE WITHIN COUPLES ON REPORTED SATISFACTION COMPARED TO SPOUSE (IN PERCENT)^a

| | Wives see selves as more satisfied compared to their husbands than their husbands see same comparison | Agreement on how satisfied each is compared to other | Husbands see selves as more satisfied compared to their wives than their wives see the same comparison | Ratio: wives to husbands |
|--------|---|--|--|--------------------------|
| Parent | 27.5 | 56.5 | 15.9 | 1.73:1.0 |
| Spouse | 15.9 | 62.3 | 21.7 | .73:1.0 |
| Home | 17.9 | 56.7 | 25.4 | .70:1.0 |
| Job | 30.4 | 37.7 | 31.9 | .95:1.0 |

^aWomen's satisfaction compared to spouse was recoded to permit this tabulation.

TABLE 43

DIFFERENCE WITHIN COUPLES ON REPORTED EMOTIONAL INVOLVEMENT COMPARED TO SPOUSE^a
(IN PERCENT)

| | Wives see selves as more emotionally involved compared to their husbands than their husbands see same comparison | Agreement on how emotionally involved each is compared to other | Husbands see selves as more emotionally involved compared to their wives than their wives see the same comparison | Ratio: wives to husbands |
|--------|---|---|--|-----------------------------------|
| Parent | 30.9 | 51.5 | 17.6 | 1.76:1.0 |
| Spouse | 17.6 | 60.3 | 22.1 | .80:1.0 |
| Home | 36.8 | 41.2 | 21.7 | 1.70:1.0 |
| Job | 19.1 | 44.1 | 36.8 | .83:1.0 |

^aWomen's emotional involvement compared to spouse was recoded to permit this tabulation.

TABLE 44

DIFFERENCE WITHIN COUPLES ON REPORTED TIME SPENT COMPARED TO SPOUSE^a
(IN PERCENT)

| | Wives see selves as spending more time compared to their husbands than their husbands see same comparison | Agreement on how much time each spends compared to other | Husbands see selves as spending more time compared to their wives than their wives see same comparison | Ratio: wives to husbands |
|----------------|--|--|---|-----------------------------------|
| With child/ren | 14.5 | 53.6 | 31.9 | .45:1.0 |
| Managing home | 38.2 | 36.8 | 25.0 | 1.53:1.0 |
| Working | 23.2 | 50.7 | 26.1 | .89:1.0 |

^aWomen's time spent compared to spouse was recoded to permit this tabulation.

APPENDIX D
HOUSEHOLD AND CHILD CARE TASK ALLOCATION

TABLE 45

MANAGEMENT OF HOUSEHOLD TASK (IN PERCENT)

| | I do it all | I do more than spouse | We do it about equally | Spouse does more | Spouse does it all | x | Significance |
|-------------------|----------------|-----------------------------|------------------------------|------------------------|--------------------------|------|--------------|
| Cooking | | | | | | | |
| Men | 1.4 | 8.7 | 23.2 | 49.3 | 17.4 | 3.73 | *** |
| Women | 20.3 | 51.5 | 14.7 | 11.8 | 1.5 | 2.22 | |
| Cleaning | | | | | | | |
| Men | 1.4 | 10.3 | 22.1 | 55.9 | 10.3 | 3.63 | *** |
| Women | 14.7 | 58.8 | 22.1 | 4.4 | 0 | 2.16 | |
| Doing Laundry | | | | | | | |
| Men | 2.9 | 10.3 | 11.8 | 27.9 | 47.1 | 4.06 | *** |
| Women | 47.1 | 29.4 | 14.7 | 2.9 | 5.9 | 1.91 | |
| Shopping for food | | | | | | | |
| Men | 11.8 | 13.2 | 26.5 | 27.9 | 47.1 | 3.32 | * |
| Women | 25.0 | 32.4 | 20.6 | 8.8 | 13.2 | 2.52 | |

TABLE 45 (Continued)

| | I do it all | I do more than spouse | We do it about equally | Spouse does more | Spouse does it all | x | Significance |
|-----------------------------------|----------------|-----------------------------|------------------------------|------------------------|--------------------------|------|--------------|
| Taking care of household finances | | | | | | | |
| Men | 18.8 | 20.3 | 14.5 | 26.1 | 20.3 | 3.09 | |
| Women | 27.9 | 16.2 | 17.6 | 20.6 | 17.6 | 2.84 | |
| Doing minor household repairs | | | | | | | |
| Men | 55.1 | 36.2 | 7.2 | 1.4 | 0 | 1.55 | *** |
| Women | 0 | 0 | 11.8 | 55.9 | 32.4 | 4.2 | |
| *** | = .000 | | | | | | |
| ** | = .001 - .009 | | | | | | |
| * | = .01 - .05 | | | | | | |
| + | = .06 - .09 | | | | | | |

TABLE 46

DIFFERENCE WITHIN COUPLES ON REPORTED MANAGEMENT OF HOUSEHOLD TASKS^a
(IN PERCENT)

| | Wives see selves as doing more compared to husbands than their husbands give them credit for | Agreement on who does it | Husbands see selves as doing more compared to their wives than wives give them credit for | Ratio: wives to husbands |
|----------|--|-----------------------------|---|-----------------------------------|
| Cooking | 15.9 | 71.0 | 11.6 | 1.37:1.0 |
| Cleaning | 27.9 | 60.9 | 10.1 | 2.76:1.0 |
| Laundry | 17.6 | 65.2 | 15.9 | 1.11:1.0 |
| Good | 23.5 | 65.2 | 10.1 | 2.33:1.0 |
| Finances | 22.1 | 58.0 | 18.8 | 1.18:1.0 |
| Repairs | 36.8 | 50.7 | 11.5 | 3.20:1.0 |

^aWomen's report of management was recoded to permit this tabulation.

TABLE 47

MANAGEMENT OF CHILD CARE TASKS (IN PERCENT)

| | I always handle | I handle more than spouse | We both handle equally | Spouse handles more | Spouse always handles | x | Significance |
|---------------------------------------|-----------------|---------------------------|------------------------|---------------------|-----------------------|------|--------------|
| Stay home when child is ill | | | | | | | |
| Men | 1.4 | 8.7 | 30.4 | 46.4 | 13.0 | 3.61 | *** |
| Women | 24.2 | 43.9 | 24.2 | 7.6 | 0 | 2.15 | |
| Go to child when child cries in night | | | | | | | |
| Men | 2.9 | 11.8 | 45.6 | 29.4 | 10.3 | 3.32 | *** |
| Women | 17.6 | 35.3 | 32.4 | 13.2 | 1.5 | 2.46 | |
| Decide of child's bedtime | | | | | | | |
| Men | 2.9 | 7.2 | 66.7 | 21.7 | 1.4 | 3.12 | *** |
| Women | 10.1 | 39.1 | 49.3 | 1.4 | 0 | 2.42 | |
| Help with child's schoolwork | | | | | | | |
| Men | 0 | 22.4 | 41.8 | 29.9 | 6.0 | 3.19 | * |
| Women | 7.6 | 30.3 | 39.4 | 19.7 | 3.0 | 2.80 | |

TABLE 47 (Continued)

| | I always handle | I handle more than spouse | We both handle equally | Spouse handles more | Spouse always handles | x | Significance |
|---------------------------------|-----------------|---------------------------|------------------------|---------------------|-----------------------|------|--------------|
| Visit child's teacher or school | | | | | | | |
| Men | 1.4 | 5.8 | 44.9 | 37.7 | 10.1 | 3.49 | *** |
| Women | 18.8 | 34.8 | 43.5 | 1.4 | 1.4 | 2.32 | |
| Discipline child | | | | | | | |
| Men | 0 | 23.2 | 63.8 | 13.0 | 0 | 2.90 | + |
| Women | 1.4 | 29.0 | 68.1 | 1.4 | 0 | 2.7 | |

*** = .000
 ** = .001 - .009
 * = .01 - .05
 + = .06 - .09

TABLE 48
MANAGEMENT OF PROBLEMS (IN PERCENT)

| When problem in... | I carry all | I carry more | We both carry equally | Spouse carries more | Spouse carries all | x | Significance |
|-----------------------------|-------------|--------------|-----------------------|---------------------|--------------------|------|--------------|
| Marital relationship | | | | | | | |
| Men | 0 | 11.6 | 66.7 | 20.3 | 1.4 | 3.12 | ** |
| Women | 2.9 | 20.3 | 73.9 | 2.9 | 0 | 2.77 | |
| Child rearing | | | | | | | |
| Men | 0 | 7.2 | 55.1 | 37.7 | 0 | 3.30 | *** |
| Women | 2.9 | 43.5 | 49.3 | 4.3 | 0 | 2.55 | |
| Home management | | | | | | | |
| Men | 1.4 | 13.0 | 46.4 | 39.1 | 0 | 3.23 | *** |
| Women | 2.9 | 58.0 | 31.9 | 7.2 | 0 | 2.44 | |

*** = .000
 ** = .001 - .009
 * = .01 - .05
 + = .06 - .09

TABLE 49

DIFFERENCE WITHIN COUPLES ON REPORTED MANAGEMENT OF CHILD CARE TASKS^a
(IN PERCENT)

| | Wives see selves as handling more compared to their husbands than their husbands give them credit for | Agreement on who handles | Husbands see selves as handling more wives than their wives give them credit for | Ratio: wives to husbands |
|--------------------|--|-----------------------------|--|-----------------------------------|
| Child ill | 33.3 | 49.3 | 14.4 | 2.31:1.0 |
| Child cries | 32.8 | 50.7 | 14.5 | 2.26:1.0 |
| Child's bedtime | 44.9 | 50.7 | 4.3 | 10.44:1.0 |
| Child's schoolwork | 23.1 | 49.3 | 23.2 | 1.00:1.0 |
| Child's teacher | 29.0 | 58.0 | 13.0 | 2.23:1.0 |
| Discipline child | 39.1 | 58.0 | 2.9 | 13.48:1.0 |

^aWomen's report of management was recoded to permit this tabulation.

TABLE 50

DIFFERENCE WITHIN COUPLES ON REPORTED MANAGEMENT OF PROBLEMS^a
(IN PERCENT)

| Problem in... | Wives see selves as carrying more responsibility compared to their husbands than their husbands give them credit for | Agreement on who carries responsibility | Husbands see selves as carrying more responsibility compared to their wives than their wives give them credit for | Ratio: wives to husbands |
|-----------------|--|---|---|--------------------------|
| Marriage | 23.2 | 65.2 | 11.6 | 2.0 :1.0 |
| Child rearing | 42.0 | 42.0 | 15.9 | 2.64:1.0 |
| Home management | 40.6 | 46.4 | 13.0 | 3.12:1.0 |

^aWomen's report of management was recoded to permit this tabulation.

