
Parents' Utilization of Work Home Arrangements:

The role of own and spouse's parenthood ideology and spouse's utilization of work home arrangements

Master Thesis Human Resource Studies

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Preface

After finishing the bachelor Business Studies at 20 years old, I was not ready to start my career just yet. I decided to start not one, but two master's programs. The first one, Strategic Management, was a logical choice considering my bachelor's program. For the second master's program, I wanted to do something different from my bachelor's program to broaden my horizon and ended up starting the track Human Resource Studies. At first, it was challenging, since the subject matter was quite new to me. However, I found it very interesting and in addition, I discovered that my 2 master's programs complement each other quite well regarding knowledge but also perspectives on certain subjects.

And now, almost 2 years later the beginning of the end of my academic career has come with this master thesis. I have enjoyed working on this thesis and am thankful that I have been able to research a subject matter that I found very interesting. While I was hesitant about the statistical element of the thesis initially, I think I have gotten through it quite well.

Of course, I could not have done this study without the help and feedback of others. First of all, I would like to thank Dr. Marloes van Engen for her support, inspiration, knowledge and supervision during the whole process of writing this thesis. In addition, she repeatedly needed to encourage me to finish my thesis. While this was not that successful most of the time, eventually I did finish it. Better late than never, I suppose. I would also like to express my gratitude to Dr. Josje Dijkers for her feedback and insightful suggestions. Furthermore, I would like to thank the other girls in the thesis group circle, especially Afke. Afke and I are the last ones of the group to graduate and therefore we had a lot of support from each other. It has been nice to experience this process with a person who is in the same situation and I am glad we get the opportunity to finish it together. Finally, I want to thank my parents, brother and friends for their support and faith in me.

Abstract

Today, parents increasingly have to combine employment with household tasks and childcare. Work home arrangements (WHAs) are offered to assist parents in this. 280 Dutch couples of working parents were studied to assess whether the own and spouse's parenthood ideology influence the own utilization of WHAs. For explorative purposes the spouse's utilization of WHAs is examined as well. Next to eleven flex WHAs (e.g. working at home, and flextime) and six care WHAs (e.g. extended maternity leave and childcare facilities within the organization), part-time working is considered, which is used as WHA as well in the Netherlands. As expected, traditional parents make less use of flex WHAs. In addition, traditional mothers work fewer hours than mothers with a non-traditional view. Fathers with a traditional wife worked longer hours than those with a non-traditional wife. A surprising finding is that egalitarian fathers with a traditional wife work the most hours. Moreover, as fathers with a traditional wife become more traditional, their number of working hours drops. Finally, two direct effects were found. Mothers with a traditional husband use fewer WHAs than those with a non-traditional husband. Parents with a partner that uses flex WHAs are more likely to use them as well.

Keywords: parents, parenthood ideology, utilization of work home arrangements, part-time working, couples, spouse

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Chapter 1: Introduction

In March 2010, two prominent Dutch politicians declared to leave the political scene (www.nrc.nl). Camiel Eurlings, Minister of Transport, Public Works and Water Management, announced that he wanted to spend more time on his private life, presumably with the intent to start a family (www.nrc.nl). The day after, Wouter Bos, Minister of Finance and Deputy Prime Minister of the Netherlands, announced his resignation of the political office as well. His argument: he did not want to combine his profession with the upbringing of his young children any longer (www.nrc.nl). So, both ministers had the opinion that their political activities could not be combined with their family life properly. This is at odds with the policy that the Ministry of Youth and Family aimed to carry out. This ministry had been introduced by the Dutch cabinet Balkenende IV to integrate elements of youth and family policy in different areas into one (www.rijksoverheid.nl). Minister Rouvoet specifically paid attention to combining work and family by emphasizing that achieving a better balance between work and family is an effort of both employees and employers and should be equally accessible for both men and women (www.rijksoverheid.nl).

Increasing women's participation on the labor market has been a priority in the emancipation policy of The Dutch government for years and has led to an increase in female labor participation from 42 to 64 percent since the late 1980s (Janssen & Portegijs, 2011). Because men's participation has been stable, the number of dual-earner couples is rising (Cloin & Souren, 2011; Higgins & Duxbury, 1992). The dual-earner individuals are "those in managerial or professional jobs, with children and a spouse also in a managerial or professional job" (Higgins & Duxbury, 1992, p390). In 2009, 77% of Dutch families resembled a dual earner couple (CBS, 2010). The phenomenon "dual-earner couple" has not only put extra demands on women, who traditionally have been the caretakers and now have to cope with work additionally; it also has consequences for men, who are increasingly expected to contribute to the private sphere (Shaw, 2008).

While work and family may provide complementing skills and experiences, the demands these multiple roles put on parents can also cause work family conflict by being mutually incompatible (Bedeian, Burk, & Moffett, 1988; Frone, 2003; Dikkers, Geurts, Dulk, Den Peper, Taris, & Kompier, 2007; Geurts, Taris, Kompier, Dikkers, Van Hooff, & Kinnunen, 2005; Kelly & Voydanoff, 1985; Edwards & Rothbard, 2000; Zedeck and Mosier, 1990; Higgins & Duxbury, 1992, Greenhaus & Beutell, 1985). This may result in balance – "an equal engagement in both work and family responsibilities" – or conflict –

“the extent to which an individual's work interferes with his or her family or an individual's family interferes with his or her work” (Grzywacz & Butler, 2007, Glossary)

To assist employed parents in juggling between their work and care responsibilities or even reduce work family conflict, organizations and government implemented several practices, also known as work home arrangements (Dijkers et al, 2007; Kelly et al, 2008; Lee & Duxbury 1998). Parents may use them if they feel it assists them in finding a balance between work and family. Next to the regular WHAs, part-time working is a widely used by the Dutch population tool to achieve this goal (Booth & Van Ours, 2010; Van Engen, Dijkers, Vinkenburg, & Van Rooy, 2009; Portegijs & Keuzenkamp, 2008). 75% of the Dutch women and a quarter of the Dutch men occupy a part-time job (Janssen & Portegijs, 2011). Among mothers this percentage is even higher; 88% (CBS, 2010).

Several researchers have suggested that for example household characteristics, parenthood ideologies and work environment affect the choice of an individual to utilize work home arrangements or not (Kelly et al, 2008; Van Engen et al, 2009; Den Dulk & Peper, 2007). So, in order to stimulate a well balance between work and family, not only efforts of government and organizations play a role; considerations of people themselves are a factor themselves as well (Van Engen et al, 2009). Utilization of WHAs is argued to be dependent of their beliefs regarding parenting (Van Engen et al, 2009). These beliefs are about what type of behavior parents should display regarding labor and care. So for example, some parents might believe that parents should be responsible for both work and care together and other parents may believe that the father should be responsible for the income while the mother should be accountable for the care of the children (Van Engen et al, 2009). These beliefs can enable or hinder a person to take up WHAs (Haddock, Zimmerman, Ziembra, & Lyneess, 2006).

Earlier research however, has found no significant relationships between parenthood ideology and the utilization of WHAs (Frederiks, 2008; Van Engen et al, 2009). This indicates an alternative explanation may be required. In this study, the spouse is examined as extra variable of influence. When a working parent has a spouse, his or her actions may be affected by the beliefs and the behaviors of the partner as well. Barnett and Buch (1987) found mothers' attitude and work pattern affected fathers' participation at home. Following this same line of reasoning, parents may use WHAs because their partner believes they should or the work pattern of the partner allows or requires them to do so. But the partner could also restrict people to use WHAs when the spouse has negative beliefs or the partner's work pattern does not allow or require them to take up WHAs. Consequently, it is interesting to assess the relevance of (1) the spouse's parenthood ideology and (2) the spouse's work pattern in

one's decision to use WHAs. Incorporating these variables into the research model opens up a new research area and may contribute to the aim of this study; to provide a deeper understanding of the influence of the spouse on parents' utilization of WHAs.

First a brief synopsis is given of the variables of interest and of previous research on the subject matter. Based on the theory, hypotheses are derived. The following part will discuss methodology and analyses. Subsequently, the results are presented and discussed. Finally, some concluding remarks are made including contributions, limitations and future research. .

Theoretical Framework

Use of Work Home Arrangements

Today, more and more men and women have to combine a professional job together with obligations at home, such as household tasks (Higgins & Duxbury, 1992). Especially people who extend their family by having children will experience an increase in family needs and responsibilities due to additional care and accountability for these children (Bedeian et al, 1988; Higgins, Duxbury, & Lee, 1994; Rexroat & Shehan, 1987; Higgins & Duxbury, 1992). These couples have been defined as dual-earner couples (Higgins & Duxbury, 1992; Karambayya & Reilly, 1992).

The domains of work and family are recognized to be dependent of each other. Not only can they be conflicting due to time constraints and/or conflicting demands; because of transferrable skills and experiences, complementation may be the result as well (Bedeian et al, 1988; Frone, 2003; Dikkers et al, 2007; Geurts et al, 2005; Kelly & Voydanoff, 1985; Zedeck and Mosier, 1990; Aryee, Srinivas, & Tan, 2005). The first perspective assumes that people have a fixed amount of resources to devote to obligations (Aryee et al., 2005; Zedeck & Mosier, 1990). Fulfilling multiple roles will exhaust these resources and may harm one's functioning. For example, a parent that works hard all day will have less time and energy left to take care of his or her household and children. The latter perceives that these spheres provide a number of benefits that outweigh the costs that are associated with multiple responsibilities, which implies an overall feeling of gratification (Aryee et al, 2005; Zedeck & Mosier, 1990). For example, children may give a parent more energy that can be used for work.

Many governments and organizations have acknowledged parents' desire to work and have sufficient time for the household and children. In response to this acknowledgement, work home arrangements (WHAs) were introduced to stimulate a balance between work and family (Den Dulk & Peper, 2007; Dikkers et al, 2007). These are changes in policies, practices and culture, implemented

deliberately by organizations in order to provide people the opportunity to allocate time to both family and work sufficiently (Greenhaus & Beutell, 1985). In the Netherlands, the so-called law "Work and Care" covers these arrangements, which are different types of short and long-term leaves (Staatsblad, 2009). Employees can make use of these arrangements to restructure their work for their family (Karambaya & Reilly, 1992).

WHAs can be divided in flexible arrangements and care arrangements (Den Dulk & Peper, 2007; Van Engen et al, 2009). The first type of WHA relates to flexibility with regard working time and/or place, such as working at home and a compressed workweek (4x9 hrs) and are available for a broader than just parents. The latter type of arrangements pertains to parents and enables them to fulfill care responsibilities. Care WHAs can be divided into two types as well; arrangements that concern parental leave schemes and arrangements that cover childcare facilities (Van Engen et al, 2009; Dijkers et al, 2007, Den Dulk & Peper, 2007).

Institutions offering WHAs were shown to support employees in balancing work and family by creating more opportunities to do so (Kelly & Voydanoff 1985; Kvande, 2009; Haddock et al, 2006; Singley & Hynes, 2005). Mothers value the possibility of restructuring their work-pattern due to their preference for adjusting work times better to family life, taking time off at unexpected times and working more at home (Cloin, 2008). Halford (2006) found that fathers working at home found this integration of work and family very pleasant. Next to providing time to fulfill a work and family role, a meta-analysis on flexible and compressed work weeks showed that these WHAs improve productivity, and work satisfaction and decrease absenteeism (Baltes, Brigos, Huff, Wright & Neuman, 1999).

The use of WHAs among mothers and fathers differs. In general, mothers are the often the ones that adjust to the presence of children (Sanchez & Thompson, 1997; Karambayya & Reilly, 1992, Vespa, 2009; Singley & Hynes, 2005; Becker & Moen, 1999; Craig & Sawrikar, 2009; Larossa, 1988; Rexroat & Shehan, 1987; Bielby, 1992; Den Dulk & Peper, 2007). Singley and Hynes (2005) argue that several forces are of influence. From a biological or ideological perspective, women are seen as the primary caretakers and therefore entitled and expected to adjust their work time to the demands from home. In addition, the still existing gap in income of men and women may cause women to be the one retreating from the labor market.

In addition to normal WHAs, part-time working is widely used in the Netherlands to combine work and family (Booth & Van Ours, 2010, Van Engen et al, 2009, Portegijs & Keuzenkamp, 2008; Cousins & Tang, 2004). A part-time job is defined as an occupation between 12 and 34 hours (Janssen &

Portegijs, 2011). 75% of the Dutch women and around a quarter of the Dutch men occupy part-time jobs (Janssen & Portegijs, 2011). For mothers, this percentage is 88% (CBS, 2010). This percentage is significantly higher than in the rest of Europe and makes the Dutch “the champions of part-time working” (Janssen & Portegijs, 2011). Because of the large use of part-time working in the Netherlands, part-time working is considered as a WHA as well. Therefore, the term work home arrangements (WHAs) will include not only flex WHAs and care WHAs, but also part-time working in the remainder of this study.

Parenthood Ideology

From a parent's perspective, beliefs and attitudes on parenthood and employment or roughly said parenthood ideology might influence the use of WHAs (Van Engen et al, 2009). This is in line with Baxter's (1992) finding that attitudes affect the division of labor and care. Parenthood ideology is shaped throughout one's life and is influenced by many so-called socialization agents such as their parents, friends, their spouse, and other social groups (Bucx, Raaijmakers, & Van Wel, 2010; Vespa, 2009). Moreover, different life events will bring along different social contexts which again potentially affect parenthood ideology (Bucx et al, 2010). Parenthood ideology comprises of beliefs about typical characteristics and behaviors of how parents should act in terms of labor and care and often make distinctions between men and women (Van Engen et al, 2009). Therefore these beliefs are closely related to gender roles (Van Engen et al, 2009; Vespa, 2009).

Generally, there are two extremes, a traditional perspective and an egalitarian view (Van Engen et al, 2009). According to the traditional view, also known as the breadwinner's ideology, mothers are expected to take care of the child –physically, emotionally, psychologically and intellectually- after it is born and in doing so, they sacrifice all kinds of activities for this purpose (Shaw, 2008; Singley & Hynes, 2005). Fathers are mainly providers and playmates for the child (Thompson & Walker, 1989; Shaw, 2008; Singley & Hynes, 2005). The egalitarian view emphasizes that men are actively involved with childcare and women participate in the labor market as well; thus the parents share work and care equally (Shaw, 2008; Van Engen et al, 2009, Larossa 1988; Higgins & Duxbury, 1992).

These beliefs can enable an individual to take up work home arrangements, but they might also hinder this individual to do so (Haddock et al, 2006; Cloin, 2008). So for example, a traditional person would argue that men should work and women should take care of the children and are the only ones entitled to use WHAs, whereas a more egalitarian person would accept the use of WHAs from both

sexes. In general, the Dutch population tends to be more traditional in its views on the division of care and employment between parents in a couple (Cloin & Souren, 2011). While the Dutch population supports working mothers, mothers should be the parent that adjusts her work schedule to take care of the children (Cloin & Souren, 2011). The Dutch ideally prefer mothers to work a maximum of three days a week, while fathers are seen as the main breadwinner and are expected to work on a full time basis without adjustments (Cloin & Souren, 2011).

Fishbein and Ajzen (1975) argued more generally that a certain behavior is influenced by beliefs about that behavior. So applying the theory of Fishbein and Ajzen to the use of WHAs implies that parenthood ideology will affect parents' choices regarding WHAs. Indeed, Singley and Hynes (2005) and Dijkers et al (2007) argued that ideals on parenthood and employment cause parents to seek actively to their preferred work arrangements. Therefore, it is also argued in this study that parenthood ideology will have an influence on the utilization of WHAs.

As stated earlier, parenthood ideology comprises of the behavior of parents and this behavior may vary for mothers and fathers. The more traditional mothers are, the more they are willing to sacrifice their time spent on the job in order to take care of the children and household. Consequently, they are more likely to use WHAs that allow them to be at home as much as possible to take care of the children, for instance parental leave or part-time working. In addition, flex WHAs and childcare facilities are expected to be used less, since these WHAs allow mothers to maintain a fulltime job and combine this with care tasks. Traditional fathers are expected to conform to the breadwinner-role and refrain from using any form of WHAs. Logically, more egalitarian people are expected to arrange their work in order to be available for the children as well. The following hypotheses can be stated based on the above:

H1a: The more traditional the parenthood ideology of parents, the less they will use flexible WHAs.

H1b :The more traditional the parenthood ideology of fathers, the less they will use parental leave.

H1c: The more traditional the parenthood ideology of mothers, the more they will use parental leave.

H1d: The more traditional the parenthood ideology parents, the less they will use childcare facility related WHAs.

H1e: The more traditional the parenthood ideology of fathers, the more hours they will work.

H1f: The more traditional the parenthood ideology of mothers, the less hours they will work.

The first hypotheses pertain to parents' beliefs individually. But while it seems logical that one's own parenthood ideology affects one's choices in managing work and family, Frederiks (2008) found no significant results stemming from the relationship between parenthood ideology and the utilization of WHAs. In addition, Van Engen et al (2009) only found a significant relationship between one's motherhood ideology and the use of flexible WHAs. A less traditional ideology positively affected the use of flexible WHAs. For care WHAs and hours worked and motherhood ideology, no significant results were obtained. This indicates that an alternative explanation may be required. People do not exist in isolation, which makes this a reasonable assumption. The explanation may reside in the spouse. Consequently, it is interesting to assess the relevance of (1) the spouse's parenthood ideology and (2) the spouse's work pattern.

Spouse's Parenthood Ideology

According to the attitude-behavior model of Fishbein and Ajzen (1975), people are part of a larger social environment and are affected by this environment. Fishbein and Ajzen (1975) argued that (the intention of) a certain behavior is not only influenced by one's own beliefs towards that behavior, but also by some subjective norm from the environment. This subjective norm consists of the weighted importance of beliefs of different actors in one's social network, such as friends, parents, spouse and coworkers (Fishbein & Ajzen, 1975). For parents, choices in allocation of work and child care are particularly affected by one's spouse, since they have the most interaction with the spouse (Karambayya & Reilly, 1992).

Indeed, research showed that indeed ideology of a spouse does contribute to the division of labor and support of a spouse has a positive effect on choices regarding work and family (Kamo, 1988; Barnett & Baruch, 1987; Lee & Duxbury, 1998; Singley & Hynes, 2005). However, this research has focused mainly on the division of labor at home (Barnett & Baruch, 1987; Kamo, 1988, Allen & Hawkins, 1999). Others looked at WHAs as a means to combine home and work demands (Lee & Duxbury, 1988; Singley & Hynes, 2005). This research focuses on the utilization of WHAs.

The attitude-behavior model of Fishbein and Ajzen (1975) and the results found in earlier research are the basis of the second cluster hypotheses. The own parenthood ideology (attitude towards behavior X) and the spouse's parenthood ideology (subjective norm concerning behavior X) are predicted to influence the utilization of WHAs (behavior X). The spouse's parenthood ideology is

expected to moderate the relationship between the own parenthood ideology and the utilization of WHAs.

A spouse may hold roughly the same beliefs as his or her partner or may hold opposite views about parenthood and employment, which logically results in a match or mismatch in ideologies. Subsequently, this (mis)match may boost or buffer the relationship between one's own parenthood ideology and one's own utilization of WHAs. In couples with a match, associations of parenthood ideology with utilization of WHAs are boosted, while a mismatch buffers these associations. Thus, traditional parents with a traditional partner will have stronger associations of a traditional parenthood ideology and the utilization of WHAs, whereas those with an egalitarian spouse will have weaker associations of traditional parenthood ideology. The opposite holds true for egalitarian parents and their spouse. The following hypotheses can be formulated:

H2a: The negative association of parents' traditional parenthood ideology with utilization of flexible WHAs is boosted by having a traditional partner (and is buffered by having an egalitarian partner).

H2b: The negative association of fathers' traditional parenthood ideology and utilization of parental leave is boosted by having a traditional partner (and is buffered by having an egalitarian partner).

H2c: The positive association of mothers' traditional parenthood ideology and utilization of parental leave is boosted by having a traditional partner (and is buffered by having an egalitarian partner).

H2d: The negative association of parents' traditional parenthood ideology with utilization of childcare facilities is boosted by having a traditional partner (and is buffered by having an egalitarian partner).

H2e: The positive association of fathers' traditional parenthood ideology and their work hours is boosted by having a traditional partner (and is buffered by having an egalitarian partner).

H2f: The negative association of mothers' traditional parenthood ideology and their work hours is boosted by having a traditional partner (and is buffered by having an egalitarian partner).

Partner's Utilization of Work Home Arrangements

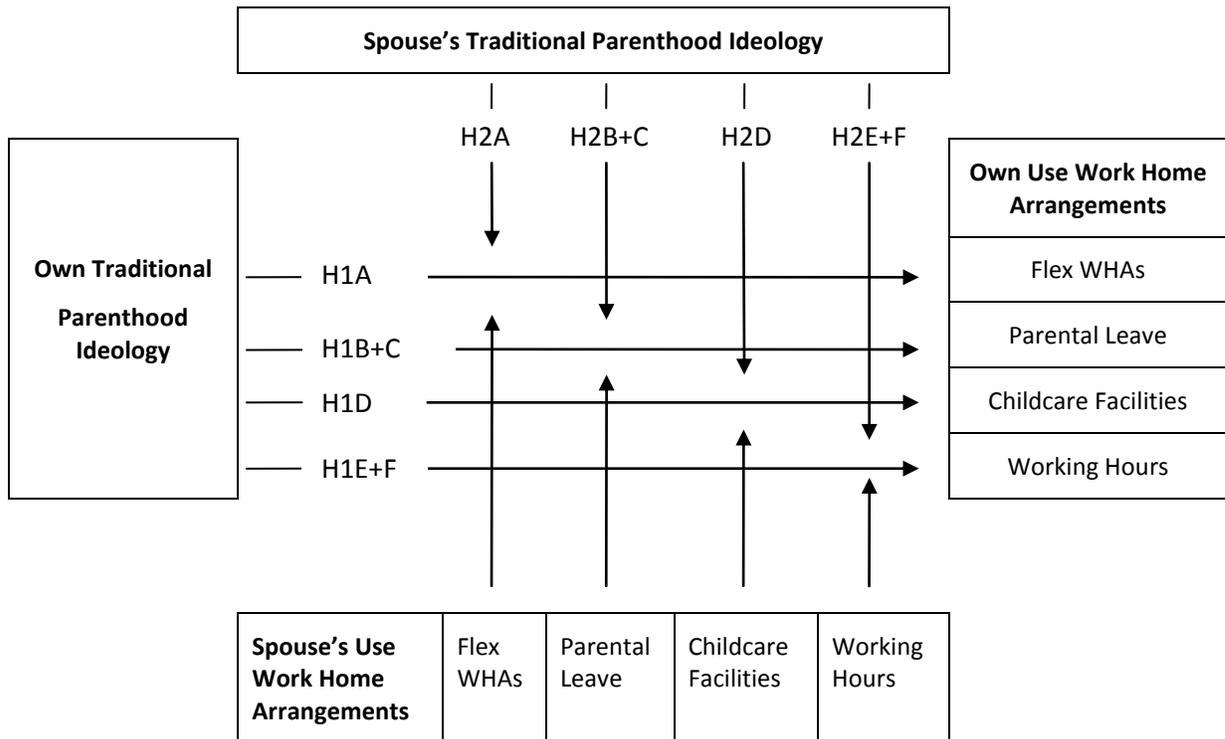
Not only the beliefs of the partner can be of influence, the behavior of the partner could be of influence. Brett and Yogev (1988) found indeed that parents restructure work in accordance with their spouse. More specifically, the utilization of certain WHAs of one's spouse could enable an individual to

take up WHAs (Haddock et al, 2006). For example, Roeters et al (2009) found that people who work long hours often have a partner who works shorter hours in order to take care of the household and children.

These theories indicate that there may be an effect of the spouse's use of work home arrangements influences the relationship between one's own parenthood ideology and one's own use of work home arrangements. Because very little research is done concerning this specific relationship, the relevance of the spouse's utilization of WHAs is examined in an explorative manner in this study. The conjecture is that the spouse's utilization of WHAs has a boosting of buffering effect on the own use of WHAs as well.

As can be seen above, including a variable such as parenthood ideology results in different consequences for fathers and mothers due to the close connection with gender roles (Van Engen et al, 2009; Vespa, 2009; Bielby, 1992). In addition, earlier research in the area of work and family has found gender effects (Simons et al, 1993; Moen & Dempster-McClain, 1987). Because there is such a distinction between men and women, this study analyses the hypotheses for men and women separately. By doing so, the results will provide a more comprehensive insight. In Figure 1 the conceptual models are depicted.

Figure 1: Conceptual model



Method

Procedure

The data were taken from a larger questionnaire about the experience of parenthood and employment, conducted in 2008 and 2009. Potential respondents were found by personal contacts, recommendations of acquaintances, child care facilities and schools. Stratified snowball sampling was used to reach parents with children in certain ages. A research group contacted these people by phone, email and/or in person and subsequently sent out a questionnaire by post or email. This questionnaire included the purpose of the research, confidentiality of the data and instructions for filling in the questionnaire. Completed questionnaires were returned on paper or by email. This same research group was responsible for creating the final dataset.

Data and scales that were relevant to this study were extracted from the dataset. Since the conceptual model includes influences from one's spouse, single parents were omitted from the sample. In addition, gay couples were excluded since this represents a small but distinct type of couple. As a consequence they might hold different opinions and incorporating them, this may distort the findings (Kurdek, 1993). Subsequently data was checked for errors and missing values and if necessary these respondents were excluded from the dataset.

Population and Sample

The final sample consisted of 280 Dutch dual-earner couples, thus 560 people of which half men and half women. The age of the respondents ranged between 22 and 64 with an average of 42.75 years. The sample consisted of married parents (79.6%), respondents who lived together with a partner (21.6%) and divorcees (0.6%).

Education level was fairly high; 45.7% had a university or HBO degree, 37.7 % had a MBO degree, 16.1 % indicated to have had a VMBO-level education and 0.2% attended only elementary school. 0.4% of the respondents did not answer this question.

The largest part of the respondents represented employees without managerial responsibilities (51.2%), while there were also respondents from higher, middle and lower management (8%, 21.6%, and 12.9% respectively). 5.2% occupied other positions, 1.3% did not answer the question. The respondents were employed in different sectors, such as care (16.6%), commerce (11.4%), education and science (11.1%), government (10.5%), industry (9.8%), trade (9.3%), finance (6.3%), construction (4.6%), transportation and communication (3.2%), hotel and catering (2%), culture and recreation (1.3%)

and agriculture and fishing (0.9%). 1.1 % of the participants did not respond to this question. The remaining 12% was employed in other sectors. In addition to the characteristics of the total sample, the characteristics of the men and the women are depicted in Appendix 1.

Instruments

Use of Work Home Arrangements was measured by using the question "Do you currently use the following arrangement?" for 17 WHAs, taken from a study by Van Engen et al (2009). These WHAS included 11 flexible arrangements (working at home, teleworking, shared jobs, 4x9 work week, flextime, block times, unpaid leave, savings leave, sabbatical leave, life-course savings scheme and repatriation scheme) and 6 care related WHAs, of which 3 paternal leave related WHAs (extended maternity leave, extended parental leave and extended maternity leave for fathers) and 3 childcare facility related WHAs (extra subsidies from the employer for childcare facilities, childcare facilities within the organization and mediation of childcare by courtesy of the organization). Yes answers were counted as 1, while no and not applicable were coded 0. The answers were added together to calculate a sum score for the use of flex WHAs, parental leave and use of childcare facilities. Part-time work is examined by using the number of working hours.

For *Parenthood Ideology*, a scale was developed by conducting principal component analysis (PCA) on items from the dataset that were based on an earlier scale by Van Engen et al (2009). Initially, there were 19 related items to be answered on a 5 point Likert scale. Based on the scree plot, a 2-solution factor analysis was performed. Based on the constructs of the scales, only one was retained. This factor represented a traditional parenthood ideology. This scale consisted of 8 items, for example: A woman is more capable of taking care of young children than a man. Items were reversed if necessary. With a Cronbach's alpha of 0.788, the traditional parenthood ideology explained 41.34% of the variance. A translation of the results of the factor analyses can be found below in figure 2; the original Dutch scale can be found in Appendix 2.

Gender is included by means of the question "Are you a..." (1) male or (2) female.

Control Variables

The theoretical framework indicated that the utilization of different types of WHAs may be interdependent. Therefore, when testing the effect of the variables on different types of WHAs, the remaining types of WHAs are used as control variable. Furthermore, the model contains two

moderators, which are tested separately. To include the effect of the other moderator, the second moderator is included as control variable.

Figure 2: Results factor analysis parenthood ideology

	Factor 1
The family life suffers if the mother is employed	,736
A child suffers if care is outsourced to professional childcare (for instance daycare, out of school care)	,662
If children come into the household, it is best that the father is employed full-time and the mother is not employed at all.	,638
The family life suffers if both parents are employed	,610
A child suffers if care is outsourced to family or friends (grandfather/grandmother, aunt/uncle, etc.)	,602
It is beneficial for a child if the mother is employed	-,556
It is beneficial for a child if both parents are employed	-,554
A woman is more capable of taking care of young children than a man	,523
Eigenvalue	3.307
% Variance explained	41.342
Cronbach's alpha coefficient	.788

Extraction Method: Principal Component Analysis.

Analyses

As both spouses of a couple completed the questionnaire and received a couple identification number, it was possible to measure both own and spouse's parenthood ideology and utilization of WHAs. Men's parenthood ideology and utilization of WHAs was added to the women's dataset in order to examine the husband's influence on women's use of WHAs. Likewise, this was done for the male dataset by adding women's parenthood ideology and utilization of WHAs. By means of (multiple) regression analyses, the hypotheses are tested. Own parenthood ideology was included as independent variable, while the four types of WHAs served as dependent variable. For hypotheses 2 and 3, first the interaction effect was added and each step thereafter contained groups of control variables.

Parents' Utilization of Work Home Arrangements

Table 1: Means, standard deviations and correlations:

	M	SD	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	M	SD
1.Own Use Flex WHAs	1.29	1.131	1	-.011	.104	.082	-.245**	-.219**	.156**	-.037	.014	-.117	1.06	1.234
2.Own Use Parental Leave	.05	.301	.051	1	.191**	.035	-.032	.005	.022	-.039	.085	-.092	.07	.292
3.Own Use Childcare Facilities	.08	.361	.026	.294**	1	.055	.077	-.108	-.031	-.037	.180**	-.061	.07	.304
4.Own Working Hours	41.41	7.738	.004	-.060	-.037	1	-.145*	-.171**	.042	.056	.016	-.100	24.63	8.334
5.Own Traditional Parenthood Ideology	2.688	.712	-.157**	-.023	-.044	-.067	1	.528**	-.158**	.021	-.013	.157**	2.468	.694
6.Spouse's Traditional Parenthood Ideology	2.468	.694	-.158**	.021	-.013	.157**	.528**	1	-.157**	-.023	-.044	.067	2.688	.712
7.Spouse's Use Flex WHAs	.106	1.234	.156**	-.037	.014	-.117	-.219**	-.245**	1	.051	.026	.004	1.29	1.131
8.Spouse's Use Parental Leave	.07	.292	.022	-.039	.085	-.092	.005	-.032	-.011	1	.294**	-.060	.05	.301
9.Spouse's Use Childcare Facilities	.07	.304	-.031	-.037	.180**	-.061	-.109	.077	.104	.191*	1	-.037	.08	.361
10.Spouse's Working Hours	24.63	8.334	.042	.056	.016	-.100	-.171*	-.145*	.082	.035	.055	1	41.41	7.738

** . Correlation is significant at the 0.01 level (2-tailed), * . Correlation is significant at the 0.05 level (2-tailed)

Note: Shaded, right upper side displays female statistics; Non-shaded, left down side displays male statistics

Results

Descriptive analyses

The means, standard deviations and correlations of these variables were obtained and are represented in Table 1. The left non shaded (lower) side represents the statistics of the fathers. The right shaded (upper) side contains the numbers for the mothers;

A striking thing is that men make more use of flex and childcare facilities ($M=1.29$, $SD=1.131$ and $M=.08$, $SD=.361$) than women ($M=.106$, $SD=1.234$ and $M=.08$, $SD=.361$). In return, men make more hours on the job ($M=41.41$, $SD=7.738$) than women ($M=24.63$, $SD=8.34$). Women utilize parental leave schemes slightly more often ($M=.07$, $SD=.292$) than men ($M=.05$, $SD=.301$).

Furthermore, both men and women are neither very traditional nor egalitarian on average ($M=2.688$, $SD=.712$ and $M=2.468$, $SD=.694$ resp.). Men are slightly more traditional than women, as was found in earlier research. Table 1 also shows that the more parents utilize parental leave, the more they use childcare facilities ($r=.294$, $p<.01$; for mothers: $r=.191$, $p<.01$).

Looking at the correlations of the variables that concern the spouse, one can see that they are indeed correlated to some of the concepts under investigation. First of all, ideology of both spouse and own correlated with each other ($r=.528$, $p<.01$), showing that the more traditional one of the spouses is, the more traditional the other is as well. While this is not exceeding the threshold of a threat of multicollinearity 0.9, one should still keep in mind that it is possible they distort findings (Pallant, 2007). Nevertheless, the more traditional the spouse, the less flex WHAs parents use. Furthermore the more traditional a spouse the higher the number of fathers' working hours and the lower the number of mothers' working hours. These relationships indicate that there is a link between these concepts. In addition, an individual uses more WHAs when this individual has a spouse that uses these type of WHAs as well ($r=.156$, $p<.01$). This same logic holds for the use of childcare facilities ($r=.180$, $p<.01$).

Own Parenthood Ideology and Utilization of WHAs

The first set of hypotheses tested whether the utilization of WHAs is influenced by the own parenthood ideology. The results of the regression analysis are presented in Table 2.

The first model was run to see whether there was a negative relationship between a traditional parenthood ideology and the use of flex WHAs for both sexes. From Table 2, it shows that traditionalism leads to a lower use of flex WHAs for both men ($\beta=-.157$, $p<.01$) and women ($\beta=-.245$, $p<.01$), explaining 2.5% and 6% of the variance respectively. Hence, hypothesis 1a is confirmed.

Secondly, it was examined whether parenthood ideology has an influence on parents' use of parental leave and/or childcare facilities. As can be seen in Table 2, no significant results were obtained for either of the types of care WHAs. Consequently, hypothesis 1b, 1c and 1d are all rejected.

Hypothesis 1e and 1f tested whether there was a relationship between parenthood ideology and the number of working hours. For fathers, no relationship was found, while there was one found for mothers ($\beta = -.145, p < .05$); as expected, the more their beliefs conformed to the breadwinner's model, the less hours they made on the job. 2.1% of the variance was explained by the variable parenthood ideology. Thus, hypothesis 1e is rejected, while hypothesis 1f is confirmed.

Table 2: Results regression analyses predicting the utilization of WHAs (β -values)

Model	Flex WHAs		Parental Leave		Childcare Facilities		Working Hours	
	Men	Women	Men	Women	Men	Women	Men	Women
Own Traditional Parenthood Ideology	-.157**	-.245**	-.023	-.032	-.044	.077	.067	-.145*
R²	.025	.060	.001	.001	.002	.006	.005	.021
ΔR^2	.025**	.060***	.001	.001	.002	.0061	.005	.021*
F	6.856**	17.320***	.140	.271	.523	1.634	1.226	5.855*

Note: * $p < .05$; ** $p < .01$; *** $p < .001$

Own Parenthood Ideology and Utilization of WHAs: The Moderating Effect of Spouse's Parenthood Ideology

Hypotheses 2a-f state that the spouse's parenthood ideology influences the relationship between one's own parenthood ideology and one's own use of WHAs. A traditional ideology of the spouse boosts associations of a traditional person with the use of WHAs; an egalitarian ideology buffers the associations, as predicted earlier in hypotheses 1a-d- will be. Table 3, 4, 5 and 6 show the results of the regression analyses.

Table 3: Results multiple regression analyses of parents' own and spouse's parenthood ideology on their own utilization of flex WHAs (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	-.312	-.372	-.238	-.925*	-.1003*	-.850*
Spouse's Traditional Parenthood Ideology	-.334	-.427	-.273	-.754*	-.736*	-.625
Own Traditional Parenthood Ideology*Spouse's Traditional Parenthood Ideology	.044	.070	.040	.205	.218	.182
Own Use Parental Leave		.238	.247		-.163	-.204
Own Use Childcare Facilities		.033	.047		.494*	.483
Own Working Hours		.006	.008		.004	.004
Spouse's Use Flex WHAs			.140*			.108*
Spouse's Use Parental Leave			.171			-.169
Spouse's Use Childcare Facilities			-.234			.016
Spouse's Working Hours			.001			-.010
R²	.000	.001	.016	.079	.094	.112
Δ R²	.033	.037	.053	.008	.001	.018
F	2.975	1.658	1.443	7.587***	4.526***	3.245**

Note: * p < .05; ** p < .01; *** p < .001

Table 3 depicts the results of the tests of hypothesis 2a. The results show that for fathers there is no significant effects for spouse's parenthood ideology as a moderator for any of the models predicting the use of flex WHAs. The same holds for mothers, which leads to the rejection of this hypothesis. However, after additional analyses, spouse's traditional parenthood ideology has a negative, marginally significant, additive effect on women's use of flex WHAs ($\beta = -.125, p = .07$). This implies that the more traditional the husband, the less mothers make use of flex WHAs. This model explained 7.1% of the variance.

The influence of spouse's parenthood ideology was also tested with the use of both types of care WHA's; parental leave and childcare facilities. The results are shown in Table 4 and 5. None of the models tested showed significant results. Consequently, hypotheses 2b,2c and 2d are rejected.

Table 4 Results multiple regression analyses of parents' own and spouse's parenthood ideology on their own utilization of parental leave (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	.051	.036	.037	.017	-.026	.003
Spouse's Traditional Parenthood Ideology	.099	.079	.093	.045	.040	.057
Own Traditional Parenthood Ideology*Spouse's Traditional Parenthood Ideology	-.027	-.018	-.021	-.012	-.004	-.011
Own Use Flex WHAs		.011	.011		-.010	-.012
Own Use Childcare Facilities		.239***	.256		.200**	.181
Own Working Hours		-.002	-.003		.001	.001
Spouse's Use Flex WHAs			-.010		-.003	.008
Spouse's Use Parental Leave			-.057			-.057
Spouse's Use Childcare Facilities			-.095			.053
Spouse's Working Hours			.002			-.003
R²	.004	.094	.112	.002	.045	.057
Δ R²	.002	.004	.018	.001	.001	.012
F	.390	4.507***	3.1239**	.196	2.027	1.545

Note:* p < .05; ** p < .01; *** p < .001

Table 5: Results multiple regression analyses of parents' own and spouse's parenthood ideology on their own utilization of childcare facilities (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	.143	.138	.126	.182	.209*	.207*
Spouse's Traditional Parenthood Ideology	.198	.182	.130	.001	.017	.014
Own Traditional Parenthood Ideology*Spouse's Traditional Parenthood Ideology	-.065	-.060	-.049	-.034	-.038	-.037
Own Use Flex WHAs		.002	.003		.030*	.029
Own Use Parental Leave		.342***	.358***		.205**	.181**
Own Working Hours		-.002	-.001		.001	.001
Spouse's Use Flex WHAs			.001			-.011
Spouse's Use Parental Leave			.074			-.095
Spouse's Use Childcare Facilities			.211**			.150**
Spouse's Working Hours			-.001			-.002
R²	.012	.096	.133	.041	.094	.131
Δ R²	.010	.001	.037*	.004	.001	.036*
F	1.045	4.622***	3.957***	3.715*	4.540***	3.864***

Note:* p < .05; ** p < .01; *** p < .001

Hypothesis 2e and 2f predicted a moderating effect of spouse's parenthood ideology on the relationship between the own parenthood ideology and one's working hours. Traditional men were expected to work long hours and this effect was predicted to be boosted in the presence of a traditional wife. For mothers, the reverse is expected, so traditional women with a traditional husband will work less than traditional women with an egalitarian husband. Looking at the results in Table 6, the models for the women show no significant relationship, while the interaction effect show to be significant for fathers (B=-2.670, p<.01). This model explains 6.1% of the variance, adding 3.6% to the variance

explained in the model that omits the interaction effect and assesses only the direct effect. In Figure 3 the interaction effect is visualized in a graph.

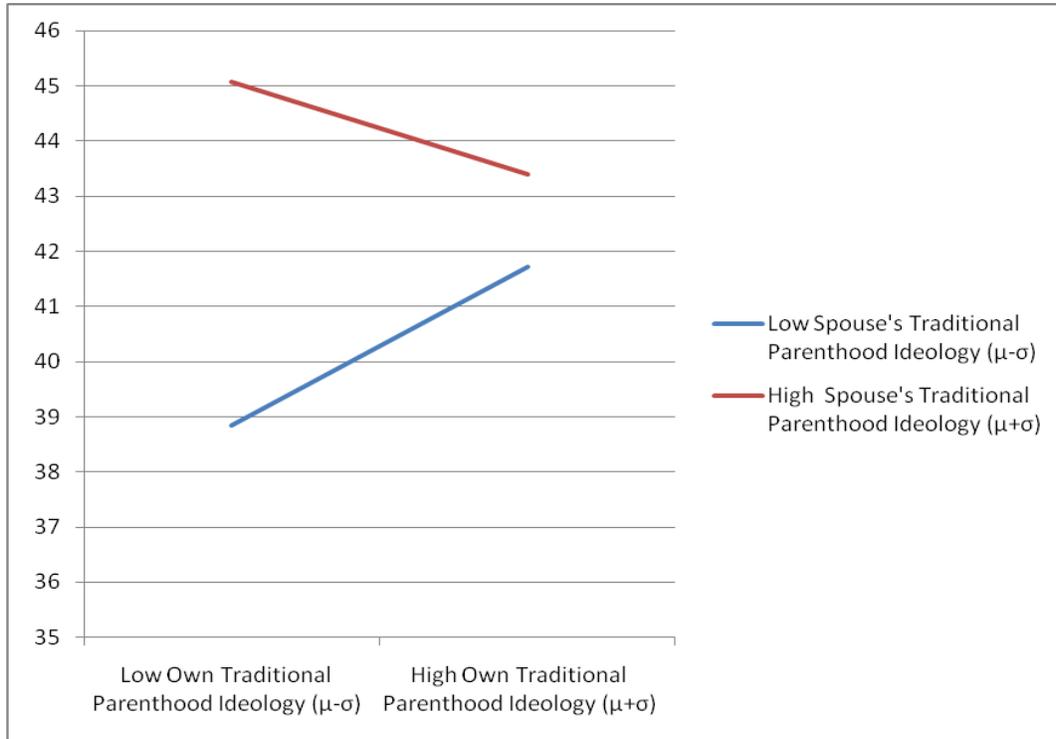
As expected, the associations between one's own traditional ideology and number of working hours is boosted by a traditional ideology of the spouse and buffered by an egalitarian perspective. Fathers with a traditional spouse work more hours than those with an egalitarian counterpart. Interestingly, this discrepancy is largest when fathers score low on a traditional parenthood ideology and the discrepancy narrows as fathers themselves become more traditional.

Table 6: Results multiple regression analyses of parents' own and spouse's parenthood ideology on their own working hours (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	6.757**	7.018**	6.605**	-2.052	-2.080	-1.454
Spouse's Traditional Parenthood Ideology	9.767***	10.157***	9.925***	-2.542	-2.420	-1.946
Own Traditional Parenthood Ideology*Spouse's Traditional Parenthood Ideology	-2.670**	-2.775**	-2.726**	.385	.391	.214
Own Use Parental Leave		.200	.242		.208	.168
Own Use Childcare Facilities		-1.651	-1.949		.761	.685
Own Working Hours		-.802	-.318		1.141	1.180
Spouse's Use Flex WHAs			-.419			.040
Spouse's Use Parental Leave			-2.115			1.669
Spouse's Use Childcare Facilities			-1.629			-.455
Spouse's Working Hours			-.060			-.073
R²	.061	.069	.090	.034	.038	.046
Δ R²	.036**	.001	.022	.001	.002	.008
F	5.691**	3.200**	2.549**	3.105*	1.719	1.243

Note: * p < .05; ** p < .01; *** p < .001

Figure 3: Interaction of own and spouse's traditional parenthood ideology on working hours of fathers



Own Parenthood Ideology and Utilization of WHAs: The Moderating Effect of Spouse's Utilization of WHAs

The final analyses performed were explorative of nature. Next to the attitudes of the spouse, there were indications that the behavior of the spouse may have an influence on the own behavior; in this study the behavior under investigation is the utilization of WHAs. The results of these additional analyses can be found in Appendix 3 and are discussed below.

While the moderating effect did not exist for any of the models; other effects were found. An additional effect was found for the spouse's use of flex WHAs on the own utilization of WHAs of both sexes. This direct effect was positive for both fathers ($\beta=.128, p<.05$) and mothers ($\beta=.120, p<.05$). The spouse's use of flex WHAs explained an additional 1.6% in variance for men; for women this was 1.4%, resulting in a variance explained of 4% and 7.4% respectively. Thus, an influence existed; however this was not a moderating one. The more the spouse uses flex WHAs, the more a parent uses flex WHAs him

or herself. For the other types of WHA –parental leave, childcare facilities and number of working hours – no effects were found at all.

Conclusion and Discussion

Research towards work home arrangements has gained increasing popularity the past years. However, while many studies mention the presence of a spouse, most studies neglect the fact that decisions such as the distribution of time to work and care may be dependent of this spouse.

The aim of this study was first to provide a deeper understanding of parenthood ideology on parents' use of WHAs. In addition, this study also brings a novelty to the research field by incorporating the influence of the spouse in this study as well. It is argued that two spouses in a couple are different entities and their beliefs and actions influence each others use of WHAs. First, the relationship between the own parenthood ideology and the own use of WHAs was examined. Subsequently, the impact of the spouse's attitude and behavior is studied. Limited confirmation was found for the expected relationship between the own parenthood ideology and the own use of WHAs. Furthermore, some evidence of the predicted effects of spouse's parenthood ideology as well as spouse's use of WHAs. The results are discussed more into detail below.

Own Parenthood Ideology and Utilization of WHAs

A striking finding in this study is that men made more use of flex WHAs and childcare facilities. Other studies often find that women are the ones to use WHAs more overall. This may be the result of the industries in which the men in the sample worked. Another explanation is that mothers use their number of working hours rather than the other types of WHA to manage work and family responsibilities.

Furthermore, parents who use parental leave, make more use of childcare facilities as well. This shows that parents combine different types of WHA to take care of their children. Looking at one's own and the spouse's ideology, the more traditional a person is, the more traditional the spouse is as well. This shows that people may pick their partner based on similar ideologies. Perhaps these similar ideologies are crucial to find a well division of work and home demands in a partnership.

As expected, one's own parenthood ideology would have an effect on one's use of WHAs. Since parenthood ideology incorporate gender roles, different outcomes were predicted for fathers and mothers. As expected and in line with previous research (Van Engen et al, 2009), more traditional

parents made less use of flex WHAs - working at home, teleworking, shared jobs, 4x9 work week, flextime, block times, unpaid leave, savings leave, sabbatical leave, life-course savings scheme and repatriation scheme- than their egalitarian counterparts. A probable explanation is that traditional mothers are willing to withdraw from the labor market to a large extent to devote time to their care tasks. In addition, traditional fathers feel that they should be the main breadwinner and not a caretaker and thus will abstain from using flex WHAs. Also parents may be unwilling to cope with fulltime work and care tasks at the same time.

Next, traditional mothers were expected to use parental leave but no childcare, whereas traditional fathers were expected to use none of these two types of care WHAs. These expectations could not be confirmed. Possibly, the use of care WHAs is rather a necessity than an issue of beliefs. Parental leave may be required for mothers to recuperate from giving birth to a child, whereas fathers may use this leave in order to at home as their spouse is recovering. Furthermore, the use of childcare facilities may be a result of the need of the couple to work such hours –thus of a financial necessity - that childcare facilities are the means to combine work and care.

Finally, traditionalism was predicted to influence number of working hours for mothers negatively, but number of working hours for fathers positively. This was only confirmed for mothers, which indicates that they do cut back their number of hours in order to fulfill care tasks if they believe they ought to.

Moderating Effect of Spouse's Parenthood Ideology

The spouse's influence was incorporated in the study as two moderating variables, the spouse's parenthood ideology and the spouse's utilization of WHAs.

First, the relationships between a traditional parenthood ideology and the four types of WHA were predicted to be greater if one has a traditional spouse than if one has a non-traditional spouse. One moderating effect was found for fathers and their working hours. As expected, fathers with a traditional wife work longer hours than those with a non-traditional wife. However, this discrepancy is the largest when fathers have an egalitarian parenthood ideology and narrows as fathers become more traditional. Thus, it is surprising that non-traditional men with a traditional wife work much more hours. This may be ascribed to the fact that the traditional ideology, in which men work long hours and women take care of the children, is still the dominant ideology in society. While egalitarian fathers may have the intention to work less, having a traditional –partner may make this hard or impossible, since support at

home for certain choices regarding work and care is absent. Consequently, they will work long hours and may put even in more hours to conform to their partners' and society's beliefs. The high number of working hours of egalitarian fathers with a traditional partner may also be the result of a certain sense of duty to work long hours. Another explanation is simply that having a non-traditional mindset does not mean one acts according to this mindset.

For mothers, no interaction effect was found, however next to their own parenthood ideology, the ideology of the husbands had an independent, but similar influence. The more traditional the ideology of the spouse, the fewer mothers make use of flex WHAs. Flex WHAs are used to combine a fulltime job with care; however when the spouse is traditional, he would rather have his wife working few hours to take care of the children, which explains the negative relationship between a traditional parenthood ideology of the spouse and mothers' utilization of flex WHAs.

Moderating Effect of Spouse's Utilization of WHAs

The moderating effect of the spouse's utilization of WHAs was investigated. In this study, this was done in an explorative manner. However, spouse's utilization of work home arrangements did not moderate the relationships between the own parenthood ideology and the utilization of WHAs. Nonetheless, a direct positive effect was found for spouse's use of flex WHAs on the own use of flex WHAs. Thus, the more flex WHAs the spouse uses, the more one uses them themselves. This may be that the utilization by the spouse results in more acceptance by oneself to use them as well. An explanation is that people may choose a partner based on similar behaviors.

Limitations and Future Research

Interpreting the findings of this research should be done bearing several limitations in mind.

First of all, whereas parenthood ideology –as used in this study- measures a set of values and beliefs on what the division of work and care should be, perhaps measuring what one's parenthood ideal in the division of work and care is more predictive. This discrepancy in terminology should be taken into account in future research. Focusing on the "ideal situation" for parents will deepen the understanding into certain choices regarding work and care. The other measure that has to be addressed is the one of the flex and care WHAs. Respondents were asked whether they used the WHAs listed, of which the not applicable reply was coded as a negative reply. In doing so, it is not clear whether they are not entitled to use them or whether the WHA is available in the organization and to

that person at all. Also, time effects are neglected. For instance, parental leave is often used when a new-born is present and is thus temporarily. These issues should be taken into account in future research. The overall low use of WHAs causes difficulties to assess relationships between the use of WHAs and other variables.

Secondly, the cross-sectional design shows relationships between the concepts; however causal inferences cannot be made. A longitudinal research design can discover possible causal relationships. Perhaps the utilization of WHAs may be predictive of an individual's parenthood ideology rather than the reverse, which was examined in this study.

Thirdly, there are generalizability issues. The sampling strategy (stratified snowball sampling) resulted in a quite large sample, but this sample is not representative of the entire Dutch population. For example, higher educated people were overrepresented, while lower educated people were underrepresented. Higher educated people often have more egalitarian beliefs and use more WHAs than lower educated people. This makes it more difficult to generalize the conclusions to the Dutch population. Future research should be more careful in choosing an appropriate sampling strategy that allows a sample that represents the whole population. However, even when this may be reached, generalizing it to other countries would be impossible due to the unique role of WHAs –especially part-time working- in the Netherlands.

Finally, this research was a first attempt to investigate what role the behavior and beliefs of a spouse can play in the decision of using WHAs. Furthermore, as both spouses completed a separate questionnaire, the data is less subject to subject validity. However, since it is the first time such a model is researched it is fairly simplistic and of course does not capture all elements that play a factor in the utilization of WHAs. Future studies should therefore build on this research by refining it and incorporating more relevant elements. For instance, financial situation may be important. Another interesting subject of research could be the division of labor in the household. Much research has looked at work at home, but to investigate the considerations of a family as unit may be interesting as well. Research could possibly take a look at total use of WHAs in a family and the distribution of these WHAs in the couple. It may also be interesting whether trends can be identified over time, since having children in different age categories bring along different needs and responsibilities for parents.

Contributions and Implications of the Research.

This research contributes to existing research by taking a new look upon the utilization of work home arrangements. This study provides a deeper understanding of the utilization of work home arrangements by incorporating not only the own attitude but also the attitude and behavior of the spouse. Data were collected from both spouses separately and coupled together, a style of data collection which has not been done before. This novel type of data collection increases the objectivity of these data and provides the opportunity to investigate the influence of the spouse more independently.

The data show that ideology indeed influences behavior. Furthermore, the results show that the spouse does indeed play a role in the decision to use work home arrangements. This influence comes from both beliefs and behavior. This contribution should be taken into account in future research: the utilization of WHAs does not only depend on individual considerations and the organization of employment; also one's spouse is influential in this process.

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Appendix 1: Sample Characteristics

	Total sample	Male sample	Female sample
N	560	280	280
Mean age	43 years	44 years	42 years
Living status			
* Single	-	-	-
* Divorced	0.6%	0.4%	0.7%
* Living with a partner	21.4%	23.3%	20.7%
* Married	79.6%	78.9%	80.4%
Education level			
* Elementary school	0.2%	0.4%	-
* VMBO, LBO, LTS, mavo	16.1%	16.4%	15.7%
* MBO, Have, VWO, HBS, MMS	37.7%	31.8%	43.6%
* HBO, University	45.7%	50.7%	40.7%
Current job level			
* Top of higher management	8%	12.5%	3.6%
* Middle management	21.6%	13.1%	12.4%
* Lower management	12.9%	17.1%	8.6%
* Employees without management Responsibilities	51.2%	33.2%	68.9%
* Other	5.2%	5.4%	5%

Appendix 2: Scale Parenthood Ideology**Figure 2: Results factor analysis parenthood ideology**

	Factor 1
Het gezinsleven lijdt eronder als de moeder werkt	,736
Een kind lijdt eronder als de zorg wordt uitbesteed aan professionele zorgverlening (bijvoorbeeld kinderdagverblijf, buitenschoolse opvang)	,662
Als er kinderen komen, is het het beste als de vader fulltime werkt en de moeder niet werkt	,638
Het gezinsleven lijdt eronder als beide ouders werken	,610
Een kind lijdt eronder als de zorg wordt uitbesteed aan familieleden of vrienden (oma/opa, tante/oom, etcetera)	,602
Het komt een kind ten goede als de moeder werkt	-,556
Het komt een kind ten goede als beide ouders werken	-,554
Een vrouw is geschikter om voor jonge kinderen te zorgen dan een man	,523
Eigenvalue	3.307
% Variance explained	41.342
Cronbach's alpha coefficient	.788

Extraction Method: Principal Component Analysis.

Appendix 3: Explorative Analyses

Table 7: Results multiple regression analyses of parents' own parenthood ideology and spouse's use of flex WHAs on their own use of flex WHAs (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	-.104	-.093	-.030	-.233	-.240	-.154
Spouse's Use Flex WHAs	.493*	.557**	.537**	.471*	.441*	.439*
Own Traditional Parenthood Ideology*	-.158	-.181*	-.176*	-.155	-.140	-.142
Spouse's Use Flex WHAs						
Own Use Parental Leave		.238	.253		-.232	-.212
Own Use Childcare Facilities		.117	.108		.517*	.459
Own Working Hours		.005	.007		.005	.004
Spouse's Use Parental Leave		.285	.265		-.142	-.152
Spouse's Use Childcare Facilities		-.340	-.285		-.016	-.017
Spouse's Working Hours		.000	.000		-.011	-.011
Spouse's Traditional Parenthood Ideology			.146			-.156
R ²	.053	.065	.069	.086	.111	.116
Δ R ²	.013	.007	.003	.012	.005	.006
F	4.971**	2.007*	1.894*	8.314***	3.562***	3.373***

Note: * p < .05; ** p < .01; *** p < .001

Table 8: Results multiple regression analyses of parents' own parenthood ideology and spouse's use of parental on their own use of parental leave (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	-.010	.009	-.005	-.013	-.015	-.030
Spouse's Use Parental Leave	-.052	.382	.383	-.032	-.015	-.032
Own Traditional Parenthood Ideology*	.005	-.166	-.165	-.002	-.018	-.010
Spouse's Use Parental Leave						
Own Use Flex WHAs		.011	.012		-.014	-.013
Own Use Childcare Facilities		.285***	.285***		.173**	.182
Own Working Hours		-.002	-.002		.001	.001
Spouse's Use Flex WHAs		-.009	-.007		.007	.008
Spouse's Use Childcare Facilities		-.097	-.108		.055	.055
Spouse's Working Hours		.002	.002		-.003	-.003
Spouse's Traditional Parenthood Ideology			.029			.028
R²	.002	.116	.119	.002	.053	.056
Δ R²	.000	.013	.003	.000	.011	.003
F	.178	3.760***	3.471***	.216	1.611	1.535

Note: * p < .05; ** p < .01; *** p < .001

Table 9: Results multiple regression analyses of parents' own parenthood ideology and spouse's use of childcare facilities on their own use of childcare facilities (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology						
Spouse's Use Childcare Facilities	.312	.319	.321	.162	.144	.263
Own Traditional Parenthood Ideology* Spouse's Use Childcare Facilities						
Own Use Flex WHAs		.003	.002		.031*	.027
Own Use Parental Leave		.363***	.364***		.179**	.183**
Own Working Hours		.000	.000		.002	.001
Spouse's Use Flex WHAs			.078		-.002	-.011
		.001				
Spouse's Use Parental Leave		.080	-.001		-.008	-.089
Spouse's Working Hours		-.001	-.016		-.089	-.002
Spouse's Traditional Parenthood Ideology					-.002	-.085**
R²	.033	.128	.129	.039	.100	.127
Δ R²	.000	.004	.001	.000	.010	.027**
F	3.049*	4.206***	3.793***	3.195**	3.743***	3.559*

Note: * p < .05; ** p < .01; *** p < .001

Table 10: Results multiple regression analyses of parents' own parenthood ideology and spouse's number of working hours on their own number of working hours (B-values)

Model	Men			Women		
	1	2	3	1	2	3
Own Traditional Parenthood Ideology	-1.985	-2.258	-3.244	-6.835	-6.922	-5.172
Spouse's Working Hours	-.377	-.370	-.373	-.395	-.388	-.327
Own Traditional Parenthood Ideology*	.106	.108	.112	.127	.130	.103
Spouse's Working Hours						
Own Use Flex WHAs		.147	.192		.208	.167
Own Use Parental Leave		-1.734	-1.922		.505	.654
Own Childcare Facilities		-.079	.007		1.789	1.307
Spouse's Use Parental Leave		-.677	-.534		.032	-.001
Spouse's Use Childcare Facilities		-2.366	-2.106		1.835	1.711
Spouse's Working Hours		-.637	-1.323		-.478	-.479
Spouse's Traditional Parenthood Ideology			1.822*			-1.248
R²	.019	.043	.061	.033	.042	.049
Δ R²	.007	.020	.018*	.005	.004	.008
F	1.747	1.301	1.679	2.962*	1.249	1.333

Note: * p < .05; ** p < .01; *** p < .001