

The spillover of negative mood or affect from the workplace to family and vice versa has been well documented. Negative spillover is associated with problem drinking (Grzywacz & Marks 2000), negative well-being and increased stress (Grzywacz 2000), decreased marital quality (Barnett 1994; Boger et al. 1989; Thompson & Bolger 1999) and marital strain (Stevens & Riley 2006). Increases in women's labor force participation and couples' greater reliance on two wages imply that the number of individuals facing negative work-family spillover is higher now than ever before. Researchers have identified several job and family characteristics (Shieman et al. 2003; Bromet et al. 1990; Maume & Houston 2001; Roehling et al. 2003) as well as macro policy structures (Crompton & Lyonette 2006) that affect work-family spillover. Building on previous research, we analyze whether individuals experience less negative work-family spillover if they live in countries with policies aimed at alleviating work and family conflict.

This study uses the 2002 International Social Survey Programme (ISSP) on family and changing gender roles using a cross-national sample, and includes questions on work-family spillover. To measure variation among countries' family-policy, we use Meyers, Gornick, and Ross' (1999) typology of policy support for mothers' continuous labor force participation. Coupling Meyers, Gornick, and Ross's (1999) measure of work-family policy with the 2002 International Social Survey Programme (ISSP) data, we analyze the extent to which a country's work-family policy does, in fact, alleviate spillover between work and family for men and women in ten nations.

Table 1 shows that men living in strong work-family policy countries report greater spillover than men living in weak work-family policy countries but women living in strong work-family policy countries report less spillover than women in weak supporting countries ($p < 0.010$). In the moderate work-family policy countries, both men ($p < 0.010$) and women ($p < 0.001$) report less spillover than their weak policy counterparts. Norwegian women report significantly less spillover than women in weak work-family policy countries ($p < 0.001$) but policy environment is not significant for Norwegian men. These findings suggests that a strong work-family policy environment alleviates some of the work-family spillover for women probably through women off-loading some of their household responsibilities to men, a process which decreases women's spillover and increases that of men.

In Table 2 the relationship between gender and negative work-family spillover provides one of the most striking results. Model 1 shows that in strong and weak work-family policy environments, gender is significantly correlated with spillover ($p < 0.050$) as men report significantly less spillover than women but gender is not statistically significant in moderate policy countries. With the addition of job characteristics to Model 2, the relationship between gender and spillover becomes statistically stronger in the strong and weak policy countries ($p < 0.001$) and becomes statistically significant in the moderate work-family policy countries ($p < 0.050$). Gender is no longer statistically significant in strong and moderate policy countries when home factors, including respondent's housework hours, home stress and dissatisfaction are added to Model 3 but the effect remains significant in weak work-family policy countries ($p < 0.001$). As women remain largely responsible for the household responsibilities, household factors are likely to increase women's reports of spillover. Once these household characteristics are controlled for, women and men report equivalent levels of negative spillover in strong and moderate work-family policy countries. In weak policy countries, however, gender

remains statistically significant in the final model. These findings suggest gender differences in sources of work and family spillover in strong and moderate work-family policy and depict women's spillover disadvantage in weak work-family policy countries. The results of this study highlight the importance of gender in the relationship between spillover and policy.

Table 1: Regression Results for Negative Spillover for Men and Women in Ten Countries

	<u>Men</u>	<u>Women</u>
	Coefficient	Coefficient
Constant	1.152***	0.957***
Work-Family Policy Environment		
Strong Work-Family Policy Countries	0.075**	-0.081**
Moderate Work-Family Policy Countries	-0.099**	-0.201***
Outlier	-0.001	-0.194***
Job Characteristics		
Respondent's Weekly Work Hours	0.006***	0.012***
Employment Sector		
Government	-0.053	0.008
Public or Private Firm	-0.047	-0.024
Supervisor Position	0.038	0.043
Job Stress	0.125***	0.099***
Job Dissatisfaction	0.067***	0.074***
Home Characteristics		
Respondent's Housework Hours	0.004**	0.004**
Home Stress	0.048***	0.090***
Home-life Dissatisfaction	0.116***	0.098***
Controls		
Children aged up to 6 present	0.037	0.026
Children aged 6 to 17 present	-0.018	-0.003
Gender Role Ideology	-0.106***	-0.105***
Respondent's Level of Education	0.019*	0.020*
Family Income	-7.87E-08	-1.08E-07*
Age	-0.008***	-0.003**
Marital Status		
Married	0.030	-0.082
Single	-0.080	-0.113*
Adjusted R-Square	0.257***	0.290***
N	2205	2304

Table 2: Regression Results for Nested Models of Spillover by Policy Environment

	STRONG WORK-FAMILY POLICY COUNTRIES				MODERATE WORK-FAMILY COUNTRIES			
	Model 1	Model 2	Model 3	Model 4	Model 1	Model 2	Model 3	Model 4
	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient
Constant	1.889***	0.680***	0.228**	0.909***	1.714**	0.953***	0.733***	0.807***
Male Dummy	-0.044*	-0.091***	-0.017***	-0.013	0.023	-0.068*	-0.048	-0.072
Job Characteristics								
Respondent's Weekly Work Hours		0.012***	0.013	0.012***		0.006***	0.007***	0.008***
Employment Sector								
Government		-0.030	-0.007	0.028		0.034	0.012	-0.016
Public or Private Firm		-0.025	0.008	0.011		-0.041	-0.042	-0.071
Supervisor Position		0.032	0.036	0.062**		0.017	0.011	-0.003
Job Stress		0.132***	0.117***	0.111***		0.078**	0.049**	0.062**
Job Dissatisfaction		0.109***	0.078***	0.066***		0.111***	0.093***	0.080***
Home Characteristics								
Respondent's Housework Hours			0.006***	0.005**			-0.005	-0.004
Home Stress			0.077***	0.078***			0.067***	0.056**
Home-life Dissatisfaction			0.105***	0.101***			0.093***	0.096***
Controls								
Children aged up to 6 present				0.003				0.080
Children aged 6 to 17 present				-0.004				-0.005
Gender Role Ideology				-0.105				-0.054
Respondent's Level of Education				0.014				0.022
Family Income				-1.640E-07***				1.240E-06*
Age				-0.007***				-0.001
Marital Status								
Married				-0.078				-0.006
Single				0.048				0.088
Adjusted R-Square	0.001*	0.187***	0.276***	0.313***	0.000	0.099***	0.139***	0.146***
N	3598	3084	2278	2145	1461	1253	901	754

Table 2 Continued: Regression Results for Nested Models of Spillover by Policy Environment

	WEAK WORK-FAMILY COUNTRIES				OUTLIER			
	Model 1	Model 2	Model 3	Model 4	Model 1	Model 2	Model 3	Model 4
	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient	Coefficient
Constant	1.938***	0.983***	0.501***	1.238***	1.716***	0.666***	0.255*	0.765***
Male Dummy	-0.068*	-0.142***	-0.127***	-0.154***	0.037	0.001	0.043	0.055
Job Characteristics								
Respondent's Weekly Work Hours		0.006***	0.009***	0.009***		0.005***	0.005***	0.005**
Employment Sector								
Government		0.005	0.044	0.025		-0.075	-0.083	-0.144*
Public or Private Firm		0.015	0.037	0.006		-0.089	-0.070	-0.125
Supervisor Position		0.045	0.011	0.029		0.086**	0.063	0.065
Job Stress		0.120***	0.102***	0.114***		0.206***	0.178***	0.173***
Job Dissatisfaction		0.108***	0.100***	0.090***		0.067***	0.039*	0.036
Home Characteristics								
Respondent's Housework Hours			0.006	0.007***			0.000	0.000
Home Stress			0.062***	0.052**			0.091***	0.091***
Home-life Dissatisfaction			0.101***	0.110***			0.125***	0.145***
Controls								
Children aged up to 6 present				0.085**				-0.006
Children aged 6 to 17 present				-0.030				-0.038
Gender Role Ideology				-0.117***				-0.061***
Respondent's Level of Education				-0.003				0.038*
Family Income				4.030E-08				5.880E-08
Age				-0.004*				-0.006
Marital Status								
Married				-0.167***				-0.136
Single				-0.086				-0.249**
Adjusted R-Square	0.002*	0.151***	0.223***	0.250***	0.000	0.184***	0.249***	0.280***
N	1862	1629	1028	967	992	897	695	642