



**Work +  
Family  
Researchers  
Network**

See below for the Zoom chat log from the 9/17/2021 WFRN event titled *Conversations about Covid-19 & Work-Family Around the Globe*

### Chat Log

00:11:03 Krista Minnotte: Thanks for all the quick thinking and getting us going again!

00:11:29 Melissa Milkie: Thanks for your patience everyone and quick thinking Marissa!

00:12:26 Alexandra Beauregard: Marissa, you are a lifesaver, thank you!

00:12:35 WFRN: Thank you everyone! Super frustrating, but I like that we're important enough to be "zoom bombed." That counts for something, right?

00:12:53 Bongzi Mabaso: Hahaha good one

00:13:47 IBS Sandra Idrovo Carlier: Thanks Marissa! And just to add to my experience: this is my first time being "zoom bombed".

00:19:13 Jess Calarco (she/her): Melissa - to the question that you raised before the switch, there were some outliers. Those families had structural conditions that promoted more egalitarian sharing (both parents working remotely, or just dad at home) and \*also\* rejected the idea that mothers were best suited for care. Usually, this was because dads were already highly involved in parenting pre-pandemic, sometimes even doing a greater share of the parenting/working only part-time.

00:20:02 Jess Calarco (she/her): We talk about the outlier cases in the paper and also include more data from interviews with dads that get at their side of the equation:  
<https://journals.sagepub.com/doi/full/10.1177/23780231211038783>

00:20:03 Krystal Wilkinson: Only just received the new link, sorry for being late

00:20:14 Melissa Milkie: A lot of things needed to be in place, it sounds like; similar to Kathleen's note about when mom was in person and dad remote

00:20:54 Jess Calarco (she/her): Exactly. Those families tended to return to childcare/in-person schooling as quickly as possible in our sample.

00:22:57 Melissa Milkie: we find dad's share predicted by his being in the home too in this paper - "needs exposure" <https://onlinelibrary.wiley.com/doi/full/10.1111/cars.12315>

00:24:09 Heejung Chung (she/her): My presentation is based on this: <https://journals.sagepub.com/doi/full/10.1177/08912432211001304>

00:24:23 Melissa Milkie: Richard Petts and colleagues look at US compared with 3 other countries - overwork is impt in US

00:25:17 Jess Calarco (she/her): Yes Melissa - that idea of dads' needs exposure is super interesting and makes a lot of sense. Thanks for sharing!

00:25:50 Richard Petts: We find remote work continues to be a key predictor of fathers' shares of housework/childcare in November when more parents were returning to office (no link yet)

00:26:26 Jess Calarco (she/her): Thanks, Richard. I'm super interested to see how things changed over the pandemic with the return to in-person work for many workers.

00:29:07 Brigid Schulte (she, her, hers): That's a big finding from our pre pandemic men and care qual and quant project - exposure is what really matters for men's caregiving behaviors

00:29:10 Brigid Schulte (she, her, hers): <https://www.newamerica.org/better-life-lab/reports/providing-care-changes-men/>

00:29:25 Melissa Milkie: 4-day work week - Lonnie Golden has work on this -- may also contribute to this "availability" of dads in home -- BUT they have to "see" and feel responsible and not entitled to more leisure though

00:30:41 Richard Petts: Yeah, interesting to see how this shifts as things become more "normal" and the "crisis" subsides (as men may have been more motivated to do more given the stress of the pandemic and increased burdens)

00:30:53 Melissa Milkie: That is fantastic Brigid--thanks for posting that link!

00:31:10 Jess Calarco (she/her): That's where the cultural piece feels so important. We interviewed so many dads who said things like: "When I'm home with the kids, all I can do is focus on keeping them alive. My wife can do it all and I don't know how she does it." Unless we shift that thinking about who \*can\* do what (and do it well), it seems hard to change the inequalities.

00:32:30 Heejung Chung (she/her): I forgot to mention that we saw that only when mothers were at home, did fathers do more homeschooling and did a more of an equal share.

00:33:52 Melissa Milkie: Interesting Heejung! Homeschooling was so far outside of normal "child care" and "housework" -- as we measure in time diaries from the past

00:35:05 Heejung Chung (she/her): During covid-19 homeschooling was a big childcare task - and as Jess mention about culture - I think homeworking fathers thought they couldn't really do it - but could do it if mothers managed it and told fathers what to do.

00:36:08 Heejung Chung (she/her): @Mara - we also did some analysis using the UKHLS -with Shireen Kanji and Anke Plagnol - we find that it is the full-time working mother's working hours that have not recovered in the longer term, whereas others recovered in the latter part of 2020.

00:36:41 Jess Calarco (she/her): Heejung - your point about moms having to tell dads what to do is such an important one. It reminds me of Allison Daminger's work on cognitive labor. <https://journals.sagepub.com/doi/abs/10.1177/0003122419859007?journalCode=asra>

00:38:09 Ariane Ollier-Malaterre: New dads' exposure is likely a benefit of Scandinavian parental leaves where there is a quota for men!

00:38:11 Heejung Chung (she/her): Yes - I've used Alison's work to explain the pattern in the article (currently in review) :)

00:42:31 Mara: For those interested in more about the Dutch case: Here are links to two of the papers mentioned (the pre-print will be out in a journal soon): <https://osf.io/preprints/socarxiv/652mh/>

00:42:44 Mara: And the second: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0242249>

00:43:45 Krystal Wilkinson: In the UK, we have a 'furlough' scheme. Be interesting to see divisions of domestic labour when 'work' is removed, and gender differences.

00:55:27 Kathleen Gerson: Since I'm not sure my slide show actually appeared on screen, here's the reference for the article on gender, parenting, & remote work in case you'd like to check it out: "Gender, Parenting, and the Rise of Remote Work During the Pandemic" (Dunatchik, Gerson, Jacobs, & Stritzel, Gender & Society, 2021)

00:56:17 Melissa Milkie: Thanks for the policy recommendations Ameeta--these tailored to contexts will be impt to target over the long term

00:56:45 Alexandra Beauregard: Thank you, Kathleen!

00:57:51 Kathleen Gerson: Oops. And Jennifer Glass is also a co-author on the Gender & Society article!

00:58:31 Melissa Milkie: wow, the work and hh context of Colombia very powerful in comparative perspective

00:59:25 Ameeta Jaga: thanks Melissa, yes tailored to context, because the lockdown decision itself was criticised in many global South contexts where entire families' livelihoods were wiped out.

01:00:30 Mara: This contextualisation with countries from the Global South is so crucial for our understanding, thanks Ameeta and Sandra!

01:01:14 Kathleen Gerson: Agreed, Mara!

01:01:25 tammyallen: Will these recordings be available? This has been a fascinating discussion. Would like to share with my students.

01:03:47 Heejung Chung (she/her): Yes that would be a great idea to show it to students!

01:04:35 Clarice Santos: Thank you all for such insightful presentations! And thank you organizers for today and yesterday! I have to leave now - sorry. Great to see so many familiar faces - and looking forward to seeing many of you in NYC next year.

01:04:48 Sarah A Damaske: The recording will be made available on the WFRN website for our members! We will notify you via the listserv when it's available

01:05:12 tammyallen: Thanks Sarah.

01:05:49 Bongji Mabaso: Insightful presentations from everyone, thank you.

01:06:44 Krystal Wilkinson: I did some research on solo-living people during the pandemic. More 'sense of entitlement' to consider their work-life balance, and working hours, etc.

01:06:46 Scott Schieman: Thanks Mara. "Don't want to keep doing 'this'"? Is the "this" hours, or where we work, or when we work?

01:07:21 Melissa Milkie: yes, the how many hours is key, but so is how many days, what parts of days, etc.

01:07:33 Clare Kelliher: Apologies I need to head to another meeting now. Thank you to the presenters and to Alex for chairing

01:07:42 Heejung Chung (she/her): So I've mentioned to MAra - in a paper we are hoping to submit soon - we see that most people's working hours recovered but that of mothers

01:07:52 Mara: I think a bit of everything: in NL, many workers commute. So the 'this' is commuting (every day), working so many hours/rushing for care with kids or others.

01:07:56 Heejung Chung (she/her): especially full-time working mothers' working hours have suffered a lot

01:08:11 Mara: So getting at what Melissa is saying as well.

01:08:23 Melissa Milkie: I found the same with US and CDN fathers as you found Mara, the do NOT want to go back to normal

01:08:32 Heejung Chung (she/her): But in the UK we've already seen that domestic division of labour has already returned "back to normal" by winter of 2020

01:08:52 Mara: I just wonder whether this discourse is strong enough to bring about change as things slowly return to 'normal'.

01:09:26 tammyallen: Is anyone examining how covid has prompted a change in the psychological contract between company and employee?

01:09:40 Sarah A Damaske: Thanks to everyone! I so enjoyed the talks and am very grateful to everyone's willingness to rebound and shift to the new zoom! It was such a wonderful event (and I'm sorry to have to dash—I have an in-person meeting on campus that I need to head in for). Congratulations and many thanks to all the panelists and thanks to all the participants for coming!

01:09:41 Melissa Milkie: Tammy that sounds fascinating!

01:09:56 Heejung Chung (she/her): BUT yes people don't want to go back to normal - but there is also a trend that as managers/and even the government is trying to push people back to the office - it will be men and childless women, workers without longterm illness/disabilities that will go back - so hybrid working or homeworking may result in a division/increasd inequality in the labour market

01:09:59 Sarah A Damaske: And don't forget: <https://wfrn.org/wfrn-2022-conference/>

01:10:00 Alexandra Beauregard: I have smaller-scale qualitative data that is showing male managers not wanting to "go back to normal" either. They are expressing a desire for more days working from home and for more flexible hours to enable them to take children to school etc.

01:10:02 Christine Beckman: I'm also worried about whether the culture of overwork is possible to change. You see some companies embrace more flexibility and remote work. You see other companies requiring everyone to come back with no exceptions and becoming less flexible with telework.

01:10:44 Mara: Indeed, Tammy - that would be very interesting. We have data on what employees think employers expect of them, and the role of employer support. We found that people appreciated employer support, but that this support was not significant for many outcomes (eg perceived work pressure).

01:10:44 Alexandra Beauregard: Tammy, my data (with Maria Adamson and Sue Lewis) is looking at sense of entitlement and changes in the psychb contract to some extent.

01:11:07 Alexandra Beauregard: We are getting mixed results. Will hopefully present at WFRN in 2022!

01:11:20 tammyallen: Looking forward to hearing more!

01:11:29 Heejung Chung (she/her): I think the good news is that workers have not had a taste of teleworking/home working and they are willing to vote with their feet

01:12:14 Krista Minnotte: I've been working on a qualitative study of academic parents in the U.S. with Sam Ammons. For our participants part of the toll that the pandemic has taken is guilt and other negative emotions for not being able to live up to the ideal worker norm. So, for this group of workers, we didn't see much questioning of the IWN. The questioning of the IWN might play out differently across occupational contexts (in addition to these other contextual factors).

01:12:28 Ian Roper: Thanks to all presenters and organisers. Very good insights from across the world. Quite unique. Worth coming back after the 'bombing'!

01:12:51 Krista Minnotte: Loving these conversations! Thanks to all presenters!

01:12:56 Alexandra Beauregard: Haha, thanks Ian! Glad you could make it!

01:13:20 Susan Lambert: Excellent point, Mara. The workers I study make the choice between working or no paycheck at all.

01:13:25 Mara: Very interesting findings, Krista! Please do keep us posted on those.

01:13:40 Ariane Ollier-Malaterre: In Canada we see that workers have a lot more leverage when there is labour shortage - the economy shifts power relationships and power matters

01:13:41 Scott Schieman: Excellent point, Mara—and the variation in preferences and expectations (employees/managers/CEOs) is so vast that it is difficult to distill clear patterns about "what people want."

01:14:14 Mara: Yes, Ariane - power is very important!

01:14:44 WFRN: This was so great! Thank you to all of our presenters for your flexibility and patience. And thank you to all who joined (an re-joined) us today. And finally, thank you to Sarah, Alexandra, and Heejung for organizing this plenary. Well done!

01:14:44 Deniz Yucel: Thank you all for these great presentations!

01:14:50 Scott Schieman: Thanks all. This was fantastic.

01:14:54 Jess Calarco (she/her): Thank you so much to the organizers and to all who joined in for this discussion!

01:14:57 Christine Beckman: Thanks!

01:15:02 tammyallen: Thanks again all.

01:15:04 Susan Lambert: Thank you for the wonderful presentations and the important work you are all doing!

01:15:09 Mara: Yes, thank you to the organizers and everyone for attending - what a great session!

01:15:11 IBS Sandra Idrovo Carlier: Thank you to all!

01:15:14 Krystal Wilkinson: Thank you all. My first WFRN event, and it was great.

01:15:23 Brigid Schulte (she, her, hers): Such great presentations! Thank you all!

01:15:34 Ameeta Jaga: Thanks to the organisers and for the diverse views

01:15:42 Lonnie Golden: Krystal and all, please reach out to other researchers, for the upcoming WFRN events!

01:15:46 Anja Stertz: Thanks a lot! Great event!