

PLENUM STUDIES IN WORK AND INDUSTRY

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**MATERNAL  
EMPLOYMENT  
AND CHILDREN'S  
DEVELOPMENT**

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**LONGITUDINAL  
RESEARCH**

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Edited by  
**Adele Eskeles Gottfried**  
and  
**Allen W. Gottfried**

# Maternal Employment And Childrens Development Longitudinal Research

**Jeremiah B. Wills**



## **Maternal Employment And Childrens Development Longitudinal Research:**

**Maternal Employment and Children's Development** Adele Eskeles Gottfried, Allen W. Gottfried, 2013-11-21 In a review written in 1979 I noted that there was a paucity of research examining the effects of maternal employment on the infant and young child and also that longitudinal studies of the effects of maternal employment were needed Hoffman 1979 In the last 10 years there has been a flurry of research activity focused on the mother's employment during the child's early years and much of this work has been longitudinal All of the studies reported in this volume are at least short term longitudinal studies and most of them examine the effects of maternal employment during the early years The increased focus on maternal employment during infancy is not a response to the mandate of that review but rather reflects the new employment patterns in the United States In March 1985 the Bureau of Labor Statistics reported that 49.4% of married women with children less than a year old were employed outside the home Hayghe 1986 This figure is up from 39% in 1980 and more than double the rate in 1970 By now most mothers of children under 3 are in the labor force First-Year

Maternal Employment and Child Development in the First 7 Years Jeanne Brooks-Gunn, Wen-Jui Han, Jane Waldfogel, 2010-08-24 Using data from the first 2 phases of the NICHD Study of Early Child Care we examine the links between maternal employment in the first 12 months of life and cognitive social and emotional outcomes for children at age 3 at age 4 5 and in first grade Drawing on theory and prior research from developmental psychology as well as economics and sociology we address 3 main questions First what associations exist between 1st year maternal employment and cognitive social and emotional outcomes for children in the first seven years of life Second to what extent do any such associations vary by the child's gender and temperament or the mother's occupation Third to what extent do mother's earnings the home environment maternal depressive symptoms sensitivity and HOME scores and the type and quality of child care mediate or offset any associations between 1st year employment and child outcomes and what is the net effect of 1st year maternal employment once these factors are taken into account We compare families in which mothers worked full time 55% part time 23% or did not work 22% in the first year Our main results pertain to non Hispanic White children N 900 although we also carry out some analyses for a small sample of African American children N 113 Our findings provide new insight as to the net effects of 1st year maternal employment as well as the potential pathways through which associations between 1st year maternal employment and later child outcomes where present come about Our structural equation modeling results indicate that on average the associations between 1st year maternal employment and later cognitive social and emotional outcomes are neutral because negative effects where present are offset by positive effects These results confirm that maternal employment in the 1st year of life may confer both advantages and disadvantages and that for the average non Hispanic White child those effects balance each other *Maternal Employment, Relative Income, and Child Well-being: The Effects of Gendered Household Resource Allocation on Children's Cognitive Development Trajectories* Jeremiah B. Wills, 2007 In this

study I extend the scholarship on maternal employment and the allocation of household resources by evaluating the effects of mothers time spent in the labor force and mother relative income on children s cognitive development I use a gendered resource allocation model that recognizes differences in investment preferences between men and women and how women can use increases in their relative earnings to direct greater amounts of family resources towards enrichment goods and services that promote child well being Support for this model comes mostly from research conducted outside of the United States This study contributes to this research literature by using an American sample drawn from the Children of the National Longitudinal Survey of Youth 1979 In addition I contribute to the research on maternal employment and child outcomes with a longitudinal analysis of children s cognitive development trajectories from age five to 14 I find some negative effects on children s initial levels of cognitive skills for measures of both early and current maternal employment hours Some of these effects are moderated by race the supportiveness of children s home environment and mothers cognitive skills Contrary to predictions from a gendered resource allocation model I find that children s cognitive development is lowest in households in which mothers and fathers incomes approximate parity likely because of a lack of clear specialization in such households I discuss these findings in terms of theoretical research and policy applications

**Employed Mothers and Their Children** Jacqueline V. Lerner, Nancy L. Galambos, 2021-04-14 In 1969 the author wrote a letter to Science protesting the unfair treatment of academic mothers who were expected to work full time Her problem with balancing work and family life was typical of the problems of most young parents in the United States More than 20 years later the same problems have not been solved even though more than twice as many families are headed by a fully employed parent or parents In this volume the authors survey the many problems of employed parents and their children Documenting problems by sound research and pointing to the future solutions is a valuable contribution to the psychological literature

**Early Maternal Employment and Child Development in Five OECD Countries**, 2011 This report investigates the effects of maternal employment on child development It compares data from countries with different types of work family policy Australia Canada Denmark the United Kingdom and the United States using data from national birth cohort studies including the Longitudinal Study of Australian Children LSAC the National Longitudinal Survey of Children and Youth NLSCY from Canada the Danish Longitudinal Survey of Children DALSC the Millennium Cohort Study MCS from the UK and the Early Childhood Longitudinal Study ECLS from the US The report compares children s behavioural and cognitive outcomes the timing and intensity of maternal employment child care arrangements and family characteristics The findings suggests that a return to paid work by mothers within six months after childbirth may have negative effects on child outcomes but the effects are small and not universally observed Other factors such as family income parental education and quality of interaction with children were found to have greater effects on development

[From Work-Family Balance to Work-Family Interaction](#) Diane F. Halpern, Susan Elaine Murphy, 2013-06-17 This volume will discuss measures of work family conflict policies designed to

reduce conflict comparisons with other industrialized nations and reasons why family friendly work policies have not been adopted with enthusiasm

**Parenting and Child Development in Nontraditional Families** Michael E. Lamb, 1998-10

This book goes beyond traditional families and traditional notions about their impact on child development to consider parallel issues with less frequently studied types of families For developmentalists family specialists clinicians and educators

**Redefining Families** Adele Eskeles Gottfried, Allen W. Gottfried, 1994-02-28 This groundbreaking work offers an exhaustive investigation of the effects of alternative family arrangements on children s development and explores the social and legal implications of such arrangements Distinguished contributors integrate recent literature and empirical evidence to dispel the myths and biases regarding children s development in alternative families The book concludes with a novel theoretical perspective on children s development offering developmental and social psychologists a fresh look at the field

**The Changing Realities of Work and Family** Amy Marcus-Newhall, Diane F. Halpern, Sherylle J. Tan, 2009-01-30

Changing Realities of Work and Family is an interdisciplinary volume that examines the multiple realities of work and family from academic commercial and political perspectives The book Brings together works by an extraordinary list of contributors including Jane Swift former governor of Massachusetts practitioners from industry the leading attorney in discrimination against mothers and pregnant women and outstanding academics from psychology business economics and human relations Examines work and family in the political arena gay and lesbian workers work and family as it relates to age single mothers and the role of culture and community Includes original empirical articles written expressly for this work in which the most current research on the field of work and family will be presented Provides real world examples of the intersection of work and family in such fields as business government and the law

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*Maternal Employment, Relative Income, and Child Well-Being: The Effects of Gendered Household Resource Allocation on Children's Cognitive Development Trajectories*, 2004 In this study I extend the scholarship on maternal employment and the allocation of household resources by evaluating the effects of mothers time spent in the labor force and mothers relative income on children s cognitive development I use a gendered resource allocation model that recognizes differences in investment preferences between men and women and how women can use increases in their relative earnings to direct greater amounts of family resources towards enrichment goods and services that promote child well being Support for this model comes mostly from research conducted outside of the United States This study contributes to this research literature by using an American sample drawn from the Children of the National Longitudinal Survey of Youth 1979 In addition I contribute to the research on maternal employment and child outcomes with a longitudinal analysis of children s cognitive development trajectories from age five to 14 I find some negative effects on children s initial levels of cognitive skills for measures of both early and current maternal employment hours Some of these effects are moderated by race the

supportiveness of children's home environment and mothers' cognitive skills. Contrary to predictions from a gendered resource allocation model, I find that children's cognitive development is lowest in households in which mothers' and fathers' incomes approximate parity, likely because of a lack of clear specialization in such households. I discuss these findings in terms of theoretical research and policy applications.

*Parents' Jobs and Children's Lives* Toby Lee Parcel, *Parents Jobs and Children's Lives* considers the effects of parental working conditions on children's cognition and social development. It also investigates how parental work affects the home environments that parents create for their children and how these home environments influence the children directly. The theoretical underpinnings of the book draw from both sociology and economics; in addition, the authors make use of literature derived from developmental psychology. Theoretically eclectic, they rely on the personality and social structure framework developed by Melvin Kohn and his colleagues on arguments regarding the importance of family social capital developed by James Coleman, as well as on ideas from Gary Becker's new home economics as guides to model specification. The empirical basis for Parcel and Menaghan's study is a series of multivariate analyses using data drawn from the 1986 and 1988 waves of the National Longitudinal Survey's Child Mother data set. This data set matches longitudinal data on mothers derived from the National Longitudinal Survey of Youth with data on the children of these mothers born as of 1986. Children aged 3 to 6 were given age-appropriate developmental assessments every two years in order to assess the influence of parental work on short-term changes in their cognition and social behavior. The authors also devote considerable attention to the effects of fathers' work and family structure on the well-being of their children. Parcel and Menaghan's work brings evidence to bear on both the theoretical perspectives guiding the analyses and on current policy debates regarding the nexus of work and family.

[Handbook of Parenting: Biology and ecology of parenting](#) Marc H. Bornstein, 1995 Volume 2

**Maternal Employment in Early Childhood** Teresa Katherine Lightbody, 2015. This thesis focused on the associations between maternal employment in early childhood and the developmental outcomes of infant, toddler, and preschool-age children in Canada. It is well established that maternal employment in the first year is negatively associated with children's development, particularly cognitive outcomes. However, a number of questions remain about the effects of the number of hours that mothers work, differential outcomes for boys and girls, and the contributing role of the factors in children's family and child care contexts. Thus, I examined the nature of relationships among maternal employment in early childhood, children's gender, family context, child care context, and young children's development. Guided by Bronfenbrenner's Bioecological Model of Human Development, I conducted a secondary analysis of data from the Canadian National Longitudinal Survey of Children and Youth using Cycles Six (2004-2005), Seven (2006-2007), and Eight (2008-2009). The method of analysis was multiple linear regression. I tested the associations between mothers' employment in the first four years of children's lives and the motor and social development of zero- to four-year-old children and receptive language of four- and five-year-old children, commonly used as an indicator of cognitive development.

Further because previous research has shown that the influence of maternal employment on children's cognitive development varies with the specific timing of mothers' return to work I examined the associations between maternal employment in the first two years of children's lives and the receptive language of children four and five years. Additionally I ran a sub group analysis comparing children of mothers who worked more than 20 hours a week to children of mothers who worked fewer hours. To examine the influence that child's gender and family and child care contexts have on the relationship between maternal employment in early childhood and children's developmental outcomes I investigated the moderating effects of child gender, family economic well-being, mothers' marital status, maternal education, and child care type and quality. I also analyzed the mediating effects of family functioning, depressive symptoms, and parent-child interactions on the relationship between maternal employment in early childhood and children's developmental outcomes. With children's motor and social development I found that mothers who returned to work when their children were between zero to four years old had enhanced motor and social development in comparison to children of mothers who did not work during this time. However, the magnitude of the effect was relatively weak. Additionally, findings indicated that maternal employment within the first four years had stronger positive effects on the motor and social development of female children than it did for male children. Findings showed that the only Contextual Process that played a mediating role was parent-child interactions. The enhanced motor and social development of children of mothers who worked was explained in part by more positive parent-child interactions displayed by employed mothers. Regarding receptive language, findings showed that maternal employment between zero and four years was not significantly associated with children's receptive language. However, I found that relative to children of mothers who worked 20 hours or less per week in the first two years of their children's lives, children of mothers who worked more than 20 hours had lower receptive language scores at four and five years of age. An additional analysis suggested that maternal employment initiated between 12 and 17 months was a sensitive period in which working more than 20 hours a week was negatively associated with children's receptive language. The small positive associations between maternal employment in early childhood and children's motor and social development provide some reassurance to mothers who engage in maternal employment in early childhood. That being said, my research suggests that working more than 20 hours a week in the first two years of children's lives, and even more so between 12 and 17 months of age, has negative associations with children's later receptive language. These findings could be of interest to policy analysts and government officials who create and monitor Canadian maternity and parental leave policies, programs in that they bring attention to areas, i.e. hours worked in early childhood, that policy developers may want to consider in future changes to current Canadian maternity and parental leave policies programs.

Annual Advances in Applied Developmental Psychology, 1987 *The Effect of Maternal Employment on Family Well-being* Bezawit Teshome Agiro, 2018. This dissertation is composed of three essays on the effect of maternal employment on family well-being using

data from Early Childhood Longitudinal Study Kindergarten Class of 2010-11 ECLS K 2011. In general, the findings from this study suggest that the effect of maternal employment on children's weight status and cognitive development is not significant, but it is significant on mothers' overall health and psychological well-being. The first essay re-examines the effect of maternal employment on child obesity by taking a sample of grade 2 children who had at least one younger sibling from the spring 2013 cohort. The study makes use of a bivariate probit model using exogenous variation in youngest sibling's eligibility for kindergarten as an instrument for maternal employment. The findings suggest that the effect of maternal employment on child obesity is not significant. The results show that rather than maternal employment, socio-economic status, schooling environment, and lifestyle behaviors including physical exercise and sedentary behavior are factors contributing to child obesity. More specifically, higher socio-economic status and more physical exercise are negatively related to child obesity, while sedentary behavior and free/reduced-price school meals are positively related to child obesity. The second essay is devoted to the analysis of the effect of maternal employment on child cognitive outcome. This study uses data from the spring 2013 cohort of the Early Childhood Longitudinal Study Kindergarten Class of 2010-11 ECLS K 2011. Using instrumental variable regression, the result shows that the effect of maternal employment on children's cognitive development is not significant. The quality of schooling, as measured by teachers' years of experience and class size, as well as socio-economic status, are significant factors influencing children's cognitive outcome. Having more experienced teachers and coming from a higher socio-economic background contributes positively to children's cognitive outcome, while there is some evidence that smaller class size reduces children's scores. The third essay investigates the effect of maternal employment on mothers' overall health and psychological distress. This study makes use of data from the Early Childhood Longitudinal Study Kindergarten Class of 2010-11 ECLS K 2011 and the U.S. Bureau of Labor Statistics. For analysis IV, probit regression is used, having state-level unemployment rate as an instrument for maternal employment. The findings of this paper suggest that the effect of mothers' weekly work hours on mothers' overall health is positive and significant for the spring third-grade cohort. In addition, there is evidence that the effect of maternal employment on mothers' overall health and psychological distress differs by type of occupation. Mothers in managerial, professional, and low-supervisory jobs are more likely to be psychologically distressed but also have a higher probability of being in good overall health condition compared to mothers in manual jobs.

Changes at the Intersection of Work and Family, Volume 2 Heidi R. Riggio, Diane F. Halpern, 2006-10-02. The largest social change in the last 50 years has been the increase in the number of women, especially mothers of young children, in the formal work force. The May 2006 and June 2006 volumes of *American Behavioral Scientist* look at how this powerful transformation has impacted the venerable foundations of work and family and reflect on the changes needed in organizational practices, social and public policy, families, and society in general to adapt to the changing 21st-century workforce. Changes at the Intersection of Work and Family: Organizational and Worker Perspectives, Volume 1 May 2006.

edited by Diane F Halpern and Heidi Riggio focuses on organizational and worker perspectives Many studies have shown that there is a substantial and practical return on investment for employers that adopt and commit to policies that help employees better manage the needs of both work and family including fewer missed days of work fewer come late or leave early days reduced employee turnover improved morale and a better commitment to the employer Volume 1 emphasizes topics such as the need for improved work life policies successful and promising public policy approaches long term work life case studies from IBM the dual earner 60 hour work week work family and obesity and other health issues the real and perceived negative consequences of taking advantage of family friendly policies the differences between male and female caregivers and a whole life approach to managing work and family Changes at the Intersection of Work and Family Family Perspectives Volume 2 June 2006 edited by Heidi Riggio and Diane F Halpern highlights family perspectives and issues such as working parents expanding need for child care after school care elder care and medical leave The six articles in this volume examine how policymakers and organizations can help maximize working families health productivity and happiness Volume 2 covers subjects such as maternal employment and healthy child and young adult development how working affects mothers self identity and other positive factors the stress of parents coping with after school child care why community programs and support such as after school programs are so necessary to working families and how dual earning households mutually influence each others retirement planning The same important point is made in all of the articles in both volumes there are tremendous changes taking place in families and in workplaces and social organizational and public policies must be better aligned to meet to the needs of and to benefit from the greater diversity in today s families and workforce Written by outstanding scholars and researchers in public policy economics sociology psychology business and family studies including Barbara Gault Vicky Lovell E Jeffrey Hill et al Tammy D Allen Jeremy Armstrong Robert Drago et al Noelle Chesley Stewart D Friedman Allen W Gottfried Adele E Gottfried Patricia M Raskin Rosalind C Barnett Karen C Gareis Marcie Pitts Catasouphes and Phyllis Moen the articles in both volumes ask critical questions and offer some interesting and sensible solutions to the changing realities of work and family These volumes should be in the library and in the classrooms of everyone interested in Public Policy Business Management Psychology Family Studies Sociology and Economics

**Ethics in Applied Developmental Psychology** Celia B. Fisher, Warren W. Tyron, 1990 Nineteen contributed chapters illustrate those applied activities in which developmental psychologists are currently engaged and identify and provide guidelines for the ethical problems encountered in such activities The authors draw from their own experience to identify issues that emerge as devel

Handbook of Parenting Marc H. Bornstein, 1995

Handbook of Applied Developmental Science ,2003

## Unveiling the Power of Verbal Beauty: An Emotional Sojourn through **Maternal Employment And Childrens Development Longitudinal Research**

In some sort of inundated with monitors and the cacophony of immediate communication, the profound power and mental resonance of verbal art often diminish in to obscurity, eclipsed by the regular onslaught of noise and distractions. However, set within the musical pages of **Maternal Employment And Childrens Development Longitudinal Research**, a charming work of fictional brilliance that pulses with raw feelings, lies an wonderful trip waiting to be embarked upon. Composed by way of a virtuoso wordsmith, that magical opus books visitors on a mental odyssey, lightly revealing the latent potential and profound affect embedded within the complicated web of language. Within the heart-wrenching expanse of the evocative analysis, we can embark upon an introspective exploration of the book is key styles, dissect its captivating publishing style, and immerse ourselves in the indelible effect it leaves upon the depths of readers souls.

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