Original Article

Parent-employment conflict analysis by ordinal regression: a case study of employed parents in Tehran

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Abstract

Background: Addressing the evolving dynamics of family structures, the parent-employment conflict (*PEC*) emerges as a significant conundrum of the current century. This article seeks to delve into the intricate factors influencing *PEC* among employed parents in Tehran, Iran.

Methods: This study employed a stratified random sampling method across various regions within Tehran province, in 2017. A structured questionnaire, encompassing demographic details, the history of fertility, and attitudes towards childbearing, alongside the delineation of conflicts between professional responsibilities and parental duties used to collect 449 employed parents. Since *PEC* was an ordinal variable with three categories of low (6-12), middle (12-18), and high (18-30), an ordinal regression method was applied to some selected covariates.

Results: The findings suggest that women comparing to men, those with "secondary and high school" and "diploma" comparing to "master degree and PhD" educational levels, governmental employees comparing to free-lance employees, and those employees working 45 hours and more comparing to employees working less than 40 hours in a week had higher *PEC*.

Conclusion: In general, unless socialization norms and policymakers' views adopt social realities, *PEC* will not reduce. Policymakers should pay more attention to institutionalize of social supports and implement family supportive policies.

Keywords: Family Conflict; Gender Roles; Iran; Ordinal Regression; Tehran.

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Introduction

Changes in the family patterns have been studied by some of the researchers like William Goode (1960) as a world revolution (1). In Iran similar to the other countries, the major causes of these changes are the development of urbanization, education, media communication and health system as well as increasing the labour force women's participation rate. This rate for Iranian women indicates an increscent from 15.5 percent in 2008 to 16.8 percent in 2017 (2,3). One of the significant consequences of this participation is increasing rate of families whose couples work at the same job status. Couples, as observed by Rapoport and Rapoport (1971), face numerous challenges, including role juggling, environmental pressures, stressors from social networks, and the intricate balancing act of managing multiple roles while navigating societal expectations (4). One of the most usual challenges for dual earner couples when they attempt to balance between their roles in family and their roles at work is Parent-

employment conflict (*PEC*) (5). In fact, "*PEC* is a conflict that individuals experience between their role as parents and as employees" (6).

Role conflict has been extensively studied by researchers such as Cohen (2003), who defines it as the outcome of conflicting behavioural expectations inherent in the roles an individual is required to fulfil. In such situations, this person has problem to play a certain role. Cohen (2003) believes that on one hand, role conflict leads to disorder mode and on the other hand causes to be disable to play several roles at the same time (7). Based on the theory of Goode's role strain (1963), when individuals are unable to respond to all demands, they more probably face to a kind of disorder combination and conflict of role requirements (8). This notion is corroborated by Weer and Greenhaus (2014), who posit that family-to-work conflict arises when the demands from the family and work spheres are fundamentally at odds with each other. Consequently, engagement in the work role becomes more challenging due to the simultaneous obligations of the family role (9).

Several researches also devoted to *PEC* and they state it is a continuing concern regarding satisfaction from work-family balance (10-13) and also the overall life quality for both the individual and the entire family unit(14-16). There is a significant correlation between work-family conflict, particularly familial disarray (17-19), and its specific impact on children's developmental trajectories (20-22). The majority of research studies indicate that more work-family conflict often leads to less satisfaction of family life and job life (23-25) and also inter-role clashes between work and parent roles (26-27). Through reviewing the literature, the importance of workhours (28-29), education (30), job insecurity (31), job performance (32) and heavy workload (33) as factors that, directly or indirectly, can affect *PEC* could be detected.A parent-employee conflict measure was conceptualized and developed by Mallard and Lance (1998), while they were reviewing previous models on work-family conflict (6). They believe that most of global work-family conflict scales may not identify the source of conflict caused by clashes between work and parenting roles. Mallard and Lance (1998) stated that "*PEC* scale would facilitate further study of the ways in which work roles and parenting roles interfere with one another (6). This scale could also help to identify why some employed parents experience conflict while others do not. Finally, A *PEC* scale could help to better define the components of work-family conflict, as it seems to be an integral components of work-family conflict". To analysis *PEC* in this study, Mallard and Lance's *PEC* scale (1998) was used especially those items that more emphasized on general *PEC*. To provide realistic suggestions to decrease conflict between parental and work roles, identification and explanation of the related factors with *PEC* is vital. To do so, the primary objective of this study is to investigate factors of gender, Birth cohort, educational level, activity type, activity time, expenditure, parity, and marriage duration affecting *PEC* among employed parents in Tehran.

Methods

In this section study design and data collection, methods are employed to the data and results are outlined.

Study design and data collection

In this secondary study, data from a cross-sectional survey titled "Effects of Socio-Economic Rationality Dimensions on Childbearing Behavior in Tehran" (34) were utilized. In this survey, data from 1200 participants were collected. The analysis focused on a sample of 590 (49.2 percent) men aged 20-59 and 610 (50.8 percent) women aged 15-49 residing in Tehran province, Iran, in 2017.The study utilized a multi-stage sampling technique, which involved clustering the 22 metropolitan

regions of Tehran province into the following categories based on their level of development: developed (regions 1-3 and 6), relatively developed (regions 5 and 7), middle-developed (regions 4, 8-14, 16, and 20-22), and non-developed (regions 15 and 17-19). Hence, each developmental level in various Tehran regions was treated as a distinct class. The regions within each class were chosen proportionally to their size, leading to the selection of 10 regions (1, 2, 4, 5, 8, 10, 14, 15, 18, 20) in Tehran, reflecting the population distribution across the four developmental levels. Within respectively chosen region, four large blocks were identified by random, and samples were systematically gathered within each block between February and May 2017.In line with the study's objective, data from 449 employed parents were collected using a predetermined questionnaire encompassing demographic figures, fertility history, and factors associated with attitudes towards childbearing, including conflicts between work and parental duties. The questionnaire's validity was established through consultation with 10 demographers and sociologists. The reliability of the questionnaire's factors, assessed through Cronbach's alpha, ranged from a minimum of 0.771. No interventions or treatments were applied during the study, and the research objective was clarified to the respondents before the interview process. Participants gave verbal consent to partake in the study, and ethical approval was obtained from the National Population Studies and Comprehensive Management Institute for the questionnaire (code number: 20/18627).

The dependent variable, Parental-employment Conflict (*PEC*), was assessed by summing up responses to five Likert-scale items: "I believe I've achieved a satisfactory balance between my responsibilities as a parent and those as an employee*; I feel adequately able to allocate time for myself *; I often find it challenging to balance my work responsibilities and the needs of my child(ren) as I would prefer; I often feel like I'm juggling two full-time jobs: one at my workplace and the other as a parent; I enjoy sharing relaxed and pleasant moments with my child(ren)*." An ordinal regression was fitted to the data since *PEC* was an ordinal variable with three categories of low (6-12), middle (12-18), and high (18-30). The primary objective of the current study is to explore variables of gender, birth cohort (<=1971, 1971-1981, >=1981), educational level (Illiterate, Secondary &high school Diploma, Diploma, BC&As, MS & PhD), activity type (Self-employee, Freelance employee, Private sector employee, Governmental employee), activity time (<=39, 40-44, >=45), expenditure (<=2 million Tomans, 2-3.5 million Tomans, >3.5 million Tomans), parity, and marriage duration affecting *PEC* among employed parents in Tehran.

Statistical Method

In statistics, an ordinal regression model is a type of regression analysis utilized for predicting a polychotomous variable categorized based on its ordinal scale, known as ordinal variables (35). Various logistic regression models have been developed for analysing variables of this nature. However, the most commonly employed ordinal logistic regression method in practice is the constrained cumulative logit model known as the Proportional Odds Model (POM) (36, 37) which finds extensive use in epidemiological and biomedical applications. The correct interpretations of POM depend on satisfying the Proportional Odds (PO) hypothesis (38).

The PO assumption specifies that the influences of any covariates remain consistent or proportionate across the various thresholds. This assumption posits that the covariates exert the same effect on the odds irrespective of the threshold being considered. In ordinal regression, distinct intercept terms exist at each threshold, while a single Odds Ratio (OR) represents

the effect of each covariate. In this model, the event of interest comprises a series of binary measures that reflect the cumulative outcomes at different thresholds. Rather than formulating an individual event probability, as in logistic regression, ordinal regression considers that event and all others above probability within the ordinal ranking. Cumulative probabilities instead of probabilities of distinct categories are calculated. A single model could be employed to estimate the odds of being at or above a given threshold through entire cumulative splits. The objective of employing a cumulative odds model is to simultaneously account for the influences of a set of covariates across the potential consecutive cumulative splits in the outcome. For the rating of events, the following odd will be modelled:

$$\boldsymbol{\theta_j} = \text{prob}(\textbf{score} \leq \textbf{j}) \,/\, \text{prob}(\text{score} > \text{j}) \quad (1)$$

which can also be written as:

$$\boldsymbol{\theta_j} = \text{prob}(\textbf{score} \leq \textbf{j}) \,/\, (1 - \text{prob}(\textbf{score} \leq \textbf{j})), \quad (2)$$

The ordinal logistic model for a single covariate is as follows:

$$\boldsymbol{\ln(\theta_j) = \alpha_i - \beta X} \quad (3)$$

where j ranges from 1 to the number of categories minus 1. Each logit has a unique $\boldsymbol{\alpha_i}$ term but shares similar coefficient $\boldsymbol{\beta}$ implying that the effect of the covariate remains constant across various logit functions (adhering to the assumption of the POM). The terms $\boldsymbol{\alpha_i}$, known as the threshold values, are typically of less interest. Their values do not depend on the covariate values for a specific case. Similar to the intercept in linear regression, each logit has its own threshold value. They are primarily used in the computation of predicted values.To ascertain whether the model enhances the ability to predict outcomes, 'Intercept Only' model (a model without any covariates as the baseline) should be compared with the 'Final' model (the model including all the covariates). The final model is compared against the baseline to determine whether it has notably enhanced the fit to the data. The -2log-likelihood (-2LL) statistic serves as an indicator of the amount of unexplained information that remains after fitting the model. If chi-square statistic is statistically significant, the final model offers a substantial improvement compared to the baseline intercept-only model.

The Goodness-of-Fit statistics contains Pearson's chi-square statistic for the model, as well as another chi-square statistic based on the deviance. These statistics are employed to assess whether the observed data align with the fitted model. If the null hypothesis, which posits a good fit of the model, is supported, it can be inferred that the data and the model predictions are similar, thereby confirming the validity of the model.

Different R^2 statistic (the coefficient of determination) as in linear regression can be computed for logistic and ordinal regression models as pseudo R^2 values. The Nagelkerke pseudo-R^2 value for the fitted model indicates the percentages of variation of outcome variable which is explained by selected explanatory variable in the model. The appropriateness of PO assumption could be evaluated by the ‘test of parallel’ which compares the ordinal model with similar coefficients for entire thresholds (labeled Null Hypothesis), to a model with different coefficients for each threshold (labeled General). If the general model provides a significantly superior fit to the data compared to the ordinal PO model (i.e., if the p-value is less than 0.05), then the assumption of PO will be rejected. By computing single score tests of the PO assumption for each covariate, the conclusion regarding the assumption of POM can be confirmed. The non-significant test results for all the explanatory variables (P-value > 0.05) confirms the fulfilment of the proportional odds assumption.

Result

In this study, Parent-Employment Conflict (*PEC*) variable modelled by ordinal

regression some of the selected predictors as gender, birth cohort, educational level, activity type, activity time, expenditure, parity, and marriage duration. The descriptive statistics of variables in this study are illustrated in Table (1). 33.4, 45.2, and 18.5 percentages of employees had low (6-12), middle (12-18), and high (18-30) conflict between their jobs and their roles as a parent. Almost 70 percentages of employees were men and more than 40 percentages of them were in 1971-1981 birth cohort. More than 85 percentage of employees had diploma and above educational level. Most of them were working more than 44 hours in a week (59.5 percent) and in governmental sectors (41.4 percent). 85.5 percentages of them expend 3.5 million Tomans and less in a month. The parity of more than 89 percentages of them was 1-2 children. Marriage duration of 41.2 percentages of them was 11-20 years.

PEC crossed by predicted variables is shown in Table (2). Based on the results presented in this table, the most percentages of high *PEC* (18-30 scores) was among employed women (23.8 percent), employees was born in 1971-1981 birth cohort (20.6 percent), secondary and high school educated employees (34.1 percent),

Table 1. Frequency Distribution of Model Variables

Variables		Frequency	Percentage
PEC	6-12	150	33.4
	12-18	203	45.2
	18-30	83	18.5
Gender	Male	316	70.4
	Female	133	29.6
Birth Cohort	>=1981	137	30.5
	1971-1981	196	43.7
	<=1971	116	25.8
Educational Level	Illiterate	11	2.4
	Secondary &high school	41	9.1
	Diploma	134	29.8
	BC&As	174	38.8
	MS & PhD	77	17.1
Activity type	Self-employee	17	3.8
	Freelance employee	131	29.2
	Private sector employee	115	25.6
	Governmental employee	186	41.4
Activity time	<=39	65	14.5
	40-44	109	24.3
	>=45	267	59.5
Expenditure	<=2 MT*	191	42.5
	2-3.5 MT*	193	43.0
	>3.5 MT*	60	13.4
Parity	1	244	54.3
	2	159	35.4
	>=3	46	10.2
Marriage Duration	0-10	168	37.4
	11-20	185	41.2
	21-30	81	18.0
	>=31	11	2.4
Total		449	100

*Million Tomans

Table 2. Parent-Employment Conflict Crossed by Predicted Variables

Variables		*PEC* 6-12	12-18	18-30	Test statistics	P-value
Gender	**Male**	36.1	46.8	17.1	3.059*	0.217
	Female	30.2	46.0	23.8		
Birth Cohort	**>=1981**	34.3	47.8	17.9	0.005**	0.945
	1971-1981	34.9	44.4	20.6		
	<=1971	33.6	48.7	17.7		
Educational Level	**Illiterate**	36.4	63.6	0.0	18.561*	**0.017****
	Secondary &high school	22.0	43.9	34.1		
	Diploma	28.9	45.3	25.8		
	BC&As	37.6	46.5	15.9		
	MS & PhD	40.5	48.6	10.8		
Activity type	**Self-employee**	28.6	57.1	14.3	4.991*	0.545***
	Freelance employee	40.9	39.4	19.7		
	Private sector employee	29.8	50.9	19.3		
	Governmental employee	33.1	48.1	18.8		
Activity time	**<=39**	47.6	42.9	9.5	2.899**	0.089
	40-44	29.8	46.2	24.0		
	>=45	33.2	47.3	19.5		
Expenditure	**<=2 million Tomans**	35.3	46.0	18.7	0.082**	0.775
	2-3.5 million Tomans	36.0	43.0	21.0		
	>3.5 million Tomans	27.6	58.6	13.8		
Parity	**1**	31.0	50.6	18.4	0.664**	0.415
	2	37.7	43.5	18.8		
	>=3	41.9	34.9	23.3		
Marriage Duration	**0-10**	34.5	44.6	20.8	0.065**	0.799
	11-20	35.8	47.2	17.0		
	21-30	30.8	50.0	19.2		
	>=31	50.0	30.0	20.0		

*Pearson Chi-Square, **Linear-by-Linear Association, *** Fisher's Exact Test

freelance employs (19.7 percent),employees working 40-44 hours in a week (24.0 percent), employees expend 2-3.5 million Toman in month (21.0 percent), employees with more than 3 children (23.3 percent), and married less than 10 (20.8 percent) or more than 30 (20.0 percent) years ago. The results of Table (2) indicates that educational level had just a significant association with *PEC* (P-value=0.017).

Table (3) shows the model fitting information of fitted POM for *PEC*. Before starting to study each explanatory variable influences in the model, It is necessary to assess whether the model enhances our capability to predict *PEC*. The -2log-likelihood (-2LL) statistic, often referred to as the deviance, for both the baseline and the final model is provided in the model fitting Information table. A chi-square test is then conducted to assess the difference between the -2LL values of the two models. In Table (3), the statistically significant result of chi-square statistic (P-value<0.000) suggests that comparing to the baseline intercept-only model, the final model offers a substantial improvement. It indicates that the fitted model provides enhanced predictions compared to merely guessing based on the marginal probabilities for the *PEC* categories.

Table 3. Model Fitting Information for Fitted POM Model

Model	-2 Log Likelihood	Chi-Square	df	P-value
Intercept Only	833.083			
Final	788.758	44.325	16	0.000

The Goodness-of-Fit for fitted PO model is indicated in Table (4). The results of this table suggest that demonstrates a strong fit (p-value>0.3).

Table 4. Goodness-of-Fit for Fitted POM Model

	Chi-Square	df	P-value
Pearson	769.184	754	0.343
Deviance	770.501	754	0.330

The Nagelkerke pseudo-R^2 value=11.7 percent for the fitted POM indicates the percentages of variation of *PEC* which is explained by selected explanatory variable in the model.

The 'test of parallel lines' results are presented in Table (5). Given the non-significant value of this test as shown in Table (5) (p-value>0.1), the PO assumption is accepted.

Table 5.Test of Parallel Lines for Fitted POM Model

Model	-2 Log Likelihood	Chi-Square	df	P-value
Null Hypothesis	788.758			
General	765.465	23.294	16	0.106

At the 5 percent level of significance, the score test of the PO assumption is not significant, indicating that the assumption may not hold (Table, 5). However, the p-value of the score test is found small (0.106). Table (6) presents the parameter estimates including 95% confidence intervals for fitted POM for *PEC* by selected explanatory variables of as gender, birth cohort, educational level, activity type, activity time, expenditure, parity, and marriage duration. If the confidence intervals do not include zero, then we can say that the estimate is statistically significant at the 5% level. This means that there is strong evidence that the population parameter is different from zero. This table also provides odds ratios along with their corresponding 95% confidence intervals, computed by exponentiating the estimates. Moreover, the last column of Table (6) indicates the p-values of the PO assumption single score tests. The insignificant test results for all the covariates (P-value > 0.05) reveal that the data supports the adherence to the proportional odds assumption. Thus, the fitted POM is valid.In Table (6), the threshold coefficients are generally not analyzed separately. Instead, they represent the intercepts, precisely indicating the point (in terms of a logit) where the *PEC* may be predicted to transition into higher categories. The model confirms that there are systematic influences in *PEC* related to gender (p-value=0.006), educational level (p-value<0.001), activity type (p-value=0.007), and activity time (p-value=0.001). Furthermore, the significance of these explanatory variables on *PEC* is affirmed by the presence of odds ratios falling within the 95% confidence interval between the lower and upper limits. In relation to educational level, the coefficients of "secondary and high school" and "diploma" educational levels are 1.737 and 1.118, respectively. By taking the exponent of these coefficients, the ORs could be calculated (exp(1.737)= 5.680, exp(1.118)= 3.059), which indicates that the odds of "secondary and high school" and "diploma" educational levels to have a higher parent-employment inter-role conflict is 5.68 (95% CI, 2.463 - 13.100) and 3.06 (95% CI, 1.610 - 5.813) times of the odds of "master degree and PhD" educational level, respectively.

There are significant and negative relations between gender, activity type, and activity time and PEIRC. Men comparing to women are 0.490 (exp(-0.714), 95% CI, 0.295 to 0.812) times, freelance employees comparing to governmental employees are 0.461 (exp(-0.773), 95% CI, 0.264 to 0.807) times, and employees working less than 40 hours comparing to employees working 45 hours and more in a week are 0.337 (exp(-1.087), 95% CI, 0.180 to 0.632) times more likely to have lower parent-employment inter-role conflicts.

Table 6. Parameter Estimates of Ordinal Regression of *PEC* by Selected Variables

Variables			β	Std. Error	P-value	95% Confidence Interval β		Odds ratio	95% Confidence Interval of OR		Single score test (P-value)
						Lower Bound	Upper Bound		Lower Bound	Upper Bound	
Threshold	*PEC* **=low (6-12)**		-1.592	0.698	0.023	-2.956	-0.224	0.204	0.052	0.799	-
	PEC **=middle (12-18)**		0.665	0.694	0.038	0.600	0.706	1.944	1.822	2.026	
Location	**Gender**	**Male**	-0.714	0.258	**0.006****	-1.221	-0.208	0.490	0.295	0.812	0.600
		Female									
	Birth Cohort	**>=1981**	-0.138	0.437	0.752	-0.994	0.719	0.871	0.370	2.053	0.683
		1971-1981	-0.026	0.315	0.934	-0.642	0.591	0.974	0.526	1.805	
		<=1971									
	Educational Level	**Illiterate**	0.620	0.663	0.350	-0.679	1.920	1.859	0.507	6.824	0.210
		Secondary &high school	1.737	0.426	**0.000****	0.901	2.572	5.680	2.463	13.100	
		Diploma	1.118	0.328	**0.001****	0.476	1.760	3.059	1.610	5.813	
		BC&As	0.257	0.285	0.367	-0.301	0.815	1.293	0.740	2.260	
		MS & PhD									
	Activity type	**Self-employee**	-0.350	0.547	0.523	-1.423	0.723	0.705	0.241	2.061	0.356
		Freelance employee	-0.773	0.285	**0.007****	-1.332	-0.214	0.461	0.264	0.807	
		Private sector employee	-0.116	0.257	0.651	-0.620	0.388	0.890	0.538	1.474	
		Governmental employee									
	Activity time	**<=39**	-1.087	0.321	**0.001****	-1.715	-0.459	0.337	0.180	0.632	0.778
		40-44	-0.223	0.261	0.393	-0.734	0.289	0.800	0.480	1.335	
		>=45									
	Expenditure	**<=2 million Tomans**	-0.218	0.326	0.504	-0.856	0.421	0.804	0.425	1.524	0.112
		2-3.5 million Tomans	-0.087	0.309	0.778	-0.693	0.519	0.917	0.500	1.680	
		>3.5 million Tomans									
	Parity		-0.227	0.160	0.156	-0.541	0.086	0.797	0.582	1.090	-
	Marriage Duration		0.001	0.022	0.962	-0.043	0.045	1.001	0.958	1.046	-

Significance of the Wald test at the *0.05 level and at the **0.01 level.

Discussion

This study principal objective was to examine the variables influencing Parental-Work Conflict (*PEC*) among employed parents in Tehran, considering variables such as gender, birth cohort, educational level, activity type, activity time, expenditure, parity, and marriage duration.

In this study, men comparing to women were less likely to have higher *PEC*. In other words, women 2.042 times (exp (0.714)) are more likely to have higher *PEC*. This finding indicates that the gender roles ideology among Tehranian men continues. Thus, traditionally, men pay more attention to the work roles and pay less attention to the family roles. In the other way, the increasing women's participation rate in the labour market caused Tehranian women to be involved in the work roles. At the same time, they try to get involved men in parenting roles and as much as they can't be successful, their PEC increases. This finding is corroborated by previous studies that show a statistically meaningful relationship between unequal involvement in parental roles, gender inequality and *PEC* (39, 40). These transformations align with the demands of transitioning from traditional to modern identity. Women, in their pursuit of embracing a modern identity, strive to excel in both their professional and family responsibilities. However, due to persistent imbalances in household duties, the burden of Parental-Work Conflict (*PEC*) disproportionately falls on women compared to men. Consequently, the widening gap in domestic responsibilities contributes to an elevated sense of *PEC* among women. This reflects women's

endeavour to break free from traditional gender roles.

Our present findings revealed that people with "secondary and high school" and "diploma" educational levels have a higher *PEC* than people with "master degree and PhD" educational level. Similarly, in Schieman and Glavin's (2011) study, individuals with less than a high school degree experiences more conflict (41). Several authors have explored the impact of educational attainment on individuals juggling work and parenting responsibilities (42-45). This relationship is often attributed to its potential influence on job performance. Patel et al. (2006) specifically highlighted that employees with higher levels of education have a tendency to demonstrate better career performance when compared to their counterparts with lower educational qualifications. This suggests a correlation between educational achievement and professional effectiveness in navigating both work and parenting roles (33).

In this study, a significant relationship between employee type and *PEC* was resulted. So that governmental employees comparing to free-lance employees were more likely to have higher *PEC* (2.166 times, exp (0.713)). This finding could be explained based on some factors like as the lake of job control and flexibility working hours among governmental employees. There is a large volume of published studies describing the role of mentioned factors and *PEC* (46-48). In the same vein, Greenhaus and Parasuraman (2014) and Loscocco (1997) studies show that job control and work flexibility is likely to have a lesser impact on the work-family conflict of the self-employed compared to those employed within organizations (49,50). Governmental employees, constrained by inflexible work schedules, may face challenges in maintaining control over their tasks, risking potential task loss if not adhering to the prescribed schedule. In contrast, freelance employees, who work according to personalized schedules, enjoy greater control over their work environment, fostering a sense of freedom. Consequently, this autonomy empowers them to exercise better control over their tasks, contributing to a reduced sense of Parental-Work Conflict (*PEC*).

Another noteworthy aspect of the findings indicates that employees working 45 hours or more per week exhibit higher levels of *PEC* compared to those working fewer than 40 hours (2.965 times, exp (1.087)). Simply put, full-time employees are more prone to experiencing elevated *PEC* than their part-time counterparts. This observation suggests that part-time employees, by achieving a balance between parental and professional responsibilities, can effectively manage their time and, consequently, encounter lower levels of *PEC*. This is particularly applicable when the distribution of workload aligns with the part-time schedule. In accordance with the findings of Razak et al. (2011), our study underscores the potential negative consequences of full-time employment, such as a heavier workload and high job demands within a fixed schedule, which contribute to an increased risk of *PEC* among full-time employees (51).

The implications drawn from this study carry significant weight for future practices and policies. It is evident that men in Tehran adhere to traditional gender roles, exhibiting minimal inclination to increase their involvement in household chores. This underscores the necessity for comprehensive, long-term planning aimed at supporting employees of both gender, particularly through the implementation of flexible work hours. Additionally, there is a crucial need for the dissemination of gender equality values to encourage greater participation of men in household responsibilities. Without a shift in societal norms and the alignment of policymaker perspectives with social realities, the prevalence of *PEC* is unlikely to diminish.

Furthermore, to enhance job performance among less educated employees, a targeted approach to elevate their job skills is recommended. A key policy initiative should involve the provision of telecommuting (distance) options for governmental employees, coupled with a fair and equitable distribution of workload and job demands among full-time employees. To lessen *PEC* among full-time employees, implementing certain policies, including flexible work arrangements and telecommuting opportunities, can be strategically employed. Policymakers must prioritize the institutionalization of social support and the implementation of family-friendly policies to create a more conducive work environment.

Conclusions

As this study relied on secondary data, the questionnaire used in the study lacked information on key aspects such as job satisfaction, marriage satisfaction, and the socio-economic status (just expenditure was measured) of the employed parents. These are crucial factors that could significantly contribute to understanding Parental-Work Conflict (PEC), and their absence in the study constitutes a limitation. The study was constrained in exploring the impact of these important variables on the phenomenon of PEC. A recommendation for future research involves expanding the sample size considering factors related to life and job satisfactions to encompass the entire country. This expansion could contribute to the generalizability and external validity of the study's results, offering insights that are more reflective of the broader population.

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Authors' contribution

Dr Arezoo Bagheri developed the study concept, design, analyzing data, and revision of the manuscript, and Dr Mahsa Saadati participated in drafting, writing the article and data interpretation.

Ethical considerations

Questionnaires were filled with the participants' satisfaction and written consent was obtained from the participants in this study.

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Conflicts of interest

The authors declare no conflict of interest.

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