



IS REST CAPABILITY MORE CRITICAL FOR DUAL-EARNER WOMEN?

: GENDER DIFFERENCES IN THE IMPACT OF WORK-FAMILY CONFLICT ON DEPRESSIVE SYMPTOMS

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Work-family conflict is a growing public health concern

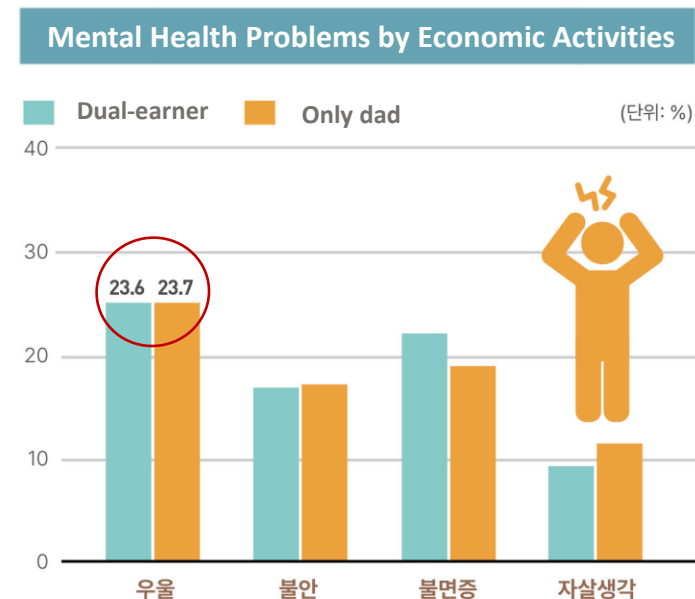
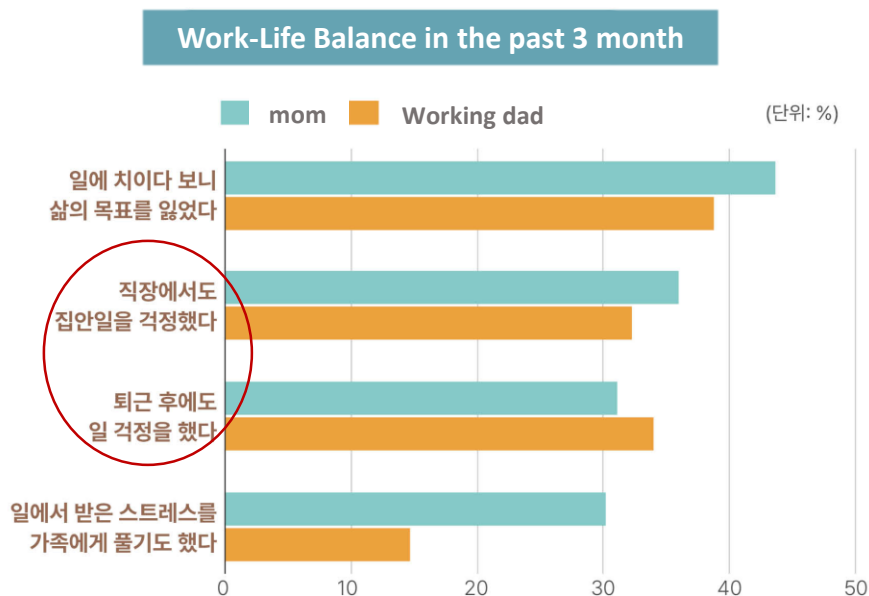
(Chandler, 2021)

23.6% of dual-earner couples in Seoul suffer from depressive symptoms

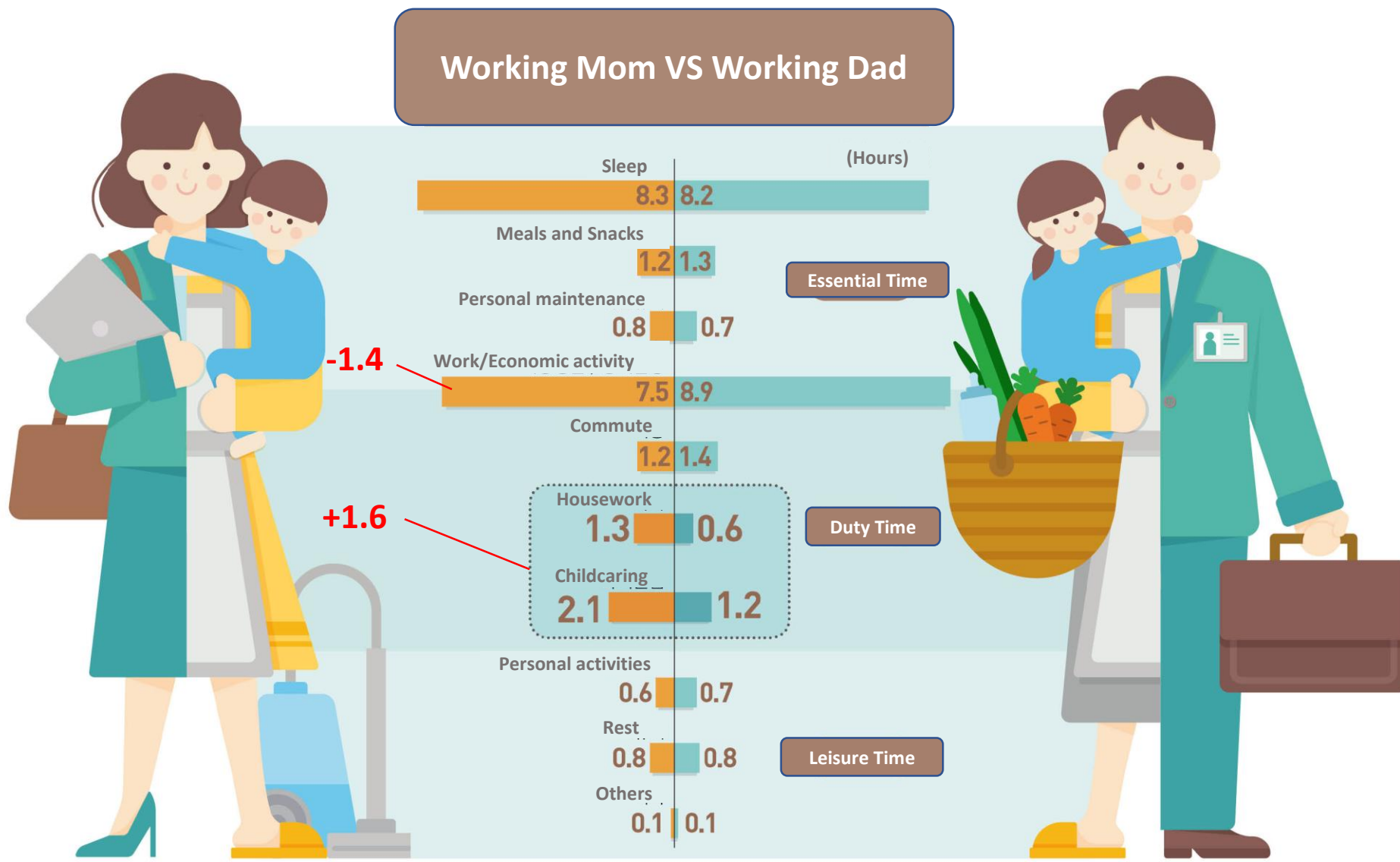
- 43.7% of women, 38.8% of men reported “There are time I forget goals in my life due to work”
- 3 out of 10 reported “worry about home at work” and “worry about work at home”

서울 맞벌이 가정 **23.6%**는 우울문제 겪고 있어

- 워킹맘과 워킹대디의 일·생활 균형정도는 ‘일에 치여 삶의 목표를 잃었다’는 응답률이 가장 높고, 워킹맘·워킹대디 10명 중 3명은 직장에서도 집안일을 걱정했다, 퇴근후에도 일 걱정을 했다고 응답
- 서울 맞벌이 가정의 우울 경험률은 23.6%, 불안 15.8%, 불면증 20.8%, 자살생각 8.6%로 나타나



Background



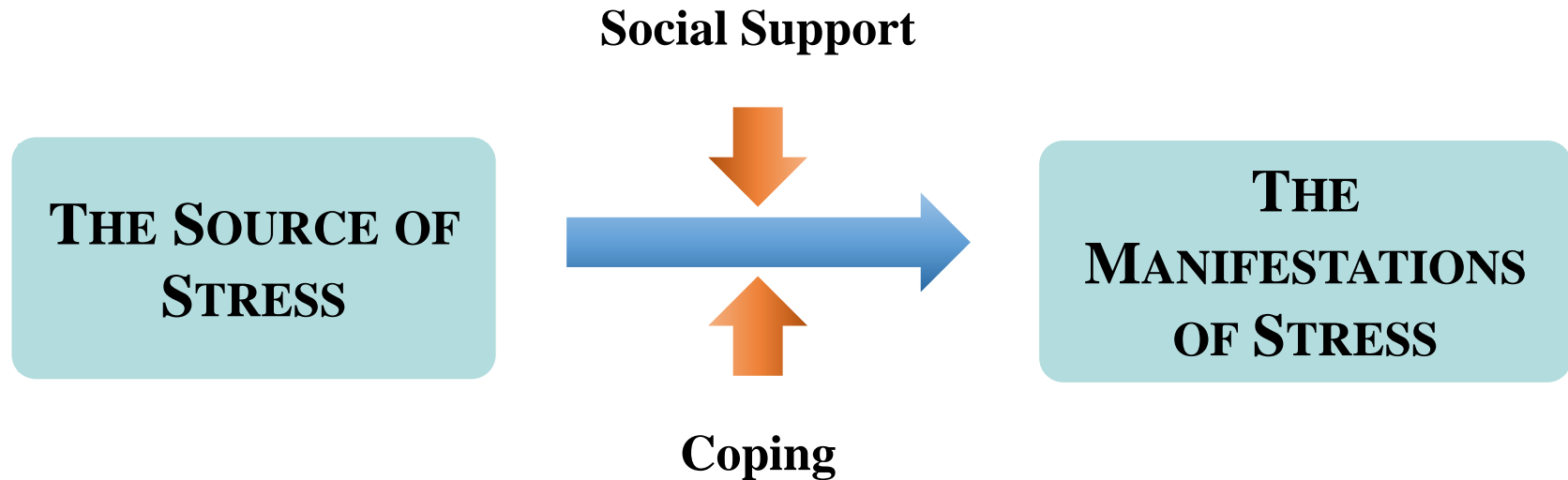
Research Question

- How do the mechanisms of depression differ between women and men in dual-income families?
- Rest Capability
- 맞벌이 가정의 여성과 남성의 우울증세의 기전은 어떤 차이가 있는가?
- 심역량

Work-Family Conflict

- **Work-Family Balance:** refers to the combination of domestic work, childcare, and family care while working
- **Time conflict:** Lack of time in both domains
 - excessive time commitment in one domain interferes with time commitment in other domains
- **Multiple role stress:** overwhelming responsibilities, psychological strain
 - excessive responsibilities and lack of psychological support at home, heavy workload and performance pressure at work, etc.
- **Behavioral conflicts:** conflicts due to conflicting behavioral expectations
 - conflict due to inconsistency in behavioral expectations, such as expecting a stay-at-home mom to behave at home and working like a man or single woman at work

The Stress Process (Pearlin, 1981; 1989; 2010)



- The same stressful situation has different health effects for different people
- The negative effects of stress are largely reduced by coping skills
- Appraisal of stress: If one can perceive stress differently, its impact is reduced
- Differences in personal/social resources
- moderating effects of **control over one's life, self-esteem, social support, social networks, and social integration** (Durkheim Suicide Study; Berkman, 2000)

Theoretical Background: The Stress Process Model (Pearlin et al., 2010)

- The Source of Stress – The Mediators of Stress – The Manifestation of Stress
- Work-Family Conflict (WFC): A Source of Stress
 - Competing work and family demands → stress and strain
- Persistent WFC undermines:
 - Emotional regulation
 - Stress-coping capacity
 - Self-worth and purpose

→ Leads to guilt, inadequacy, and emotional exhaustion
- Increased vulnerability to depressive symptoms

Factors

- **Individual Characteristics:**

- Age, education, social class, career aspirations (Kim and Lee 2015; Lee 2020)
- Gender-role attitudes (Jang et al., 2020)
- Family dynamics: spouse/family support, number of children (Greenhous and Beutell 1985; Rosenbaum and Coehn 1999)

- **Contextual Factors:**

- Employment characteristics: job demands, hours, wages (Kim and Lee 2015; Choi, Choi, and Choi 2018)
- Workplace conditions: structure, leadership support
- Family-friendly policies: paternity leave, childcare, flexibility (McManus, Korbik, Roin and Kelloway, 2002; Michel, et. al. 2011)

Missing: Rest?

- **Rest & Recovery:**

- Rest may serve as a critical resource
- WFC * **Restorative activities** → Emotional exhaustion, turnover intentions

e.g., employees who were able to engage in high-quality sleep and other restorative activities (e.g., leisurely hobbies and mindfulness practices), experienced lower levels of work-family conflict, which in turn was associated with reduced levels of emotional exhaustion and turnover intentions (Kovalchuk et al., 2019)

Limitations of Prior Studies

1. Focus on rest activities or experience of rest activities :

- Individualizing the Risk Factors - regarding **rest activities** and **states** (experience of rest activities) as individual preferences and choices
- In order to engage in and benefit from rest and recovery opportunities, individuals require access to various resources such as adequate time, financial means, social connections, and relevant information.
 - Overlooks rest as a resource that is unevenly distributed across social conditions (Link & Pearlin 1995)
 - i.e., identifying primarily individuals who already have access to rest resources
- In order to realize rest, individuals need to secure the chance to rest when desired (**autonomy**), understand what restful activities work best for oneself, access the necessary resources for rest (**access to resources**), and need to effectively use those resources to create actual opportunities to rest (Kim, Kang, and Lee 2024; Lee and Kim 2023).
 - ▶ *Rest as social condition (사회적 조건, Link and Phelan 1995)*

2. Failure to uncover the truly vulnerable population: Women? Men?

Rest Capability (쉼 역량)

- Rest Capability

: refers to an individual's freedom (or confidence) and ability to achieve rest in ways the individual values (Kim, Kang, and Lee 2024; Lee and Kim 2023; Kim et al. 2025)

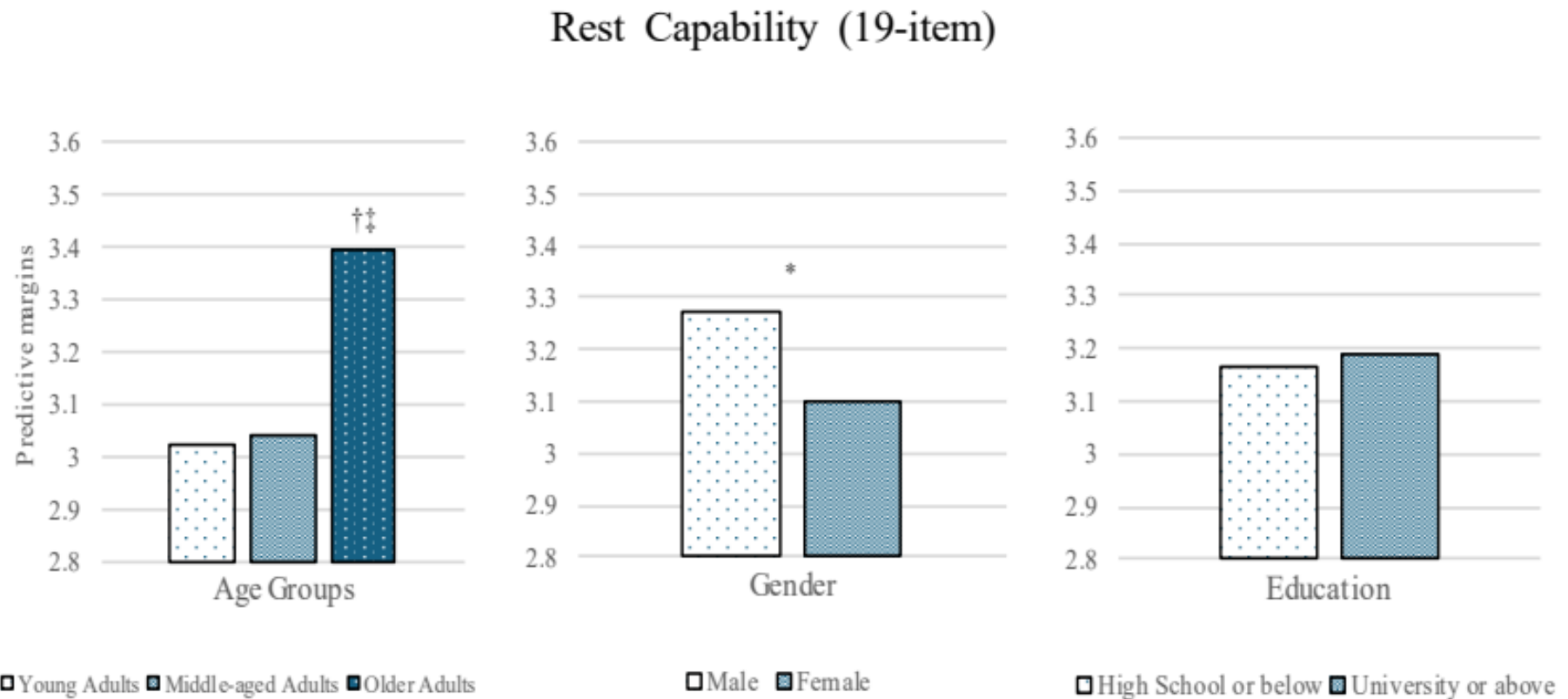
- Rest capability approach distinguishes between the *actual experience of rest* (“functionings”) such as rest activities and mentally relaxation, and *potential to rest* which entails the real opportunities and conditions that enable an individual to rest effectively.

- Four Dimensions:

- Autonomy (쉼 자율성)
- Resource Accessibility (쉼 수단 접근성)
- Separability (Detachment 분리 가능성)
- Rest Anxiety (쉼 불안)

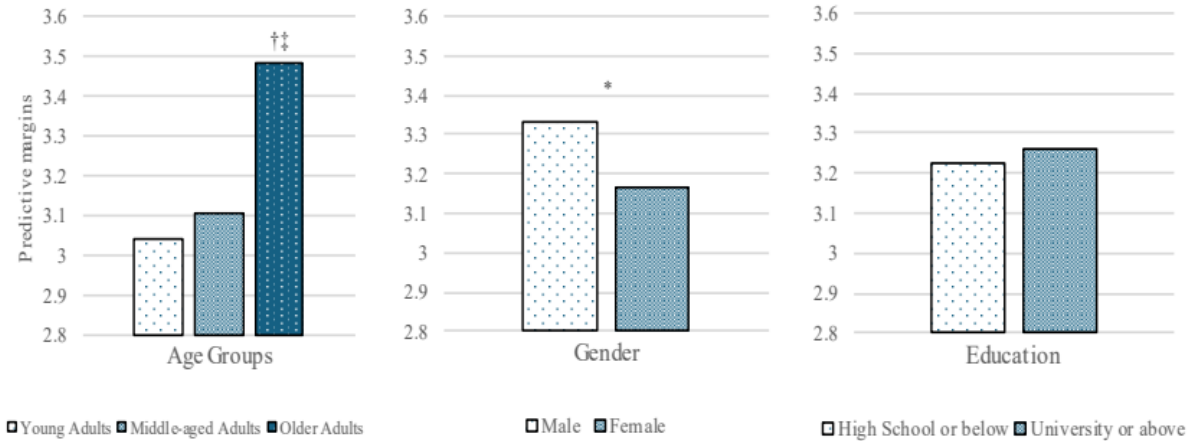
Rest Capability **쉼 역량** (Kim et. al. 2025)

Figure 1. Predicted Margins of Rest Capability by Age, Gender, and Education Level

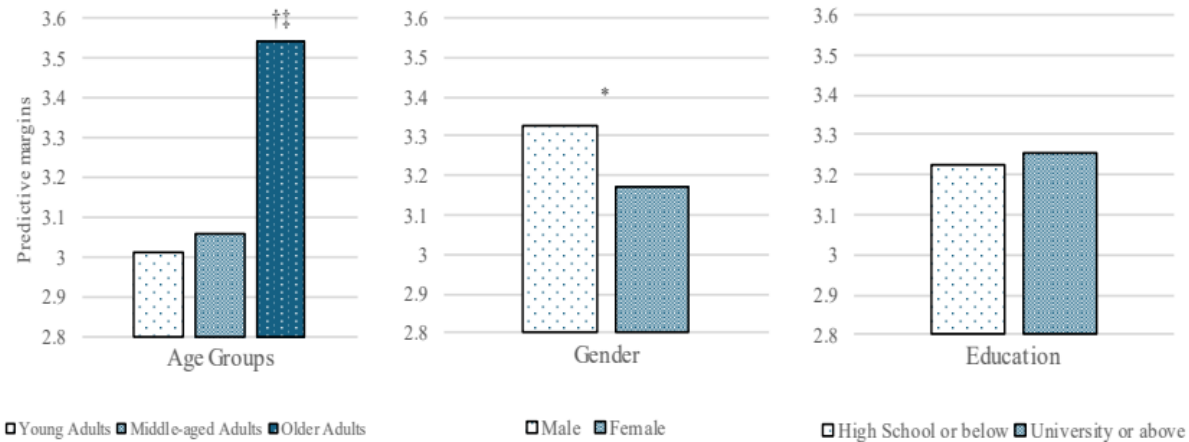


Rest Capability **쉼** 역량 (Kim et. al. 2025)

Rest Autonomy

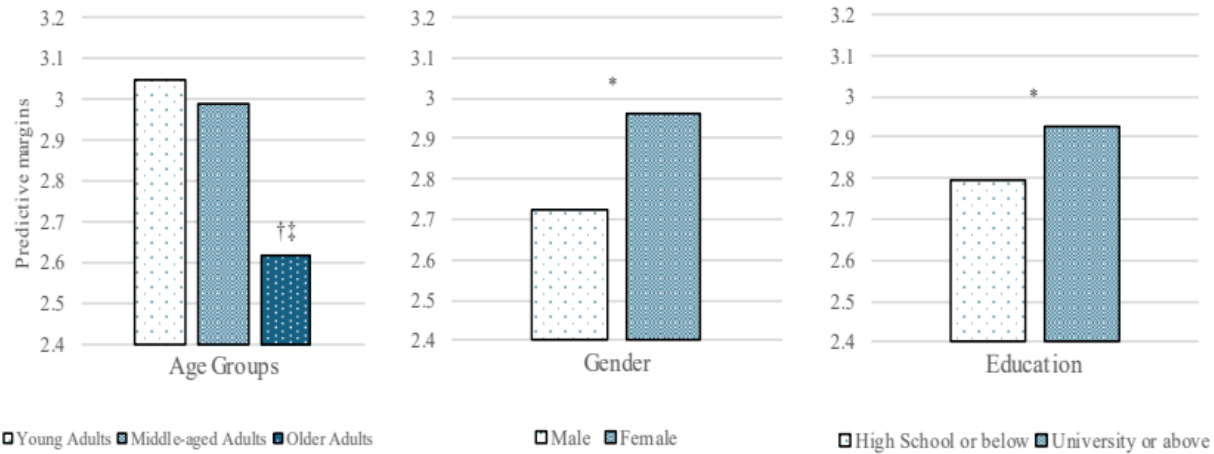


Rest Detachment

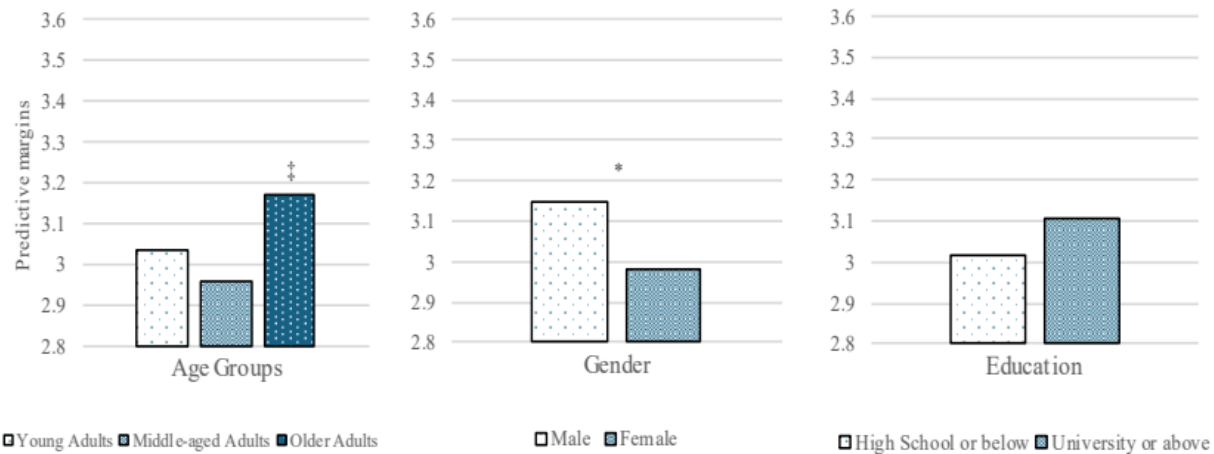


Rest Capability **쉼** 역량 (Kim et. al. 2025)

Rest Anxiety

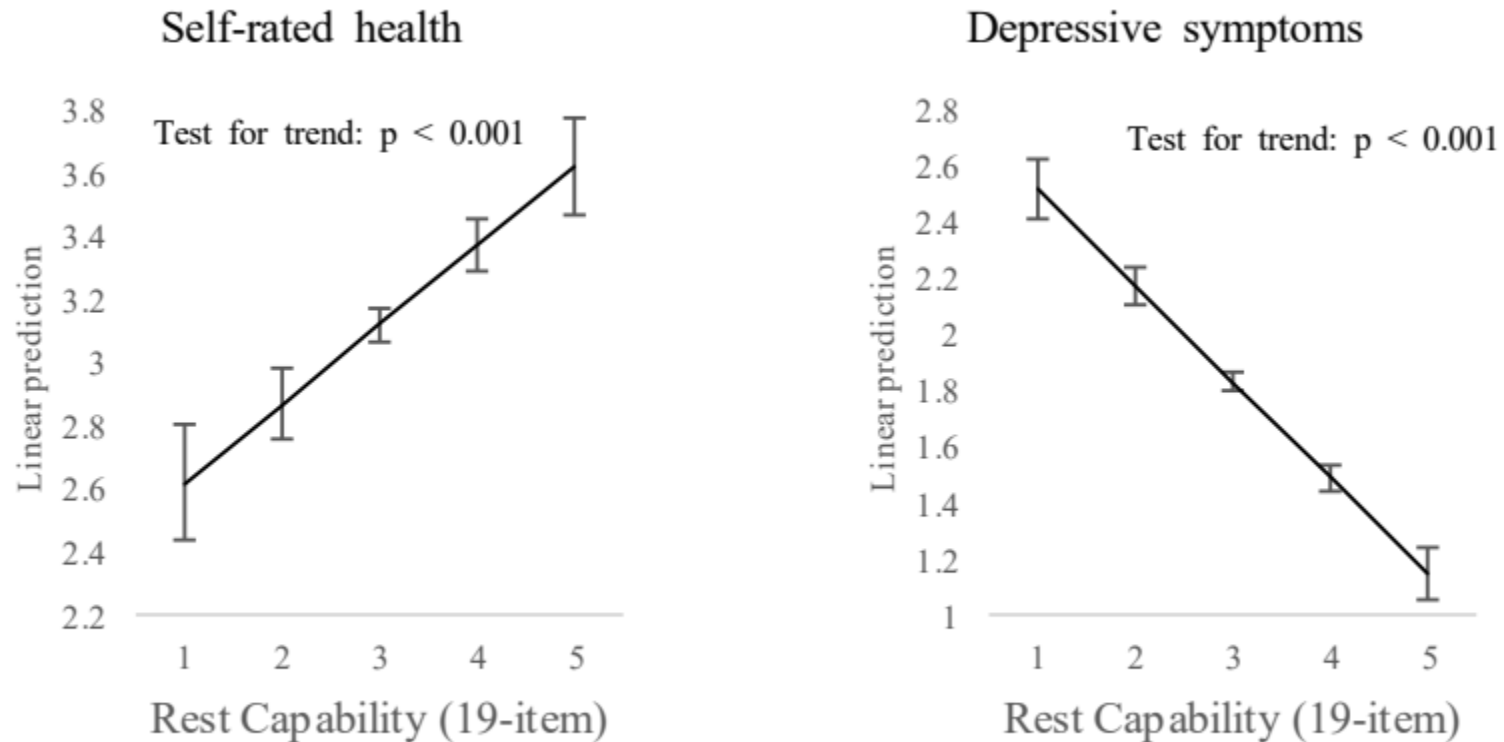


Rest Resources



Rest Capability & Health (Kim et. al. 2025)

Figure 2. Predicted Margins of Health by Rest Capability



Research Questions

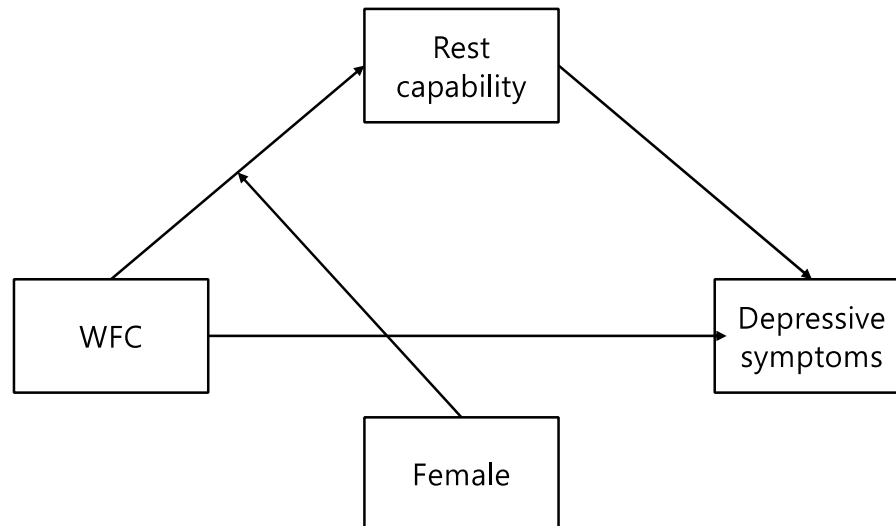
- Does rest capability mediate the relationship between WFC and depressive symptoms?
- Does this mediation differ by gender?
- Are dual-earner women more disadvantaged in rest capability?

Hypothesis

H1: Work-family conflict will be positively associated with depressive symptoms.

H2: Rest capability will mediate the relationship between work-family conflict and depressive symptoms, such that higher rest capability will weaken the positive association between work-family conflict and depressive symptoms.

H3: The mediating effect of rest capability on the work-family conflict-depressive symptoms relationship will be stronger for women compared to men (the moderated mediation).



Data & Method

- Data: 2nd wave of *Rest and Health in Korean Society* (2023)
- Focus group: Dual-earner couples in Korea
- Data Attrition
 - Incorrect answers (N=4)
 - Respondents aged 65+ (N=202)
 - Single-earner households (N=501)
- Final sample: 303 respondents

Measures

- **CES-D:** 10-item scale with 4-point response (Radloff, 1977)
 - Cronbach's alpha: 0.85
- **Work-Family Conflict:** 6-item scale with 5-point response (Cinnamon and Rich, 2002)
 - Cronbach's alpha: 0.81

Measures

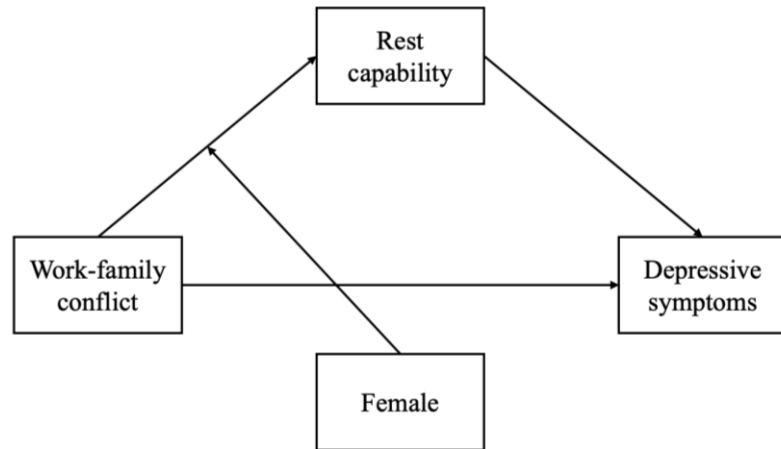
- **Rest capability:**

- Q1. “I am usually able to rest when I want to.” [autonomy]
 - 나는 평소 쉬고 싶을 때 잘 쉴 수 있다.” [쉬 자율성]
- Q2. “I know how I can rest properly.” [mastery]
 - 나는 내가 어떻게 쉬어야 잘 쉴 수 있는지 안다.” [쉬 능숙도]
- Q3. “I have all the necessary resources, environment, and relationships etc. I need to rest well.” [resource accessibility]
 - 나는 잘 쉬기 위해 필요한 자원, 환경, 관계 등을 가지고 있다.” [쉬 자원 접근성]

1 “매우 그렇다” 2 “그렇다” 3 “보통이다” 4 “그렇지 않다” 5 “매우 그렇지 않다” (역코딩: 1~3 =1, 4~5=0; Q1~Q3 합)

- **Controls:** age, gender, education level, household income, social support, paid working time, housework time, children age 10 or younger, self-rated health

Data & Method



- Moderated Mediation Analysis with Bootstrap resampling
 - Analyze the direct, indirect, and total effects separately
 - Does not require normal distribution assumption
- Analyze option
 - 95% percentile bootstrap confidence interval
 - 5,000 resampling, seed: 12345 (fixed)

Results

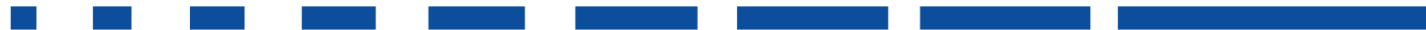


Table 2. Two-step Regression Predicting the Effect of Work-Family Conflict on Depressive Symptoms (N=303)

	Model 1		Model 2	
	B	S.E.	B	S.E.
WFC	0.245	.043***	0.213	.044***
Rest capability			-0.135	.042***
Household income	-0.026	.017	-0.019	.017
Social support	-0.116	.054*	-0.073	.054
Age	0.0001	.004	-0.001	.004
Female	0.030	.067	0.029	.066
Educational attainment	0.032	.028	0.038	.028
Self-reported health	-0.096	.034**	-0.089	.034**
Have young children	0.051	.113	-0.015	.113
Paid working time	0.168	.072*	0.146	.071*
Housework time	0.010	.036	0.013	.036
Constant	0.687	.587	1.201	.600*

Table 3. Mediation Analysis between Work-Family Conflict, Rest Capability, and Depressive Symptoms using Bootstrap Resampling

Direct Effect	Effect	S.E.	LLCI	ULCI
WFC → Dep.	0.213	.044	.124	.298
Indirect Effect				
WFC → Rest → Dep.	0.032	.015	.006	.065
Total Effect				
WFC → Dep.	0.245	.042	.160	.326

Table 4. Regression Predicting the Effect of Work-Family Conflict on Rest Capability by Gender (N=303)

	Rest Capability	
	B	S.E.
WFC	-0.423	.080***
Female	-0.940	.289***
WFC * Female	0.363	.108***
Household income	0.057	.023*
Social support	0.326	.072***
Age	-0.007	.005
Educational attainment	0.046	.038
Self-reported health	0.060	.046
Have young children	-0.047	.153**
Paid working time	-0.178	.097
Housework time	0.014	.049
Constant	4.310	.805***
R ²	0.229	
F	7.87***	
N	303	

Figure 2. Predicted Marginal Effects of Work-Family Conflict on Rest Capability by Gender

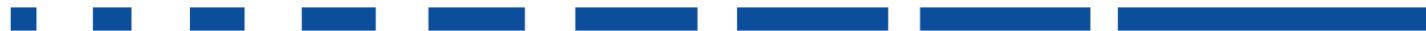


Table 5. Direct, Indirect, and Total Effects of Moderated Mediation Analysis among WFC, Rest Capability, and Depressive Symptoms by Gender using Bootstrap Resampling

Model 1				
Direct Effect	Effect	S.E.	LLCI	ULCI
WFC → Dep.	0.213	.044	.124	.298
Conditional Indirect Effect				
WFC → Rest → Dep.	Effect	S.E.	LLCI	ULCI
Women	0.008	.013	-.016	.037
Men	0.057	.024	.015	.109
Index of Moderated Mediation: Difference between Conditional Indirect Effect				
Women vs Men	0.049	.025	.009	.104
Conditional Total Effect				
WFC → Dep.	Effect	S.E.	LLCI	ULCI
Women	0.221	.043	.135	.304
Men	0.270	.044	.183	.354

Conclusion

- WFC positively associated with depressive symptoms
- The higher WFC, the lower Rest capability(RC); RC mediates the WFC-depression link
- Rest capability negatively associated with depressive symptoms
- **Women:** Lower overall rest capability. No mediation effect.
- **Men:** Significant mediation effect.
 - Especially, the higher the WFC, the lower the ability to rest, the higher the depressive symptoms.



Limitations

- Data and Measurement
 - Cross-sectional design - reverse causality
- Unidimensional rest capability scale - possibility of different dimensions for men and women
 - Depending on men and women, work-family conflicts may appear as a lack of rest capacity (autonomy, access to means, separability, and rest anxiety) in various dimensions, and accordingly, may affect depression
- Cultural specificity (Korean context)



Thank You!
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