The aim of the study was evaluating social determinants and gender differences in WLC. 

Methods The study has been carried out in three workplaces (Call centre, plastic and metal industry) in 807 workers between 01.08.2016 and 01.01.2017. Independent variables were age, gender, marital status, educational status and occupational class. Dependent variable was WLC. Copenhagen Psychosocial Questionnaire-3 were used to evaluate work life conflict. We analysed the association between social determinants and work life conflict by using chi-square test and logistic regression.

Results Mean age of men and women were 32.1±7.4, 27.2 ±6.6, respectively. 43.0% were women. WLC was found higher in women (55.9%) than men (42.4%) (p<0.001). White collar, younger and high educated workers had higher risk of having WLC than their reference groups (p<0.05 for all comparisons). Logistic regression analysis revealed that, being younger and married were independently associated with WLC (p<0.05) in women. Being younger was independently associated with WLC (p<0.05) in men. There were no association between educational status or occupational class and WLC in both gender.

Conclusion In this study, an inverse relationship was found between age of the employees and WLC. Marital status is important factor in women but not in men in terms of WLC.

The association between work-family spillover and quality of sleep: a prospective study of Japanese workers

Introduction Quality of sleep has been linked to poor health. While work-family spillover is associated with health problems and impaired work performance of workers, previous findings were inconsistent on, the association between work-family spillover and sleep quality. No study was conducted in non-western countries. The objective of this study was to investigate the prospective association between work-family spillover and sleep quality among Japanese workers.

Methods The database used in the study was from a 2 year prospective cohort study. In the baseline survey (T1) in 2011, questionnaires were sent to 1356 workers living in two wards of Tokyo, and 753 (56%) responded, and 489 completed all scales and items used the study. A follow-up survey was conducted in 2013, with 224 (46%) respondents out of the 489 completers at T1; 176 completed all scales. The questionnaire (both T1 and T2) included self-reported instruments of work-family spillover (the Survey Work-home Interaction-NijemeGen, SWING), sleep quality (Pittsburgh Sleep Quality Index, PSQI), and job stressors (Brief Job Stress Questionnaire, BJSQ), and demographic variables (age, sex, education, marital status, and work styles). Multiple linear regression analysis was employed to investigate the prospective association between work-family spillover and sleep quality among Japanese workers.

Results Among the 176 completers, 36% were men; the average age was 39 years old. Work to family negative spillover (beta=0.20) significantly and positively correlated with sleep quality, after adjusting for the demographic variables (p<0.020). No significant association was observed between the other type of spillover (i.e. work to family positive, family to work positive or negative) and sleep quality. (p>0.05).

Conclusion This prospective study confirmed the association between work-family negative spillover and sleep quality in a sample of Japanese workers. Work to family negative spillover could be considered a target condition to improve sleep quality of workers.