

Household Dynamics and Relationship Satisfaction of Couples During the COVID-19
Pandemic

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Abstract

The COVID-19 pandemic forced many people into teleworking full time. This shift from working in-person to working from home created changes in household dynamics and within romantic relationships. Prior research on cohabiting couples has found the division of household labor is gendered with female partners doing the majority of housework, work-life balance became more difficult to maintain due the pandemic, and that relationship satisfaction is associated with work stress. Researchers have yet to examine the impacts of work-life balance and perceived chore unfairness on relationship satisfaction within distinguishable dyads where one partner is teleworking and other is working in-person using the Actor-Partner Interdependence Model (APIM). The present study analyzed predictors of relationship satisfaction with data from 30 cohabiting heterosexual couples during the COVID-19 pandemic, with one partner teleworking and one partner working in-person. We created three models: one with teleworking status as the distinguishing variable with an additional model moderating for whether the individual had a home office, and one with gender as the distinguishing variable. We found that for the teleworking group, when their own perceived chore unfairness increased, their own relationship satisfaction decreased. Additionally, whether or not teleworking partners had a home office influenced their partner's relationship satisfaction. Furthermore, in the gender model, when both female and male partner's perceived chore unfairness increased, there was a decrease only in female relationship satisfaction. This study provides additional insights on how the COVID-19 pandemic shifted dynamics within heterosexual cohabiting couples and impacted relationship satisfaction.

Introduction

During 2020, much of the workforce shifted from working in-person to working remotely from home due to the COVID-19 pandemic (Wang, Liu, Qian, & Parker, 2021). Many employees also faced changes in employment situations other than working remotely, such as decreased working time. Not only did the pandemic change how and where people work, it also impacted family dynamics and romantic relationships. Couples reported increased relationship stress during the pandemic (Schokkenbroek, Hardyns, Anrijs, & Ponnet, 2021). Additionally, research has shown that there are gendered differences in the division of household labor. Within couples with children, many fathers were impacted positively since they were able to spend more time with their children, whereas mother's felt more overburdened and overworked since their unpaid labor time increased drastically. Mothers felt that they were doing much more than their fair share and were subsequently more dissatisfied with their partner's share of unpaid labor (Borah Hazarika & Das, 2021; Craig & Churchill, 2021).

Current literature on relationship dynamics, specifically looking at the balance between work and personal life, during the COVID-19 pandemic is limited. For instance, the impacts of having a private home office on relationship satisfaction have only been explored by Schmid, Wörn, Hank, Sawatzki, and Walper (2021). The present study seeks to expand on the current literature by examining how the COVID-19 pandemic impacted the work-life balance, perceived chore unfairness, and relationship satisfaction of individuals in heterosexual couples with one partner teleworking and one partner working in-person. We aimed to answer the following questions: How does the partner's work-life balance and rating of fairness of chores predict an individual's own relationship satisfaction? Additionally, does having a partner who works from home and has a private office further impact one's relationship satisfaction?

Prior to the pandemic, work-life-balance and division of labor in the household have

55 been found to be associated with relationship quality and satisfaction. In dual-earning
56 couples with children, work-related stress predicted lower ratings of relationship quality
57 (Debrot, Siegler, Klumb, & Schoebi, 2018). Debrot, Siegler, Klumb, and Schoebi (2018)
58 also found that detachment from work was found to act as a mediator between
59 work-related stress and relationship quality for both the individual's own relationship
60 quality rating as well as their partner's relationship quality rating. For many first-time
61 parents, the added responsibility of childcare and housework as well as changes in work
62 hours impacted relationship satisfaction (Keizer & Schenk, 2012). In this study, couples
63 became increasingly less satisfied with their relationship after the birth of a child compared
64 to couples who remained childless.

65 The gendered division of labor in the household has also been found to impact
66 relationship satisfaction and commitment in couples. Previous research has shown that
67 partners who perceived the fairness in the division of housework as unfair had lower
68 relationship satisfaction (Gillespie, Peterson, & Lever, 2019). Additionally, Gillespie,
69 Peterson, and Lever (2019) found that female partners who perceived their male partner's
70 housework as unfair reported higher relationship satisfaction than male partners who
71 perceived their female partner's housework as unfair. In both female and male partners,
72 the perception of their own levels of commitment and their partner's levels of commitment
73 predicted their own ratings of chore unfairness (Tang & Curran, 2013). Furthermore,
74 women have reported doing more household work than their male partners (Charbonneau,
75 Lachance-Grzela, & Bouchard, 2021). These relationship and household dynamics show an
76 important gendered difference that should be further investigated in the context of the
77 COVID-19 pandemic.

78 The COVID-19 pandemic has caused a shift in psychology research, prompting
79 researchers to expand on prior literature and re-examine factors that influence relationship
80 satisfaction in couples in the context of the pandemic. These studies have examined
81 couples in a new context and potential stressors associated with the pandemic. As a result

of the COVID-19 pandemic, relationship satisfaction levels have changed amongst couples pre-lockdown and post-lockdown. Couples relationship satisfaction levels were significantly lower post-lockdown compared to pre-lockdown (Ahuja & Khurana, 2021). Additionally, the pandemic led to an increase in arguing and pandemic-related worries, which were strong predictors of declining relationship satisfaction (Vigl, Strauss, Talamini, & Zentner, 2022). Williamson (2020) found that relationship coping, defined as how well partners work as a team and help each other relax, acted as a significant moderator of relationship satisfaction during lockdowns: higher levels of relationship coping predicted increased relationship satisfaction. This study also found that as a result of the COVID-19 pandemic, stressful conditions have impacted couples and their relationship well-being. Similarly, Neff, Gleason, Crockett, and Ciftci (2021) found that individuals who engaged in more negative relationship behaviors experienced lower relationship satisfaction on days of greater stress. Furthermore, those who were more blaming of the pandemic for their problems reported greater relationship satisfaction compared to individuals who were less blaming of the pandemic (Neff, Gleason, Crockett, & Ciftci, 2021). These findings suggest that the pandemic did indeed influence dynamics within couples. However, current literature has failed to examine how an individual's perceptions may have impacted their partner's perceptions and relationship satisfaction levels. Additionally, the literature does not often distinguish individuals by teleworking status, which could play an important role in relationship dynamics for cohabiting couples.

Division of labor in the household has also changed during the pandemic, but seemed to remain gendered. In heterosexual cohabiting couples with children, Hank and Steinbach (2021) found that when only the mother worked from home, her share of housework significantly increased after the pandemic began. However, when the father experienced a decrease in working hours, the mother's share of housework and childcare significantly decreased. Furthermore, research by Dunatchik, Gerson, Glass, Jacobs, and Stritzel (2021) has found that both mothers and fathers in dual remote-worker households experienced an

increase in the time spent on housework and childcare. However, this study also found that mothers were still largely responsible for education and childcare even when both parents were available for these tasks. Additionally, women had more parenting and household chore responsibilities, while men did more paid work during a COVID-19 lockdown period, causing an unfair division of unpaid and paid labor in the household (Waddell, Overall, Chang, & Hammond, 2021). However, the present study seeks to examine the shift in these gendered differences in household chores when looking at couples where only one partner teleworks and one partner works in-person. The teleworker, regardless of gender may take on the gendered housework role of the “female partner” because they are at home more often, making them more likely to do the majority of the household chores. Another factor that has not been considered in prior research is chore unfairness and how perceptions of chore unfairness could influence the relationship satisfaction of both partners within couples.

In addition to the change in division of labor, the pandemic has drastically impacted the work-life balance of individuals. Individuals have experienced significantly more non-work related interruptions during the workday, with female employees noting higher prevalence of interruptions (Leroy, Schmidt, & Madjar, 2021). Lower job performance was also reported for women in relationships who were responsible for most of the household work during the pandemic, indicating issues with maintaining work-life balance (Shockley, Clark, Dodd, & King, 2021). These disruptions have further impacted individual’s relationships and household dynamics. Furthermore, parents experienced more work-life balance conflicts than couples without children during the pandemic (Graham et al., 2021). Issues maintaining work-life balance due to interruptions while teleworking may impact both the individual as well as their partner. One potential solution for teleworkers that could increase work-life balance, as well as relationship satisfaction, is having a private workspace or home office. Leroy, Schmidt, and Madjar (2021) have explored how having a home office impacted teleworkers and found that those with a home office experienced less

non-work interruptions while higher work-family interference was associated with work-based interruptions. This will be explored further in our study with having a home office as a moderator, looking both at the effect on individuals and their partner's relationship satisfaction and work-life balance.

There is a gap in the current literature on the effects of the COVID-19 pandemic on relationship satisfaction of couples where one partner is teleworking and one partner is working in-person. This is important to consider as many couples have experienced this working configuration at one point during the pandemic or will experience this working configuration in the future, especially as some companies shift back into in-person work while others stay remote. Current studies on the pandemic also fail to consider the effect of both changes in work-life balance with perceived chore unfairness as a mediator on relationship satisfaction. Furthermore, few studies have analyzed the impacts of individual and partner perceptions on work-life balance, perceived chore unfairness, and relationship satisfaction during the COVID-19 pandemic. As the COVID-19 pandemic continues in our present society, it is important to continue studying how it has impacted relationships and household dynamics because the effects will likely be long lasting on individuals. Much of the current literature also focuses only on parents, and not couples who are solely cohabiting which may not be as generalizable to the majority of the population.

Our study aims to fill this gap by examining the impacts of work-life balance and perceived chore unfairness on relationship satisfaction in cohabiting heterosexual couples during the COVID-19 pandemic using the Actor-Partner Interdependence Model (APIM). Our study focuses on whether the work-life balance and perceived chore unfairness predicts relationship satisfaction of individuals who work in-person with a partner who teleworks, as well as an individual who teleworks with a partner who works in-person. Additionally, our study intends to examine how a partner's work-life balance and perceived chore unfairness predicts an individual's own relationship satisfaction. We aim to examine potential differences in work-life balance, perceived chore unfairness, and relationship

satisfaction based on gender, teleworking status, and whether workers had a home office space. The current study will test the following hypotheses:

1. Less work-life balance will be positively associated with relationship satisfaction scores for both individuals within a couple.

2. Perceived chore unfairness will be negatively associated with relationship satisfaction scores for both individuals within a couple.

3. Individuals working from home will have less work-life balance and higher perceived chore unfairness due to more time spent in the home which will result in a lower relationship satisfaction than their partner.

4. Individuals who do not work remotely will have more work-life balance and lower perceived chore unfairness due to less time spent in the home which will result in a higher relationship satisfaction than their partner.

5. Individuals who work from home with lower work-life balance and higher perceived chore unfairness due to more time spent in the home will predict higher relationship satisfaction for their partners who do not work remotely.

6. Individuals who do not work remotely with more work-life balance and lower perceived chore unfairness due to less time spent in the house will predict lower relationship satisfaction for their partners who work remotely.

7. Having a home office space will increase work-life balance in partners who work from home and increase their relationship satisfaction because a designated private space will reduce interruptions.

8. Female partners will have less work-life balance and higher perceived chore unfairness which will predict lower relationship satisfaction compared to their male partners.

Methods

Measures

Relationship Satisfaction. Relationship satisfaction was measured using four items from the Quality of Marriage Index (Norton, 1983). Items include, “Today, we have a good relationship,” “Today, my relationship with my partner is strong,” “Today, my relationship with my partner makes me happy,” and “Today, my partner and I are really a team,” measured on a 1 – *mostly true about me*, to 4 – *not true about me* scale. These items were asked on a daily basis for the duration of the study. An average score was calculated for each item for each partner across the 14 days, then the mean of the average scores was calculated to get an overall relationship satisfaction score between 1-4 points. The scale was reliable, $\alpha = 0.98$. The intraclass correlation (ICC) for relationship satisfaction was large, $ICC = 0.81$.

Perceived Chore Unfairness. Each partner’s perceived chore unfairness was determined by a single question, “Today, how did you feel about the fairness of division of household tasks?,” measured on a 1 – *very unfair to you*, to 5 – *very fair to me* scale. This question was asked on a daily basis for the duration of the study. An average score was calculated for each partner across the 14 days, with the highest possible score of 5. The intraclass correlation (ICC) for perceived chore unfairness was small, $ICC = 0.13$.

Work-life Balance. Work-life balance was measured using three items from the Work-Family Integration-Blurring Scale (Desrochers, Hilton, & Larwood, 2005). Items include, “Today it was difficult to tell where my work life ended and my family life began,” “Today I integrated my work and family duties,” and “Today there was a clear boundary between my career and my role in my family,” measured by 1 – *strongly disagree*, to 5 – *strongly agree*. These items were asked on a daily basis for the duration of the study. An average score was calculated for each item for each partner across the 14 days. Then, the mean of the average scores was calculated to get an overall work-life balance score between

1-5 points. The scale was reliable, $\alpha = 0.76$. The intraclass correlation (ICC) for perceived chore unfairness was moderate, $ICC = 0.50$.

Descriptive Statistics

A total of 30 couples ($n = 60$), either married or in committed relationships, met the inclusion criteria of one partner working from home and one partner not working from home, completed demographic survey questions, and completed all daily diary questions related to relationship satisfaction, perceived chore unfairness, and work-life balance. Participants ranged in age from 26 to 71 years old. All participants were in heterosexual relationships (50% female), while individual's sexuality differed (98.33% heterosexual, 1.67% bisexual). The racial makeup of the sample was 80% White or European American, 10% Black or African American, 6.67% Asian or Asian American, and 3.33% Latinx or Hispanic. None of the couples were in interracial relationships. The annual income ranged from \$0 to \$345,000 for individual partners. 43 participants had home offices, of which 58.14% solely worked from home.

Preliminary analyses of the distinguishable dyads (working from home versus not working from home) were conducted using t-tests (see Table 1). No significant differences were found between the two work-from-home groups and two gender groups across each of the independent and dependent variables of interest. Correlations were also calculated among important variables of interest.

Results

Data analysis

We used R [Version 4.0.3; R Core Team (2020)] and the R-packages *dplyr* [Version 1.0.7; Wickham, François, Henry, and Müller (2021)], *forcats* [Version 0.5.1; Wickham (2021a)], *ggformula* [Version 0.10.1; Kaplan and Pruim (2021)], *ggplot2* [Version 3.3.5;

Wickham (2016)], *ggribges* [Version 0.5.3; Wilke (2021)], *ggstance* [Version 0.3.5; Henry, Wickham, and Chang (2020)], *lattice* [Version 0.20.41; Sarkar (2008)], *Matrix* [Version 1.3.2; Bates and Maechler (2021)], *mosaic* [Version 1.8.3; Pruim, Kaplan, and Horton (2017); Pruim, Kaplan, and Horton (2021)], *mosaicData* [Version 0.20.2; Pruim, Kaplan, and Horton (2021)], *nlme* [Version 3.1.152; Pinheiro, Bates, DebRoy, Sarkar, and R Core Team (2021)], *papaja* [Version 0.1.0.9997; Aust and Barth (2020)], *plyr* [Version 1.8.6; Wickham, François, Henry, and Müller (2021); Wickham (2011)], *psych* [Version 2.1.9; Revelle (2021)], *purrr* [Version 0.3.4; Henry and Wickham (2020)], *readr* [Version 1.4.0; Wickham and Hester (2020)], *stringr* [Version 1.4.0; Wickham (2019)], *tibble* [Version 3.1.6; Müller and Wickham (2021)], *tidyr* [Version 1.1.4; Wickham (2021b)], and *tidyverse* [Version 1.3.0; Wickham et al. (2019)] for all our analyses.

Analysis Strategy

We hypothesized that an individual's own ratings of work-life balance and perceived chore unfairness, as well as their partner's ratings would predict an individual's own relationship satisfaction. More specifically, we examined differences in heterosexual couples with one partner who worked in-person and one partner who teleworked during the COVID-19 pandemic, as well as differences based on gender. We also tested whether having a home office space acted as a moderator between work-life balance and relationship satisfaction. We used the Actor-Partner Interdependence Model (Cook & Kenny, 2005) to test our hypotheses. The APIM allowed us to determine whether an individual's own ratings predicted their own relationship satisfaction scores and determine whether their own ratings predicted their partner's relationship satisfaction scores. The models we tested are shown in Figure 1. and Figure 2.. Most importantly, we were able to analyze how partners within each dyad influenced each other's data by modeling correlated errors to account for non-independence.

We included the following explanatory variables in our final model for predicting

relationship satisfaction separated by whether individuals teleworked or worked in-person: the actor's perceived chore unfairness rating as the mediator, the partner's perceived chore unfairness rating also as a mediator, the actor's rating of work life balance as a predictor, and the partner's rating of work life balance also as a predictor (see Figure 1). The effects in this model were separated by work status: different coefficients were calculated for both the teleworking partner and working in-person partner.

A second model was created to determine if there were differences in predicting relationship satisfaction between partners separated gender (see Figure 2). The following explanatory variables were included in this model: the actor's perceived chore unfairness rating as the mediator, the partner's perceived chore unfairness rating also as a mediator, the actor's rating of work life balance as a predictor, and the partner's rating of work life balance also as a predictor. The effects in this model were separated by gender: different coefficients were calculated for both the female partner and male partner.

Main Results

Results for our first model are shown in Table 2. There was only one statistically significant predictor in our model based on worker type: For teleworking partners, the actor effect of perceived chore unfairness on relationship satisfaction was statistically significant ($b = -0.35$, $SE = 0.16$, $p = 0.04$). For every one point increase in the teleworker's perceived chore unfairness, their own relationship satisfaction decreased by 0.35. However, when comparing perceived chore unfairness ratings between the partner who works in person and the teleworking partner, the coefficients were not statistically different ($p > 0.05$). Lack of differences between groups are depicted in Figure 3. and Figure 4. 9.7% of the variance in relationship satisfaction of the teleworker and in-person worker is explained by the variables included in our model.

Additionally, for the partner who is working in-person, there was a statistically

significant two-way interaction of their work-life balance and their partner having a home office on relationship satisfaction, $b = -1.85$, $SE = 0.71$, $p = .012$. This interaction is such that when the working from home partner did not have a home office, there was a significant effect of work-life balance on the relationship satisfaction for the person working in-person, $b = 1.65$, $SE = 0.63$, $p = .012$, but when the working from home partner did have a home office, work-life balance negatively affected the relationship satisfaction for the person working in-person although not significantly so, $b = -.078$, $SE = 0.28$, $p = 0.78$. However, having a home office space was not determined to be a significant moderator of work-life balance on relationship satisfaction when looking at the three-way interaction ($b = 1.90$, $SE = 1.00$, $p = 0.06$), therefore having a home office did not differently moderate the effects of work-life balance on the relationship satisfaction based on worker type.

Our second model based on gender yielded two significant predictors (Table 3). For female partners, the actor effect of perceived chore unfairness on relationship satisfaction was statistically significant ($b = -0.43$, $SE = 0.15$, $p = 0.009$). For every one point increase in the female partner's perceived chore unfairness, their own relationship satisfaction decreased by 0.433 points. Additionally, for male partners, the partner effect of perceived chore unfairness was also statistically significant ($b = -0.31$, $SE = 0.15$, $p = 0.04$). For every one point increase in the male partner's perceived chore unfairness, their female partner's relationship satisfaction decreased by 0.31 points. However, the coefficients for female and male parents were not significantly different from each other ($p > 0.05$). 12.3% of the variance in relationship satisfaction of the female and male partners was explained by the variables included in our model.

Discussion

For our first model, our hypothesis that individuals working from home will have less work-life balance and more perceived chore unfairness, which will ultimately result in a lower relationship satisfaction than their partner was partially supported. For teleworking

partners, the actor effect of perceived chore unfairness on relationship satisfaction was statistically significant, however when comparing perceived chore unfairness ratings between the partner who works in person and the teleworking partner, the coefficients were not statistically different from each other. These results suggest that both partners report lower ratings of relationship satisfaction regardless of their teleworking status. This may be explained by the shift in household dynamics due to the pandemic, which may have led to non-traditional divisions of household labor within cohabitating couples. The divisions of household labor during the pandemic also may have not differentiated the household roles of partners as much as we expected. Furthermore, these results did not fully support our hypothesis as there was no statistically significant predictor in our model for the relationship between work-life balance and relationship satisfaction. This may be because the model only explained 9.7% of the variance in relationship satisfaction of the teleworker and in-person worker. Overall, our results on the relationship between perceived chore unfairness and relationship satisfaction are mostly supported by previous research which found that partners who believed the division of household chores was unfair had a lower relationship satisfaction rating (Gillespie, Peterson, & Lever, 2019). However, our findings differ from previous research which did find a relationship between work-life balance and relationship satisfaction. This finding is supported by Debrot, Siegler, Klumb, and Schoebi (2018), which found that for dual-earning couples, work-related stress predicted lower ratings of relationship quality.

Our hypothesis that having a home office would increase work-life balance in partners who work from home as well as increase their relationship satisfaction was not supported by our moderation model. We found that having a home office did not have a significant moderating effect on relationship satisfaction for teleworking partners. However, whether or not teleworkers had a home office did impact their non-teleworking partner's relationship satisfaction. We found that when teleworking partner's did have a home office, their partner's relationship satisfaction decreased, and not having a home office increased their

partner's relationship satisfaction. This was unexpected and not supported by previous research (Leroy, Schmidt, & Madjar, 2021). This may be explained by non-teleworking partner's potentially being jealous of their teleworking partner. The teleworking partner gets to stay home and prevent COVID-19 exposure while also having a private space to do their work. In contrast, the teleworking partner might be doing more of the household chores if they lack a designated private workspace. A potential increase in teleworking partner's household chores would alleviate some of the non-teleworkers' household chore responsibilities which may have led to their increase in relationship satisfaction.

For our second model, our hypothesis that female partners will have less work-life balance and more perceived chore unfairness, which will predict lower relationship satisfaction compared to their male partners was partially supported. For female partners, there was statistical evidence that their own rating of perceived chore unfairness significantly affected their own relationship satisfaction. Furthermore, for the male partner, their perceived chore unfairness significantly lowered their female partner's relationship satisfaction. However, the coefficients for female and male partners were not significantly different from each other. Our results suggest that there were no gender differences in unfairness of division of household chores. This may be explained by the shift in household dynamics and gender roles during the pandemic. Since this model did not account for which partner was teleworking and which one was working in person, traditional gender roles may have reversed in certain households depending on which partner had more time to allocate to household chores, regardless of gender. Furthermore, these results also did not support our hypothesis as there was no statistically significant predictor in our model for the relationship between work-life balance and relationship satisfaction. These results may be because the model only explained 12.3% of the variance in relationship satisfaction of the female and male partners. Overall, our findings were mostly supported by Gillespie, Peterson, and Lever (2019), which found that partners who perceived the fairness in the division of housework as unfair had lower relationship satisfaction. However, our findings

differ from previous research which did find a relationship between work-life balance and relationship satisfaction. This finding is supported by Shockley, Clark, Dodd, and King (2021), which found that women in relationships who were responsible for most of the household work during the pandemic reported lower job performance, indicating issues with maintaining work-life balance.

While the present study did provide some new information on relationship dynamics during the COVID-19 pandemic, there were also a few limitations. Our sample size was fairly small and consisted of just 30 couples. This likely affected and reduced the significance of our findings. Studying a larger sample would allow for better detection of significant associations and could help us potentially determine what factors impact relationship satisfaction in couples.

Additionally, our sample only included individuals in heterosexual relationships. This was not an inclusion criteria, but occurred due by coincidence after filtering out participants with missing data or incomplete surveys. In the future, differences in work-life balance and perceived chore unfairness on relationship satisfaction should be examined in queer couples to get a more representative sample of society.

We did not examine how childcare responsibilities or having a child impacted work-life balance, perceived chore unfairness, and relationship satisfaction. These variables were examined in previous research as a predictor variable (Hank & Steinbach, 2021) or as a distinguishing variable (Keizer & Schenk, 2012). These studies both found childcare responsibilities or having children to be significant factors in couples relationship satisfaction and partners' share of housework. Future research could examine differences between couples with children and without children, or include childcare responsibilities as a mediator variable.

Finally, future research should also examine couples with different variations in partners who telework and work in-person. For example, future studies could include

394 couples who both telework to couples who both work in-person. The three different couple
395 pairs could be compared to see how location of work impacts dynamics between partners
396 and within couples.

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Table 1

RS = Relationship Satisfaction, PCU = Perceived Chore Unfairness, WLB = Work Life Balance, G = Gender, WFHS = Work From Home Status

	RS	PCU_Mean	WLB_Total	G	WFHSE
Actor Relationship Satisfaction	1.00	-0.42	-0.02	-0.11	0.04
Actor Perceived Chore Unfairness	-0.42	1.00	-0.06	0.17	-0.17
Actor Work Life Balance	-0.02	-0.06	1.00	-0.20	0.15
Actor Gender	-0.11	0.17	-0.20	1.00	-0.47
Actor Work Status	0.04	-0.17	0.15	-0.47	1.00

Table 2

	Value	Std.Error	t-value	p-value
Non-Teleworkers	3.35	0.89	3.78	0.00
Teleworkers	3.81	0.91	4.20	0.00
Non-Teleworkers' X Work Life Balance	0.03	0.21	0.14	0.89
Teleworkers' X Work Life Balance	0.12	0.24	0.49	0.63
Non-Teleworkers Partners' X Work Life Balance	-0.02	0.24	-0.08	0.94
Teleworkers Partners' X Work Life Balance	-0.16	0.22	-0.73	0.47
Non-Teleworkers' X Chore Unfairness	-0.31	0.19	-1.63	0.11
Teleworkers' X Chore Unfairness	-0.35	0.17	-2.10	0.04
Non-Teleworkers Partners' X Chore Unfairness	-0.22	0.17	-1.33	0.19
Teleworkers Partners' X Chore Unfairness	-0.28	0.20	-1.43	0.16

Table 3

	Value	Std.Error	t-value	p-value
Man	3.24	0.84	3.85	0.00
Woman	3.38	0.88	3.83	0.00
Man's Work Life Balance	-0.05	0.21	-0.24	0.81
Woman's Work Life Balance	0.18	0.24	0.76	0.45
Male Partner's Work Life Balance	0.03	0.23	0.12	0.90
Woman Partner's Work Life Balance	-0.14	0.22	-0.64	0.52
Man's Chore Unfairness	-0.19	0.19	-1.04	0.31
Woman's Chore Unfairness	-0.43	0.16	-2.71	0.01
Male Partner's Perceived Chore Unfairness	-0.32	0.15	-2.08	0.04
Woman Partner's Perceived Chore Unfairness	-0.13	0.19	-0.69	0.49

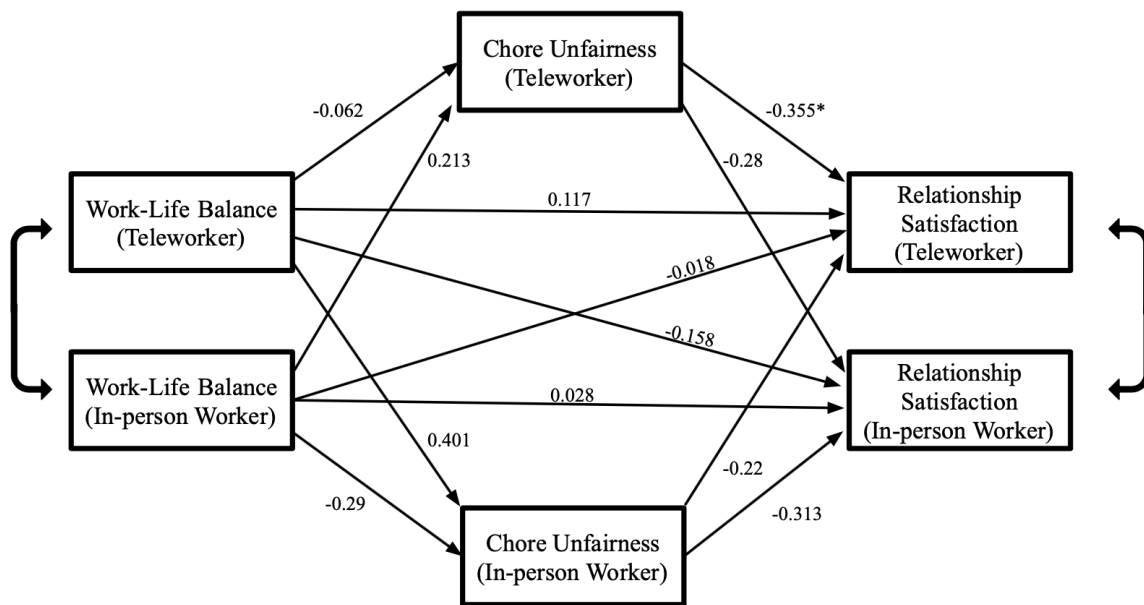


Figure 1. Model 1: Distinguishable dyad based on teleworking status *indicates significance of $p < 0.05$

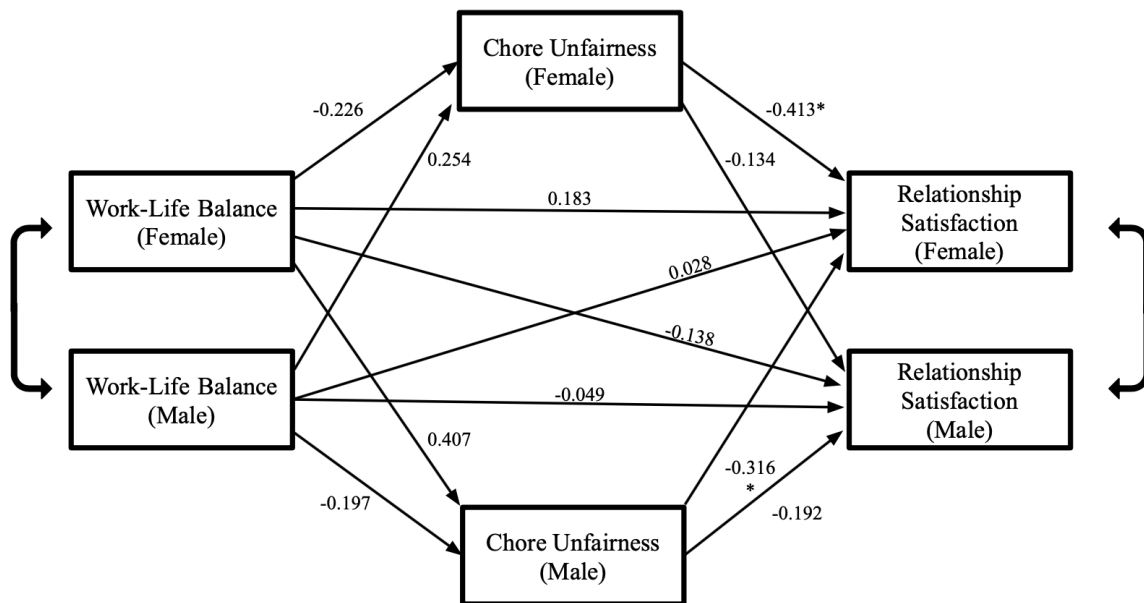


Figure 2. Model 2: Distinguishable dyad based on gender *indicates significance of $p < 0.05$

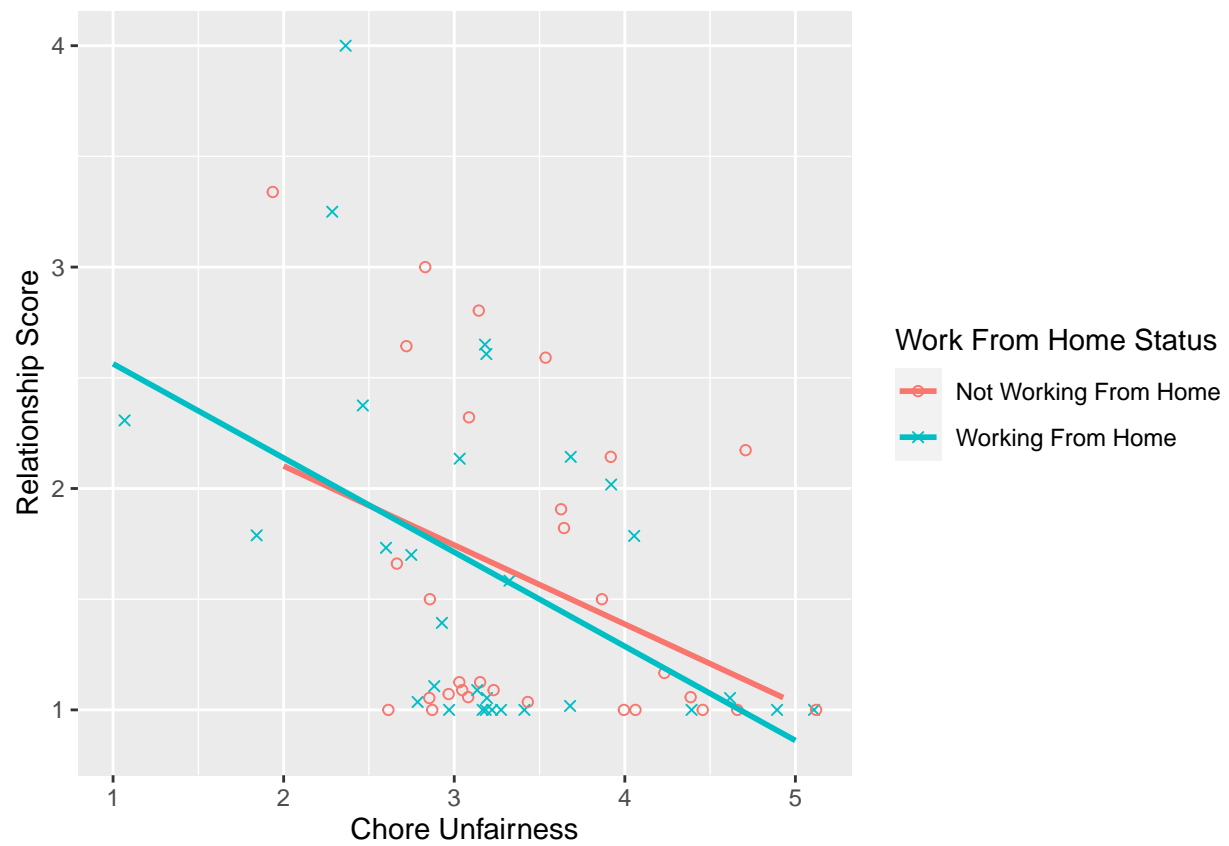


Figure 3. Relationship Satisfaction and Chore Unfairness grouped by worker type.

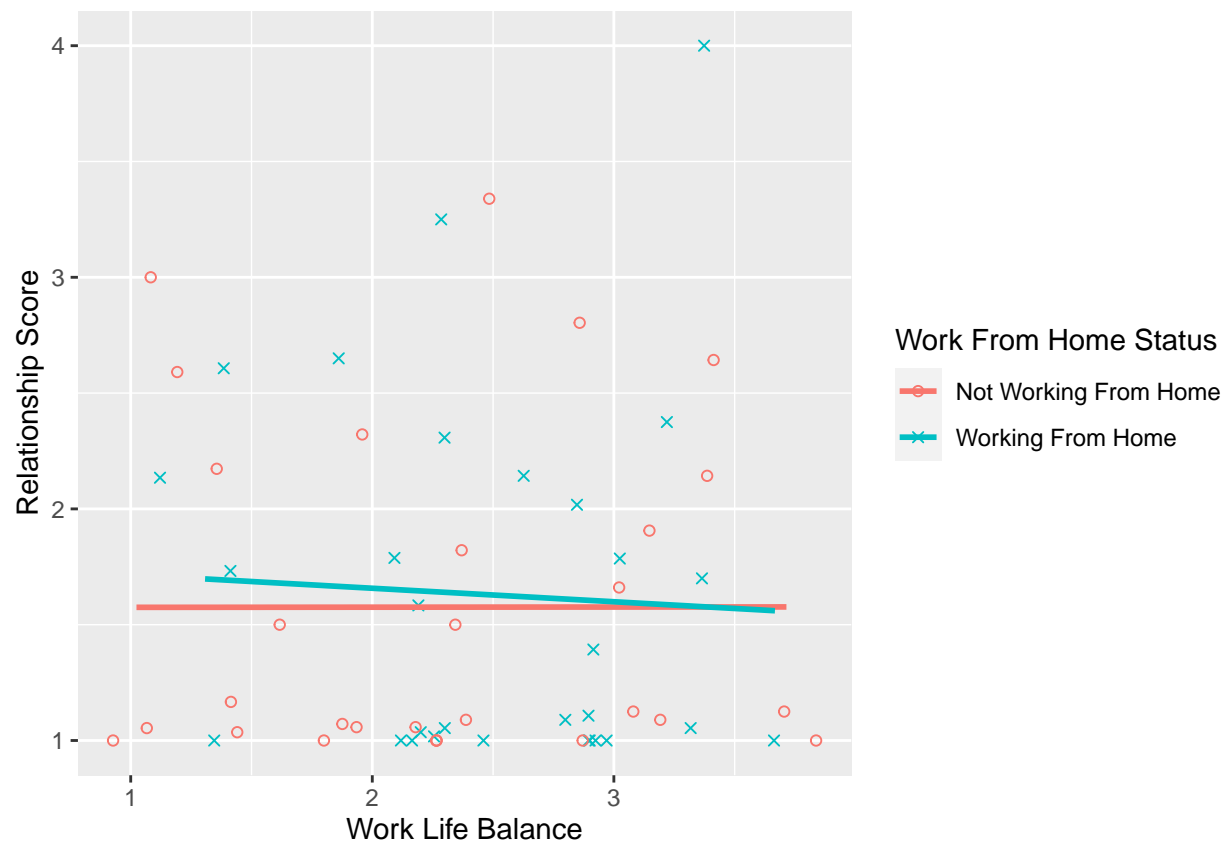


Figure 4. Relationship Satisfaction and Work Life Balance grouped by worker type.