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Fall 2002 ■ Volume 4(3)

EXPANDING THE
WORK-FAMILY
RESEARCH LENS

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REFLECTIONS FROM THE SLOAN FOUNDATION



Kathleen Christensen, Ph.D.

Work-Family Kaleidoscopes

By Kathleen Christensen, Ph.D.

Kathleen Christensen, Ph.D. is the Program Director for the Workforce, Workplace and Working Families Program at the Alfred P. Sloan Foundation. Dr. Christensen has articulated funding strategies designed to have an impact on our understandings of work and family issues and to promote innovative approaches to research. Over

the past six years, Dr. Christensen has continued to refine these strategies so that they continue to challenge research, practice, teaching, and policy.

In each issue of the Work-Family Research On-line Newsletter, Dr. Christensen shares her insights about research trends and emergent work and family challenges. In addition, her column discusses the cutting-edge strategies developed by the Alfred P. Sloan Foundation to enhance the well-being of today's working families.

For the past few decades, scholars have questioned and de-constructed the myth of the American melting pot. As we replaced the melting pot metaphor with an image of a complex mosaic, researchers increasingly focused their attention to the sometimes dramatic, sometimes nuanced differences in the work and family experiences of ethnic groups, socio-economic groups, age cohorts, religious groups, and residents of particular geographic regions.

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INTRODUCTION TO THE ISSUE

About the issue

For this issue, we posed the following question to a number of scholars: "Please consider the importance of expanding the work and family research lens to include various population groups, in particular those that are understudied."

We are grateful for the thought-provoking responses that we received. We extend a special thanks to Mark Auslander, guest writer, for writing the introduction to the issue. Auslander skillfully weaves the work and family experiences of people of color with a call for researchers to take difference seriously. We are confident this issue will provoke some interesting discussions and hopeful that it will stimulate some useful research questions.

EXPANDING THE WORK-FAMILY RESEARCH LENS

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Mark Auslander, Ph.D.
Emory University

Taking Difference Seriously: Considering Race in Work-Family Studies

By Mark Auslander

How much of a difference does race make in the study of work-family relations among the American middle class? The question makes many scholars uncomfortable, as well it should, for "race" (whatever this complex term is taken to mean) remains not only the outstanding conundrum of American public life but is among the most difficult problems to theorize in the social sciences. Most white Americans assume that several decades of affirmative action programs and

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Work-Family Kaleidoscopes, continued

I have had numerous conversations with work-family researchers who struggle with the "foreground/background" concerns connected with diversity. Their commitment to deepening our understanding of diverse work and family situations challenges all aspects of the research process, including study designs, sampling, data collection, and analysis. As a work-family community, we have all benefited from the leadership offered by those researchers and practitioners who have grappled with the implications of family diversity and of diversity at the workplace.

The realities of diversity pose important opportunities as well as challenges to the work-family area of study. At a fundamental level, work-family investigations have been predicated on assumptions and observations about the increasing diversity of family structures and workforces. Literally hundreds of research articles trace the roots of the work-family area of study to the increasing diversity of the workforce and of families, precipitated in large part by dramatic changes in women's labor force attachment patterns. And yet – despite the fact that the changes in family structure, employment trends, and caregiving arrangements represent significant societal shifts – it is clear that these changes were less profound for families in some ethnic and income groups. Women in many immigrant families, for example, assumed responsibilities both for paid employment and unpaid caregiving throughout most of the 20th century. Unfortunately, much of the work-family literature glosses over important aspects of diversity.

Taking Difference Seriously, continued

MOST WHITE AMERICANS ASSUME THAT SEVERAL DECADES OF AFFIRMATIVE ACTION PROGRAMS AND CIVIL RIGHTS LEGISLATION HAVE PRODUCED A "LEVEL PLAYING FIELD," IN WHICH PAST BLATANT STRUCTURAL IMPEDIMENTS TO CAREER AND EDUCATIONAL ADVANCEMENT BY PERSONS OF COLOR HAVE BEEN REMOVED, OR AT LEAST SERIOUSLY MITIGATED.

civil rights legislation have produced a "level playing field," in which past blatant structural impediments to career and educational advancement by persons of color have been removed, or at least seriously mitigated. Many social scientists have argued for the "declining significance" of race per se, relative to socioeconomic class, gender, and other variables, in determining life course and career paths in modern American society. As numerous Sloan-affiliated scholars have noted, many common challenges are faced by middle-class dual-income families regardless of race or ethnicity – including negotiating

equity in the "second shift" at home, seeking quality child care, transporting children, balancing the competing demands of love and career, and developing meaningful boundaries between work and family time.

Yet, in the course of my field research in and around Atlanta, Georgia, I am often struck by the many ways in which race does still matter, profoundly, to middle class African American working families. Consider, for example, how family memories of gender and labor help structure expectations of mutual assistance among working women. While middle-class white women are often assumed to have been largely removed from the labor market prior to the 1970s, such a history (real or imagined) is alien to most African American women. As Allison, a successful human relations executive, remarked, "every woman in my family worked at home and at work, that's true all the way back...We were always the ones that made sure there was food on the table." Proudly recalling the extended circle of

There are many paths that can lead to a deeper understanding of the diversity that permeates today's society. It has long been a tradition in academia to study particular groups, such as a certain type of family structure or a selected ethnic group. This approach offers an opportunity not only to expand the knowledge we have about the "selected" groups, but also to understand a range of groups when the experiences of the groups studied are contrasted with and compared to those of other groups. When we look through a lens that focuses on one group, we may also increase our ability to make more precise observations about a range of family groups.

The Sloan Foundation's decision to focus on the work-family experiences of the middle class – defined broadly to include the vast majority of working families – provides opportunities to de-couple the demographics of income and ethnicity, thereby opening up new lines of inquiry about the diverse experiences of working families with different ethnic identities. The "within group" differences among different middle class populations tell compelling stories about our multi-cultural society.

Like a kaleidoscope, there are numerous questions about the rich diversity of work and family experiences. Our understanding of the complexity of work-family issues depends not only on the lens we use but also our willingness to shift and re-shift the fragments of truths, waiting for the patterns of reality to emerge. ❖

female kith and kin her mother and grandmother would call upon to secure employment and other resources, she notes she herself "just couldn't make it" without the support network that she "inherited from my foremothers" and expects to pass on to her daughters. She reflects, "some of my white sisters keep talking about how they made it on their own, and I know what they mean, but I just couldn't ever say that. Every family reunion, that's what I tell the young folks, 'we're all in this together, and every success you have, in school, in your career, is something we are all celebrating and all working for. That's our history,' I tell them."

This complex, historically-freighted web of reciprocity also imposes special burdens on Allison; she is frequently called upon by near and distant cousins to "sort out" varied crises in childcare and eldercare, to aid relatives in negotiating bureaucracy, the criminal justice system, and job searches, and to set wayward adolescents "back on the straight and narrow." As

Mary Patillo-McCoy and John L. Jackson have shown in their studies of Chicago and New York African American neighborhoods, intricate bonds of reciprocity and mutual dependence often cross-cut middle class, working class and under-class family units, simultaneously enriching and complicating parenting, educational pursuits, and financial planning.

In some instances, family obligations may be compounded by the historical legacies of oppression based on race and class. As Carol Stack chronicles, some African American breadwinners have relocated from lucrative urban careers to relatively depressed southern rural communities, largely in order for elderly relatives lacking retirement funds after a lifetime of work as tenant farmers or sharecroppers. The disproportionately high rates of incarceration among young African American males often place special burdens on a wide circle of kin, especially older women, who may assume responsibility for looking after young mothers, grand-children and great-grandchildren and, eventually, for reintegrating ex-convicts into local communities and networks. Such demands often come at precisely the moment when older persons' careers are at pivotal junctures, forcing them to make painful decisions about how aggressively to pursue promotion and advancement at potential cost to loved ones in need.

Mindful of enduring white resentment over real or perceived affirmative actions programs, many African American professionals emphasize the constant pressure they feel to demonstrate to their white peers and their employers that they are deeply committed to their work. "It is just that much harder to ask for a few hours off," Laura, a corporate education specialist and mother of three explains, "I'm just conscious that people are watching and asking themselves, 'is she really serious about this job?'" Rebecca, a middle-aged office manager observes, "every parent in this firm needs some flexibility when it comes to juggling work and family of course, but in my experience, when you're black, here, you tend, to be a little more circumspect about this – checking in more often with the boss, you know, or calling on a friend or parent to pick up a

sick child." Her friend Joanna recalls that the first week at her new job, an older "sister" took her to lunch and told her, "Let's face it, you're going to need to dress that much better than...[the white woman coworker] in the next cubicle, and it sure

THIS RANGE OF REFLECTIONS AND REACTIONS CALLS ATTENTION TO THE NEED FOR SERIOUS ANALYTIC CONSIDERATION OF RACE IN QUANTITATIVE AND QUALITATIVE STUDIES OF WORK AND FAMILY.

wouldn't hurt to show up a little earlier, leave a little later, step forward for extra responsibilities." Yet, in other conversations, all three women have insisted that race is rarely at the forefront of their minds. "This is something I can deal with," insists Laura, "I am a professional, after all."

Elijah Anderson (1999) calls attention to subtle variations in African American corporate executives' perceptions of how relevant race is in the workplace. Building on Goffman's discussion of stigma, Anderson distinguishes between the "core own," who largely self-identify in terms of race and who emphasize racial solidarity with African American coworkers in the face of continuing oppression, and the more cosmopolitan (and often more elite) "peripheral own," who tend to attribute success or failure in the business world to categories other than race. Many of the latter, who often socialize with white colleagues and publicly embrace a meritocratic and individualistic corporate ethos, find themselves torn between conflicting expectations by white and "core" African American coworkers, and may worry about appearing "too white" in some contexts, and "too black" in others. They may engage in complex "code-switching" as they negotiate relations with members of the core own and with sympathetic and unsympathetic white colleagues. In turn, Lacy (2002) demonstrates how middle-class African Americans in suburbs often seek, in effect, to exchange race-based identities for class-based identities, through subtle symbolic "boundary-work" with white neighbors, carefully maintain-

ing normative degrees of suburban social distance.

This range of reflections and reactions calls attention to the need for serious analytic consideration of race in quantitative and qualitative studies of work and family. What are the subtle and not so subtle challenges faced by persons of color in general, and by working mothers in particular, in balancing work and kin obligations? We need careful comparative research on circuits of reciprocity and obligation among white, African American, and other working parents. What kinds of "cultural capital" do persons from historically disadvantaged groups draw upon as they navigate the often-fraught terrain of modern professional workplaces, residential areas, and third place sites? How are such conceptual resources acquired and transmitted across generations? How does race articulate with gender, class, sexual orientation and other variables in determining alliances among working parents and structuring work-family decision-making processes?

HOW DOES RACE ARTICULATE WITH GENDER, CLASS, SEXUAL ORIENTATION AND OTHER VARIABLES IN DETERMINING ALLIANCES AMONG WORKING PARENTS AND STRUCTURING WORK-FAMILY DECISION-MAKING PROCESSES?

Finally, we need a more nuanced understanding of the workplace dynamics of what W.E.B. DuBois long ago termed "twoness" or "double consciousness," the simultaneous experience by African Americans that they are both part of, and apart from, the taken-for-granted mainstream world. African American friends and informants report that, at times, they are struck by a deep sense of unreality over the course of the working day. An attorney in his early fifties referred to a racial insult heard in the office, "it's that moment of truth, you know, when you just suddenly know that whatever you have, whatever your family has worked for, for generations, it could all just be taken away. But you can't even show

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you've heard it, you just keep on going." A woman in her forties, a well-respected mid-level corporate manager, recalls driving to work, past a subdivision built on land that she knows to have once been a slave plantation on which her ancestors were held in bondage. "I drive by it every day and it doesn't bother me ever. But yesterday, something just snapped, and I panicked. I asked myself, is any of this, the car, my career, any of this real? You know, really real?"

In the shadow of this history, even highly accomplished African American Atlanta professionals are conscious that their white peers may mistake them for low-wage support staff, or unconsciously associate them with low status positions. The distinguished Atlanta-based African American journalist, Mae Gentry, recently described a conversation with a white woman, a fellow reporter, in which the two women discovered that they were in fact distant cousins. As the two women mused together at how far American society had come, they began to speculate how different things would have been had they met fifty years earlier. The white woman said to Mae, "I would have been a reporter with the *Atlanta Journal*..." and Mae responded, "...and I would have been a reporter with the *Atlanta Daily World* (an African American newspaper)." Simultaneously, her white cousin completed her thought, "...and you would have been a domestic." The two women looked at one another in surprised silence. Such jarring moments of disjuncture – across the complex lines of the extended American family – serve to remind us of how profoundly, and unexpectedly, the historical burdens of race still pervade our work and family lives. ❖

Dr. Mark Auslander, (Ph.D. University of Chicago, 1997) is Assistant Professor of Anthropology at Oxford College of Emory University and a core faculty member of the Emory Sloan Center for Myth and Ritual in American Life. He is a socio-cultural anthropologist with strong interests in ritual, politics, memory, and labor. He has conducted anthropological research in Zambia, South Africa and the United States. His current field research explores family history, narrative and ritual performance in African American in working families in Georgia.

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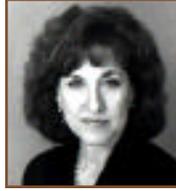
The Work-Family Research Lens: Focusing on Women of Color

A Conversation with Jennifer Tucker and Leslie R. Wolfe

By Teri Ann Lilly



Jennifer Tucker,
M.A.
Vice President
Center for Women
Policy Studies



Leslie R. Wolfe,
Ph.D.
President,
Center for Women
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Jennifer Tucker is the Vice President at the Center for Women Policy Studies, a Washington-based national feminist policy and advocacy organization founded in 1972. Tucker provides leadership and direction to several Center initiatives, including the programs that examine the connections among women's educational opportunities, employment options, economic status and family roles. She also directs the National Program on Girls and Violence. Tuckers served as Chair of the Coalition of Human Needs, Co-Chair of the Bias in Testing Task Force of the National Coalition for Women in Girls in Education, and a member of the board of Directors of the National Institute of Women of Color and the National Political Congress of Black Women.

Leslie R. Wolfe, Ph.D. is President of the Center for Women Policy Studies, a national non profit, multiethnic, and multicultural feminist-policy research and advocacy organization founded in 1972.

Wolfe became the Center's President in 1987, launching its second generation of groundbreaking research and advocacy and making central to its work an examination of the intersection of gender, race, class, disability, and sexual orientation. She has served on many boards and currently serves on the Board of Directors of Women's Policy, Inc. and of the US Committee for UNIFEM.

Editor's note: At the 2001 annual academic work-family conference in San Francisco, we were impressed with a presentation given by Jennifer Tucker and Leslie Wolfe from the Center for Women Policy Studies (CWPS). Drawing on data from the Center's "National Women of Color Work/Life Survey," the presentation crystallized some of the needs, perceptions, and use of work/life initiatives for women of color in US Companies (view in [PDF](#)). Recently, we had a stimulating conversation with Tucker and Wolfe about their research.

"THEY [THE FINDINGS] REVEAL THE INVISIBLE LINE BETWEEN WORKPLACE ISSUES DEFINED AS BALANCING WORK AND FAMILY ISSUES AND WORKPLACE DIVERSITY AND HOW THE INTERPLAY BETWEEN THEM AFFECTS WOMEN OF COLOR EMPLOYEES"
(TUCKER, J., WOLFE, L., ET AL., 1999).

There have been dramatic changes in the workplace, including a sea change in the demographic composition of the workforce. Jennifer Tucker, Vice-President, Center for Women Policy Studies (CWPS), emphasizes the importance of these changes for corporations, employees and researchers. Tucker calls for

CENTER FOR WOMEN POLICY STUDIES (CWPS) WAS FOUNDED IN 1972 AS THE FIRST FEMINIST POLICY RESEARCH ORGANIZATION, WITH A MISSION "TO PROMOTE JUSTICE AND EQUALITY FOR WOMEN." SINCE 1991, THE CENTER FOR WOMEN POLICY STUDIES HAS BEEN STUDYING HOW WOMEN OF COLOR EXPERIENCE WORK/LIFE AND WORKPLACE DIVERSITY ISSUES.

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researchers to incorporate workplace change into their research designs.

"It is *essential* to expand our research lens to women of color who are often excluded or understudied," states Tucker. "In the process of conducting the research, we must recognize that women of color are a diverse population, not a monolithic entity... If we do not focus our lens on the different populations of women of color, we may lose an entire population group. For example, if we focus on a 'group' of women, we will not learn about Latina women, many of whom are immigrants."

Wolfe cautions, "As researchers, when we focus on inclusion of groups, we must be careful that we do not fall into the trap of comparing women of color to each other or—even worse—to white women as a 'norm'. Our research at the Center is defining the many realities of women of color as a new norm instead."

In 1991, the Center of Women Policy Studies began its research by convening focus groups of working women of color. "The participants expressed," recalls Tucker, "an eagerness to discuss their experiences 'with someone who would listen.'" The focus group data shed light on how women of color defined their work and personal life experiences. Next, CWPS examined the link between diversity and work-family policies and unearthed, among others, a provocative finding:

"Women of color do not experience their workplace cultures with their race/ethnicity and gender neatly compartmentalized as two separate facts of life. While their treatment as 'persons of color' is often considered a 'workplace diversity' issue and their struggles to balance work and personal life are considered a 'work and family issue,' women's lives do not fit the mold."

Tucker explains that many of the focus group participants spoke of unfair treatment around work and family issues compared to their white counterparts. For example, when a request to leave early to take a child to an activity is denied to a women of color but granted to a white woman in the same job, then, "what began as a work/life balancing issue crossed the invisible line to become differential treatment on the basis of race/ethnicity."

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CWPS took these findings to corporations and then secured foundation funding for a broader quantitative study that focused on how workplace culture affects the careers and the ability to balance work and personal lives. To gather that information, CWPS designed “The National Women of Color Work/Life Survey.” The questionnaire was completed by 1,562 women of color from 16 companies (Fortune 1000) across the country. The sample consisted of African American (52%), Asian American (24%), Latina (16%), and Native American (4%) from a variety of positions up and down the corporate ladder.

Wolfe notes that the survey results reveal the extent to which women of color believe their sex and their race/ethnicity affect their treatment in the workplace. “The results show how these experiences affect the women’s job productivity, commitment to their employers and quality of their family lives.” For detailed findings, please read the report (Tucker J., Wolfe, L., et al., 1999).

A brief summary:

Workplace Cultures: Most respondents are proud to work for their companies and feel a part of the unit team. However, a significant number report that top management lacks a commitment to diversity, and fails to provide equal opportunities for advancement and to support work and family responsibilities. Many women of color report that they feel pressured to work long hours and to play down their race/ethnicity/sex to succeed.

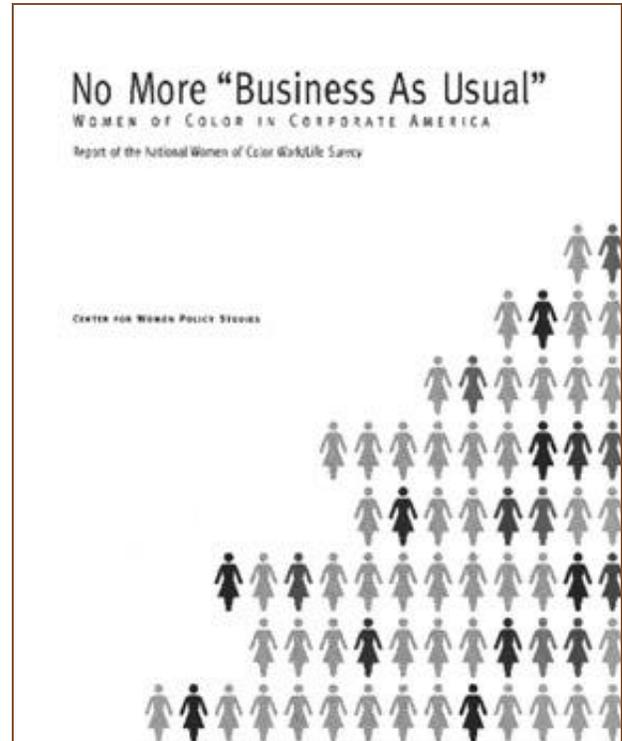
Workplace Cultures and Work/Life Balance: Women of color report that their treatment in their workplace cultures has a negative effect on ability to balance work/life.

Stress, Coping Strategies and Work/Life Balance: The respondents report that they experience significant stress in trying to balance their work/family responsibilities; but rather than ask managers for more flexibility at work, they develop coping strategies that they can control. The report details the effects on the employee and employer.

Supportive Workplace Cultures: The study’s findings provide information about how women of color perceive supportive workplace cultures.

Drawing on the findings, the Center has called for employers to “make some fundamental changes in workplace culture to respond to the needs expressed by women of color.” For example, the team strongly advocates that corporate America create a structure linking work/life programs with diversity programs that reports to the same area.

Other recommendations for corporate America, include: forming partnerships with stakeholder groups, capitalizing on the pride that women of color have expressed in their companies, creating structures/policies to respond to the



No More “Business As Usual”: Women of Color in Corporate America
Report of the National Women of Color Work/Life Survey

Examines the needs, perceptions, and use of work/life initiatives in US companies

Related publications: Center for Women Policy Studies

Defining Work and Family Issues: Listening to the Voices of Women of Color (1994)

Workplace Culture: A Reality Check--Listening to the Voices of Women of Color (1995)

No More “Business as Usual”: Women of Color in Corporate America (1999)

Making the Case for Affirmative Action: Women of Color in Corporate America (2001)

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needs of all employees, and holding management accountable for implementation.

Tucker and Wolfe acknowledge that it is difficult to move research into action, but they are committed to conducting more research that focuses on women of color and to communicating the implications of their research to corporate America.

Please read the report! ❖

Conducting Applied Research to Create Change for Women of Color: An Interview with Katherine Giscombe Ph.D., Catalyst

By Teri Ann Lilly and Elana Feldman



Katherine Giscombe, Ph.D.

Katherine Giscombe, Ph.D. is a Senior Research Director at Catalyst, a research organization dedicated to the advancement of women. Dr. Giscombe directed the groundbreaking study that examined the status of women of color in mid- and upper corporate management, their perceptions of career opportunities, and strategies to further advancement. Dr. Giscombe currently directs Catalyst's research on career outcomes of women MBA's and works on proprietary advisory services projects in several corporations.

She speaks to corporate and academic audiences nationally on the issues facing women of color in corporate America. Dr. Giscombe is also the author of many articles for academic publications and a frequent presenter at academic conferences.

We have selected one of Giscombe's papers for you to view. Co-authored with Rachel Gonzales, the paper uses data from the "Women of Color study: A Longitudinal Examination of Career Movement of Women of Color," presented at the 2002 Academy of Management Conference. [PDF](#)

Editor's Note: When we decided to focus this issue on the importance of expanding the research lens to include population groups that are understudied, we immediately thought of Catalyst's multi-phase study on women of color. We thank Katherine Giscombe, the project's director of research, for telling us about this influential study.

Katherine Giscombe's strong personal commitment to her work stems from her previous experience as a woman of color in corporate management positions. Her decision to join Catalyst was spurred by this experience: "I knew first hand how difficult it was, and I really wanted to be part of a solution to make corporate management aware of some of the issues that women of color face." Giscombe's professional goals parallel Catalyst's own mission, which is to use applied research to make change for women.

Giscombe observes, "Catalyst understood the importance of extending the research lens beyond gender to include race." In the 80s and 90s, Catalyst's research focused on white women, but Sheila Wellington, President of Catalyst, recognized that a huge talent pool was being neglected when the focus was "woman's issues." Giscombe applauds the strong commitment of Wellington, who sought and received funding for a major study designed to investigate "the impact of racial and ethnic status on opportunities and barriers for women of color in corporate management."

Committed to the applied research model, Catalyst designed the study to provide recommendations and best practices for corporate policy and practice. This multi-phase study produced reports that focus on specific phases or topics studied. The most comprehensive report, "Women of Color in Corporate America: Opportunities and Barriers," focused on the current status of women of color in corporations, success factors and barriers for women of color, retention of women of color, and

CATALYST "IS THE NONPROFIT RESEARCH AND ADVISORY ORGANIZATION WORKING WITH BUSINESS TO ADVANCE WOMEN."

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corporate diversity strategies. Drawing on the data from all phases of the study, the report makes recommendations for companies and presents six case studies that represent best practices.

Giscombe provides us with an overview of the women of color study. The study expanded the research lens by looking at three groups of women of color: African-American, Asian-American, and Hispanic-American women in U.S. corporations.

The study used a multi-method approach. Giscombe emphasizes the "importance of using different methods and collecting data from different entities" in order to ensure a comprehensive study. The project included: surveys of 1,735 professional and managerial women from 30 companies, an analysis of National Census data, qualitative study of women of color and corporate personnel at 16 Fortune 500 companies (focus group and in-depth interview data), and content analysis of diversity policies at 15 companies.

Additionally, a longitudinal follow-up study was conducted with the women who were included in the study. Giscombe observes, "This long-term perspective allowed the team to look, not just at women's intentions to leave their companies, but also to look at differences between women of color who decided to stay and those who elected to leave their organizations." The Catalyst team statistically linked conditions at the organization at "Time 1" with women's behavior at "Time 2." The findings, Giscombe notes, "lend some statistical credibility to the business case: If employers want to stem the loss of an important part of their talent pool, they will need to make workplace environments more open, more accepting, and more supportive."

Based on their multi-method approach, the Catalyst research team was able to extract significant observations and conclusions from their work. Study findings revealed that although many companies had diversity policies with career development elements aimed at women of color, "there was a gap between the policies as written and the policies in terms of their perceived effectiveness by the targets." According to Giscombe, this central discovery served as a "wake-up call for many HR executives, who just assumed that their programs had to be really good because there was something on paper about accountability and career development."

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An important outcome of the study is the use of the research findings to make the business case: It is in the best interest of corporations to create and support diversity practices that target women of color (see report, *Women of Color in Corporate Management: Opportunities and Barriers*).

Giscombe and colleagues view their work as a way to educate corporate executives about the experiences of women of color. This education, they believe, will bring the subject out into the open, raise the “comfort level” in speaking about the issues, and help pave the way for women of color in management. Catalyst speakers are often engaged to speak for organizations in the private sector, as well as for professional associations and some government-sponsored groups.

Currently, Giscombe and colleagues are focusing on an in-depth analysis of individual racial/ethnic groups within the broader women of color study. The team is examining the complex issues associated with Latina women in the workplace, (e.g., how companies can meet challenges related to diversity in accents and language, etc.)

Beyond further analysis of the data obtained in the context of the women of color study, Giscombe plans to build on the research findings to help companies develop strategies for managing diversity in the workplace. In synchrony with Catalyst’s objectives, Giscombe will work to broaden understanding of gender issues by researching and reporting on women of color. ❖

Selected Related Publications

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Giscombe, Katherine & Gonzales, Rachel. 2002. *A Longitudinal Examination of Career Movement of Women of Color*. Presentation, Academy of Management. [PDF](#)

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“STUDY FINDINGS REVEALED THAT ALTHOUGH MANY COMPANIES HAD DIVERSITY POLICIES WITH CAREER DEVELOPMENT ELEMENTS AIMED AT WOMEN OF COLOR, “THERE WAS A GAP BETWEEN THE POLICIES AS WRITTEN AND THE POLICIES IN TERMS OF THEIR PERCEIVED EFFECTIVENESS BY THE TARGETS.”

Observations on Work/Family Research on Gay and Lesbian Couples: An Interview with Christopher Carrington, Ph.D.

By Elana Feldman



Chris Carrington,
Ph.D.

Christopher Carrington teaches in the Department of Sociology, and the Human Sexuality Studies Program at San Francisco State University. He holds a Ph.D. in Sociology from the University of Massachusetts at Amherst. He is the author of *No Place Like Home: Relationships and Family Life among Lesbians and Gay Men* published recently by the University of Chicago Press. Dr. Carrington teaches several courses at San Francisco State including Families and Society, Social Aspects of Human Sexuality, as well as a new course in the Human Sexuality Studies Program that focuses on relationships and family issues for lesbians, bisexuals and gay men.

Editor's Note: Christopher Carrington is an academic whose research interests include ethnographic methods, issues related to the family, sexuality, and the sociology of both social conformity and deviance. We discovered Carrington's work when we read his article, "Domesticity and the Political Economy of Lesbigan Families," published in *Families at Work: Expanding the Bounds*, (edited by N. Gerstel, D. Clawson, and R. Zussman, Vanderbilt Press, 2002). We spoke with Dr. Carrington about his research within the context of the broader topic of research in the work and family area of study that focuses on gay and lesbian families.

Although there is certainly a substantial body of gay and lesbian academic literature, very little research on gay and lesbian work/life issues currently exists. According to Carrington, the lack of related work/life research is due to the fact that "when people study gay and lesbian life, they tend to focus on sexuality, and other aspects of gay and lesbian life get pushed to the background."

Carrington observes that, by concentrating on sexuality and excluding other elements of gay and lesbian life, work/life researchers may miss valuable opportunities. Population groups, such as gay and lesbian families, can serve as a "kind of relief against which you can compare and contrast work and family patterns and other relationships in the society." Carrington points out that in the specific case of gay and lesbian families, researchers have a unique chance to study the influence of factors other than gender that play a role in determining both the character of family life and the division of domestic labor.

There are, however, concerns associated with conducting research on individual population groups. For instance, Carrington believes that researchers may become so intent on exploring population group characteristics such as race, ethnicity, or gender, that the "importance of socioeconomic factors disappears from the analysis.

THERE ARE CONCERNS ASSOCIATED WITH CONDUCTING RESEARCH ON INDIVIDUAL POPULATION GROUPS. FOR INSTANCE, CARRINGTON BELIEVES THAT RESEARCHERS MAY BECOME SO INTENT ON EXPLORING POPULATION GROUP CHARACTERISTICS SUCH AS RACE, ETHNICITY, OR GENDER, THAT THE "IMPORTANCE OF SOCIOECONOMIC FACTORS DISAPPEARS FROM THE ANALYSIS.

CARRINGTON POINTS OUT THAT IN THE SPECIFIC CASE OF GAY AND LESBIAN FAMILIES, RESEARCHERS HAVE A UNIQUE CHANCE TO STUDY THE INFLUENCE OF FACTORS OTHER THAN GENDER THAT PLAY A ROLE IN DETERMINING BOTH THE CHARACTER OF FAMILY LIFE AND THE DIVISION OF DOMESTIC LABOR.

race, ethnicity, or gender, that the "importance of socioeconomic factors disappears from the analysis. Thus, when researchers are moving across class lines, it is important that they remember to pay attention to multiple variables and factors, including income and status.

Carrington also notes that researchers working with various population groups need to be aware of the impact of their work on public policy. Often, work/life research findings may uncover or support policy agendas that may or may not be popular among policy makers:

"Public policy becomes more difficult when you must account for diversity and variation, and I think that proves frustrating for people trying to create a one-size-fits-all public policy...If you really want to create public policy that benefits a wide range of Americans and a wide range of family formations, then that policy must be much grander, and it requires many more resources."

Academics who elect to study work/life issues among specific groups, Carrington emphasizes, should be cognizant of the policy implications of their work.

Carrington remains conscious in his own work of both the benefits and the disadvantages of researching work/life issues in various populations groups. In his book, *No Place Like Home: Relationships and Family Life among Lesbians and Gay Men*, as well as in his related articles, he describes and interprets varying household arrangements among lesbian and gay couples. Carrington is particularly interested in how these couples divide and share domestic, unpaid labor. In order to understand the division of labor, he observed and interviewed a sample of gay and lesbian families, and also spent a week living with a small number of these families. Employing multiple research strategies allows Carrington to achieve "triangulation," since he can then use his analysis of contradictions and contrasts from his varied approaches to delve deeper.

Even with a mixed bag of research tools, there are many challenges to conducting gay and lesbian work/life research. In "Domesticity and the Political Economy of Lesbigan Families," Carrington describes the "egalitarian myth." Similarly to African Americans in the 1950s, gay and lesbian Americans are very aware of the effects of media images on social attitudes and beliefs. Based on this awareness, lesbian and gay families strive to portray themselves as creating and maintaining egalitarian

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tarian households, in which both partners contribute equally to domestic work. Efforts to present an ideal picture may obscure the truth, since these families “struggle with real world concerns about how to balance work and family obligations...and the dynamics that produce inequality in heterosexual families also produce inequality with lesbian families.” Work/life researchers must seek ways of acknowledging and respecting this phenomenon, while still painting an accurate portrait of lesbian and gay family life.

An additional challenge of gay and lesbian work/life research, stressed by Carrington both in his writing and in the interview, is recruiting a representative sample population. He chose to recruit his sample deliberately rather than randomly when he noticed that working class and poorer couples are rarely included in random samples. These couples do not have the resources that enable them to be “free,” or to come out of the closet. Carrington reminds researchers that they must be careful to develop recruiting methods that include individuals from all socioeconomic levels.

Carrington expects to use similar methodologies, those of observation, ethnography, and interviewing, in his future research on gay and lesbian work/life issues. As for the focus of his next project, that is yet to be decided. He is inclined toward two different topics: the effects of the aging process on gay and lesbian couples, and how gay and lesbian parenting is influenced by the manner in which the couple becomes parents.

While Carrington plans further research in this area, the future of the field itself is still unclear. There are still very few work/life researchers who are studying gay and lesbian populations, and those who are tend to focus solely on parenting. Yet although it remains unclear what shape gay and lesbian family research will take, it is evident that a great deal remains to be learned from this emerging area of work/life research. ❖

Sloan Work and Family Research Network
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THE SLOAN LITERATURE DATABASE.

Families and Social Capital: Moving Outside the Standard Focus

A Conversation with Ros Edwards

By Teri Ann Lilly



Ros Edwards,
Ph.D.

Rosalind Edwards is Professor in Social Policy in the Faculty of Humanities and Social Science at London South Bank University, UK. Her main research interests are family lives and family policy, as well as feminist methodologies, on which she has published widely. Rosalind and her colleagues recently completed a project funded by the Joseph Rowntree Foundation: "The Impact of Mothers' Increasing Labour Market Participation on Family Relationships." This study examined the impact of the full- and part-time employment

of partnered mothers with pre-school children on family relationships, through a case study of mothers working in a hospital and an accountancy firm. She is also founding and co-editor (with Julia Brannen) of the *International Journal of Social Research Methodology: Theory and Practice*.

Editor's note: A main research interest for Ros Edwards has been mothers and paid work. With Simon Duncan, she introduced the widely-used concept of "gendered moral rationalities." Edwards explains, "This captures socially negotiated understandings about the 'right' relationship between mothering and paid work, and highlights mothers' own variable moral understandings in social context, in contrast with conventional economic accounts of mothers' decision-making around family life and employment." We had the pleasure of speaking with Edwards about her current research on families and social capital.

"Expanding the research lens to include diverse populations is a key issue for our research group. We can only gain by moving outside the standard focus," observes Ros Edwards.

Edwards and colleagues have embarked on a challenging and ambitious five-year research agenda that focuses on family and social capital and social change in different circumstances and localities. She directs the program, which includes nine separate but integrated empirical projects.

The Economic and Social Research Council (ESRC) funds the project. Edwards notes that the ESRC is a major funder of social research in the UK. It is independent of government; yet receives money from the government to distribute. The Council sets research priorities of national and international importance, such as social capital and social change.

Social capital is a cutting-edge issue – "complicated and frequently debated," notes Edwards.

"Broadly, social capital concerns the norms and values people hold that result in, and are the result of, collective and socially negotiated ties and relationships." It is integrally related to other forms of capital, such as human (skills and qualifications), economic (wealth), cultural (modes of thinking) and symbolic (prestige and personal qualities).

In terms of social capital, where people share a sense of identity, hold similar values, trust each other and reciprocally do things for each other, then this is felt to have an impact on the social, political and economic nature of the society in which we live. Thus the concept of social capital has gained considerable influence in policy-making circles" (Excerpted from R. Edwards, "Social Capital," Encyclopedia Entry, Sloan Research Network).

"There is a great deal of debate about what's happening with social capital and how it is related to family change. The tensions within the debates focus on the James Coleman and Robert Putnam traditions. Edwards notes that both traditions can "reinforce calls for a socially-engineered return to 'traditional' families and community relationships."

One of the debates focuses on the following questions: "Is social capital breaking down, eroding, or is it flowing in new forms?" "Are changes in family life leading to erosion of social capital?" According to Edwards, those who side with the erosion argument, view increased women's participation in labor market, and rising rates of divorce and separation as factors contributing to the weakening of social capital in contemporary society. In contrast, those who argue on the new social capital side of the debate, note that "in a new social context, people are building alternative forms of social networks, identifying with each other, and developing trust and reciprocity." In this view, mothers' increasing labor market participation and diverse family forms may be the basis for a new form of social capital. The new side of the debate suggests that "...traditional forms of social capital could stifle innovation, be divisive and oppressive, and maintain inequalities." Further, Edwards notes, this view highlights the idea that some people were "stigmatized, or pushed into particular confined or limited and pre-determined work-family and other roles on the basis of their gender, ethnicity or social class."

Studying different population groups is central to the group's study. Edwards comments:

As researchers, we can only gain by looking at groups that are placed outside the conventional, in terms of class, ethnicity, or sexuality. Looking at these groups can reveal what we regard as the typical and usual. It can reveal through contrast as well as providing knowledge about differences. Also, it can reveal continuity across groups, which can identify major shifts that are affecting everybody as well as shifts that are affecting particular groups in particular ways.

To understand the role of social capital in a changing, multi-layered society, the ESRC group will study different aspects of family, relationships between family, and social capital. Edwards identifies the three substantive strands of investigation:

1) Ethnicity. This strand considers family life related to ethnicity, focusing on several key ethnic and majority communities. For example: "What does growing ethnic diversity mean for family

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life (within country but also transnational networks)?”

2) Education/employment. This strand examines the ways that markets, state, family and civil society interact and compete for time, allegiance, and identity. What does the shift toward globalization of markets mean for family values or the marketization of education?

3) Intimacy in family relationships. “There is a growing diversity of families, such as traditional, extended, same sex, step, and so forth. What does that mean for social capital? What is the nature of intimate relationships, sibling relationships, couple relationships, and parent/child relationships? How are those changing? What does that mean for social capital?”

Taken together, these empirical studies, which include quantitative and qualitative analyses, will shed light on the relationships and processes between family change and social capital in different circumstances and localities. The Network looks forward to reporting on the various stages of this exciting study! ❖

FOR MORE INFORMATION ABOUT SOCIAL CAPITAL AND WORK-FAMILY, PLEASE READ ROS EDWARD'S ENCYCLOPEDIA ENTRY IN THE SLOAN NETWORK TEACHING RESOURCES. [“SOCIAL CAPITAL.”](#)

“Expanding the Horizons”: Center for Working Families, Berkeley

By Teri Ann Lilly



Barrie Thorne,
Ph.D.

Barrie Thorne, Ph.D. served as Co-Director from 1998-2002 and is currently a Professor of Sociology and Women's Studies at UC Berkeley. She is engaged in a collaborative study of the daily lives of children, and the organization of childhoods, in two California communities that vary in social class and ethnic composition and in histories of immigration. Thorne has published numerous articles and books and is the editor of *Childhood: A Global Journal of Child Research*. In 2002, Thorne received the American Sociological

Association's Jessie Bernard Award for life-long achievement in opening sociology to the role of women in society.

Editor's note: In 1998, the Alfred P. Sloan Foundation awarded a grant to Arlie Hochschild (a pioneer in work and family research) to create the Center for Working Families (CWF) at Berkeley. Under the guidance of distinguished scholars, Arlie Hochschild and Barrie Thorne, CWF designed and executed an impressive research agenda, which continues even as the Center has formally closed (the directors felt a strong need to return to their own research and writing and, after a fruitful concluding year of operation, wrapped up the center in August 2002). One indicator of CWF's remarkable accomplishments is the substantial number of publications and working papers that provide insights into the work and family experiences of various population groups. Barrie Thorne kindly spoke with us about the importance of expanding the work and family research lens.

Since 1998 the Center for Working Families at Berkeley (CWF) has made a significant contribution to the body of knowledge in the work and family area of study. CWF has conducted innovative and theory-generating research that focused on the experiences of dual-earner families, “with an emphasis on the effects of ‘cultures of care’ on family welfare.” Arlie Hochschild, Co-Director, defined ‘cultures of care’ as ‘the beliefs, and practices that define, guide, and express the care that working families give and receive from relatives, friends, co-workers, members of society, and public institutions.’ This conceptual lens provided insights about the work and family experiences of global and immigrant population groups. Further, CWF's intellectual community fostered “projects that examined ways that racial/ethnicity and social class intersect to frame work and family experiences.”

In 2000, CWF convened an academic conference, “Work and Family: Expanding the Horizons,” with the support of the Business and Professional Women's Association and the Alfred P. Sloan Foundation. The conference focused on the importance of broadening work and family research investigations. Barrie Thorne, who co-directed CWF, notes that the conference's theme reflected the Center's guiding philosophy.

We asked Thorne to link CWF's philosophy with some general comments on the expansion of the work-family research lens.

Thorne states, “Work and family research has been limited and bounded in a variety of ways.” It is extremely important to use a broader research lens intellectually as well as in practical efforts to help families face varied challenges.

CENTER FOR WORKING FAMILIES,
BERKELEY UNIVERSITY (1998-2002)
AN ALFRED P. SLOAN CENTER

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Arlie Hochschild,
Ph.D.
Co-Director

More specifically, Thorne calls for work and family researchers to:

- Frame research with an awareness of dramatic demographic changes;
- Sustain a sense of the whole, attending to the larger contexts of particular work-family issues and relationships;
- Conduct research that grasps complicated social and cultural dynamics (studying processes that cut across institutional domains—such as care, labor, consumption, and the organization of time and space—can be especially fruitful).

Thorne notes the importance of including demographic changes in our research designs. The results of post 1965 immigration to the US precipitated trends that are nested in and related to other trends. Thorne draws our attention to the Year 2000 Census “which showed -- in a more striking way than many of us anticipated -- a changing racial, ethnic, cultural landscape in every state, in part because of secondary migration.”

California has received more immigrants than any other state; at UC Berkeley, for example, approximately two-thirds of students have one or two parents who immigrated to the US. Thorne comments, “At Berkeley, we can feel and see the changes; it is really quite exciting! It is important for researchers to take into account these variety of experiences.”

Another trend to take into account is the widening class divide, advises Thorne. “In California, the middle-class is shrinking and increasing numbers of families are living below the poverty line while the affluent are becoming wealthier. Because social class operates as a holistic set of systems and inequalities – researchers have to take into account the whole to understand any piece of the puzzle. If we only study the poor and continue to understudy the rich, we miss the whole picture. And researchers who study middle-class working families without attending to overall dynamics and relationships of social class

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also have a limited perspective.”

Thorne points out a third trend that researchers need to consider: The shrinking of state provisions to children and families, with a welfare state that is dramatically deteriorating accompanied by a degradation of public and civic benefits. (See Thorne, B., 2001). Arlie Hochschild is studying another trend that is important for researchers to consider; that is, the impact of marketization on the human relations of care. Thorne reminds us that all of these trends are nested in and related to other trends.

“Intellectually, it is important for researchers to expand the horizons. When researchers use predetermined categories, (such as reified conceptions of “middle-class families”), they lose a sense of context,” argues Thorne. She underscores the need to study relationships, systems, ecologies of care, and the relational construction of conceptions of race, social class, gender, and age. For example, holistic approaches show the connectedness of families not only to paid work, but also to day care centers, schools, churches, and other nodes of care. Hochschild’s work on “care drains” and “global nanny chains” also grasps social and cultural complexities and varied forms of care transfer.

In sum, Thorne calls for researchers to pay attention to demographic changes/trends and to use holistic approaches as they study the connectedness of work and family experiences. The strength of her argument is apparent when one begins to read the body of work that Berkeley has produced. ❖

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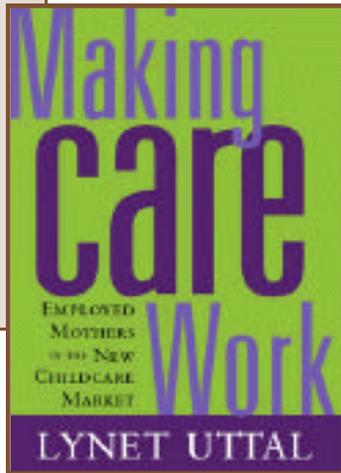
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THIS LIST IS A SAMPLE OF THE OUTSTANDING
WORK PRODUCED AT CWF, BERKELEY.
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Making Care Work: Employed Mothers in the New Childcare Market

Lynet Uttal, Ph.D.

Rutgers University Press,
New Brunswick, NJ (2002)
0-8135-3110-1 cloth
0-81353-111X paperback



Uttal is a sociologist working in Human Development and Family Studies at the University of Wisconsin, Madison. She is studying how mothers, fathers, and childcare providers are sharing childrearing within and across different race and ethnic groups. In 2002, her book, *Making Care Work: Employed Mothers in the New Childcare Market* was published by Rutgers University Press. She is currently working on three child-care related projects: 1) an in-depth interview study of how parenting is transformed when childrearing is shared with out-of-home childcare providers; 2) a university-community partnership with a local resource and referral agency developing a program to increase the number of Spanish speaking Latina childcare providers; and 3) developing a parent education/support workshop series with a childcare center that provides parents with critical thinking skills to assess different sources of parenting knowledge at the same time as they develop a sense of community in the childcare center between families.



Studying Diverse Populations A Conversation with Author Lynet Uttal

By Teri Ann Lilly

Lynet Uttal,
Ph.D.

Editor's note: Recently, we spoke with Lynet Uttal, author of the newly published and well-received book, "Making Care Work." The conversation focused on the thematic issue of this newsletter: "Expanding the Work-Family Research Lens." Uttal provides an interesting

overview of prior research about work and family and women of color. Using her own methodological approach as a jumping-off point, Uttal also discusses how starting with a diverse sample allowed for a broader understanding of how race and ethnicity matter to work and family studies.

Uttal is a researcher who has successfully expanded the work-family research lens to include an examination of how relationships between employed mothers and childcare providers function as shock absorbers for the lack of public support for employed mothers and their childcare needs. Her views on work and family research and diverse populations are insightful and useful, both in terms of what she learned but also how she studied employed mothers of different race and ethnic groups.

"The scholarship on work and family started with looking at white middle-class professional dual-career women," notes Uttal. "Specific issues included 'How women were juggling work and family'; 'How husbands and wives were dividing

housework when women were employed?'; 'What strategies they were using to manage their work and family responsibilities?' and 'What type of gender ideologies were predicting more egalitarian sharing of housework and childcare?'"

"Interestingly," Uttal observes, "during the 1980's there were several studies about women of color who were balancing work and family." Uttal is surprised that these studies have not maintained their visibility in work and family scholarship, both because they bring in the dimension of racial and cultural diversity, but also because they revealed the structural organization of work and family, which was often not fully explicated in the studies of professional white women in dual career families. She points out how the studies about women of color connect socialist feminist scholarship and its attention to societal structures with ethnographic understandings of the interpersonal dilemmas and strategies that women use to balance work and family.

Uttal paints an intriguing picture of the research that these groundbreaking researchers were producing about women of color and their work and family concerns. For example, Beatriz Pesquera did a comparative analysis of professional, clerical, and blue-collar Chicana workers. Denise Segura wrote about the different meanings of "employed motherhood" for Mexican American and Mexican immigrant women, and Patricia Zavella studied how Mexican American cannery workers integrated work and family, including childcare matters. In addition to ethnographic work-family research, Uttal points out that scholars were also producing theoretical work on work-family issues from the perspective of women of color. For example, studies of women of color employed as domestic workers (Rollins, 1985; Romero, 1987; Dill, 1986; Glenn 1986) revealed rich ethnographic descriptions of how domestic workers were coping with their work and family responsibilities, and they also introduced the theoretical concept of the "racial division of reproductive labor" (Glenn, 1987). The racial division of reproductive labor suggested that it was domestic workers and childcare providers, not the husbands of the women who employed them, who absorbed the displaced family work of professional white women. Uttal says, "When middle class women transfer the care of children and housework to other people, usually they do not transfer the care to husbands but to the labor force outside of the family. Today, a major work-family strategy for middle-class women is to hire-out family work – thus, we need to continue to develop a better understanding of the commodification of care and the organization of carework."

Uttal underscores that all personal strategies for balancing work and family are entirely intertwined with the structural organization of labor. Uttal says, "Our understanding of work-family issues would be deepened by understanding better how the 'racial division of reproductive labor' is also central to understanding middle-class work and family issues."

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Making Care Work: Employed Mothers in the New Childcare Market

Uttal points out how the rise in commodified childcare services does not relieve women of the executive responsibility for ensuring and monitoring the quality of care that their children receive. In her book, she explores how employed mothers use their relationships with their paid childcare providers to monitor the quality of childcare their children receive.

This book also exemplifies Uttal's methodological approach for studying diverse populations. Uttal describes and contrasts her approach to how racial and ethnic diversity is usually brought into research studies:

"Typically, research investigations on diverse (invisible) populations start with a case study approach of a particular population that has not been studied. They study one particular racial/ethnic group using the same variables and issues as previous research, and ask, 'How does this special population experience these matters.' Instead, I started with the topic and examined the topic using a diverse sample. The in-depth interviewing method I used to study a diverse sample of employed mothers and their childcare arrangements was more open to discovery of new ideas and allowing new conceptualizations and interpretations to emerge, both because local voices are heard and reveal how race and ethnicity matter, but also because the racial/ethnic comparisons reveal the unique matters that each group has to take into account. The advantage of this sampling technique is that it promotes racially comparative thinking, showing where there are commonalities, as well as showing how issues are amplified because of race and ethnicity."

Because of her study of a diverse sample to learn about the relationships between mothers and childcare providers, Uttal found that the "definition of quality is much broader than what resource and referral agencies usually advise parents to look for when selecting childcare arrangements. The inevitable worries about their childcare arrangements continue even after a child-

MIDDLE-CLASS RACIAL ETHNIC FAMILIES
ARE AN INVISIBLE POPULATION
IN WORK-FAMILY STUDIES.

care arrangement is carefully selected." Many parents are individually

developing their own measures for assessing the quality of care as they make childcare arrangements. Interestingly, Uttal found that mothers of color have additional concerns because race and ethnicity matter in the selection and monitoring of childcare arrangements.

Uttal concludes the conversation by reconsidering the importance of looking at different populations and experiences. She observes, "Because of a focus on poverty when studying families of color, work and family researchers neglect to look at middle-class racial ethnic families and how they are coping—that is a major population still invisible in work and family studies." Uttal offers a few compelling statistics: In 1998, 41% of Black households had middle class incomes and 46% of Hispanic households had middle-class incomes (Wellner, 2000).

Please read this thought-provoking book! ❖

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SELECTION AND MONITORING OF CHILDCARE ARRANGEMENTS: HOW RACE MATTERS TO EMPLOYED MOTHERS OF COLOR

- 1) For mothers of color, an extra component of the executive responsibility is worrying about their child's racial safety – which is as serious and real as physical safety, but illusive and not being regulated.
- 2) Cultural maintenance – finding an arrangement that allows for a cultural fit between home and family.
- 3) Racial ethnic identity development of children – can the childcare arrangement reflect the child's culture in a respectful way that promotes positive racial ethnic identity development.
- 4) Advocating for all children (of color) as a group not just their individual child in care.
- 5) Racial composition of staff and children in a care setting.
- 6) Learning how race matters through little racial insults that threaten their child's comfort with a childcare arrangement.
- 7) Mothers of color often take on an additional responsibility of being the "multicultural educator" and help teach childcare providers how to be more culturally competent. This means "parent involvement" is more labor intensive and uniquely defined for parents of color.
- 8) Mothers of color also have to figure out how to integrate their parenting ideas with the mainstream approach of developmentally appropriate, child-centered care.

Findings from "Making Care Work," 2002, Rutgers University Press

“Building Effective Networks” Academy of Management

Denver, CO

August 8-14, 2002

This conference, held in Denver, Colorado, focused on the what, why, and how of building effective social, digital, and organizational networks. In addition to a wide variety of other topics, the conference addressed the importance of being part of an influential network. Such membership provides a competitive advantage for both people and organizations. However, traditional networks have often excluded women and certain ethnic groups from participation, thereby creating barriers to their success.

For more information, visit <http://www.aom.pace.edu>

“Allocation Processes and Ascription” American Sociological Association

Chicago, Illinois

August 16-19, 2002

This 2002 annual meeting of the Sociological Association, held in Chicago, Illinois, examined the allocation processes that generate or contain ascription-based inequality. Conference discussions focused on how and why ascribed characteristics affect individual's access to social and economic opportunities.

For more information, see <http://www.asanet.org/convention/2002/index.html>

“Work-Family Challenges for Low-Income Parents and Their Children”: The 2002 Family Issues Symposium

State College, PA

October 10-11, 2002

This annual symposium of the College of the Liberal Arts, the College of Health and Human Development, and the Population Research Institute at Pennsylvania State University was held on October 10-11. The symposium examined the issues that parents face as they strive to improve their economic situation. Lead speakers included Jared Bernstein, Economic Policy Institute; Harriet Presser, University of Maryland; Aletha Huston, University of Texas-Austin; Kathryn Edin, Northwestern University; and Susan Clampet-Lundquist, University of Pennsylvania. The proceedings of this symposium will be published in a book.

For more information, please contact Ann Morris (amorris@pop.psu.edu) or go to <http://www.pop.psu.edu/events/symposium/2002.htm>

“Women, Business, Spirituality”

New York, NY

October 14, 2002

This conference, held in New York City, examined the role of spirituality in how businesswomen live and act as leaders. Keynote speakers included businesswomen, authors, yoga experts, religious leaders, and musicians.

For more information, visit <http://www.womenbusinessspirituality.com>

“Family Re-Union 11: Families and Youth”

Nashville, TN

October 21, 2002

This conference was held in Nashville, TN on October 21. Moderated by Al and Tipper Gore, the meeting focused on the role of families in positive youth development. The meeting included a discussion of how communities and workplaces can support families through their policies and practices.

For more information, visit <http://www.familyreunion.org/>

“Perspectives of Work-Family Issues and Work Hours: 2002 Panel”

Sloan Work and Family Research Network

In collaboration with the Cornell Careers Center and Community, Work, and Family

Cornell Club, New York, NY

October 21-22

This panel was convened to examine and contrast perspectives of work/family issues. Perspectives included: Gender and Society, Work Structure and Design, Global Perspectives, Social Justice and Equity, and Life Cycle. A special issue of the journal Community, Work, and Family will capture most of the content from the meeting.

“Women, Money, and Power”

Radcliffe Institute for Advanced Study

Harvard University

Boston, MA

October 24-25, 2002

This conference was sponsored by Morgan Stanley and was presented in conjunction with the opening of the exhibit entitled “Enterprising Women: 250 Years of American Business.” The

exhibit was organized by the Radcliffe Institute's Schlesinger Library and the National Heritage Museum in Lexington, MA, where the exhibit is currently housed.

Spanning two days, the conference focused on female entrepreneurship in both an historical and a cross-cultural context. Topics included the history of women in business, the importance of emerging technologies, economic exchange, poverty and bankruptcy, the role of female entrepreneurs in national economies, the experience of women business owners, women as commodities, and the relationship between entrepreneurship and social change.

"Enterprising Women: 250 Years of American Business" will remain at the National Heritage Museum until February 23, 2003. The exhibit will then travel to New York City, Atlanta, Washington, D.C., Los Angeles, and Detroit.

For more information on the exhibit, see <http://www.enterprisingwomenexhibit.org>

For more information on the conference, go to <http://www.radcliffe.edu/conferences>

"Compassionate Downsizing: Making the Business Case for Education and Training Services for Transitioned Employees"

November 1
New York, NY

This Conference Board meeting addressed topics related to transitioning employees after a downsizing. Topics included federal and state funding, key business questions, education and training benefits for downsized employees, program cost and design, sustained morale of retained employees, and internal challenges to implementing and sustaining downsizing programs.

For more information, go to <http://www.conference-board.org>

Call for Papers

Work, Family, and Identity

Submissions are due by March 31, 2003

"Identity" is preparing a special issue on identity and work/family issues. The journal is multidisciplinary and manuscripts can be theoretical, empirical, or applied/policy. Manuscripts should be sent to James Cote, Editor, IDENTITY, cote@uwo.ca. Electronic submissions are preferred, but hardcopies are accepted.

See the journal website for submission details, at <http://www.ssc.uwo.ca/sociology/identity/index.htm>

Conferences

"Getting Manager Buy-In for Flexible Work Arrangements"

November 21, 2002 (8:00-11:30 am)
Providence, RI

This half-day conference, the East Meeting of the New England Work & Family Association (NEWFA), will provide information on how to secure manager support for implementing flexible work arrangements. Judi Casey, Director of NEWFA, will deliver a presentation on research on flexibility. Tricia Fay, Director of Benefits Planning at FleetBoston, will then address financial aspects of flexible work arrangements.

For more information, see <http://www.bc.edu/centers/cwf/newfa/>

Year 2003

"Leadership in Work/Family Balance"

13th Annual Kravis-de Roulet Conference

Sponsored by Claremont McKenna College
Berger Institute
February 22, 2003

Invited leaders in the area, either academic, practitioners or writers who are leading the thought and/or practice of helping employees balance the demands of their careers with those of their personal life.

For more information, please view [PDF](#).

"Designing the Future": The 7th Annual Work/Life Conference

February 25-28, 2003
Disney's Coronado Springs Resort
Orlando, Florida

The Alliance of Work/Life Professionals (AWLP) is sponsoring its 7th annual work/life conference on February 25-28 in Florida. Conference attendees typically include service providers and academics, as well as corporate, public sector, non-profit and union practitioners.

Joining AWLP at the conference is the U.S. Office of Personnel Management Office of Work/Life Programs, who will be presenting a one-day pre-conference on current work, life and wellness in the Federal sector. This is open to both Federal and non-Federal personnel. Also, the Business Professionals and Woman's Foundation (BPWF) and the Community, Families and Work Program at Brandeis University are hosting an overlapping academic conference: "From 9 to 5 to 24/7: How Workplace Changes Impact Families, Work and Communities" for February 28 and March 1.

For additional information, visit www.awlp.org

"From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Community"

February 28-March 1, 2003
Orlando, Florida

This conference is sponsored by the Business and Professional Women's Foundation and The Community, Families, and Work Program at Brandeis University. The purpose of the conference is to build and strengthen connections between members of the work-family community.

Topics to be considered include: Workplace changes, demographics, community resources, federal and state policies, labor issues, cross-cultural perspectives, and child-care/elder-care needs.

For more information about the conference as well as the Call for Papers, go to <http://www.brandeis.edu/centers/wsrc/CFWP>

"Women's Leadership Conference: Building Inclusion, Building Success"

March 11-12, 2003
New York, New York

This conference focuses on issues related to women in the workplace. Topics will include inclusion and success, women in leadership positions, breaking the glass ceiling, corporate networks, women of color, time management, stereotypes of women in business, workplace policies and culture, mentoring, and power.

For more information, go to <http://www.conference-board.org>

Fifth international meeting on "Work, Stress, and Health"

March 19-22, 2003
Toronto, Canada

This meeting is sponsored by the American Psychological Association, the National Institute for Occupational Safety and Health, and the School of Business at Queen's University. Work/life issues are expected to be a central focus of the conference.

For more information, feel free to contact Julian Barling (jbarling@business.queensu.ca)

"Leading the Way: Work/Life Strategies for Institutional Change"

March 19-22, 2003
Philadelphia, Pennsylvania

This two-day national conference is sponsored by the College and University Work/Life Association (CUWFA) and will take place at the University of Pennsylvania. The focal question of the conference is "How can work/life practitioners and researchers use their expertise to bring about culture change and heightened awareness of work/life issues?"

Keynote speakers will include Robert Drago, CUWFA board member; Stew Friedman, Director of the Wharton Work/Life Integration Project; Jerry

Jacobs, Penn's Equity Study Task Force; and Jessica DeGroot, Co-facilitator of the Wharton Worklife Roundtables.

For more information, see
<http://www.cuwfa.org/>

“Gender, Management and Work/Family Interface”

European Academy of Management 3rd Annual Meeting

April 3-5, 2003

Milan, Italy

This conference track brings together the gender and management strain and the work/family strain.

For more information on the conference, see [PDF](#)

“The 2003 Work-Life Conference: Work-life at a Crossroads: Addressing the Tough Issues”

June 17-18, 2003

New York, New York

The focus of this conference is on current work-life issues. Speakers will discuss what drives today's business leaders, leadership strategies in times of change, flexibility, measuring the effectiveness of work-life solutions, and creating a vision for the future.

For more information, go to
<http://www.conference-board.org>

Asian Consumer and Family Economics Association (ACFEA) Conference

July 2-4, 2003

Taipei, Taiwan

The Fifth Biennial Conference of the Asian Consumer and Family Economics Association (ACFEA) will be held at the College of Social Sciences at National Chengchi University in Taipei, Taiwan. The conference will focus on the improvement of well-being for consumers and families.

The deadline for poster and panel proposal submission is January 20, 2003.

For more information, go to
http://www.socialsciences.nccu.edu.tw/ACFEA/2003_call.htm

The President's Work-Life Task Force at the University of Kentucky

Task Force to Hold Open Forums

The President's Work-Life Task Force was formed to facilitate the introduction of the campus Work Life Initiative. This Initiative, intended to improve work/life balance at the University, has already resulted in the approval for mothers and fathers to use temporary disability leave for the adoption of a child, as well as for the expansion of leave to fathers for the birth of a child. The Task Force will conduct open forums to gain employee input into the project.

Jennifer E. Swanberg, assistant professor, College of Social Work, serves as adviser to the task force. Swanberg, who has helped organize this effort from the beginning, is the co-author of "The 1997 National Study of the Changing Workforce."

For more information, go to <http://www.uky.edu>

The Cornell Employment and Family Careers Institute

Institute Completes Three Phases of Cornell Couples and Careers Study

At Cornell University, the Employment and Family Careers Institute has finished the three phases of the Couples and Careers Study. Data were collected from focus groups, in-depth interviews, surveys, and organizational records. This approach allowed the researchers to gain insight into the perspectives of workers and their spouses.

For more information, see <http://www.blcc.cornell.edu/cgi/default.html>

Center for Work & Family at Boston College

Standards of Excellence in Work/Life Integration Project

On November 6, 2002, the Center for Work & Family launched their Standards of Excellence in Work/Life Integration Project. This project's mission is to influence the national awareness of and perspective on work/life integration. In addition, the Center hopes the project will establish a standard to guide work/life programs in the business community.

For more information, go to <http://www.bc.edu/centers/cwf/>

Center for Designing Work Wisely

Flexible Work Schedules Study Findings Released
On Labor Day, the Center for Designing Work Wisely released a report on flexible work schedules. Study findings revealed that the number of workers with flexible work schedules has remained nearly stagnant in recent years. These results indicate that many employees are not able to use flexibility to help tackle challenges related to the competing demands of work and family.

For more information, visit <http://www.cdww.org/>

Center for Women's Business Research

"Women Business Owners of Color: New Accomplishments, Continuing Challenges"

A new study from the Center for Women's Business Research, underwritten by Wells Fargo, was recently released. "Women Business Owners of Color: New Accomplishments, Continuing Challenges" examines the status of women business owners of color. The Center found that entrepreneurship presents the same challenges and rewards for all women, regardless of ethnicity. This study serves as an update the Center's earlier study, "Women Business Owners of Color: Challenges and Accomplishments."

For more information, see <http://www.nfwbo.org/>

Mathematica

"Employment Experiences and Challenges Among Urban and Rural Welfare Clients in Nebraska"

This report, by Michael Ponza, Alicia Meckstroth, and Jennifer Faerber, examines the effects of various obstacles to employment on clients' employability and their welfare-to-work experiences. The report is based on a one-year follow-up survey with a representative sample of over 400 single-mother TANF clients.

For more information, go to <http://www.mathematica-mpr.com/>

"Preparing Nebraska's Welfare Clients for Work and Addressing Their Obstacles"

This report highlights welfare clients' employment experiences, obstacles, and related service delivery issues in rural and urban areas. Alicia Meckstroth, Michelle Derr, Michael Ponza, Vinita Jethwani, and Jennifer Faerber used both quantitative and qualitative analyses. The report also discusses opportunities for Nebraska to enhance its welfare program.

For more information, go to <http://www.mathematica-mpr.com/>

“Rural Welfare-to-Work Strategies Demonstration Evaluation: A Summary of the Evaluation Design and Demonstration Programs”

In this report, Andrew Burwick and Alicia Meckstroth discuss innovative programs in Illinois, Nebraska, and Tennessee, which are all participating in a five-year study of rural welfare-to-work strategies. The study will evaluate the effectiveness of the states’ programs and will look at impact, cost-benefit, and in-depth process and implementation.

For more information, go to
<http://www.mathematica-mpr.com/>

THE SLOAN NETWORK WELCOMES RESEARCH
AND PROJECT UPDATES, PLEASE SEND TO
WFNETWORK@BC.EDU.

Max Planck Institute

Center for Sociology and the Study of the Life Course

The Center for Sociology and the Study of the Life Course at the Max Planck Institute has a comprehensive research program on the social structure and the institutional contexts of life courses in contemporary societies. The Center’s research focuses on the interdependencies between education, training, labor markets and families and their outcomes in regard to individual life trajectories and life chances. Current projects include studies on the pathways to employment and occupation for West German women and men born between 1964 and 1971, life courses in East Germany in terms of sudden system change, and mechanisms matching education and training to occupation and social status.

For more information, see
<http://www.mpib-berlin.mpg.de/index.en.htm>

US-UK Working Families Research at the University of Newcastle

International Program of Research

This program, headed by Dr. Helen Jarvis, (School of Geography, Politics and Sociology, University of Newcastle, England), examines the changing nature of inequalities within and between working family households, focusing on the impact of a climate of new “flexible” labor markets and rising numbers of two wage households. The program uses international comparative research to explore the implications of alternative welfare regimes and conditions of restructuring for households similarly balancing the demands of home, work and family life.

For more information, visit
<http://www.ncl.ac.uk/geps/research/geography/UK-US/index.htm>