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- Bureau of Labor Statistics data on reasons for working non-standard hours.
- Shelley MacDermid shares selected findings from the Nurturing Families Study.

New from the Network

Sloan Network Updates and Reminders

- During the past few months we have completely redesigned our website and expanded our resources to accommodate two new stakeholder groups. We are pleased to announce that the *new* website of the Sloan Work and Family Research Network will be available in January 2005! We will keep you updated on new developments and the date of unveiling.
- Starting in January, we will also be preparing three separate versions of *The Network News*: one tailored to our academic audience, one to our business audience, and one to policymakers.
- Thank you to the 175 affiliates that have filled out the Sloan Network's *new* affiliation form. If you have not yet completed the new affiliation form, we will be sending you the academic version of *The Network News*. There is still time to send us a completed affiliation form. Please visit <http://monticello.bc.edu/scottdb/sloan2/index.php>

Conversations with the Experts

Shift Work- A Work-Family Strategy or a Deal with the Devil?



Lawrence Root

Bio: Lawrence Root is a professor in the School of Social Work and director of the Institute of Labor and Industrial Relations at the University of Michigan. His research focuses on the intersection of employment and social welfare. He has studied the interplay between public-sector and private-sector provisions (e.g., employee benefits and social insurance), personnel practices for an aging workforce, services for workers experiencing personal problems, and work-family issues. Professor Root has directed research-service projects focusing on EAPs, education, and training in the auto industry. His work with the steel and auto industry has addressed the "blue-collar middle-class." He was the director of UAW-Ford University distance learning program and founded the Institute's program on Urban Entrepreneurship and Economic Development. He also chaired the University of Michigan's Committee on Labor Standards and Human Rights and directs the Labor and Global Change program at the Institute.



Elizabeth C. Rudd

Bio: Elizabeth C. Rudd, Ph.D., studies problems of combining work and family. Her field sites include cities in post-socialist Germany and in southeastern Michigan. Her research focus is how people combine work and family in their daily lives and the meanings they see in those activities. She is especially interested in how people make sense of their own lives as part of economic transformations such as the post-socialist transition to capitalism and the de-industrialization of the American Midwest. As a post-doctoral fellow at the Center for the Ethnography of Everyday Life at the University of Michigan, she studied maternity and family leave among women engineers and factory workers. She is currently at the Center for Innovation and Research in Graduate Education at the University of Washington in Seattle, where she is working on a quantitative analysis of the intersections of career and family paths of art historians. Her essay "Family Leave: A Policy Concept Made in America," in M. Pitt-Catsouphes and E. Kossek (Eds.) *Work-Family Encyclopedia*, is available online at: http://www.bc.edu/bc_org/avp/wfnetwork/rft/wfpedia/index.html

Editors Note: The following interview was conducted with Larry Root and Elizabeth Rudd, two researchers who have been gathering information about work and family experiences from employees at a manufacturing site. The factory operates on 24/7, so the employees worked on shifts. As is discussed in the interview, some of the employees – particularly those who had less seniority with the company – were always in danger of being bumped from one shift to another each quarter when the plant's work schedules changed.

This study was conducted as part of the Center for the Ethnography of Everyday Life at the University of Michigan, which is one of the Sloan Centers on Working Families.

An Interview with Larry Root and Elizabeth Rudd

Pitt-Catsouphe: According to the Census Bureau, 14.5% of all US workers in 2001 worked a shift other than a regular daytime schedule. That figure includes people working evening shifts, night shifts, rotating shifts, split shifts as well as other types of shifts. This percentage accounts for nearly 14.5 million workers.

Let's start with the basics. How do you define shift work?

Root: The standard workday unfolds during an 8-5 timeframe. We consider shift workers to be individuals who work nonstandard hours.

Shift work is particularly relevant for some industries. In some cases, most of the work takes place at night, such as the cleaning of commercial buildings. In other industries, such as manufacturing, work goes on 24-hours a day, in part because of the desire to use expensive equipment and capital goods as much as possible. In some manufacturing settings; there may be continuous process production that requires that workers be present around the clock. It is not efficient or effective to stop the process in the middle. Some companies also use shift work because it is the best way for them to meet their production commitments and expectations.

There are two characteristics of shift work that make it more complicated than just “nonstandard” hours from a work-family perspective.

- First, there is a lot of unpredictable and unscheduled work at workplaces that operate shifts. The workers tell us that in any week, they can suddenly find out that they *have* to work on a Saturday – and there is a lot of pressure to respond to these shifts scheduled on very short notice.
- Secondly, at unionized plants, the seniority system governs. That means that younger people – workers who are more likely to have young children - end up with the least control over the choices of work hours and the least amount of flexibility.

Rudd: Also, it is really important to understand that the shifts to which employees are assigned can change every quarter. The “shifting of shifts” introduces extraordinary challenges for employees with families.

And, as Larry noted, many shift workers at the plant we studied work six days a week.

At workplaces with shifts, everyone has to deal with the possibility of doing nonstandard shifts at some time.

Pitt-Catsouphe: Could you provide us with an overview of your project?

Rudd: Research is continuing on this project, so let me focus on what we've done so far. Our work is an ethnographic study about the work-family experiences, conflicts, and compromises made by the employees at one automotive parts factory. This company is a mid-sized factory with approximately 1,000 hourly employees who are represented by the United Auto Workers (UAW). In addition, the workforce includes about 250 salaried people.

We used a range of different methods to gather information because we wanted to be sure that we could connect with the employees in natural and direct ways. For example, we attended monthly union meetings that took place over a 3-year period. In addition, we job-shadowed people working in production, as well as those in management positions. We were able to attend the training offered to new employees. And, for about 30 – 40 hours, we actually worked on the assembly line. We attended events that were held for the entire plant and we were present for the opening ceremonies of the new work-family center.

Our research included semi-structured interviews of a random sample of both the hourly and salaried workers. This was just one part of the project. Using an interview protocol, we interviewed a random sample of employees, plus we interviewed some “key informants.” Key informants are people in the factory who have

specialized knowledge due to their many years of experience and/or position. For example, the plant human resources specialist, or officers and former officers of the local union.

70% of the employees we interviewed were male and 30% were female. In the plant, only 12% of the employees are women, but we wanted to over-sample women because women usually have more to say about problems of combining work and family.

With the exception of gender, the people we interviewed reflected the plant's workforce. For example, about half of the interviewees were under the age of 50; 75% were white and 25% were African-American.

During the interviews, we talked to the workers about six general themes:

- How they got into the auto industry
- Whether they felt kids today should go into the auto industry
- The extent to which they experienced problems coordinating their work-family responsibilities
- The extent of their involvement in activities outside of work [including community involvement]
- Their thoughts and feelings about the future of their plant and about the auto industry in general
- Their ideas about what it means to have a good job and a good life.

In addition to being interested in contemporary work-family conflicts, we are interested in changes in the perceptions of workers of different generations about work and family.

Pitt-Catsouphe: What are some of the important work-family issues confronted by shift workers?

Rudd: Many of our respondents talked about the problems they and their families encountered as a result of the unpredictability of their shift assignments. Changes in work schedules were particularly problematic for those with less seniority.

Another problem experienced by people who work nonstandard hours is that they may not even be at home when the rest of their families are. The afternoon shift is difficult for workers with school age children. The night shift workers may not be able to eat dinner with their families. And, afternoon shift workers tend to be home when their kids are at school. Workers talked about how they had to learn how to coordinate their schedules as best they could with other family members.

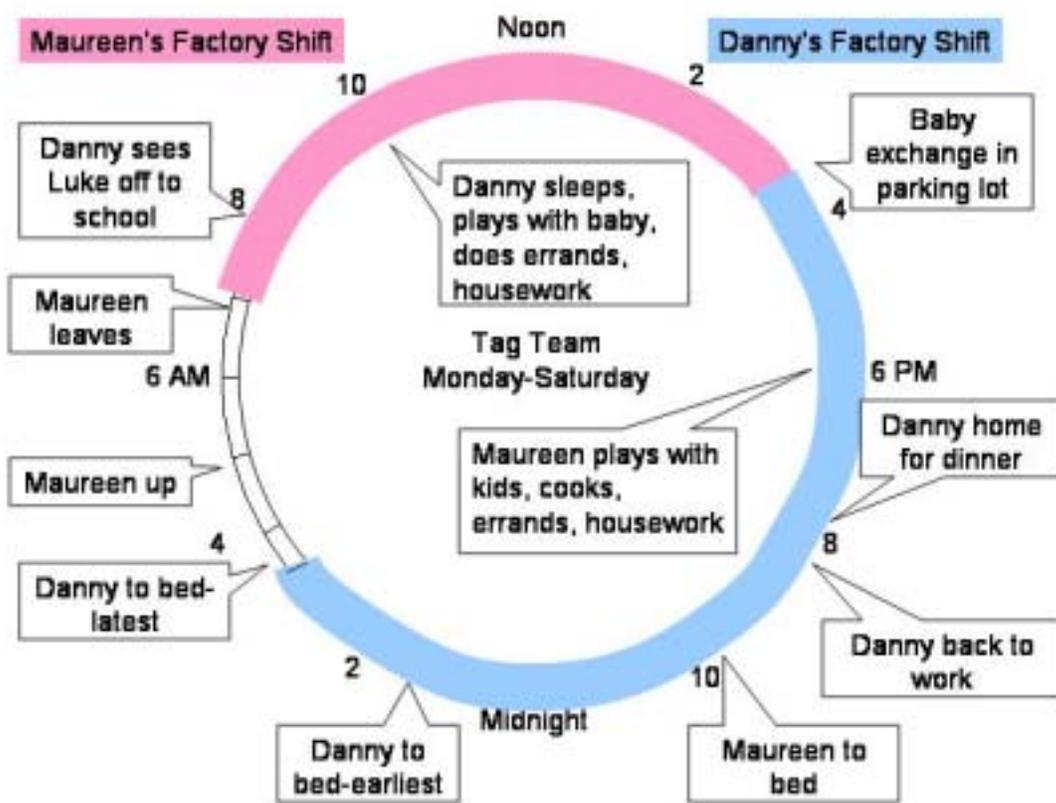
Root: Some of the interviewees told us that they were lucky because they had relatives who could help them manage some of their family responsibilities. But those, who used community-resources, such as a child care center, found that working nonstandard hours made it very complicated to find the services they needed. As they commented, "Try to find child care at 4:00 AM." Single parents find that shift schedule is a work schedule from hell.

Some people reported that they felt they had missed important parts of their families' lives. One worker told us his son had been on the swim team when he was in high school, but he had never had a chance to see his son swim because he had to work the afternoon shifts. His son is a swimming coach and his father feels that he missed out on a key part of his life.

Rudd: Among the dual earner families, some of the parents tried to organize their work schedules so that they could do "tag-team" parenting. Oftentimes, these parents wanted to take care of their children themselves, and wanted to keep their young kids out of day care.

So, these parents would try to work "opposite" schedules so that at least one parent would be available to watch the kids. Literally, some of these parents would hand-over their kids to their spouses at the plant gate.

Editor's Note: This graphic is an illustration of one of the couples' schedules in Root's and Rudd's study.



Here is what one of the workers told us about the period of time when her husband would bring the baby to meet her as she got off of work, just as he was going into work to start his shift.

"... the way we found this to work best so we don't need to put her [their baby] in a day care right now is: I take his truck to work in the morning and I park it in the parking lot. When he gets up he straps the baby in her car seat in our mini-van, drives up to work, meets me, he gets outta the car, goes into work, and I get in the car and drive home."

Pitt-Catsouphe: Did any of the workers talk about positive outcomes of working on shifts?

Root: Sure. The reactions of the workers to the shift work structure seemed related both to their life stage and their personalities.

For instance, some people don't like close supervision. They like working afternoons and evenings because they feel that the managers are "more relaxed" and are not "breathing down their necks." Others say they like the night shifts because the work tends to be more of a solitary nature and these workers find it less hectic.

Some of the young unmarried guys seemed to prefer the afternoon shift. You often hear them say things like, "I'm not a morning person." After the afternoon shift, for some of these workers "the night is still young..." They seem to like working afternoons ... until they get married.

Shift schedules can work if you don't have to worry about seeing kids in the afternoon.

It was interesting that although some of the older workers reflected on the problems of shift work, they also commented on the "positives." Here's what one person told us:

"Well, I wasn't home in the evening with the kids, y' know. But it worked out. It actually did work out pretty good because I worked afternoons and my wife worked days. So then in the morning I was home with the kids. Put the 2 kids on the school bus in the morning. Took the littlest one to the babysitter, came to work at 3:00. Then my wife got off at 3:30 and picked the baby up at 4:00 and went home. And then she was there when the kids got off the bus."

Pitt-Catsouphe: How do families with shift workers adapt to the demands and different daily rhythms of the lives of family members?

Root: One of the most critical resources for these families is the involvement of extended family. For instance, one of our workers said, “I never had any problems [with the shift schedules] because my sister had kids and she helped us.”

Some of the workers also found informal resources at work. Often, people talk about how they can address problems if they have flexible supervisors. Although there are limitations on the production line, the relationship with a supervisor can make all the difference.

Rudd: I'd definitely say that the informal arrangements were critical. The people who seemed to be adapting the best said there were aunts, grandparents, or good friends who could help.

And we did find stories of people doing their best to make adjustments at work when they could. For instance, one woman on day shift was there only because another woman, who had more seniority, chose to work afternoons. The worker on day shift would check in periodically to find out if her co-worker on the afternoon shift was still happy or if she was thinking of going back on days.

Then, there were those who adopted the strategic approach and would try to get into departments where they had more likelihood of having a job which gave them more control and choice of the shift – like departments where there were fewer senior employees.

Pitt-Catsouphe: What are your thoughts about options for addressing some of the difficulties associated with shift work?

Root: When Elizabeth and I kick around possible solutions, some of the dilemmas are connected to the seniority system, which works for some good reasons but it introduces some problems, as well.

Although it might be difficult to introduce options such as job sharing and part-time work at the production line, it seems that it should be possible to think innovatively about production processes, themselves.

Then, there could be some ways to address the unpredictable overtime. It's important to realize, however, that employees recognize the tension between wanting more financial resources and yet “paying” for the increased earning by having limited family time. There is an irony for some of these families that they work so much so that they can buy things, but they do not have the time to use their purchases.

Finally, there might be a way to create some incentives so that some of the more senior people would see non-standard shifts as “desirable.” For instance, perhaps people working on a shift could be paid more of a premium than is typical.

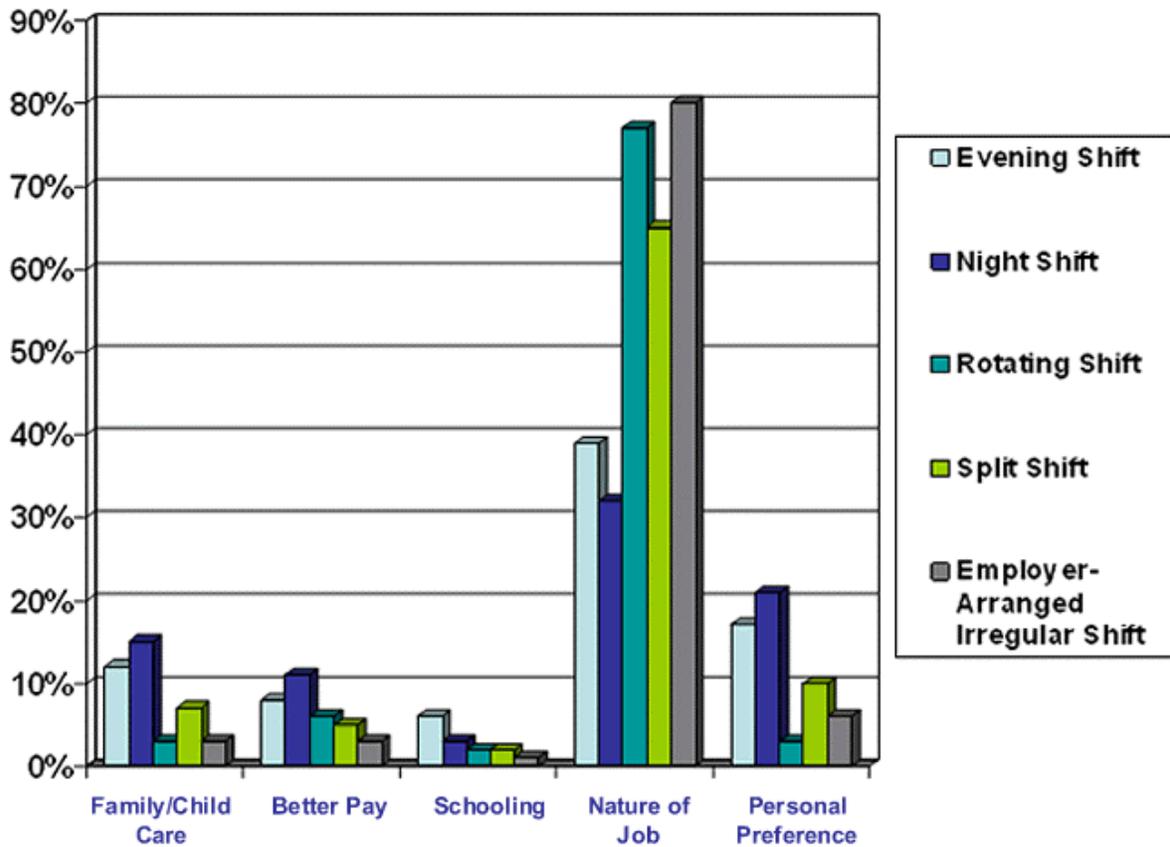
To contact Lawrence Root, please e-mail him at lroot@umich.edu and to contact or Elizabeth Rudd, please e-mail her at erudd@isr.umich.edu.

Reasons for Working Non-Standard Hours (by percentage)

This chart has been created using data from the Bureau of Labor Statistics website:

<http://www.bls.gov/news.release/flex.t06.htm>

(Table 6: Full-time wage and salary shift workers by reason for working a non-daytime schedule, May2001).



Additional Resources: Related to Shift Work



Global Perspectives

Australian Government, The National Occupational Health and Safety Commission (NOHSC): "Australia's national body that leads and coordinates national efforts to prevent workplace death, injury and disease in Australia. NOHSC's vision is Australian workplaces free from injury and disease. NOHSC is a tripartite statutory body with 18 members including representatives of all Australian governments, employers and employees."

- To view the homepage, please visit <http://www.nohsc.gov.au/default.asp>
- To view a fact sheet about shift work, click here <http://www.nohsc.gov.au/OHSInformation/NOHSCPublications/factsheets/shift1.htm>
- To view "OHS Implications of Shiftwork and Irregular Hours of Work: Guidelines for Managing Shiftwork ", visit <http://www.nohsc.gov.au/researchcoordination/shiftwork/1.htm>



Global Perspectives

Equal Opportunities Commission: The goal of this organization is to provide equality for men and women in Britain. The Equal Opportunities Commission provides statistics, research, legal information, and additional resources for employers.

- Visit this website at <http://www.eoc.org.uk>
- For statistics on shift work in Great Britain, please visit http://www.eoc.org.uk/cseng/research/statistics_on_shift_work.asp



Global Perspectives

Institute for Work & Health: Supported primarily by the Ontario Workplace Safety & Insurance Board, the mission of the Institute for Work & Health is “to conduct and share research with workers, labour, employers, clinicians and policy-makers to promote, protect and improve the health of working people.”

- View the homepage at <http://www.iwh.on.ca/index.php>
- A shift work fact sheet is available at <http://www.iwh.on.ca/media/images/Shiftwork.pdf>



Global Perspectives

The Joseph Rowntree Foundation: The Joseph Rowntree Foundation is one of the largest social policy research and development charities in the UK. It spends about £7 million a year on a research and development programme that seeks to better understand the causes of social difficulties and explore ways of better overcoming them. The Foundation does not carry out the research in-house, but works in partnership with a large variety of academic and other institutions to achieve its aims.

- Visit the homepage at <http://www.jrf.org.uk/home.asp>
- For various findings about “The influence of atypical working hours on family life”, click here <http://www.jrf.org.uk/knowledge/findings/socialpolicy/982.asp>
- For various findings about “Childcare services at atypical times”, click here <http://www.jrf.org.uk/knowledge/findings/socialpolicy/653.asp>

U.S. Department of Labor: “The Department of Labor fosters and promotes the welfare of the job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements. In carrying out this mission, the Department administers a variety of Federal labor laws including those that guarantee workers’ rights to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support.”

- Visit the homepage at <http://www.dol.gov>
- Click here <http://www.dol.gov/dol/topic/workhours/nightwork.htm> to view a Department of Labor web page about night work and shift work, which provides information about the FLSA and shift work. On this webpage there is also a link to the report “Plain Language about Shiftwork” by the National Institute for Occupational Safety and Health.

U.S. Department of Labor, Bureau of Labor Statistics: “The Bureau of Labor Statistics (BLS) is the principal fact-finding agency for the Federal Government in the broad field of labor economics and statistics. The BLS is an independent national statistical agency that collects, processes, analyzes, and disseminates essential statistical data to the American public, the U.S. Congress, other Federal agencies, State and local governments, business, and labor. The BLS also serves as a statistical resource to the Department of Labor.”

- Visit the homepage at <http://www.bls.gov/home.htm>
- To view shift work statistics (by employee characteristics, occupation, and reasons for working nonstandard hours), click here <http://www.bls.gov/news.release/flex.toc.htm>

The Sloan Foundation Corner

• Work-Family Presentation

A Question of Meaning and Measurement: Insights about Role Balance and Role Overload from the Nurturing Families Study



Editor's Note: Shelley MacDermid presented a paper at the 2004 annual meeting of the National Council of Family Relations in November along with several other members of the Nurturing Families Study project team. Below are selected excerpts from her presentation.

The Nurturing Families Study was an investigation of dual-earner parents with children in middle school. This study was supported by a grant from the Alfred P. Sloan Foundation to Shelley M. MacDermid and Marcie Pitt-Catsouphes.

The purpose of the Nurturing Families Study was to understand parents' goals and their efforts to fulfill them in the context of relationships with their community, their school, and their workplaces. Participant families came from six communities around the U.S. One middle school in each community was selected for the study, and all families of children in grades 6 (if present), 7, and 8 were invited to participate.

A team of interviewers traveled to the participant families' homes where one person interviewed each parent and one interviewed the middle school child in separate areas of the home. The parent interviews took approximately 2 hours and the child interview took approximately one hour. The interviews consisted of mostly structured questions with some open-ended items.

A total of 158 dual-earner and 41 single-parent families participated. Of the middle school children in these families, 47% were male and 53% were female.

In a presentation given at the 2004 annual meeting of the National Council of Family Relations, Orlando Florida, Shelley MacDermid spoke about her recent analyses using Nurturing Families data, in which she focused on the measurement of role balance and role overload.

For this study, she wanted to assess:

1. The convergent validity of two different measures of role balance;
2. The discriminant validity of a measure of role balance and a measure of role overload; and
3. The discriminant validity of a measure of role balance and measures of optimism and pessimism.

Data from all adult participants in the Nurturing Families study, including married and single mothers (n=198), and all fathers (n=159) was used. This analysis focused on five measures: long and short versions of measures of role balance, a measure of role overload, and a measure of optimism and pessimism.

The results of these analyses were consistent with convergent validity between two measures of role balance, and adequate discriminant validity between measures of role balance and role overload. In the 8-item measure of role balance, 1 item generated consistently low loadings across analyses and should be considered for deletion. The adapted version of the four-item measure of role-balance generated good internal consistency and deserves further consideration for future use. There is now data from several studies suggesting that role balance and role overload are distinct constructs. In addition, all but one of the measures operated very similarly for fathers and mothers.



The findings raise questions about the discriminant validity between measures of balance and optimism, and additional analyses are being conducted to explore the relationship between role balance and this dispositional tendency. Role balance – the tendency to be equally attentive across roles – may be in part a manifestation of a generally positive outlook on life. The greater overlap among husbands than wives suggests that there also may be situational elements to this relationship, which ongoing analyses will explore.

For additional information contact Shelley MacDermid at shelley@cfs.purdue.edu

Announcements

Call for papers

4th Annual Hawaii International Conference on Social Sciences

Deadline for Submission: February 1, 2005

This conference will take place at the Waikiki Beach Marriott in Honolulu, Hawaii on June 13-16, 2005. For submission guidelines and topic areas for papers, please visit http://www.hicsocial.org/cfp_ss.htm .



Global Perspectives - European Academy of Management 2005

Theme: "Responsible Management in an Uncertain World"

SPECIAL CONFERENCE TRACK: "Managing work-family relations: Social responsibility or economic reality?"

Deadline for Submission: February 15, 2005

This conference will be held in Munich, Germany from May 4-7, 2005. To view guidelines, submission information, and special conference tracks click here

<http://www.euramonline.org/associations/euram/index.asp>.

The International Association for Feminist Economics (IAFFE)

Deadline for Submission: March 30, 2005

The 2006 Allied Social Science Meetings of the IAFFE will take place in Boston, MA on January 6-8, 2006. To view submission guidelines, please visit http://www.iaffe.org/iaffe/Call_for_Papers.asp?SnID=1050061178



Global Perspectives - Special issues of Marriage and Family Review on "Families and Public Policy: U.S. and International Experiences", co-edited by Linda Haas and Steven Wisensale.

Deadline for Submission: March 1, 2005 for the U.S. papers; May 1, 2005 for the International papers.

For submission guidelines, please visit

<http://www.tu-chemnitz.de/phil/soziologie/nauck/rc06/CALLFORPAPRS.pdf>

American Psychological Association

Theme: "Work, Stress, and Health 2006: Making a Difference in the Workplace"

Deadline for Submission: Workshop Proposal Deadline: April 1, 2005; Proposal Deadline For Posters, Papers, and Symposia: May 1, 2005

Miami, Florida is the site of the American Psychological Association 2006 conference on March 2-4, 2006. For further information about submission guidelines, please visit <http://www.apa.org/pi/work/callforpapers.html>

Conference Announcement

9th Annual AWLP Conference

Theme: "The Magic of Connections: Strategic Thinking for Contemporary Times"

Where: Disney's Contemporary Resort, Lake Buena Vista, FL - When: February 9-11, 2005

Visit this website for more information <http://www.awlp.org/>



Global Perspectives - 9th Australian Institute of Family Studies

Theme: "Family Matters"

Where: Melbourne, Australia - When: February 9-11, 2005

Visit this website for further details <http://www.aifsconference.org/>

College and University Work/Family Association

Theme: "Building the Workplace of the Future: Flexible Career Opportunities in Academia"

Where: Georgia Tech University, Atlanta, GA - When: February 23-26, 2005

Visit this website for more information as it becomes available <http://www.cuwfa.org/>



Global Perspectives - International Social Policy Conference

Theme: "Transitions & Risk: New Directions in Social Policy"

Where: Centre for Public Policy, University of Melbourne - When: February 23-25, 2005

Click here http://www.public-policy.unimelb.edu.au/conference2005/call_for_papers.html for further information

The Nation's Network of Child Care Resources and Referral's (NACCRRA) 2005 National Policy Symposium

Theme: "Who's Accountable for Quality Child Care and Early Education?"
Where: Omni-Shoreham Hotel, Washington, D.C. - When: March 1-5, 2005

Visit this website for more details www.naccrra.org/symposium/2005/

 **Global Perspectives - Community, Work and Family**

Theme: "Change and Transformation"
Where: Manchester, UK - When: March 16-18, 2005

Please visit this website for further details <http://www.did.stu.mmu.ac.uk/cwf/index.shtml>

75th Annual Meeting of the Eastern Sociological Society

Theme: "Sociology and Public Policy"
Where: Wyndham Hotel, Washington, D.C. - When: March 17-20, 2005

Please visit <http://www.essnet.org/annualmeeting.htm> for more information

 **Global Perspectives - The British Sociological Association Annual Conference**

Theme: "The Life Course: Fragmentation, Diversity and Risk"
Where: University of York - When: March 21-23, 2005

Click here for further details as they become available
http://www.britisoc.co.uk/bsaweb.php?link_id=30&area=item3

 **Global Perspectives - Families and Social Capital (ESRC Research Group) International Conference**

Theme: "Whither Social Capital? Past, Present and Future"
Where: London South Bank University - When: April 6-7, 2005

Visit this website for more conference information http://www.lsbu.ac.uk/families/Call_for_Papers.shtml

Women work! Conference

Where: Arlington, Virginia - When: April 6-8, 2005

Click here for more information as it becomes available <http://www.womenwork.org/projects/conferences.htm>

American Council on Consumer Interests' 50th Annual Conference

Where: Hyatt Regency Hotel, Columbus, OH - When: April 6-9, 2005

Visit the following website for more information regarding conference information:
<http://www.consumerinterests.org/i4a/pages/index.cfm?pageid=3308>

 **Global Perspectives - A conference jointly sponsored by the National Poverty Center, Gerald R. Ford School of Public Policy, University of Michigan and the European Union Center, University of Michigan.**

Theme: "Changing Social Policies for Low-Income Families and Less Skilled Workers in the EU and the U.S."
Where: Ann Arbor, MI - When: April 7-8, 2005

Click here <http://www.npc.umich.edu/news/events/npceuconf/index.shtml> for further details.

6th Annual NCFR Public Policy Conference, Jointly sponsored by National Council on Family Relations (NCFR) and the American Association for Family and Consumer Sciences (AAFCS)

Where: Holiday Inn Capitol, Washington, D.C. - When: April 14-15, 2005

Visit this website for more information as it becomes available
http://www.ncfr.org/about_us/a_p_p_public_policy.asp

WorkLife/Wellness/EAP Symposium

Theme: "The Big Picture"

Where: Purdue University, West Lafayette, Indiana - When: April 21-22, 2005

This symposium will explore emerging trends, innovative theories, best practices and research in these three major areas of employee health management.

Further details about this symposium are available at www.purdue.edu/worklife. For more information, please contact Purdue University WorkLife Programs at (765) 496-6334.

2005 Work Life Conference, Co-presented by The Conference Board and Families and Work Institute

Where: New York City - When: May 2-4, 2005

Please direct questions concerning this conference either to Tyler Wigton, Conference Coordinator at 212-981-2562 or twigton@familiesandwork.org.



Global Perspectives - European Academy of Management 2005 Conference

Theme: "Responsible Management in an Uncertain World"

Where: TUM Business School, Munich, Germany - When: May 4-7, 2005

Visit this website for further details <http://www.euram-online.org/associations/euram/index.asp>

2005 Eastern Academy of Management Annual Conference

Theme: "Managing Ethically in Times of Change"

Where: Sheraton Hotel, Springfield, MA - When: May 11-14, 2005

Visit this website for further details <http://www.eaom.org/AnnualMeetings/Springfield2005/>

Literature Updates

Each month, we select up to 10 publications from those that have recently been entered into this database.

The Sloan Work and Family Research Network maintains an online database which contains the citations and annotations of work-family research publications.

A year ago, there were **5,750** citations in the Literature Database. As of December 2004, we now have over **6,240** citations.

▶ [Click here](#) for a direct link to the Sloan Literature Update articles in the Literature Database.

▶ To Bookmark a direct link to the Literature Database please [click here](#).

- **This month, 7 of the publications we have selected for the "Literature Updates" section of this issue of *The Network News* are publications relevant to the topic of shift work.**



Global Perspectives- Ahasan, M.R., Campbell, D., Salmoni, A., & Lewko, J. (2001). Some intervening and local factors among shift workers in a developing country – Bangladesh. *Journal of Workplace Learning*, 13(4):164-171.

This paper aims to identify and describe some intervening and local factors which should be deliberated to promote workers' adjustment to shift work and wellbeing in Bangladesh. Drawing upon previous research in the field, the paper considers among other factors the socio-cultural context and the role of women workers in shift work. The paper offers a diverse perspective on the effects of shift work on people in a developing country, whose economical needs are in contrast to those in industrialized western countries. Annotated by Uracha Chatrakul Na Ayudhya, Doctoral Researcher, Manchester Metropolitan University.



Global Perspectives - Baker, A., Ferguson, S., & Dawson, D. (2003). The perceived value of time:

Controls versus shiftworkers. *Time & Society*, 12(1): 27-39.

This article studies time values and time preferences of shiftworkers (work hours include evenings, weekends, or rotating shifts) and non-shiftworkers in Australia. Participants rated the value and time preference for work (ideal work hours), social (time with family, friends, etc.), leisure (hobbies, free time), and family (time with family members, partner). The results reveal that evenings and weekends are the preferred work hours for shiftworkers, and that shiftworkers select daytime hours on weekdays as preferred leisure time. Non-shiftworkers favor social time on Saturdays, while shiftworkers favor daytime hours on weekdays as social time. Both shiftworkers and non-shiftworkers prefer family time on weekends, evenings, and before school, as well as daytime hours on weekdays among shiftworkers. These findings suggest the flexibility needed of family members of shiftworkers, in order to have family time. Also, since others may not be available to socialize at the same time as shiftworkers, shiftworkers may experience the largest "psychological cost" due to work hours in social time.



Global Perspectives - Bihan, B.L. & Martin, C. (2004). Atypical working hours: Consequences for childcare arrangements. *Social Policy & Administration*, 38(6): 565-590.

This article examines childcare arrangements for dual-earner couples and single parent families with atypical work schedules in Portugal, Finland, and France. Atypical work schedules are defined as work hours during the night, early morning, or on weekends. Childcare arrangements are a challenge not only because of these work hours, but also because some employees with atypical work schedules cannot negotiate their schedules and/or their schedules are unpredictable. The results indicate that parents working atypical work hours depend on formal care (day care centers, home help, school), informal care (neighbors, family, friends), or a mix of these two types of care arrangements. Hours and services of formal childcare arrangements vary by country and family income is a determinant in their usage.

Grosswald, B. (2004). The effects of shift work on family satisfaction. *Families in Society: The Journal of Contemporary Social Services*, 85(3): 413-423.

Using data from the Families and Work Institute's 1997 National Study of the Changing Workforce, this article examines family satisfaction among shift workers. More specifically, the author studies how family satisfaction is affected by different types of shifts. The findings suggest that employees working evening and night shifts report lower family satisfaction. The results also indicate that family satisfaction is effected by job autonomy and family-friendliness of the workplace, however, amount of work hours are not associated with family satisfaction. Suggestions are offered for employers and policymakers.

Han, W.J. (2004). Nonstandard work schedules and child care decisions: Evidence from the NICHD Study of Early Child Care. *Early Childhood Research Quarterly*, 19(2): 231-256.

Using longitudinal data from the NICHD Study of Early Child Care, this article examines child care choices for young children in relation to mothers' work schedules (standard and nonstandard). The findings reveal that child care centers are used most by mothers working standard hours. Children are more likely to be cared for by fathers in families with married mothers working nonstandard hours, whereas relative care is used most frequently by unmarried mothers working nonstandard hours. Child care centers and family day cares are the dominant child care choices for married and unmarried mothers who change their work schedules from nonstandard to standard.

Presser, H.B. (2003). *Working in a 24/7 economy: Challenges for American families*. New York: Russell Sage.

Contents include: (1) "Introduction", (2) "Who Works Nonstandard Schedules and Why", (3) "The Temporal Structure of American Families", (4) "The Quality and Stability of Marriages", (5) "The Gender Division of Household Labor", (6) "Parent-Child Interaction", (7) "The Complexity of Child Care", (8) "Implications for Low-Educated Mothers", and (9) "Summing Up and Moving Forward".



Global Perspectives - Strazdins, L., Korda, R.J., Lim, L.L.Y., Broom, D.H., D'Souza, R.M. (2004). Around-the-clock: Parent work schedules and children's well-being in a 24-h economy. *Social Science & Medicine*, 59(7):1517-1527.

Drawing on data from the 1996-1997 Canadian National Longitudinal Survey of Children and Youth, this article investigates the well-being of children between the ages of 2-11 in relation to dual-earner parents' working schedules (standard/nonstandard). Nonstandard work schedules are defined as weekends, nights, and shift work. The authors examine families with nonstandard work schedules for one or both parents to families with standard work hours. The findings indicate that emotional or behavioral difficulties are more prevalent among children with one or both parents working nonstandard hours, especially among children between the ages of 2-4. The results also suggest that nonstandard working hours are more likely among parents with lower incomes.

The following list is a selection of some of our most recent additions to the Literature Database.



Global Perspectives - Fagnani, J. & Letablier, M.T. (2004). *Work and family life balance: The impact of the 35-hour laws in France. Work, Employment and Society, 18(3): 551-572.*

This article examines how the work/family balance of working parents in France, with a child under the age of six, is impacted by the law reducing the work week to 35 hours. In response to the question "Do you feel that the law on the 35 hour has made it easier for you to combine your family life with your working life?", more than half of the respondents agreed. However, the findings suggest that parents' experiences with work/family balance in regard to the 35-hour law varied according to whether the parent worked standard or nonstandard hours. Parents' views also varied depending on if parents worked 35 hours a week or if their work hours were calculated on an annual basis. The results reveal that working parents' sense of work/family balance is not improved by a reduction in work hours alone.

Gornick, J.C. & Meyers, M.K. (2004). *Helping America's working parents: What can we learn from Europe and Canada. Washington, D.C.: New America Foundation.*

The full text of this document is available at

http://www.newamerica.net/Download_Docs/pdfs/Doc_File_2060_1.pdf

Roth, L.M. (2004). *Engendering inequality: Processes of sex-segregation on Wall Street. Sociological Forum, 19(2): 203-228.*

This article studies sex segregation during the first five to seven years of current and former securities professional employees on Wall Street. The results indicate that lower paying jobs on Wall Street are occupied more by women. In addition, women report experiencing pregnancy and gender discrimination, hostile work environments, and a lack of workplace support for family responsibilities/caregiving. Due to these experiences, many of the women changed jobs.



Global Perspectives - Scott, J.L., Treas, J., & Richards, M. (Eds.) (2004). *The Blackwell companion to the sociology of families. Malden, MA: Blackwell.*

Contents include: (1) "Globalization and Western Bias in Family Sociology", D. Edgar; (2) "Changing European Families: Trends and Issues", by K. Kiernan; (3) "Recent Demographic Trends in the U.S. and Implications for Well-Being", by S. Elliott & D. Umberson; (4) "Children, Families, States, and Changing Citizenship", by H. Land; (5) "Families and Local Communities", by G. Crow & C. MacLean; (6) "Generations, the Life Course, and Family Change", by J.B. Mabry, R. Giarrusso, & V.L. Bengston; (7) "Children's Families", by J. Scott; (8) "Aging and the Life Course", by C. Phillipson & G. Allan; (9) "Parenting Practices", by D.F. Alwin; (10) "Time, Through the Life Course, in the Family", by J. Gershuny; (11) "Inequality and the Family", by P.N. Cohen & D. MacCartney; (12) "Families of the Poor", by R. Walker & C. Collins; (13) "Social Capital and the Family", by F. Furstenberg & S.B. Kaplan; (14) "Family, the State, and Health Care: Changing Roles in the New Century", by R.J. Angel & J.L. Angel; (15) "Immigrant Families in the U.S.", by K. Pyke; (16) "Immigrant Families in the U.K.", by A. Shaw; (17) "Religion, Romantic Love, and the Family", by B.S. Turner; (18) "Trends in the Formation and Dissolution of Couples", by J.J. Paetsch [et al.]; (19) "Children, Families, and Divorce", by J. Pryor & L. Trinder; (20) "The Lesbian and Gay Family", by J. Weeks, B. Heaphy, & C. Donovan; (21) "Couples and their Networks", by E. Widmer; (22) "Men in Families and Households", by D.H.J. Morgan; (23) "Sex and Family: Changes and Challenges", by J. Treas; (24) "Feminism and the Family", M. Budig; (25) "Work and Families", by S. Dex; (26) "Public Policy and Families", by W. Sigle-Rushton & C. Kenney; (27) "Assisted Reproduction, Genetic Technologies, and Family Life", by M. Richards; and (28) "Families in a Runaway World", by U. Beck & E. Beck-Gernsheim.



Global Perspectives - Thang, L.L. & Yu, W. (Eds.) (2004). *Old challenges, new strategies: Women, work, and family in contemporary Asia. Leiden; Boston: Brill.*

Contents include: (1) "Introduction: Assessing Women's Roles in Asian Economies", by W. Yu and L.L. Thang; (2) "Gender, Family, and Forms of Labor Force Participation: Women and Non-standard Employment in Japan and Taiwan", by W. Yu; (3) "Married Women's Employment and Housework in South Korea", by S. Lee; (4) "The Other Chief Executive Officer: Homemaking as a Sequencing Strategy and Career Project among Married Chinese Women in Singapore", by L.A. Eng & S. Huang; (5) "Clerical Work and Women's Employment in Japan: Female Occupation Theory Revisited", by S. Hirata; (6) "Changing Work Identities for Professional Women in Hong Kong", by A. Brooks; (7) "When Women Go Fishing: Women's Work in Vietnamese Fishing Communities", by P. Van Bich; (8) "Pink-Collared Workers and the Family in Modernizing Malaysia: A Case Study of the Garment Industry", by V. Crinis; (9) "Social and Economic Development among Rural Women in Northern Thailand", by A. Ames & T. Ames; (10) "Women in Split Families: The Case of Mainland Chinese Wives and their Hong Kong Husbands", by V.W.Q. Lou & L.L. Low; (11) "Cooperation and Competition across Border Markets: Changes in the Definition of Women's Weaving Activities in Lao-Thai Borderlands", by K. Kusakabe; (12) "Gendered Work, Migration, and Social Networks in Two Villages in West Java", by R. Silvey; and (13) "Challenging the Life Course; Japanese Single Working Women in Singapore", by L.L. Thang, M. Goda, & E. MacLachlan.

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