



**SLOAN WORK AND FAMILY
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THE NETWORK NEWS
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PUBLICATION

In This Issue

Sloan Network Updates and Announcements

- Joan Williams discusses the issue of caregiver bias in the workplace.
- Graph displaying number of caregiver discrimination cases from 1970 to 2005.
- Families and Work Institute shares information about *When Work Works* project.

New from the Network

Sloan Network Updates and Announcements

- ▶ *We need your feedback!* [Click here](#) to begin the Sloan Network's brief online evaluation. Your feedback is important as we continue to develop our project.
- ▶ We are pleased to announce the addition of **THREE** new encyclopedia entries in our Work Family Encyclopedia. These entries are: "[A Critical Analysis of the Glass Ceiling Phenomenon](#)" by Prudence LaBeach Pollard; "[Workaholism](#)" by Gayle Porter; and "[Family Diversity](#)" by Teresa Rothausen-Vange.
- ▶ With the rapid increase of junk mail and spam, we want to make sure that you are able to receive communications from The Sloan Network. Please add network@listserv.bc.edu to your computer address book. By adding the Sloan Work and Family Network email address, your email server will recognize the address and deliver the emails that may otherwise get blocked by filters.

Conversations with the Experts

Caregiver Bias: Work/Life Issues as Diversity Concerns



Bio: Professor Joan Williams, one of the most prolific law professors in the country, has written nearly fifty articles and four books: *Unbending gender: Why family and work conflict and what to do about it* (Oxford, 2000), *Solving the part-time puzzle: The law firm's guide to balanced hours* (with Cynthia Calvert), *Rethinking commodification: Cases and reading in law and culture* (with Martha Ertman, forthcoming NYU Press 2005), *Property: Landownership and use* (with Curtis Berger). She has contributed essays to a number of collections, including *Debating democracy's discontent* (Anita Allen & Milton Regan eds. 1998); In *The face of the facts: Moral inquiry in American scholarship* (Richard Fox & Robert Westbrook eds. 1998); *Property: The fourth way* (Gregory Alexander & Grazyna Skapska eds. 1993); *Pragmatism in law & society* (Michael Brint and Bill Weaver eds. 1992); *Virtue: NOMOS XXXIV* (John Chapman & William Galston eds. 1992); *A companion to American thought* (Richard Fox & James Kloppenberg eds. 1995).

Professor Williams' work in Latin America includes lectures and workshops in Spanish Ecuador, Guatemala, Peru, and Chile, as well as articles published in Spanish, which include *Igualdad sin discriminación* in *Genero y derecho* (the first

textbook on gender and the law to be published in Latin America), *Trabajo en la familia y en el mercado de trabajo*, in *IV curso: Mujer y derechos humanos*, and *Derechos iguales a la propiedad: Si mujeres no fueran pobres*.

She is a member of the Scholars' Advisory Board of the Harvard Divinity School's Women's Studies in Religion Program, and is past president of the Association of American Law Schools sections on Property and on Law & the Humanities.

Editors Note: Joan Williams is the author or co-author of four books and of many publications about caregiver discrimination at the workplace. In this interview, she discusses the issues of caregiver bias, gender stereotyping, stigma, and the maternal wall. In addition, she shares her perspectives about organizational policies and practices that might alleviate these problems.

An Interview with Joan Williams, American University Washington College of Law

Pitt-Catsoupes: How do you define “caregiver bias”? Is it experienced by both women and men?

Williams: Caregiver bias consists of stereotyping and bias that may be experienced by employees, men as well as women, when the fact that they have family caregiving responsibilities becomes known at work.

Motherhood is a key trigger for stereotyping against women. One study showed that business women are rated as highly competent, alongside business men. In contrast, housewives are rated as having levels of competence similar to (to use the stigmatized terms tested by the researchers) the elderly, blind, “retarded,” and disabled. This helps explain the experience of a Boston lawyer returning from maternity leave who found she was being given the work of a paralegal, and protested “I had a baby, not a lobotomy.” What happened? She fell from businesswoman to housewife.

Gender stereotypes affect men when they seek an active role in family caregiving, because caregiving is perceived to be typical for women but inappropriate for men. Caregiver bias applies to men when they are denied benefits that are routinely granted to female employees. An example is the case of a Maryland state trooper who was denied parental leave on the grounds that he was not eligible unless his wife was “in a coma or dead”. There could not be a clearer statement that caregiving is the “women’s work,” and is inappropriate for men.

Pitt-Catsoupes: Could you discuss your concept of maternal wall bias?

Williams: Maternal wall bias reflects patterns of gender bias and stereotypes that women may encounter (1) during pregnancy, (2) before, during, or after a maternity leave, or (3) when they want to use a family-friendly policy such as requesting to work part-time or a flexible schedule.

Pitt-Catsoupes: What is the relationship between caregiver bias and the stigma that has been widely documented in relation to flexible work arrangements?

Williams: For nearly a decade, sociologists have documented that the use of family-friendly policies often triggers severe stigma. Recent developments in social psychology suggest that the stigma documented by sociologists track documented patterns of gender stereotyping. This is important because the stigma associated with family friendly policies is a key reason for the low usage rates of those policies.

Given the convergence of the findings in sociology and social psychology, employers need to see their work/life initiatives not simply an optional benefits program to be rolled out when times are flush and cut back when flush times end; effective management of work/life issues is increasingly becoming a risk management issue. It also is a crucial part of any diversity initiative, given that more than 80% of women become mothers, and that many mothers experience caregiver bias.

Pitt-Catsoupes: How is caregiver bias evident in case law?

Williams: We track cases involving caregiver bias. We have found nearly 200 cases in which plaintiffs have gained legal relief for caregiver bias. Plaintiffs are succeeding at an increasing rate, with the number of favorable court decisions since 2000 already exceeding the number in all of the 1990s. It is important to note that our research is ongoing, and these results are preliminary.

These favorable decisions include verdicts and settlements high enough to give employers pause. One verdict was over \$11 million and many others are for hundreds of thousands of dollars.

Most jurisdictions have not enacted specific laws against caregiver bias. The District of Columbia is a notable exception: It has a law that prohibits discrimination against adults with caregiver responsibilities. In other jurisdictions, plaintiffs have successfully used more than a dozen legal theories, such as disparate treatment, disparate impact, hostile work environment, The Americans With Disabilities Act, and FMLA.

Here are some examples of legal cases involving caregiver bias.

- In *Walsh vs. National Computer Systems Inc.*, a top computer salesperson with outstanding performance reviews encountered marked hostility from her supervisor when she returned from maternity leave. Her supervisor scrutinized her work hours (but not other employees' work hours); she refused to allow the employee to leave work to pick up her sick child at daycare; and, when the employee's child was sick, her supervisor allegedly threw a phone book at her and demanded that she find a pediatrician who had appointments after business hours.
- In *Bailey vs. Scott-Gallagher Inc.*, an employee called her employer to determine when she should return to work following her maternity leave. She was told that she was fired because she was no longer "dependable," and that her "place was at home with her baby."
- In *Lovell vs. Bent Solutions LLC*, a federal court ruled that the Equal Pay Act may be violated when a female part-time worker is paid less per hour than (predominantly male) full-time employees. This is a standard practice in some workplaces.

Pitt-Catsoupes: What is the relationship between caregiver bias and restructuring work?

Williams: As long as caregivers who continue to go against conventional "ideal-worker" patterns experience bias, restructuring work will remain an elusive goal. In addition, caregiver bias fuels the stigma associated with flexible work arrangements-and restructuring work will never catch on unless and until the stigma problem is addressed.

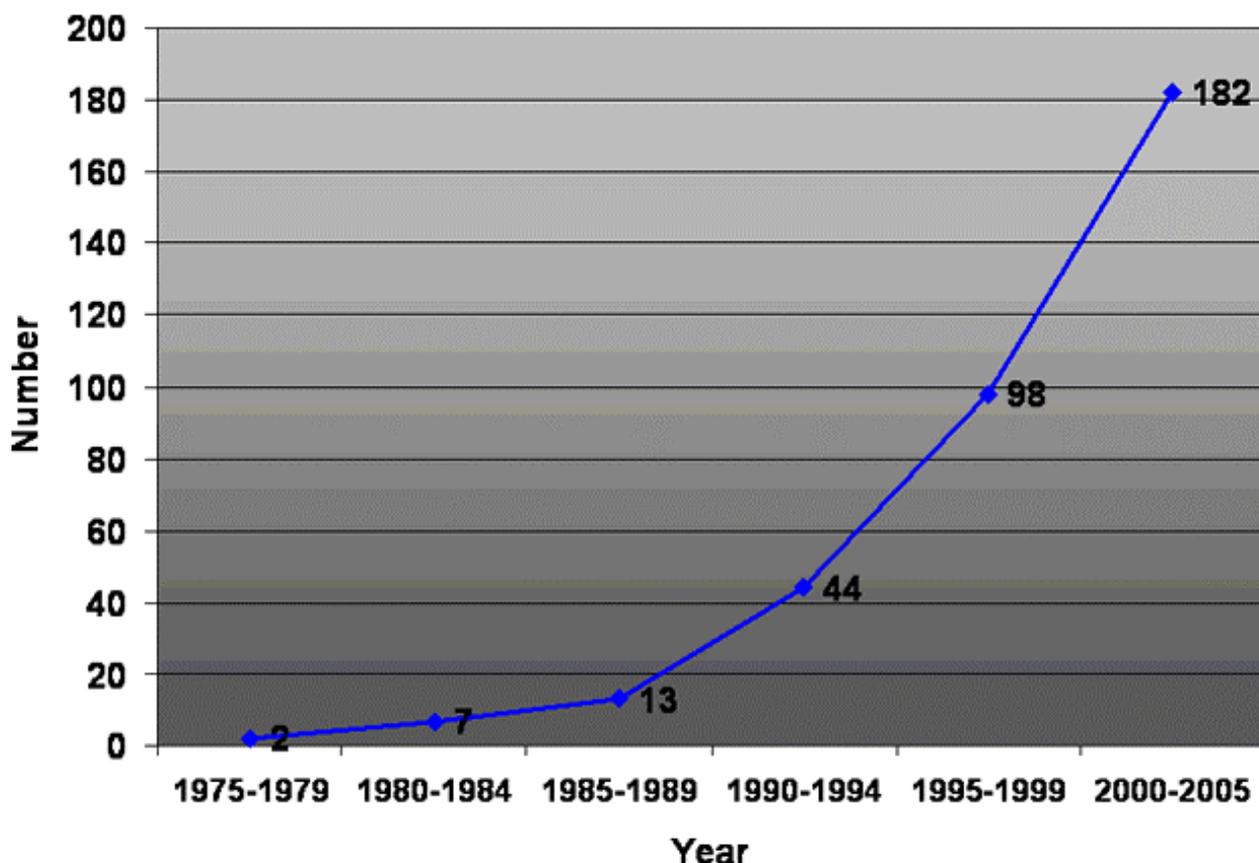
Pitt-Catsoupes: What would you suggest that employers do to address discriminatory decisions, policies, and practices?

Williams: In response to the emerging case law on caregiver bias, some management-side employment lawyers are now advising employers not only to avoid stereotyping, but also to offer flextime and telecommuting if economically feasible, and to pay part-timers the same wage rate as full-timers if their part-time (but not their full-time) jobs are filled largely or solely by women. The best defense against caregiver bias lawsuits is a family-responsive workplace.

To contact Joan Williams, please e-mail williams@wcl.american.edu.

Number of Caregiver Discrimination Cases, 1970-2005

The information presented in this graphic is from preliminary historical research of legal cases obtained at the Program on *WorkLife Law*. The Sloan Network would like to thank Mary Still at the Program on *WorkLife Law* for providing this graphic.



Additional Resources: Related to Caregiver Discrimination

Institute for Women's Policy Research (IWPR): "The Institute for Women's Policy Research (IWPR) is a public policy research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families. IWPR focuses on issues of poverty and welfare, employment and earnings, work and family issues, health and safety, and women's civic and political participation."

- Visit the homepage at <http://www.iwpr.org/>

National Partnership for Women & Families: "The National Partnership for Women & Families is a nonprofit, nonpartisan organization that uses public education and advocacy to promote fairness in the workplace, quality health care, and policies that help women and men meet the dual demands of work and family... Working with business, government, unions, nonprofit organizations, and the media, the National Partnership is a voice for fairness, a source for solutions, and a force for change."

- Visit the homepage at <http://www.nationalpartnership.org/>
- [Click here](#) to download a fact sheet about pregnancy discrimination.

 **Global Perspectives -Ontario Human Rights Commission:** "Ontario's Human Rights Code, the first in Canada, was enacted in 1962. The Code protects people in Ontario against discrimination in employment, accommodation, goods, services and facilities, and membership in vocational associations and trade unions."

- Click here to view the homepage <http://www.ohrc.on.ca/english/code/index.shtml>
- To view information about avoiding pregnancy discrimination in the workplace, [click here](#).

Program on WorkLife Law: "The Program on WorkLife Law is a research and advocacy center that seeks to eliminate employment discrimination against caregivers such as parents and adult children of aging parents. WorkLife Law is based at American University, Washington College of Law and is directed by professor and author Joan C. Williams."

- Click here to view the homepage <http://www.wcl.american.edu/gender/worklifelaw/index.cfm>

United States Equal Employment Opportunity Commission: "EEOC has five commissioners and a General Counsel appointed by the President and confirmed by the Senate. Commissioners are appointed for five-year, staggered terms. The term of the General Counsel is four years. The President designates a Chair and a Vice Chair. The Chair is the chief executive officer of the Commission. The five-member Commission makes equal employment opportunity policy and approves most litigation. The General Counsel is responsible for conducting EEOC enforcement litigation under Title VII of the Civil Rights Act of 1964 (Title VII), the Equal Pay Act (EPA), the Age Discrimination in Employment Act (ADEA), and the Americans with Disabilities Act (ADA)."

- Visit the homepage at <http://www.eeoc.gov/>
- View pregnancy discrimination information at <http://www.eeoc.gov/types/pregnancy.html>

The Sloan Foundation Corner

► **Work-Family Initiative**

"When Work Works" Initiative at Families and Work Institute

Editor's Note: The Sloan Work and Family Research Network would like to thank Erin Brownfield of Families and Work Institute for providing the following summary.

When Work Works is a nationwide initiative to highlight the importance of workforce effectiveness and flexibility as a strategy to enhance business' competitive advantage in the global economy and yield positive business results. When Work Works is a project of Families and Work Institute (FWI) sponsored by the Alfred P. Sloan Foundation in partnership with The Center for Workforce Preparation, an affiliate of the U.S. Chamber of Commerce.

The When Work Works initiative is grounded in the results of Families and Work Institute's National Study of the Changing Workforce and numerous other Sloan-funded studies that find that workplace flexibility that meets the needs of both employers and employees also benefits both. FWI studies also reveal that workplace flexibility is a missing ingredient in workplace effectiveness efforts.

Employees with flexibility are:

- * More engaged in their jobs and committed to helping their company succeed;
- * More likely to plan on staying with their employer;
- * More satisfied with their jobs; and,
- * In better mental health.

The project is currently presenting the Sloan Awards for Business Excellence in Workplace Flexibility to honor companies in eight communities across the country that have successfully used flexibility to meet both business and employee goals. These awards have been developed in collaboration with the Alliance for Work-Life Progress, Corporate Voices for Working Families, Boston College Center for Work & Family, and The Conference Board's Work-Life Leadership Council.

Phase II of this grant will extend the number of communities to 16 in 2006 and 24 in 2007. The initiative will also release several national research reports and case studies, including the National Study of Employers and other studies that emanate from the Sloan Centers on Working Families.

For more information about the When Work Works project, please go to www.whenworkworks.org
To visit the homepage of Families and Work Institute, click here <http://www.familiesandwork.org/>

Announcements

Call for Papers

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

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>

Association for Social Economics, Theme: "Understanding Living Standards"

Deadline for Submission: May 2, 2005

The annual meeting of the Association for Social Economics will be held January 5-8, 2006 in Boston, Massachusetts. For more details about submission, click here <http://www.socialeconomics.org/callassa.htm>

Conferences

Employee Services Management (ESM) Association's 64th Annual Conference & Exhibit

Where: Rio All-Suite Hotel & Casino, Las Vegas, NV - When: May 1-4, 2005

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

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/>

WorldatWork 50th Annual Conference & Exhibition

Where: New Orleans, LA - When: May 22-25, 2005

Click here for more conference information <http://www.worldatwork.org/conference/generic/html/annual-conference.html>



Global Perspectives - European Association of Labour Economists and Society for Labor Economists 2005 Conference

Where: Fairmont Hotel, San Francisco, CA - When: June 2-5, 2005

Click here <http://www.eale.nl/> for more information as it becomes available



Global Perspectives - 4th Annual Hawaii International Conference on Social Sciences

Where: Waikiki Beach Marriott, Honolulu, Hawaii - When: June 13-16, 2005

Please visit this website for more details <http://www.hicsocial.org/index.htm>



Global Perspectives - 14th Annual Conference on Feminist Economics sponsored by the International Association for Feminist Economics

Where: The George Washington University, Washington, D.C. - When: June 17-19, 2005

Visit this website for more conference details as they become available <http://www.iaffe.org/iaffe/Default.asp>



Global Perspectives - Eighth International Women's Policy Research Conference

Theme: "When Women Gain, So Does The World"

Where: Omni Shoreham Hotel, Washington, D.C. - When: June 19-21, 2005

Click here for more information <http://www.iwpr.org/Conference2005/index.htm>

SHRM 57th Annual Conference & Exposition

Where: San Diego, California - When: June 19-22, 2005

For more details about this conference, please click here <http://www.shrm.org/conferences/annual/>

Global Perspectives - Gender, Work and Organization, 4th International Interdisciplinary Conference

Where: Keele University, Staffordshire, in Central England - When: June 22-24, 2005

Please visit this website for further details as they become available

<http://www.blackwellpublishing.com/journal.asp?ref=0968-6673>

Global Perspectives- Australian Centre for Research in Employment and Work

Theme: "Shifting the Boundaries of Employment and Work"

Where: Melbourne, Australia - When: June 24-25, 2005

Click here for more information <http://www.monash.edu.au/cmo/acrew/index.html>

Global Perspectives - The Fifth International Conference on Diversity in Organisations, Communities and Nations

Where: Institute of Ethnic Administrators in Beijing, China - When: June 30-July 3, 2005

Visit this website for further conference information <http://www.Diversity-Conference.com>

Global Perspectives - Founding Conference of the International Center of Work & Family

Theme: "International Research on Work and Family. From Policy to Practice"

Where: IESE Business School in Barcelona, Spain - When: July 7-9, 2005

For more details, click here <http://www.iese.edu/en/RCC/ICWF/Eventosyactiv/Eventosyactividades.asp>

Global Perspectives - Australian Social Policy Conference

Where: University of New South Wales - When: July 20-22, 2005

Click here for more details http://www.sprc.unsw.edu.au/media/File/ASPC_Program05.pdf

2005 Take Back Your Time North American conference

Where: Seattle University, Seattle, WA - When: August 4-7, 2005

Visit this website for more conference information <http://www.simpleliving.net/timeday/default.asp>

Academy of Management Conference

Theme: "A New Vision of Management in the 21st Century"

Where: Honolulu, Hawaii - When: August 5-10, 2005

Click here for more details <http://meetings.aonline.org/2005/ConferenceTheme.html>

American Sociological Association

Theme: "Comparative Perspectives, Competing Explanations: Accounting for the Rising and Declining Significance of Sociology"

Where: Philadelphia - When: August 13-16, 2005

For more information, please visit <http://www.asanet.org/meetings/index.cfm>

American Psychological Association

Where: Washington, D.C. - When: August 18-21, 2005

Click here for more conference details <http://www.apa.org/convention05/>

Global Perspectives - International Sociological Association

Theme: "Social Stratification and Mobility"

Where: Los Angeles, CA – When: August 18-21, 2005

Click here for more details, <http://www.ccpr.ucla.edu:8080/CCPRWebsite/events/workshops-and-conferences>

 **Global Perspectives- Second Household, Income and Labour Dynamics in Australia (HILDA) Survey Research Conference**

Where: Melbourne - When: September 29-30, 2005

Visit this website for more information <http://www.melbourneinstitute.com/hilda/conf2005.html>

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 **5,990** citations in the Literature Database. As of April 2005, we now have over **6,398** 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, 8 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 caregiver bias.**

Biernat, M., Crosby, F.J., & Williams, J.C. (Eds.). (2004). *The maternal wall: Research and policy perspectives on discrimination against mothers (special issue)*. *Journal of Social Issues*, 60(4): 667-849.

Contents of this special issue are: (1) “Preface: Women and Work: Where Are We, Where Did We Come From, and Where Are We Going?”, by R.C. Barnett; (2) “The Maternal Wall”, by F.J. Crosby, J.C. Williams, & M. Biernat; (3) “Motherhood as a Status Characteristic”, by C.L. Ridgeway & S.J. Correll; (4) “When Professionals Become Mothers, Warmth Doesn’t Cut the Ice”, by A.J.C. Cuddy, S.T. Fiske, & P. Glick; (5) “The Paradox of the Lesbian Worker”, by L.A. Peplau & A. Fingerhut; (6) “Mothers and Fathers in the Workplace: How Gender and Parental Status Influence Judgments of Job-Related Competence”, by K. Fuegen, M. Biernat, E. Haines, & K. Deaux; (7) “Anticipating Work and Family: Exploring the Associations Among Gender-Related Ideologies, Values, and Behaviors in Latino and White Families in the United States”, by J.L. Franco, L. Sabattini, & F.J. Crosby; (8) “Caregiving Around the Clock: How Women in Nursing Manage Career and Family Demands”, by H.E. Bullock & I.M. Waugh; (9) “Processes of Change in Work/Home Incompatibilities: Employed Mothers 1986-1999”, by L.B. Tiedje; (10) “Intimate Partner Violence as an Obstacle to Employment Among Mothers Affected by Welfare Reform”, by S. Riger, S.L. Staggs, & P. Schewe; (11) “On Child Care as a Support for Maternal Employment Wages and Hours”, by K.L. Bub & K. McCartney; (12) “The Intuitive Psychologist Behind the Bench: Models of Gender Bias in Social Psychology and Employment Discrimination Law”, by L.H. Krieger; and (13) “The Public Policy of Motherhood”, by J.C. Williams & H.C. Cooper.

 **Global Perspectives- Bourke, J. (2000). *Corporate women, children, careers and workplace culture: The integration of flexible work practices into the legal and finance professions*. Sydney: Industrial Relations Research Centre, University of New South Wales.**

This study investigates women’s employment in Australia, in particular how the workplace culture separates the distinction between work and family. The results of this separation, and the importance of work over family, have led to sexual discrimination in the labor force. Bourke suggests new directions for greater equity through family friendly and flexible work practices.

 **Global Perspectives - Bytheway, Z. & Archer, S.K. (2003). *Women, family and work*. *Alternative Law Journal*, 28(1), 39-41.**

This article examines Australian legislation to prohibit workplace discrimination on the basis of family responsibilities. Examples of legislation include provisions made to the Convention No. 156: Workers with Family Responsibilities 1981 and the Sex Discrimination Act. The authors provide two court cases regarding working mothers’ attempts to gain access to flexible work arrangements through the use of territory and state legislation for indirect discrimination for family responsibilities.

Crittenden, A. (2001). *The price of motherhood: Why the most important job in the world is still the least valued*. New York: Owl Books.

Contents include: (1) "Where We Are Now", (2) "A Conspiracy of Silence", (3) "How Mothers' Work Was 'Disappeared': The Invention of the Unproductive Housewife", (4) "The Truly Invisible Hand", (5) "The Mommy Tax", (6) "The Dark Little Secret of Family Life", (7) "What Is a Wife Worth?", (8) "Who Really Owns the Family Wage?", (9) "Who Pays for the Kids?", (10) "The Welfare State Versus a Caring State", (11) "The Toughest Job You'll Ever Love", (12) "An Accident Waiting to Happen", (13) "It Was Her Choice", and "Conclusion: How to Bring Children Up Without Putting Women Down".

Fried, M. (1998). *Taking Time: Parental Leave Policy and Corporate Culture*. Philadelphia, PA: Temple University Press.

This book provides an inside look at life within a major corporation. It discusses how the rituals and norms of workplace culture affect the users and in turn, the uses of well-intentioned but under utilized family policies. Chapters include: (1) "Workplace Culture and Parental Leave Policy"; (2) "Why is Parental Leave Needed?"; (3) "The Decision to Take Time"; (4) "Taking Time: Being Out on Leave"; (5) "Returning to the Job"; (6) "From Taking Time to Making Time: Defining Strategies for Change"; and (7) "Conclusion."

Williams, J., Shames, S., & Kudchadkar, R. (2004). *Ending discrimination against family caregivers*. Washington, D.C.: American University Washington College of Law.

Download the full report here

http://www.wcl.american.edu/gender/worklifelaw/publications/Caregiver_Discrimination_Report.pdf

Williams, J.C. (2004). *The maternal wall*. *Harvard Business Review*, 82(10), 26-28.

This article examines the issue of caregiver stereotyping in the work environment. Workplace stereotyping against mothers, fathers, and other caregivers can lead to wage gaps, changes in job responsibilities, and legal implications for employers. Williams suggests that employers make workplace decisions on organizational needs rather than stereotypes, adding the category of caregivers to anti-discrimination policies, and reviewing promotion and hiring policies.



Global Perspectives - Wise, S. (2005). *The right to time off for dependants: Contrasting two organisations' responses*. *Employee Relations*, 27(2): 126-140.

This paper investigates the factors that influence British organizations' implementation of the "Time off for dependents" provisions in the Employment Relations Act 1999. The study contrasts how two organizations from the same Scottish financial group with similar formal provisions have applied the legislation. Qualitative reports from line managers and human resource managers reveal that policy implementation varies between the two organizations and is contingent upon line managers' attitude and interpretation of time off for dependents. The findings illustrate tension between consistency of policy implementation and discretionary responses to individual situations. The author considers the practical implications this has for the effective implementation of the right in the UK. Annotated by Uracha Chatrakul Na Ayudhya, Manchester Metropolitan University.

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



Global Perspectives - Galtry, J. & Callister, P. (2005). *Assessing the optimal length of parental leave for child and parental well-being: How can research inform policy?*. *Journal of Family Issues*, 26(2): 219-246.

This article studies the ideal length of parental leave both for parents and children. The authors consider the costs to parents (wages, image of less organizational commitment, etc.), timing of leave (during pregnancy or after childbirth only), health and well-being of parent(s) and child, and although workplace support is not always present, the benefits of breastfeeding. The article also compares United States unpaid FMLA with Sweden's paid leave policy of 480 days. The authors conclude that optimal leaves should begin before childbirth and continue for at least 6 months following childbirth.



Global Perspectives - Harper, S. (Ed.). (2004). *Families in ageing societies: A multi-disciplinary approach*. Oxford, New York: Oxford University Press.

Contents include: (1) "The Challenge for Families of Demographic Aging" by S. Harper; (2) "Models of Kinship from the Developed World", by M. Murphy; (3) "One Happy Family? Sources of Intergenerational Solidarity and Tension as Contemporary U.S. Society Ages", by W. A. Achenbaum; (4) "The Availability and Supportive Functions of Extended Kinship Ties in Later Life: Evidence from the Berlin Aging Study", by F.R. Lang; (5) "Intergenerational Relationships among Stepfamilies in the UK", by B. Dimmock, J. Bornat, S. Peace, & D. Jones; (6) "Working Carers in the European Union", by R. Anderson; (7) "Family Support of the Elderly and Female Labour Supply: Trade-Offs among Caregiving, Financial Transfers, and Work-Evidence from the U.S. Health and Retirement Survey", by R.W. Johnson & A.T. Lo Sasso; (8) "Social Care for Older People: The Growth of Independent-Sector Provision in the UK", by M. Knapp, J. Forder, J. Kendall, & L. Pickard.; (9) "Inheritance and Intergenerational Relationships in English Families", by J. Finch; and (10) "The American

Family as a Context for Healthy Ageing”, by M.E. Hughes & L.J. Waite.

Hynes, K.H. & Clarkberg, M. (2005). Women’s employment patterns during early parenthood: A group-based trajectory analysis. *Journal of Marriage & Family*, 67(1): 222-239.

Using data from the National Longitudinal Study of Youth 1979-1998, this article examines the employment trajectories of women as they become first-time mothers and when applicable, if employment patterns change when a second child is born. The findings suggest that six employment paths were used by the majority of mothers (of both one and two children) during early parenthood. The paths are Continuously Employed, Continuously Out (women who have been consistently not working), Hiatus at Birth (women who stop working close to the time of birth and return to the workforce by one year later), Exit at Birth (mothers that leave the workforce close to the time of birth and have not returned to the labor force at time of study), Declining Employment (mothers that worked up until the time of birth, declining employment rate after birth, two years later majority of women in this category are not employed), and Low Intermittent Employment (intermittently working). The authors also find that mothers’ age at birth of first child is related to employment patterns.

Mahoney, J.L., Larson, R.W., & Eccles, J.S. (Eds.). (2005). *Organized activities as contexts of development: Extracurricular activities, after school and community programs*. Mahwah, NJ: Lawrence Erlbaum Associates.

Chapters of interest include: “Activity Participation and the Well-Being of Children and Adolescents in the Context of Welfare Reform”, by D.M. Casey, M.N. Ripke, & A.C. Huston; “Contexts and Correlates of Out-of-School Activity Participation Among Low-Income Urban Adolescents”, by S. Pederson & E. Seidman; “Dorothy, There Is No Yellow Brick Road: The Paradox of Community Development Approaches for Latino and African American Urban Youth”, by F.A. Villarruel, M. Montero-Sieburth, C. Dunbar, & C.W. Outley; “Developing a Comprehensive Agenda for the Out-of-School Hours: Lessons and Challenges Across Cities”, by K. Pittman, J. Tolman, & N. Yohalem; “After-School Programs for Low-Income Children: Differences in Program Quality”, by D.L. Vandell, L. Shumow, & J. Posner, and “Building Effective Practices and Policies for Out-of-School Time”, by J. Quinn.

Upcoming Issues

Take Part in The Network News

Upcoming issues of *The Network News* will focus on the following topics:

- Reduced-load work
- Leaves of absence
- Older workers

Is your work related to any of these topics? If so, please [contact us](#).

The Sloan Work and Family Research Network appreciates the extensive support we have received from the Alfred P. Sloan Foundation and the Boston College community.

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www.bc.edu

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