



In This Issue

- Jodi Grant discusses recent report about paid family leave and paid sick days in the United States.
- View graphic about U.S. leave programs.
- Highlights from the recent "Resetting the Clockwork" conference is featured in the Sloan Corner.

New from the Network

Sloan Network Updates and Announcements

- The Sloan Network has added a new topic page! We are pleased to announce the addition of the [Dependent Care: Tax Assistance](#) topic page. In process topic pages include Older Workers: Overview, Part-Time Work, and Overwork.
- Visit the Work-Family Bills & Statutes page (<http://wfnetwork.bc.edu/bills.php>) to view an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues.
- Results of the first Sloan Network poll are in. The results indicate that our respondents have noticed some positive change in the "culture" of work-family which could be related to their perceptions of increased use of flexible work options. In addition, two-thirds (69.7%) of the respondents felt that work/family and work/life issues are "more discussible" at the workplace, compared to 5 years ago. Thank you to all of the affiliates that participated.

Conversations with the Experts

Paid Leave Programs: A Win-Win for Employees and Employers



Jodi Grant

Bio: Jodi Grant is the Director of Work and Family Programs and Public Policy for the National Partnership for Women & Families. She advocates for the interests of American women and families in identifying and looking to expand family friendly and work/life programs in both the private and public sector. The National Partnership for Women and Families led a coalition of over 100 organizations to fight for the Family and Medical Leave Act, and the Partnership continues to serve as a protector of this legislation, ensuring that Americans are able to retain their jobs if they take time off due to a serious illness, or to care for a sick loved one or newborn or adopted child. In 2003, Grant served as one of the counsels that successfully defended the FMLA before the U.S. Supreme Court in the groundbreaking case of *Hibbs vs. Nevada Department of Human Resources*. Grant is working with a variety of advocacy groups and state legislators to find ways to provide a source of income so that family and medical leave is not an empty promise for those that cannot afford to take leave without

pay. She is also working to ensure that all workers have access to paid sick days.

Before joining the National Partnership, Ms. Grant served as Staff Director of the Democratic Steering and Coordination Committee. There she represented Senate Democrats with outside advocacy groups and organizations, the business community, and State and Local elected officials. She worked to forge coalitions around common areas of interest including: the digital divide, civil rights, women's issues, workplace issues, education, school safety and health care. Ms. Grant also served as Democratic General Counsel to the Senate Budget Committee where she helped write, coordinate, and implement budget legislation.

Ms. Grant graduated from Yale University with honors, and received her law degree from Harvard University.

Ms. Grant will be leaving the National Partnership for Women & Families on June 20th, to become the new Executive Director of the Afterschool Alliance. As Executive Director she will continue to advocate for children and parents. The Afterschool Alliance is committed to ensuring that every child has access to quality afterschool programs. For more information about the Alliance, please go to <http://www.afterschoolalliance.org/>.

Editors Note: This interview with Jodi Grant focuses on paid family leave and paid sick days, which are two of the top priorities for the National Partnership for Women and Families. The National Partnership is committed to promoting paid leaves in an effort to aid working families. The Sloan Network recently talked with Jodi about the report *Expecting Better: A State-by-State Analysis of Parental Leave Programs*.

For more information about the National Partnership for Women and Families, please visit <http://www.nationalpartnership.org/>. To download the *Expecting Better* report, click here <http://www.nationalpartnership.org/portals/p3/library/PaidLeave/ParentalLeaveReportMay05.pdf>

An Interview with Jodi Grant

Pitt-Catsoupes: Could you describe the National Partnership's initiatives for family leave and medical leave?

Grant: The National Partnership for Women and Families has been a voice for women and families for more than 30 years. We were actively involved with the passage of the Pregnancy Discrimination Act of 1978, and we wrote the original draft of the Family and Medical Leave bill, which was passed into law in 1993.

There are different types of family leave, all of which are enormously important to working families. For example:

- Paid and unpaid medical and sick leaves which offer job protections for employees who take time off for their own illness.
- Paid and unpaid sick and family leaves which offer job protections for employees who take time off to take care of sick family members.
- Paid and unpaid leaves for small necessities which offer job protections for employees who take time off to fulfill other family obligations, such as taking elderly relatives to routine medical appointments or attending a parent/teacher conference.
- Maternity and paternity leaves.

Family and medical leaves do make a significant difference. More than 50 million working Americans have taken FMLA since the law was enacted in 1993. But for many women and men, the existing protections of the Family and Medical Leave Act are not enough.

Pitt-Catsoupes: Could you summarize the National Partnership's recent activities related to paid parental leave?

Grant: At the state level, the National Partnership provides our partners with information, reports, and testimony for their campaigns. For example, in May 2005, the National Partnership released the report, *Expecting better: A state-by-state analysis of parental leave programs*. Our state partners can use this resource to compare their policies to other states, as a tool for advocacy, and to locate examples of success. Partners also used the report to garner earned media attention in their home state. Knowledge of parental leave initiatives can create value at the national, state, and local levels.

Pitt-Catsoupes: What different state-level models of leave have been proposed?

Grant: California has the best model of paid family and medical leave. Paid leave is provided for six weeks to care for a newborn, an ill family member including a domestic partner, or a new foster child/adopted child. A generous 55-60% wage replacement of salary is provided to care for these dependents (up to 6 weeks). Californian's are also eligible for up to 52 weeks of medical leave to recover from their own illness. However, these paid leave laws do not provide any additional job protection beyond the federal FMLA. Therefore, an employee not covered by the FMLA may be entitled to benefits, but he or she might still lose his/her job.

Other examples of parental leave state models are Minnesota and New Mexico. Both of these states have implemented a program called At-Home Infant Care. In this program, parental leave is available to low-income families through a state's child care assistance program. This can make it possible for one parent to stay at home to care for a child. At-Home Infant Care has especially been developed in rural areas where quality affordable infant care can be so hard to find. This program benefits both parents and their children.

Pitt-Catsoupes: Where do you see gaps between leave policies and needs of working families?

Grant: The lack of paid family and medical leave is an important public policy issue. The lack of job protected paid family and sick leave is not an issue that just affects low-wage workers. It affects all Americans. The issues of paid family leave and paid sick leave are not distinct. Instead, they overlap and are critical for working families.

First, many people work for companies that employ fewer than and therefore they are not covered by the FMLA. Secondly, many people who are eligible for the job protections offered by the FMLA can't use it because they cannot afford to go without pay. One study found that 78% of workers who needed but did not take FMLA said the reason was they could not afford to take unpaid leave. In the United States, 59 million workers do not have a single day of paid sick leave. An even greater number - 86 million Americans - do not have *paid* sick days that they can use if they need to care for a sick family member. Paid sick leave is not mandated by any state.

With respect to sick leave, the FMLA coverage is limited to "serious" health conditions but the regulatory language does not define less serious health issues. This is important because 47% of all private sector workers do not have a single day of paid sick leave. Therefore, an employee who has a stomach bug might not have job protection under the FMLA. The restriction to serious health conditions also means that job protections would not be extended when an employee takes time off to take an infant to a routine well-baby visit.

Pitt-Catsoupes: What are the costs to employees if paid leave is not provided?

Grant: For low-income families in particular, the lack of paid family leave can lead to job loss and financial concerns. Also, employees without paid family leave who have given birth or recently adopted an infant may return to work earlier, which could negatively affect the newborn's well-being, development, care, and bonding with parents.

More broadly speaking, there would be fewer people accessing welfare benefits if the United States promoted paid family leave. A study in California indicated that the state will save \$25 million a year by providing paid family leave.

Pitt-Catsoupes: What are the costs to employers if paid leave is not provided?

Grant: Employer-sponsor paid leave may be expensive in the short-term, but in the long-term, companies can save money. The biggest savings comes in the form of retention. Businesses with paid family leave also report higher levels of morale, loyalty, and productivity among their employees. A California study estimates that the state's paid family leave law will save businesses \$89 million a year in retention alone.

It is important to note that statewide programs like California's also benefit employers because they no longer need to pay an employee his or her salary while he or she is out on family leave. Instead, the employee receives benefits from the state program. Employees and/or employers pay a small amount per employee (a little over \$2 a month in California) to support the state family leave insurance program. Because the risk is shared, this amounts to far less than the cost that would be incurred for an individual employer to provide paid family leave out of the business payroll.

In terms of sick leave, a national paid sick leave policy would improve retention and public health. When employees come to work sick, they get others sick, which in turn leads to lower productivity. Rather than firing employees on extended sick leave and then having the costs of advertising, filling the position, and training a new employee, employers could retain these employees.

Pitt-Catsoupes: What are the implications of your work for workplaces and policymakers?

Grant: There will come a day when all Americans have access to paid leave. I think that each state needs

to decide what type of paid leave program will work best for them. There are different dynamics in different states and paid leave can be implemented in different ways.

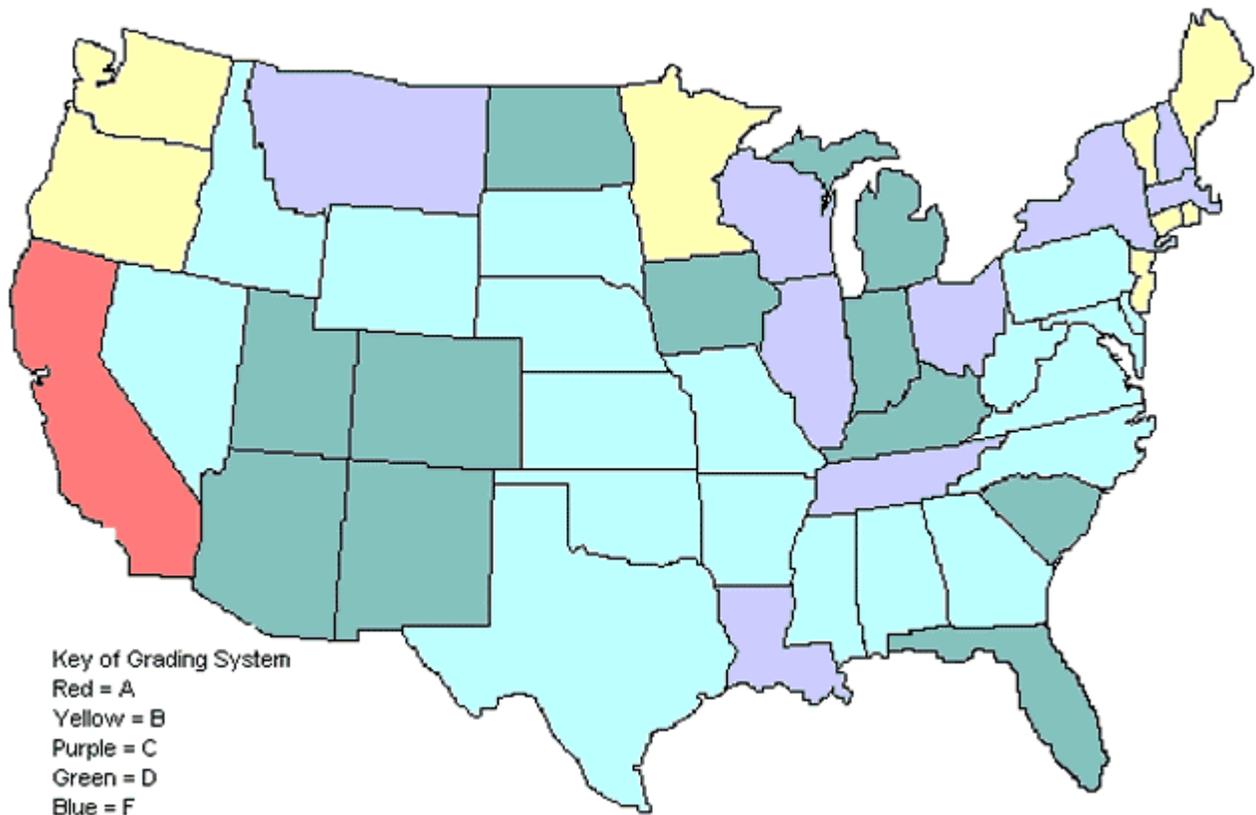
For instance, Washington State had a paid family leave proposal that differed from California's law. This is because unlike California, Washington did not have an existing short-term disability program that could be expanded to include family leave. The Washington state proposal provided a flat payment for individuals taking family leave. Although this bill has not been enacted, it offers an example of an approach that reflects the situations of one state. Another option is a proposal called flexible sick leave. In Connecticut, employees who have any type of accrued paid leave could use it to care for family members, such as a newborn or newly adopted child, a seriously ill family member, a pregnant spouse or a spouse who is recovering from childbirth.

I would like to encourage workplaces and policymakers to think about benefits and long-term savings of paid leave programs. They are a win-win situation for all.

Contact Jodi Grant at jgrant@afterschoolalliance.org

Grading of United States Leave Programs

Editor's Note: This graphic has been replicated from the report "Expecting Better: A State-By-State Analysis of Parental Leave Programs". The grading system is based on several criteria which measures each state's leave programs and regulations for new parents. Although Hawaii and Alaska are not represented on this graphic, they received grades of B and D respectively. For more information about the grading criteria, please view the report at <http://www.nationalpartnership.org/portals/p3/library/PaidLeave/ParentalLeaveReportMay05.pdf>



Additional Resources: Related to Paid Leave

 **Global Perspectives - The Clearinghouse on International Developments in Child, Youth and Family Policies at Columbia University:** "The Clearinghouse provides cross-national, comparative information about the policies, programs, benefits and services available in the advanced industrialized countries to address child, youth, and family needs. Coverage focuses on 23 advanced industrialized countries."

- Visit the homepage at <http://www.childpolicyintl.org/>
- To view more information and graphs about international parental leave policies, click on the "Comparative Policies" link on the left hand side of the page and then click "Parental Leave Policies"

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."

- View the homepage at http://www.iwpr.org/About/About_IWPR.htm
- For information about Paid Family and Medical Leave, click here http://www.iwpr.org/Work/Research_work.htm

The Labor Project for Working Families: "The Labor Project for Working Families is a national, nonprofit advocacy and policy organization providing technical assistance, resources, and education to unions and union members on family issues in the workplace including: Childcare, Elder care, Family leave, Work hours, Quality of life."

- Visit the homepage at <http://www.laborproject.org/index.html>
- For information about California's paid leave program, click here <http://www.paidfamilyleave.org/index.html>

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."

- Click here to view the homepage <http://www.nationalpartnership.org/>
- Click here to view their library of publications related to the Family and Medical Leave Act, <http://www.nationalpartnership.org/Default.aspx?tabid=31&folderid=9>
- For more information about the Family and Medical Leave Act, visit <http://www.nationalpartnership.org/Default.aspx?tabid=39>
- To visit the Paid Leave Clearinghouse, click here <http://paidleave.org/>

The Sloan Foundation Corner

Highlights from the recent "Resetting the Clockwork" conference

Editor's Note: The Sloan Work and Family Research Network would like to thank Noelle Chesley and Phyllis Moen for providing the following information.



How can we connect researchers with policy-makers, practitioners, and engaged citizens in ways that create new synergies for innovation? How especially can we foster changes in workplaces and communities that enhance the life quality of workers at all ages and life stages, as well as working families? Can states and businesses lead in resetting the clockwork of work, retirement and civic engagement?

This was the challenge laid out a few weeks ago at a research and policy forum hosted at the University of Minnesota by Phyllis Moen. The forum aimed to stimulate conversations about the mismatch between the goals and needs of Minnesota's workforce, its growing "retired" force, and the existing clockwork of regulations constraining options around paid and unpaid work and engagement.

The forum drew on the expertise and hands-on experiences of local business and community leaders as well as scholars to identify, assess, and discuss best practices and possible innovations offering greater flexibility to workers, retirees, and families. The underlying theme was how to widen the circle of opportunity around the time and timing of workdays, work weeks, career paths, and retirement. This focus on the need for flexible careers and flexible retirement, in addition to greater flexibility of work schedules, draws on research reported in Moen and Roehling's 2005 book *The Career Mystique: Cracks in the American Dream*. Both the research and the forum were funded in large part by the Alfred P. Sloan Foundation.

Thomas Kochan, co-director of the *Institute for Work and Employment Research* at MIT Sloan School of Management outlined a series of strategies for creating innovation at the state level. Erin Kelly, Assistant Professor at the University of Minnesota, lead a panel of organizational practitioners and leaders from Best Buy, the University of Wisconsin, the AFL-CIO, and ECM Publishing to highlight the "view from the

trenches.”

Marc Freedman, who created Civic Ventures, a non-profit focused on both individual and community renewal, shared his vision about the possibilities for engaging older Americans in what he calls “good work.” This was followed by a panel discussion of local leaders involved in aging organizations, moderated by Marcie Pitt-Catsoupes from Boston College.

Ellen Galinsky, president of the *Families and Work Institute* gave the luncheon keynote address about her latest research on effective workplaces. Chai R. Feldblum, Professor of Law at Georgetown University Law Center outlined possibilities for changing workplaces and the importance of state-level initiatives. A final panel of local policymakers, scholars, and business leaders gave their views on the types of changes that are necessary. Lively debate and discussion from audience members throughout the day added to the event.

The “Resetting the Clockworks” forum was made possible through the generous contributions of the Alfred P. Sloan Foundation, but others also helped support the event: the McKnight Foundation and organizations located within the University of Minnesota, including the Life Course Center, the College of Liberal Arts, the Humphrey Policy Institute, and the President’s Initiative on Children, Youth and Families. For more information about this research and policy forum please go to the forum website: <http://www.soc.umn.edu/clockwork/> or contact Phyllis Moen (phylmoen@umn.edu) or Noelle Chesley (now at the University of Wisconsin-Milwaukee, chesley@uwm.edu).

Announcements

Call for Papers

 **Global Perspectives - International Sociological Association World Congress of Sociology**

Deadline for Submission: September-November 2005

This conference will take place in South Africa on July 23-29, 2006. The theme of the conference will be “The Quality of Social Existence in a Globalising World”. Click here for more submission information

<http://www.ucm.es/info/isa/congress2006/>

Special Issue on Consumer Finances in *Journal of Family and Economic Issues*

Deadline for Submission: February 1, 2006

This special issue of *Journal of Family and Economic Issues* will be published in June 2007. The suggested topics are, but not limited to, as follows: Financial planning, Financial counseling, Financial education, Money management, Trends of consumer finance industries, Consumer behavior in financial services, Family relations and financial issues, Human development and financial issues, Health and financial issues, Cultural comparisons of financial management, Financial behaviors in diverse populations. For more information about submission guidelines, please contact So-Hyun Joo, Ph.D., Guest Editor at So-hyun.joo@ttu.edu

Conferences

 **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/confer.htm>

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/convention/2005/>

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/isarc28/Program.htm>



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>

2005 Working Mother 100 Best Companies Work Life Congress

Where: New York, NY – When: October 17-19 , 2005

Click here for more conference information <http://www.workingmother.com/congress.html>



Global Perspectives -The 6th European Work-Life & Diversity Conference

Theme: "Connecting Diversity and Inclusion to Business Innovation"

Where: Paris, France – When: October 19-20, 2005

View this website for more information <http://www.conference-board.org/conferences/conference.cfm?id=935>

Health, Work & Wellness Conference

Where: Montreal – When: October 20-22, 2005

Click here for more details <http://conferences.healthworkandwellness.com/index.php>

White House Conference on Aging

Where: Washington, D.C. – When: October 23-26, 2005

Visit this website for more information <http://www.whcoa.gov/about/about.asp>



Global Perspectives - The Sixth Biennial Conference of Asian Consumer and Family Economics Association (ACFEA)

Where: California State University, Sacramento - When: November 3-5, 2005

Visit this website for more conference details <http://www.socialsciences.nccu.edu.tw/acfea/>

2005 NCFR Conference

Theme: "The Multiple Meanings of Families"

Where: Phoenix, Arizona - When: November 16-19, 2005

Click here for more information http://www.ncfr.org/pdf/Future_Conferences.pdf

Gerontological Society of America

Where: New Orleans, LA - When: November 18-22, 2005

View more conference information at http://www.eshow2000.com/geron/speaker_guidelines.cfm

Global Perspectives - Fourth International Congress on Women Work and Health - WWH 2005

Theme: "Women and Development"

Where: New Delhi – When: November 27-30 2005

Visit this website for more details www.societyforworkinglife.org/wwh2005.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 **6,055** citations in the Literature Database. As of June 2005, we now have over **6,480** 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, 6 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 parental leave.**

Budd, J.W. & Brey, A.M. (2004). Unions and family leave: Early experiences under the Family and Medical Leave Act. *Labor Studies Journal*, 28(3), 85-105.

This paper examines the impact of labor unions on the implementation of the Family and Medical Leave Act. Blue collar union members are more likely to have heard of the FMLA, are more likely to have fully-paid leaves, and are less likely to worry about losing their job or seniority because of taking a leave. Annotated by John W. Budd.

Global Perspectives Harr, J.M. & Spell, C.S. (2004). Programme knowledge and value of work-family practices and organizational commitment. *International Journal of Human Resource Management*, 15(6), 1040-1055.

This study investigates the link between employee knowledge and perceived value of work-family policies to organizational commitment. Drawing upon social exchange theory and the norm of reciprocity, the authors argue that organizations that provide work-family programs may induce employee obligation to reciprocate in the form of enhanced employee commitment. The study employs e-mail questionnaires to examine the relationship between program knowledge and value of six work-family policies, including paid parental leave, and three aspects of organizational commitment (affective, continuance, and normative). Quantitative data from a sample of public sector employees in New Zealand indicate that employee program knowledge is important for affective commitment, leading to stronger emotional bond with the organization. The findings also reveal that employee perceived value of paid parental leave is related to normative commitment, which might be significant enough to make them stay with the organization. In light of this finding, the authors recommend that organizations in industrialized countries that currently do not legislate paid parental leave (including the US and Australia) should view this as an opportunity to improve employee normative commitment through offering this policy. Annotated by Uracha Chatrakul Na Ayudhya, Manchester Metropolitan University.

Lenhoff, D.R., Bell, L., Casta, N., Grant, J., Peterman, K., & Rubiner, L. (2001). *Family leave benefits: A menu of policy models for state and local policy makers*. Washington, D.C.: National Partnership for Women & Families.

Download this report at

<http://www.nationalpartnership.org/portals/p3/library/PaidLeave/FLBMenuPolicy%20ModelsSept01.pdf>

Global Perspectives OECD. (2005). *Babies and bosses: Reconciling work and family life (Vol. 4): Canada, Finland, Sweden and the United Kingdom*.

"A new OECD report reviews family-friendly policies in Canada, Finland, Sweden and the United Kingdom and makes recommendations to further ensure the well-being of parents and children. This fourth volume in the series of Babies and Bosses urges Canada and the UK to create more, and more affordable, childcare to help parents juggle work and family commitments. At the other end of the spectrum, the report argues that Finland needs to restrict use of long leave periods, and commends Sweden's excellent family support measures, but warns the government to control costs..." For further information regarding the series and how to obtain the report, visit: http://www.oecd.org/document/10/0,2340,en_2649_34819_34930826_1_1_1_1,00.html

Phillips, K.R. (2004). *Getting time off: Access to leave among working parents*. Washington, D.C.: The Urban Institute.

Access to Leave among Working Parents by Katherin Ross Phillips is No. B-57 in the Series, *New Federalism: National Survey of America's Families*. The NSAF is part of *Assessing the New Federalism*, a multiyear project to monitor and assess the devolution of social programs from the federal to the state and local levels. This report is hosted on the Urban Institute's website.

For more information and to download this report, please click here <http://www.urban.org/url.cfm?ID=310977>

Wisensale, S.K. & Mitchell, D.J.B. (2001). *Family leave policy: The political economy of work and family in America*. Armonk, N.Y.: M.E. Sharpe.

Contents include: Part I "Family and Work amidst Political and Economic Change." Chapters include: (1) "The Changing American Family"; (2) "The Family and American Politics"; (3) "The Economics of Family Life"; (4) "The Changing Workplace: When Work and Family Converge." Part II "Family Leave Policy in the United States." Chapters include: (5) "State Initiatives in Family Leave Policy"; (6) "Federal Initiatives in Family Leave Policy: Formulation of the FMLA"; (7) "Implementation and Evaluation of the Family and Medical Leave Act." Part III "Toward the Future." Chapters include: (8) "Toward Paid Leave"; (9) Lessons from Abroad: Leave Policy from an International Perspective; and (10) "Conclusions and Recommendations."

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

 **Global Perspectives (2005). Special Issue. *Asia Pacific Business Review*, 11(2): 139-291.**

Contents include: (1) "Women in Asian Management: Cracking the Glass Ceiling?", by V. Yukongdi & J. Benson; (2) "Women's Managerial Careers in China in a Period of Reform", by F.L. Cooke; (3) "Women Managers in Hong Kong: Personal and Political Agendas", by CW. Ng & A.S. Chakrabarty; (4) Women in Management in the New Economic Environment: The Case of India", by P.S. Budhwar, D.S. Saini, & J. Bhatnagar; (5) "Japanese Women in Management: Getting Closer to 'Realities' in Japan", by M. Yuasa; (6) "Women in Management in South Korea: Advancement or Retrenchment", by H.Y. Kang & C. Rowley; (7) "Perception of Women Managers in Singapore: A Media Analysis", by J. Lee; (8) "Female Managers in Taiwan: Opportunities and Barriers in Changing Times", by W.C.G. Chou, P. Fosh, & D. Foster; (9) "Women in Management in Thailand: Advancement and Prospects", by V. Yukongdi; and (10) "Asian Women Managers: Participation, Barriers and Future Prospects", by J. Benson & V. Yukongdi.

Dilworth, J.E.L. & Kingsbury, N. (2005). Home-to-job spillover for Generation X, Boomers, and Matures: A comparison. *Journal of Family and Economic Issues*, 26(2), 267-281.

Using data from the 1997 National Study of the Changing Workforce, this article examines home-to-job spillover among Matures, Boomers, and Generation X. The results suggest that Boomers experience the most home-to-job spillover. Spillover is also associated with work hours.

Golden, L. & Wiens-Tuer, B. (2005). Mandatory overtime work in the United States: Who, where, and what?. *Labor Studies Journal*, 30(1), 1-26.

Drawing on data from the 2002 General Social Survey, this article studies mandatory overtime related to demographic characteristics, industries, and outcomes. The findings indicate that mandatory overtime is experienced by 28 percent of full-time employees and it is associated with gender, ethnicity, income, and education. Mandatory overtime is most commonly used in the manufacturing and public administration industries. Work-family conflict is a significant outcome of mandatory overtime.

 **Global Perspectives Kee-Lee, C. & Chow, N.W.S. (2005). To retire or not to retire: Is there an option for older workers in Hong Kong?. *Social Policy & Administration*, 39(3), 233-247.**

Using a life course perspective, this article explores retirement options for older workers in Hong Kong. The authors identify three options for older workers: (1) those who plan on working for as long as they can, (2) those who have no choice but to retire before age 65 due to lack of education and/or unemployment, and (3) those who plan to retire before age 65 and are financially prepared to do so. Social policy initiatives, such as anti-age discrimination policies, flexible work arrangements, continuous education and training regardless of age, and retirement schemes, are suggested to improve the retirement opportunities for older workers in Hong Kong.

Upcoming Issues

Take Part in The Network News

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

- Workplace Flexibility
- 35-Hour Laws in France
- 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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The Sloan Work and Family Research Network is funded by the Alfred P. Sloan Foundation