



SLOAN WORK AND FAMILY RESEARCH NETWORK

BOSTON COLLEGE

August 2005 • Volume 7(8)

THE NETWORK NEWS
A WORK-FAMILY NEWS
PUBLICATION

In This Issue

- An interview with Jeanne Fagnani about the 35 hour laws in France.
- A graphic about the general limits of work hours in several countries.
- A new work-family book edited by Barbara Schneider and Linda Waite is featured in the Sloan Corner.

New from the Network

Sloan Network Updates and Announcements

► The Sloan Work and Family Research Network has recently experienced some staff changes that we would like to make our affiliates aware of. First, as mentioned in last month's Sloan Corner, Marcie Pitt-Catsouphes and Michael Smyer will be the Co-Directors of a new Center funded by the Sloan Foundation, the Sloan Center on Workplace Flexibility, Aging, and Work at Boston College. Marcie will continue to be the Principal Investigator of the Sloan Network. Judi Casey will assist Marcie as the Director of the Network. Judi was previously the Program Director of the New England Work-Family Association and Senior Research Associate at the Center for Work & Family at Boston College.

In addition, the Sloan Network would like to introduce affiliates to Karen Corday, who recently joined the Network team as Research Associate. She will be managing the Literature Database and the Editor of the *Network News*. Before joining the Sloan Network, Karen worked at Harvard University as a Preservation Assistant for the Weissman Preservation Center. She has a Masters of Library and Information Science from Simmons College. Karen has replaced Janet Scanlon, who has worked on the Network team for over four years. Janet has moved to Chicago and will continue to work a limited number of hours offsite for the Sloan Network.

► We'd also like to call your attention to two new topic pages on our website: Phased Retirement (<http://wfnetwork.bc.edu/topic.php?id=13>) and Overwork (<http://wfnetwork.bc.edu/topic.php?id=12>).

Conversations with the Experts

Reduced Work Hours in France: Help or Hindrance to Work and Family Balance?



Jeanne Fagnani

Bio: Jeanne Fagnani is research director at the Centre national de la Recherche Scientifique and a member of the research team MATISSE of the University of Paris 1 (Sorbonne). She has conducted a lot of research on social and family policies in the member countries of the European Union. She recently made a comparison between the family policies in France and Germany and investigated their impact on mothers' employment and fertility rates.

Editors Note: This month's interview is based on Jeanne Fagnani's research on the 35-hour laws in France. Jeanne and Marie-Therese Letablier are the authors of a 2004 article titled "Work and family life balance: The impact of the 35-hour laws in France," which was published in *Work, Employment and Society*. Jeanne identifies the advantages and challenges of the 35-hour laws for employees and their families in this interview.

The Sloan Network would like to thank Suzan Lewis and Uracha Chatrakul Na Ayudhya of Manchester Metropolitan University for conducting this month's interview. This is the first annual issue of *The Network News* with a focus on international work/family issues.

An Interview with Jeanne Fagnani, Research Director, Centre National de la Recherche Scientifique (CNRS), France

By Suzan Lewis and Uracha Chatrakul Na Ayudhya

Lewis: Could you begin by providing an overview of the 35-hour law in France?

Fagnani: In 1998 and 2000, two laws were passed under the Socialist government. One aim of the new laws was to improve work-life balance. However, the main objective was to reduce unemployment and create jobs by sharing work more evenly. In fact, they did create more jobs, although there was some controversy about the actual increase in the number of jobs. Some economists state that there was at that time a better economic situation in France, and the increase in jobs was not due to the reduction in working time. Yet, the 35-hour laws have created jobs.

Lewis: Does the law apply to everybody or are some people exempt?

Fagnani: The first law applied only to companies with more than 20 employees. At that time, other companies were not required to implement the law, but they could if the employers and employees reached an agreement. Many smaller companies waited until the second law had been passed requiring all employers to reduce working time to 35 hours a week.

Lewis: Were there any other issues in the implementation of the laws?

Fagnani: Yes. First, it is important to take into account that employers and trade unions or representatives of employees (if no trade union was represented in the company) had to sign an agreement about the work reorganization and the wages. Second, successful implementation depended, among other things, on the economic sector and the size of the companies. For example, in the biggest oil company in France, Total Elf, it was easy to implement this law. This is a large, wealthy company and they could afford to increase the number of jobs. Yet in many other companies, and in particular the small and medium sized companies where there are a lot of women working, it was often difficult and problematic to implement the 35-hour laws.

Lewis: How are the 35-hour laws funded in France?

Fagnani: If the companies created jobs, then the State helped them by subsidizing the social contributions of newly hired low-wage employees (earning up to 1.8 minimum wage). But not all companies decided to create jobs and take advantage of this funding. Therefore, criticism of this law is that it is very expensive for the State. But, in exchange, productivity per hour has increased.

Lewis: How did employers respond to this law? Were they generally in favor or not?

Fagnani: No, the majority of employers were strongly opposed to the law, although they had to comply with it. However, in exchange for the reduction of working time, employers obtained the right to introduce more flexibility, which also meant more flexible working hours.

Lewis: Flexible working hours are usually seen as something positive in relation to work and family. But you're talking about flexibility imposed by the company?

Fagnani: I am. Flexibility in the 35-hour laws does not have the usual meaning that is used in the UK or in publications on work and family. In exchange for the reduction of working time, the employers obtained the right to calculate the average working time on an annual basis. This did not prove to be a problem in some industries, where working hours remain standard. But in many companies, they decided to oblige the employees to accept more flexibility in return for shorter hours. Greater flexibility means more atypical working hours such as working late in the evening, early in the morning, at night, during the weekend, or on Saturdays. And most French people don't like that schedule because they have children and they want to be at home during the weekend and in the evenings. People were often dissatisfied when they were required to work atypical hours. France has very high unemployment rates (around 10 percent), so that means that many employees working in the private sector had no choice but to accept the atypical or variable work hours.

Lewis: So the law affects employees in different ways depending on which sector they are working in?

Fagnani: Yes, in the private sector the biggest divide is between workers in the protected and already family-friendly companies and the others. By protected, I mean employees who have stable jobs, where the companies are not in dire straits, they have no problem with competition, and so on. The laws were positive for the employees working in these private sector companies. In private sector companies where the power relationships between the employees and the employers are unbalanced, it was not really an improvement for the employees. For example, in the retail sector or in the transportation sector, where they are faced with very strong economic demands and dealing with competition, it was not possible for the employees to resist the demands of their employers.

Lewis: What role do Unions have in these laws?

Fagnani: The Unions were very much in favor of these laws. Unions were supposed to negotiate with the employers over how many jobs would be created and new work schedules. But, the Trade Union membership in France is only 10% in the public sector and 6% in the private sector, so the power relationships are very unbalanced between the Trade Unions and the employers. The Trade Unions were not able to resist the demands of the employers all the time, except in the public sector, of course. In practice, in a context of high unemployment, the private sector employers could often do what they wanted. Therefore, one of the big problems is that there is a growing divide between the public and private sectors about work schedules and working conditions.

Lewis: Speaking of work schedules, how has the long-hours culture of management been impacted by the 35-hour laws?

Fagnani: To begin with, managers typically report that they cannot count how many hours they work, so it did not make sense to limit their hours to 35 a week. Therefore, it was agreed that they would receive extra days off - at least eight days per year but often more in large companies. However, some of the managers never take advantage of these days off because they have too much work to do. In addition, the 35-hour laws have led to intensification of work for managers. For instance, secretaries who used to stay until 6 o'clock now tend to leave earlier because of the 35-hour week, which makes more work for the managers. In many cases, companies chose not to create new jobs, so other people have had to work harder in order to complete the work at hand. This is another unintended consequence of the laws. Managers say "Yes, it's true, I have more days off than before, but when I am working the stress has increased. And I'm more tired! I have more tasks at work than before." Managers seem to be ambivalent about the reduced working hours.

Lewis: Do you think that managers use some of this extra holiday time to catch up on their work? Could they not take their holidays, but finish their work at home when they're supposed to be on holidays?

Fagnani: Not always. It depends where they work and it depends on the kind of jobs that they are doing. In France, it's much less common to work from home than in the US.

Lewis: Can employers demand that people work more than 35 hours?

Fagnani: Yes, if they rely on overtime. But once again, it's complicated. In the beginning, it was not possible for employers to rely on overtime because the government wanted the employers to increase the number of jobs. The new government changed the law one year ago. They did not suppress the law; instead, it is now possible to increase the number of hours due to overtime. Overtime is paid for more than the "normal hours," and it is not compulsory. Most of the employers said, "Instead of hiring new staff, we will increase overtime." Since the majority of wages in France are not very high, most low-paid employees accepted the overtime as a means to increase their earnings.

Lewis: Can you talk about your research which evaluated the impact of the 35-hour laws on work and family?

Fagnani: I carried out (in collaboration with M. T. Letablier) a survey on a representative national sample of working parents with at least one child under the age of six. My findings suggest that for the majority of the parents (60 percent), these laws have made it easier to combine work and family. However, one should take into account that women who have young children in France try to avoid holding a job that is not compatible with family life.

Lewis: What about the remaining 40 percent of your sample?

Fagnani: It depended. For some of them it did not change the management of their everyday life because their work schedules have not changed, they just have more days off. The others were ambivalent. They said, "It has improved my private life. I have more time for leisure, for my family. But, I am very tired when I come

back home.” Research in this field has provided evidence that due to the demands of work, they are working hard during their 35 hours.

Lewis: How has childcare been affected by the 35-hour laws, since an increase in non-standard work must make childcare difficult?

Fagnani: Yes, for parents who have irregular working hours or have atypical work schedules, the management of everyday life is difficult. And there is now an increasing demand from working parents for more flexible and formal childcare. For instance, parents would like the crèche [a public day care nursery] to remain open later than 7 pm. Most of the childcare facilities close at half past six or at seven pm. Many parents have difficulties with getting back early enough to pick up their child.

Lewis: How do people in France feel about extending childcare hours?

Fagnani: The staff in childcare facilities resist that concept very much. Most parents would prefer to have standard hours. But if they have no choice, then they would like more flexible childcare. People are afraid of unemployment - except in the public sector where they can resist, because they have secure jobs for life (when they have the status of public servant).

Lewis: We have discussed some of the criticisms and unintended consequences of the laws. Do you see other limitations of this legislation?

Fagnani: Other limitations of the current laws are that they only apply to salaried employees and they do not cover the independent and self-employed. They also have increased the divide between the protected employees and the others who could not resist the demands of their employers.

Overall, I think the 35-hour week is an improvement for the majority of salaried people as far as the work/life balance is concerned. The point is that in the social and economic context in France, with a high unemployment rate and where Trade Unions are quite weak, this law has side effects. And the divide between the protected employees and the ones who are not so well protected has been increasing.

Lewis: It seems that the impact is very mixed. Some people gain time for family by working shorter hours, but not all, and there is a price to pay in terms of intensification of work and atypical hours. The high unemployment that stimulated the law weakens employees' ability to really benefit from shorter hours.

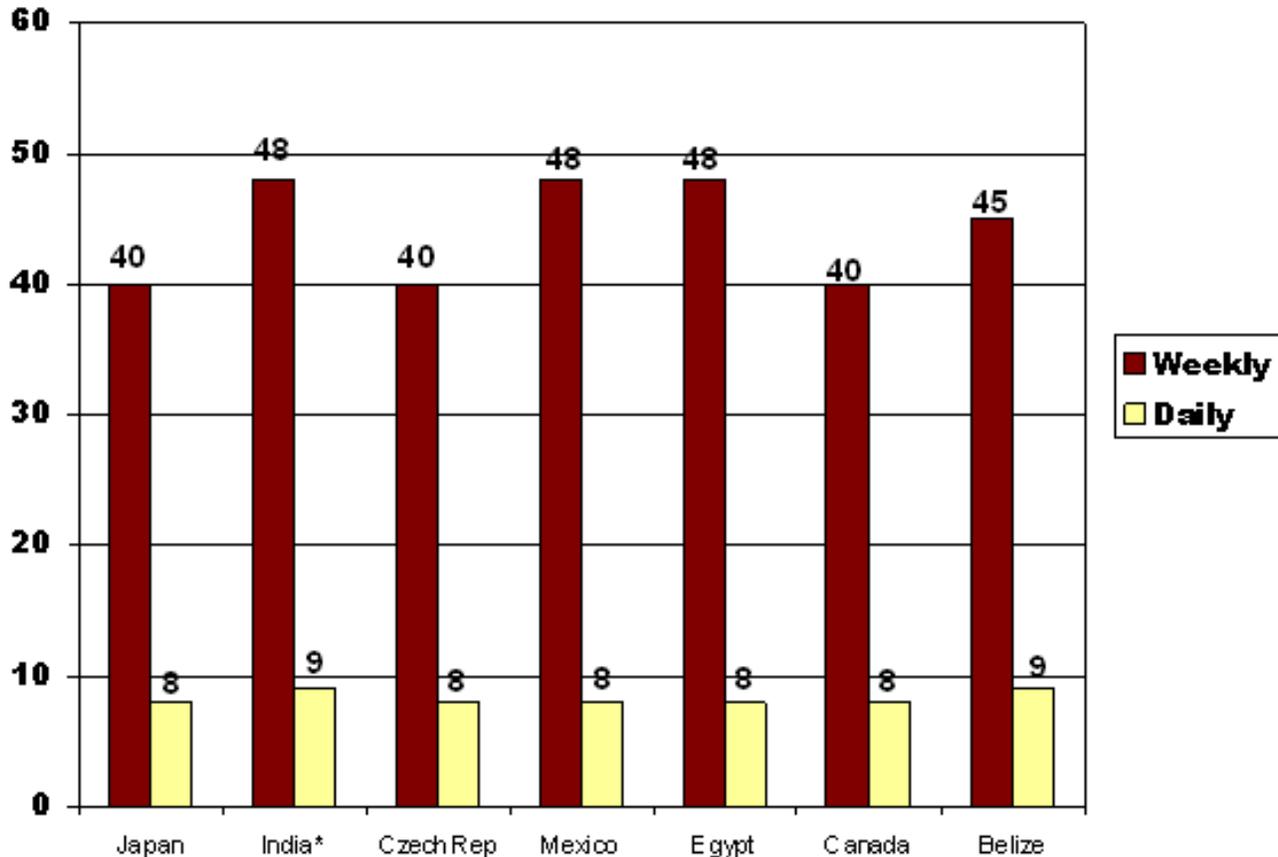
Fagnani: ...and we will have to wait until we can really assess the long term economic impact of these laws.

To contact Jeanne, please e-mail: fagnani@univ-paris1.fr

General Limits on Hours Worked

Editor's Note: This chart is adapted from The International Labour Organization's Working Time Database (<http://www.ilo.org/travaildatabase/servlet/workingtime>), which "contains information on the principal legislative measures adopted in more than 100 ILO member States." The data represented here is general, most of these limits can be altered per each countries' rules for specific circumstances. The chart provides data from countries of various regions, development, and size.

*Data for India represents agricultural workers only.



Additional Resources: Related to Working Time Policies

 **Global Perspectives - International Labour Organization:** "The International Labour Organization is the UN specialized agency which seeks the promotion of social justice and internationally recognized human and labour rights...The ILO formulates international labour standards in the form of Conventions and Recommendations setting minimum standards of basic labour rights: freedom of association, the right to organize, collective bargaining, abolition of forced labour, equality of opportunity and treatment, and other standards regulating conditions across the entire spectrum of work related issues."

- Visit the homepage at: <http://www.ilo.org/>
- To view information about "Working Time and Work Organization", click here: <http://www.ilo.org/public/english/protection/condtrav/time/>

 **Global Perspectives - European Trade Union Confederation (ETUC):** "The European Trade Union Confederation (ETUC) was set up in 1973 to promote the interests of working people at (the) European level and to represent them in the EU institutions. The ETUC's objective is an EU with a strong social dimension that safeguards the wellbeing of all its citizens. The ETUC...is recognised by the European Union, by the Council of Europe and by the European Free Trade Association as the only representative cross-sectoral trade union organisation at European level."

- Visit the homepage at: <http://www.etuc.org/>
- To view the ETUC's Working Time Directive, click here: <http://www.etuc.org/a/504>

 **Global Perspectives - Take Back Your Time:** "Take Back Your Time is a major U.S./Canadian initiative to challenge the epidemic of overwork, over-scheduling and time famine that now threatens our health, our families and relationships, our communities and our environment."

- Visit the homepage at: <http://www.simpleliving.net/timeday>

 **Global Perspectives - Chartered Institute of Personnel and Development (CIPD):** "The Chartered Institute of Personnel and Development (CIPD) is the professional body for those involved in the management and development of people." CIPD's mission is, in part, to "to lead in the development and promotion of good practice in the field of the management and development of people, for application both by professional members and by their organisational colleagues."

- Visit the homepage at: <http://www.cipd.co.uk/default.cipd>
- To view CIPD's factsheet on working hours in the United Kingdom, click here: <http://www.cipd.co.uk/subjects/wrkgttime/general/ukworkhrs.htm?IsSrchRes=1>

The Sloan Foundation Corner

Work-Family Book

Being together, working apart: Dual-career families and the work-life balance, edited by Barbara Schneider and Linda Waite.



Barbara Schneider and Linda Waite (Eds.). 2005
Being together, working apart: Dual-career families and the work-life balance
Cambridge, UK and New York: Cambridge University Press
ISBN: 0521607892

This book is based on research findings from the Alfred P. Sloan Center on Parents, Children and Work at the University of Chicago. Five hundred families with kindergarten-age and teenage children were interviewed in 8 cities nationwide for "The Five Hundred Family Study". Contributors to the book include Kathleen Christensen, Jerry Jacobs, Pat Raskin, Phyllis Moen, Elaine Wethington, Tom Fricke, Rena Repetti, Jennifer Glass, and Suzanne Bianchi.

Contents include: Part I: "Studying Working Families: An Experiential Approach," Part II: "Experiences at Work and at Home," Part III: "Marriage and Family," Part IV: "Making It Work at Home," Part V: "Parenting and Adolescent Development," and Part VI: "Lessons to be Learned."

For more information about this book, please visit Cambridge University Press at:
<http://www.cambridge.org/uk/catalogue/catalogue.asp?isbn=0521607892>

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/>

Families and Work Research Conference

Deadline for Submission: December 15, 2005

The Family Studies Center in the School of Family Life at Brigham Young University is now accepting proposals for papers to be presented at the Families and Work Research Conference on March 20-22, 2006. The conference covers a broad range of topics including: Flexible Work Arrangements: Help or Hype?; The Influence of Fathers' Work Conditions on Father-Child Relationships; and Marital Relationships and Retirement; among several others.

Proposals may be submitted for academic papers, presentations, workshops, and poster sessions. All proposals should address issues relating to both Families and Work. Submissions require an abstract of not more than 400 words, and a bio of not more than 250 words.

For further information contact the Conference Organizer Dr. Russell Crane at russcrane@byu.edu or (801) 422-5623 or visit: <http://ce.byu.edu/cw/familywork/>

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

Conference Announcements

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/conference_info/index.asp

Gerontological Society of America

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

View more conference information at: http://www.agingconference.com/about_the_meeting.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: http://www.swl-delhi.org/wwh/wwh_2005_conference.html

Association for Social Economics

Theme: "Understanding Living Situations"

Where: Boston, MA - When: January 5-8, 2006

Click here for more information: <http://www.socialeconomics.org/ASSAProg.htm>

The International Association for Feminist Economics (IAFFE) 2006 Allied Social Science Meeting

Where: Boston, MA - When: January 6-8, 2006

Visit <http://www.iaffe.org/conferences/details.phtml?id=2> for more conference details.

The Society for Social Work and Research 10th Annual Conference

Theme: "Meeting the Challenge: Research in and with Diverse Communities"

Where: San Antonio, Texas – When: January 12 - 15, 2006

Click here <http://www.sswr.org/conferences.php> for more information

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 6,120 citations in the Literature Database. As of August 2005, we now have over 6,534 citations.

NOTE: Add link here is lit database is ready!

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

This month, six 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 working time policies.

Global Perspectives – Berg, P., Appelbaum, E., Bailey, T., & Kalleberg, A.L. (2004). Contesting time: International comparisons of employee control of working time. *Industrial & Labor Relations Review*, 57(3), 331-349.

Drawing on interviews conducted in 2000 as well as previous literature, the authors do a comparative analysis of how three factors (management and labor union strategies, the institutional and regulatory environment, and labor market conditions) affect working time and employees' control over work hours in seven countries. The countries compared in this article are Australia, Germany, the Netherlands, the United States, Japan, Sweden, and Italy. The authors provide overviews of government legislation, labor market conditions, and management/labor union approaches in each of these countries related to employee work hours. The findings suggest that while labor unions, collective bargaining, and government legislation have contributed to employees' greater control over working hours, employers continue to have the greatest effect on work hours. The full-text of this article is available in the Sloan Network's Literature Database.

Global Perspectives – Fagnani, J. & Letablier, M. (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 laws 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 laws 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.

 **Global Perspectives – Gornick, J.C. & Meyers, M. (2003). *Families that work: Policies that reconcile parenthood and employment*. New York: Russell Sage Foundation.**

Contents include: (1) "Introduction: The Conflicts Between Earning and Caring," (2) "The Changing American Family and the Problem of Private Solutions," (3) "The United States in Cross-National Perspective: Are Parents and Children Doing Better Elsewhere?," (4) "Reconciling the Conflicts: Toward a Dual-Earner Dual-Carer Society," (5) "Ensuring Time to Care During the Early Years: Family Leave Policy," (6) "Strengthening Reduced-Hour Work: Regulation of Working Time," (7) "Providing Public Care: Child Care, Preschool, and Public Schooling," (8) "Does Policy Matter? Linking Policies to Outcomes," and (9) "Developing Earner-Carer Policies in the United States".

 **Global Perspectives - Hill, E.J., Yang, C., Hawkins, A.J., & Ferris, M. (2004). *A cross-cultural test of the work-family interface in 48 countries*. *Journal of Marriage and Family*, 66(5), 1300-1316.**

Drawing on data from the IBM 2001 Global Work and Life Issues Survey, this article investigates work-family interface in a global context. Divided into four groups with similar cultures, forty-eight countries are studied in the areas of work-family conflict, family-work conflict, job satisfaction, job flexibility, and work-family fit. The findings suggest that cross-culturally work-family conflict and family-work conflict are associated. Work-family fit and job flexibility are also related globally. The authors conclude that work-family interface is not culture specific.

 **Global Perspectives - Jacobs, J.A. & Gornick, J.C. (2002). *Hours of paid work in dual-earner couples: The U.S. in cross-national perspective*. *Sociological Focus*, 35(2), 169-188.**

This study used data from the Luxembourg Income Study (LIS) to compare the hours of paid work performed by husbands and wives in dual-earner couples in ten industrialized countries. Results suggest that the U.S. ranks very high in comparison to other countries in terms of indicators of working time for couples. The authors suggest that this is due to the high proportion of dual-earner couples in the U.S., the long average work week, and a high proportion of individuals who work long hours. Gender equality in working hours was found to be high in the U.S. amongst women without children, but amongst dual-earner women with children the U.S.'s ranking drops considerably. Policy and institutional influences on working time are also discussed.

 **Global Perspectives - Thornthwaite, L. (2004). *Working time and work-family balance: A review of employees' preferences*. *Asia Pacific Journal of Human Resources*, 42, 166-184.**

This article examines data from several recent studies on employees' working time preferences in terms of working hours, availability of part-time work, and flexibility. The author investigates the comparative strength of different preferences, reasons for differences among employees, areas that need improvement, and the resulting implications for HR policy.

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

Behson, S. J. (2005). *The relative contribution of formal and informal organizational work-family support*. *Journal of Vocational Behavior*, 66(3), 487-500.

The author uses relative importance analysis, a "relatively new data-analytic strategy," to test the hypothesis that informal methods of work-family support, such as managerial support, are more useful to working families than formal methods such as work schedule flexibility. This study used data from the 1997 National Study of the Changing Workforce (NSCW), a nationally representative survey of 3,551 employees. The results strongly support the study's hypothesis. Findings reveal the importance of supplementing formal work-family programs with workplace cultures and management styles that truly support working families.

 **Global Perspectives - Green, P., & Skinner, D. (2005). *Does time management training work? An evaluation*. *International Journal of Training and Development*, 9(2), 124-139.**

This paper discusses the results of a longitudinal and triangulated evaluation of the effectiveness of time management training according to both trained employees as well as their managers. Post-training, most employees reported personal improvement in areas such as "planning, prioritizing, [and] assertiveness" as well as general stress reduction; managers confirmed these overall positive developments. Findings suggest that

although effectiveness of time management training is influenced by “context and motivation,” the training has a positive influence on most participants. [NOTE: British study.]

Halpern, D. F. (2005). Psychology at the intersection of work and family: Recommendations for employers, working families, and policymakers. *American Psychologist*, 60(5), 397-409.

This article argues that current work policies favor an increasingly atypical family model in which women act as stay-at-home caregivers. Using social science research literature reviewed by the American Psychological Association (APA) Presidential Task Force, 2004 APA president Diane Halpern suggests that employers and policy makers consider the increase in the number of working mothers, along with the growing quantity of working adults caring for older relatives, in relation to their current policies and offers recommendations for family-friendly work policies that promote mutually beneficial outcomes for both workers and employers.

Upcoming Issues

Take Part in The Network News

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

- Bridging the Gap Between Research and Practice
- Work/Life and Wellness
- Paid Leave in California

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.

E-mail: wfnetwork@bc.edu - Phone: 617-552-4033 / 617-552-1708 - Fax: 617-552-1080



www.bc.edu

The Sloan Work and Family Research Network is funded by the Alfred P. Sloan Foundation