



SLOAN WORK AND FAMILY
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THE NETWORK NEWS
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PUBLICATION

In This Issue

- Ruth Milkman of the UCLA California Family Leave Research Project discusses the California Paid Family Leave Law.
- A graph illustrates the public approval of the California Paid Family Leave Law by different groups of California residents.
- The Center for the Education of Women at the University of Michigan announces their new publication *Family-Friendly Policies in Higher Education: Where Do We Stand?*

New from the Network

Sloan Network Updates and Announcements

► The third issue of the Policy Leadership Series, focusing on Telework and Telecommuting, has been mailed to over 1,700 state policy makers across the country. The fourth issue, focusing on Part-Time Work, is in progress. To view the Policy Leadership Series, please click here: <http://wfnetwork.bc.edu/policy.php>.

► You may have noticed that there's a new look to the Network's web site. From the home page, you must first select a user group- Research/Training, Workplace Practice, or State Policy. Each of these portals are customized to highlight the types of information most relevant to the user group selected. This redesign responds to users' suggestions for a more streamlined web site. Please let us know what you think! To view the new home page, please click here: <http://wfnetwork.bc.edu/>.

► We would like to introduce the new "News & Announcements" page of our website! In addition to the announcements of calls for papers and conferences that we typically highlight in the Network News and on our website, this new section will include a "What's New in Work & Family" section which will draw attention to current discussions about work and family taking place in letters to the editor, op-ed pieces, research reports, press releases and other popular publications. We have also included a "What's New with the Network" section, which will feature the latest news and announcements from the Sloan Work and Family Research Network. To access this page, please click here: <http://wfnetwork.bc.edu/template.php?name=newsannounce>.

► We are making it easier for you to access our work-family statistics and bills and statutes! We realize how cumbersome it is to scroll through our long lists of work-family statistics and work-family bills and statutes, so we have taken several steps to make browsing these databases easier:

Work-Family Bills: The Network has developed "themed" legislative summary sheets with an overview of the policy and legislation on specific topics. These print-ready, easy-to-read Bill Clusters are available for topics such as Afterschool Care and Part-Time Work, among others. Furthermore, all of the bills and statutes are now organized into a searchable database! To access the Bills and Statutes page, click here:

<http://wfnetwork.bc.edu/bills.php>.

Work-Family Statistics: We have also prepared Fact Sheets that provide statistical answers to some important questions about work-family and work/life issues. Also in print-ready format, Fact Sheet topics include Flexible Work Schedules, Overwork, and many more. Like our bills and statutes, our many statistics are now also easily searched by keyword thanks to our new database. Check out the Statistics page:

<http://wfnetwork.bc.edu/statistics.php>.

Best Regards,

Conversations with the Experts

The California Paid Leave Program



Ruth Milkman

Bio: Ruth Milkman is Professor of Sociology and Director of the Institute of Industrial Relations at UCLA. She did her undergraduate work at Brown University and received her M.A. and Ph.D. from the University of California, Berkeley. Before moving to UCLA in 1988, she taught for several years at the City University of New York. She has also taught as a visiting professor at the University of Warwick (England), the University of Sao Paulo (Brazil) and Macquarie University (Australia). Her research and writing has ranged over a variety of issues surrounding work and labor organization in modern societies. She has written many articles and three books: *Gender at Work: The Dynamics of Job Segregation by Sex during World War II*, which won the 1987 Joan Kelly Prize from the American Historical Association; *Japan's California Factories: Labor Relations and Economic Globalization* (1991); and *Farewell to the Factory: Auto Workers in the Late Twentieth Century* (1997). She also has published two edited volumes: *Women, Work and Protest: A Century of Women's Labor History* (1985) and *Organizing Immigrants: The Challenge for Unions in Contemporary California* (2000).

Editors Note: This month, Sandee Shulkin and Karen Corday interview Ruth Milkman about the California Paid Leave Program, which went into effect on July 1, 2004 as the first paid family leave legislation in any of the United States. Dr. Milkman and Dr. Eileen Appelbaum lead the research team at the California Family Leave Research Project, housed at the UCLA Institute of Industrial relations, "an initiative designed to explore the effects of the state's new paid family leave program."

An Interview with Ruth Milkman of the California Family Leave Research Project

By Sandee Shulkin and Karen Corday

Shulkin: Can you give a brief explanation of the California Paid Leave Program?

Milkman: The Paid Family Leave Law was passed by the state legislature in 2002, but it didn't take effect until July 1, 2004. The law provides up to six weeks of wage replacement at 55% of a worker's weekly earnings, with a cap of \$840.00 per week, for employees who need to take time off to bond with a new baby or to care for a seriously ill family member. It's important to understand that California also has state-administered Temporary Disability Insurance [TDI], so pregnant women who were already eligible for that insurance are now eligible for benefits pregnancy leave in addition to disability leave under this new program as well. In other words, it can be used to extend a maternity leave, but it's not just for biological mothers; it can be used by fathers and adoptive parents as well. The real breakthrough here, in my opinion, is that coverage under the new program is nearly universal. Unlike FMLA [Family and Medical Leave Act], there is no minimum number of employees, and of course FMLA guarantees only unpaid leave. Workers in the public sector are not eligible for the new program, but most of them in California are unionized and already have some type of paid leave. Self-employed people are not automatically included, but they may opt into the benefit.

Shulkin: Where does the money for the program come from?

Milkman: It's funded 100% by a payroll deduction. There is an irony here: while it is a great victory for the movement for family leave, it's funded entirely by workers themselves. The original proposal was that the funding be shared equally by workers and employers, but that didn't happen. However, it is very cheap; people only have a few dollars deducted from their paychecks each month for this program – a maximum of about \$65 a year.

Shulkin: What provisions were in place for employees who needed to take leaves before this law went into effect?

Milkman: Before this, there was no state program aside from the TDI that I previously mentioned. Lots of people have coverage though their employers, but this law covers everyone. It's often the most privileged workers who receive benefits from their employers, so this arrangement levels the playing field quite a bit. The lowest earners, minimum wage workers, who are least likely to have paid leave of any kind provided by their

employers, are covered.

Shulkin: How does the program differ from the FMLA?

Milkman: The biggest difference is that FMLA leaves are unpaid. On the other hand, the new California program does not provide job protection, which FMLA does. The California law is based on an insurance model. Employees pay into it the same way they would pay into their health insurance policy. The work requirements before accessing the benefit are very minimal; workers need only have earned \$300 in the “base period” before filing a claim. It’s also not a requirement that workers go back to their same jobs at the end of the leave, although most people do.

For a detailed comparison of the Family and Medical Leave Act and the Paid Family Leave Program, please see the California Department of Fair Employment & Housing’s Employment Bulletin available at:
<http://www.dfeh.ca.gov/News/Bulletin-Paid%20Family%20Leave%2012-31-03%20web.htm>.

Shulkin: Do most employees just take the six weeks and then return to work?

Milkman: In the first year of the program, the average length of paid leaves was 4.8 weeks, after which they returned to work, in most cases.

Shulkin: How are workers made aware of the program?

Milkman: We have done some research on this topic and we found that awareness of the law is still very limited. And unfortunately, the people who need paid leave the most are the people who are least likely to be aware of it. Employers are supposed to notify new employees and tell existing employees about the benefit if a covered event comes to their attention, but this is hard to enforce. When we did our first survey of 1000 California adults about their awareness of the law in the fall of 2003, before the law even took effect, only 22% of respondents knew about the law. We redid the survey over July and August of 2005, and the figure had only gone up to 29.5%. It’s an improvement, but it’s not as high as we’d like, obviously. We also asked if they knew of FMLA, and 57% of the respondents had, while 61% knew of TDI. Awareness of the new law, however, is at less than half of that level.

Shulkin: Does the fact that employees are only eligible for 55% of their usual weekly salary hinder participation in the program?

Milkman: It might. It’s also important to know that unlike the legislative intent, in the end the Internal Revenue Service decided that this was a taxable benefit, so it’s even less than 55%, particularly for a higher income person. It’s a good question. Regardless of the reduction in pay, it’s so much more than zero, and we do know that many people take leaves even if they are unpaid, so it may be an issue for some people, but it’s still an improvement. Studies show that sick children recover more quickly when there’s a parent at home. That’s one situation in which paid leave can be used. Other research shows that children benefit from having a parent around when they’re very young. Furthermore, the worker benefits from the paid leave as well, not just financially, but in terms of their quality of life. There are many negative consequences of not having access to leaves. So this new program is a big step forward; it’s not perfect, but it’s a start.

Shulkin: Is there a solution for people who can’t afford a 45% income reduction? Can they get benefits elsewhere?

Milkman: Someone who had access to other benefits may take them in addition to the paid leave. We have also done some interviews with employers, some of whom “top off” the benefits provided by the law with their own benefits, such as paid vacation time.

Shulkin: Do you have any recommendations for other states who want to replicate this program?

Milkman: Although California’s program is weak relative to most other countries’ paid leave provisions, it’s the only state in the U.S. that offers any type of paid leave. For other states, just the fact that it exists in California proves that it is possible – even in America! There is another feature that I should mention: California already had the Temporary Disability Insurance (TDI) program, and this new program uses the same administrative machinery as TDI. As a result, there was no need to set up an entirely new bureaucracy, as the same agency that administers TDI distributes these new benefits. There are four other states that have TDI programs—New York, New Jersey, Hawaii, and Rhode Island—and Puerto Rico has one as well. They, too, could build on their

existing programs, but other states would have to start from scratch.

Shulkin: Are there any critics of the program? What do they say?

Milkman: The main critics have been business people who see it as a form of regulation and therefore oppose it on principle. It's an ideological reaction. However, our research suggests that this law benefits employers as well as workers. The argument that was raised in the debate over the law in the beginning was that it would be an intolerable burden for small businesses. We've done some preliminary research on this, and we've found that small business owners tend to be very concerned about their employees' well-being. They often have strong personal ties to their employees and are even more likely than large employers to find ways to accommodate people who need leaves. It's true that some small businesses can't afford to pay workers while they are on leave, but under this program, there's no direct cost to them. They do have to determine how the necessary work will get done, but our research shows that most employers accomplish their work goals by distributing the work to current employees. We've also found that any successful business needs to have provisions for unexpected employee absences; you can't run a business without a contingency plan. These contingency plans can be put into place to cover for an employee who needs to take leave. Businesses are also more likely to retain employees if this benefit is available.

Another interesting thing about this law was that it went into effect under our former governor, Gray Davis. However, when Arnold Schwarzenegger came into office, he rolled back several other laws and programs, but he didn't touch this one. And, when we surveyed people, we found that this law was extremely popular—85% of the people we surveyed thought it was a good idea, regardless of their political affiliation.

The 2005 National Study of Employers verifies that small businesses are more likely to accommodate employees' needs for time off. To access the study, please click here: <http://familiesandwork.org/eproducts/2005nse.pdf>.

Shulkin: What is your vision for this program down the road?

Milkman: I hope the leaves become longer and the compensation level rises, and that paid leave is extended to other states. Other states are watching California's experience very closely. I'm optimistic about the future; I think this is an idea whose time has come. People really want solutions to the problems of work and family in this country; after all, just about every other country in the world has had paid leave available for many, many years. It's finally coming here, but it will take awhile, especially given the current political climate.

Shulkin: What research would be most useful on this topic?

Milkman: We need a much more detailed picture of what this actually means "on the ground." We also need to know how it plays out for families and individuals who are taking advantage of the program. Are there consequences for them in the workplace, positive and/or negative? Eileen Appelbaum and I are beginning to look into these issues, but we hope others will do so too.

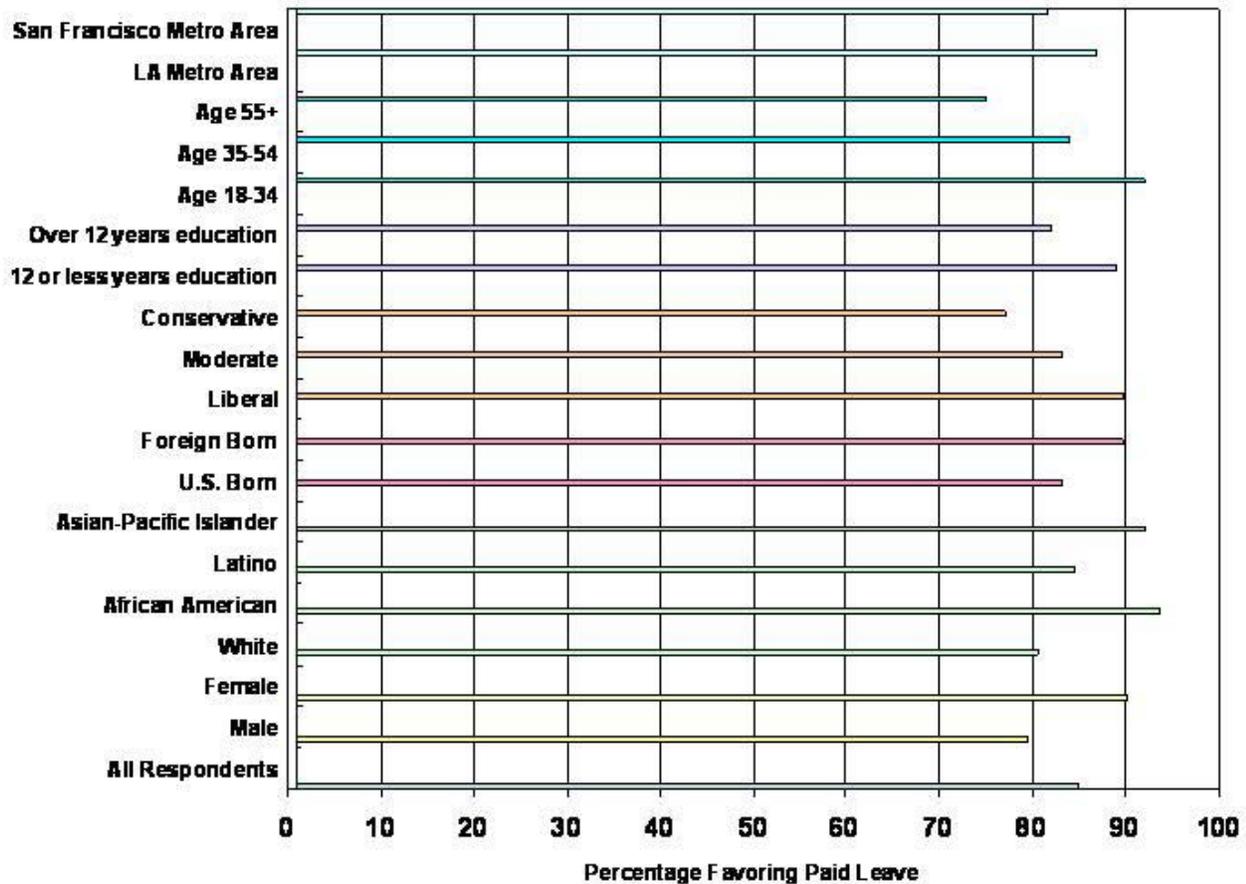
Shulkin: Is there anything else that you think our readers should know?

Milkman: I'd like to emphasize that this legislation came about through a coalition effort. It was a coalition of women's groups, senior organizations, and most importantly, organized labor. This breakthrough simply would not have happened without the support of the labor movement. To build successful campaigns in other states, labor union involvement is critical. Interestingly, most union members already have equivalent benefits available to them, but here in California, labor understood the inequality that existed in the workforce when it came to paid leave access, and worked to make it available to all working people.

To contact Ruth, please e-mail milkman@soc.ucla.edu

For more information, please visit the California Paid Family Leave Research Project web site at <http://www.familyleave.ucla.edu/>. There you may access the project's latest findings, as detailed in "Paid Family Leave in California: New Research Findings" by Ruth Milkman and Eileen Applebaum, originally published in 2004 in *The State of California Labor*, Vol.4, pp.45-67. This full text article is available at <http://www.iir.ucla.edu/scl/pdf/scl2004ch2.pdf>.

Support for Paid Family and Medical Leave in California by Selected Characteristics



Source: This chart is adapted from Milkman, R. & Appelbaum, E. (2004). Paid family leave in California: New research findings. *The State of California Labor*, 4, 45-67.

Data for the chart was drawn from the *Golden Bear Omnibus* (GBO) survey, a random digit dial (RDD) telephone survey of 1,050 California adults that was conducted over the period September 17 through November 22, 2003, by the University of California at Berkeley's Survey Research Center. This survey, conducted in English and Spanish, investigated public attitudes about paid leave, public awareness of the state's new paid family leave law, employees' previous experience with family and medical leave, and employees' expectations about future needs for leave. The GBO sample was a cross-sectional RDD sample covering residential telephone exchanges in California. The overall response rate for this survey was 32.6% of all eligible households and 57.8% of selected respondents; 1,817 respondents were selected from 3,225 eligible households. Within this group were 720 refusals and 47 cases where no contact could be made, for a total of 1,050 completed interviews.

Additional Resources Related to Family and Medical Leave

Editor's Note: This month, we highlight resources on the web pertaining to family and medical leave, both within and outside of California.

Anglo and Latino Worker Attitudes Toward California Paid Leave: Written by Karina Ramos, Iris Beltran, and Heidi Rigglio and published in 2004 by the Berger Institute. This brief article reports the findings of a survey that "examined California residents' knowledge of and attitudes toward PFLA, as well as their current concerns involving child care, elder care, family illness, and taking leave from work."

- Access the full text article at <http://berger.claremontmckenna.edu/research/hispCPFL/>.
- View the Berger Institute's plans for research concerning the California Paid Leave Insurance Program: <http://berger.claremontmckenna.edu/tenfacts.asp>.

Employment Development Department's Paid Family Leave page: California's Employment Development Department administers the state's Paid Family Leave program. This section of their web site includes directions on filing a claim, all necessary forms for utilizing the program, answers to frequently asked questions for employees and employers, statistics on the use of the program during the first year of its availability and much more.

- Access the site here: <http://www.edd.ca.gov/fleclaimpfl.htm>.

Paid Leave Clearinghouse: "Today's working families face serious challenges as they attempt to balance the competing demands of work and family, and Americans are engaged in a lively debate as to what public policies will best help families meet these challenges. One major focus of this debate is paid family and medical leave. The National Partnership for Women and Families has launched the Paid Leave Clearinghouse to provide easy access to the facts, ideas, and arguments that inform this discussion. It is an on-line library of citations and, in many cases, full-text documents pertaining to the topic of paid family and medical leave. It includes scholarly publications but also a wide range of other materials such as bills, reports, court opinions, advocacy materials, editorials, and survey findings."

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

Publications and materials from the Labor Project for Working Families: The Labor Project for Working Families has compiled six full text articles and briefs that examine California's Paid Leave Program, including cost and benefit analyses and a survey on public attitude and knowledge about the law. Also available at the site is the Family Fact Sheet Series, "an information resource on five state laws designed to help Californians balance work and family," available in English, Spanish and Chinese.

- Visit the homepage at: <http://www.laborproject.org>
- View the full text articles and briefs on California's Paid Leave Program here: <http://www.laborproject.org/publications/paidleave.html>
- View the Family Fact Sheet Series here: <http://www.laborproject.org/bargaining/familyfactsheets.html>



Global Perspectives – *The Work, Family and Equity Index: Where Does the United States Stand Globally?*: Written by Jody Heymann, Alison Earle, Stephanie Simmons, Stephanie M. Breslow and April Kuehnhoff and published in 2004 by The Project on Global Working Families, Harvard's School of Public Health. This report investigates worldwide policies on "the working conditions that are needed to care for children and other family members."

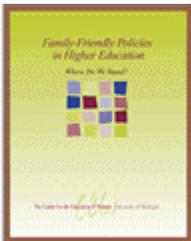
- Access the full text of the *Work, Family and Equity Index* here: <http://www.hsph.harvard.edu/globalworkingfamilies/images/report.pdf>.
- Visit the homepage at: <http://www.globalworkingfamilies.org>.

The Sloan Foundation Corner

Work-Family Project

Family-Friendly Policies in Higher Education: Where Do We Stand?

By Carol Hollenshead and Jeanne Miller



Faculty recruitment and retention is an important issue for any administrator in academia. The changing demographic profile of faculty makes the issue of family-friendly policies more significant to higher education administrators. What family-friendly policies are currently in place at institutions of higher education across the country, and at what types of institutions? The Center for the Education of Women (CEW) at the University of Michigan has just released a new publication that examines the family-friendly policies most often offered, assists administrators in identifying which policies they might implement at their institutions and allows them to compare their own institutions' policies in relation to their peers.

Family-Friendly Policies in Higher Education: Where Do We Stand? reports on research findings from a CEW survey supported by the Sloan Foundation. The survey of over 250 institutions of higher education focused on work-life policies for tenured and tenure-track faculty. The policies most frequently offered were: tenure clock extension, modified duties, and unpaid leave in excess of FMLA. While the average number of family-friendly policies was highest at research institutions and elite baccalaureate institutions, these are the institutions that employ the smallest percentages of women in tenure track faculty positions.

Where Do We Stand? includes a series of questions useful for examining the policies at your institution. Such

questions include "Are our policies formal or informal? "How is childbirth covered? Are we in compliance with the Pregnancy Discrimination Act?" and "Are our policies flexible?" among others. Also included is a list of suggestions for further research.

Like other employees, as academics evaluate their career options they are increasingly concerned with the availability of work-life policies and benefits. At some point in their careers, all faculty members are likely to have family needs to manage, whether having a baby, caring for a seriously ill spouse or domestic partner, or tending to an elderly parent. By acknowledging these competing demands and demonstrating flexibility and support, a college or university can position itself as a premier workplace as it seeks to recruit and retain the next generation of talented faculty.

Through the generous support of the Sloan Foundation, CEW is able to make this publication available at no charge. If you are interested in receiving a copy of *Family-Friendly Policies in Higher Education: Where Do We Stand?* please contact CEW at cew.mail@umich.edu or call (734) 998-7080.

Announcements

Call for Papers and Proposals

Twelfth Annual National College and University Work/Family Association (CUWFA) Conference

Deadline for Submission: November 30, 2005

This conference will take place in Austin, TX on February 26-March 1, 2006.

The theme is "Work/Life Roundup: Taking Stock of Best Practices for Future Growth and Support."

Click here for more information and to view the Call for Proposals:

<http://www.cuwfa.org/2006conference/index.php>

Family Support America 25th Anniversary Conference

Deadline for Submission: November 30, 2005

This conference will be held at the Hilton Chicago Downtown in Chicago, IL on March 26-29, 2006.

For more information, to review the Call for Proposals (including an "Idea Generator"), and to complete the presenter application, click here: <http://www.familysupportamerica.org>.

Please contact Virginia Mason at VirginiaMason@familysupportamerica.org with any questions or suggestions for speakers.

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/>

Conference Board/Families and Work Institute 2006 Work/Life Conference

Deadline for Submission: December 16, 2005

This annual conference is now accepting proposals for workshop presentations and nominations for the 2006 Moving Into the Future Awards. The conference will take place June 13-14, 2006, at the Marriott Financial Center in New York, NY. The theme is "Global Economic Solutions: Framing Work Life's Contribution" and the audience is typically 250 senior HR executives. Organizers are looking for proposals that describe new work

life initiatives that are ahead of the curve in the U.S. and internationally.

For more information contact Tyler Wigton at (212) 465-2044 x224 or twigton@familiesandwork.org

Special Issue on Older Workers in *Journal of Workplace Behavioral Health*

Deadline for Submission: January 15, 2006

The journal welcomes original contributions within three broad themes:

- Trend analysis: What's driving the interest in and the interest of older workers?
- The intersection of work, family and personal life issues for older workers.
- Transforming the workplace to value older workers: organizational culture and climate.

Additional article submission instructions may be found here: <http://www.haworthpress.com/web/jwbh>

Electronic submissions may be made to Paul Maiden, Editor, at pmaiden@mail.ucf.edu

Fifth Annual Hawaii Conference on Social Sciences

Deadline for Submission: January 24, 2006

The conference will be held from May 31-June 3, 2006 at the Waikiki Beach Marriott Hotel in Honolulu. Papers, abstracts and submissions from all areas of the social sciences are invited.

For detailed information about submissions, visit here: http://www.hicsocial.org/cfp_ss.htm

E-mail your abstract or paper, along with a title page, to: social@hicsocial.org

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

Call for Awards

100 Best Companies to Work For

Deadline for Submission: March 31, 2006

This award is given by the Great Place to Work Institute and the list of winners is published annually in *Fortune* magazine.

For information about nominations, visit here: <http://www.greatplacetowork.com/best/nominations/nom-100best.php>

Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility

Deadline for Submission: Depends upon the location of your worksite; see the website for details.

These awards recognizes employers in sixteen select communities nationwide that are successfully using flexibility to meet both business and employee goals.

For more information, visit here: <http://familiesandwork.org/3w/awards/2006index.html>.

Conference Announcements



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



Global Perspectives – Institute for Health and Productivity Management Fifth Annual UK Program

Theme: "Health at Work: The Link to Performance"

Where: London – When: December 8, 2005

Visit this website for more details: http://www.ihpm.org/programs/ihpm_uk/index.html

Benefits Philadelphia

Where: Philadelphia, PA – When: December 8, 2005

Click here for more information: <http://www.sourcemediaconferences.com/agenda.html?conf=BMFE05PA>

Northeast Human Resources Association (NEHRA)

Theme: "Can Culture Be Managed?"

Where: Wellesley, MA – When: December 8, 2005

Click here for more information: <http://www.nehra.com/events/eventdetail.cfm?id=95>

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>



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

Where: Boston, Massachusetts – 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 Tenth Annual Conference

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

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

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

Human Capital Metrics: Beyond Benchmarking: How To Create Shareholder Value Through Human Capital Investment

Where: New York, NY – When: February 14-15, 2006

Click here for more information: <http://www.conference-board.org/conferences/conference.cfm?id=1008>

The 2006 Leadership Conference on Global Corporate Citizenship

Theme: "Charting a Course for 2010 and Beyond"

Where: New York, NY – When: February 16-17, 2006

Click here for more information: <http://www.conference-board.org/conferences/conference.cfm?id=1038>

The 4th Annual Great Place to Work Conference

Where: Boston, MA – When: April 5-7, 2006

Click here for more information: <http://www.greatplacetowork-conference.com/index.php>

Purdue University WorkLife Programs' Second Annual WorkLife/Wellness/EAP Symposium

Theme: "Keys to a Productive Workforce – Unlocking the Potential of Your Employees"

Where: West Lafayette, IN – When: May 4-5, 2006.

Click here for more information: www.purdue.edu/worklife



Global Perspectives - International Sociological Association World Congress of Sociology

Theme: "The Quality of Social Existence in a Globalising World"

Where: Durban, South Africa – When: July 23-29, 2006

Click here for more information: <http://www.ucm.es/info/isa/congress2006/>

Literature Updates

Each month, we select up to ten publications from those that have recently been entered into the 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 approximately 6,200 citations in the Literature Database. As of November 2005, we now have over 6,800 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, eight of the publications we have selected for this issue of *The Network News* are publications relevant to the topic of family and medical leave policies.

Albison, C.R. (2005). Bargaining in the shadow of social institutions: Competing discourses and social change in workplace mobilization of civil rights. *Law & Society Review*, 39(1), 11-50.

Using interviews with workers who negotiated contested leaves from their workplaces, the author investigates the influence of social institutions over the mobilization of workers' rights to leaves. The presence of policies and laws such as the FMLA do not eradicate the negative effects of beliefs and expectations about work, gender, illness and disability. This can result in workers not using all or part of their legally guaranteed available leaves. The author discusses how institutions and power shape workers' agency and the possibilities for changing norms in response to legal reforms.

 **Global Perspectives - Baird, M. (2004). Orientations to paid maternity leave: Understanding the Australian debate. *The Journal of Industrial Relations*, 46(3), 259-273.**

The paper provides a review of the current debate of Australia's lack of a universal paid maternity leave provision. Presently, approximately 60% of employed women in Australia do not have access to paid maternity leave. The paper presents a typology of three prevailing orientations to the paid maternity leave debate: the 'welfare orientation', the 'bargaining orientation', and the 'business orientation.' The characteristics of each orientation, including the dominant discourse, a principal agency, a primary mechanism, and a set of expected outcomes are identified and examined. The author contends that none of the existing orientations adequately address and recognize women's dual roles in contemporary society as producers and reproducers. As a result, these orientations hinder the introduction of a universal paid maternity leave policy. The author introduces and proposes a fourth orientation to the debate, the 'new equity orientation', which has a dominant discourse of social justice, equality, fairness, and women's rights. The author argues that the new orientation is required in order to progress the development of a universal paid maternity leave provision in Australia, because it acknowledges and integrates the economic and social roles of women in the 21st century. Annotated by Uracha Chatrakul Na Ayudhya, Doctoral Researcher, Manchester Metropolitan University, United Kingdom.

Buzzanell, P. & Liu, M. (2005). Struggling with maternity leave policies and practices: A poststructuralist feminist analysis of gendered organizing. *Journal of Applied Communication Research*, 33(1), 1-25.

This study examines fifteen women's work-related experiences while pregnant, on maternity leave, and upon return to their workplaces. The authors interviewed women who reported feelings of discouragement on a written survey given to 102 women on their maternity leave experiences. Using a feminist lens, the authors examine how the women positioned themselves in relation to gendered discourses and discuss possibilities for maternity leave practices and policies.

 **Global Perspectives - Gottschall, K. & Bird, K. (2005). Family leave policies and labor market segregation in Germany: Reinvention or reform of the male breadwinner model? *Review of Policy Research*, 20(1), 55-135.**

This article considers the working patterns of West German women entitled to various forms of parental leave, beginning in 1979 with the introduction of the *Mutterschaftsurlaub*, a legal framework that allows women to interrupt their employment in order to raise their children. Findings demonstrate that leave policies and changing regulations have resulted in the institutionalization of a "baby break" for young female workers that can lead to exclusion from the work force as well as the perpetuation of traditional gender roles and relations. The effects of these policies and regulations on the employment patterns of mothers are examined and

discussed.



Global Perspectives - Henderson, A. & White, L.A. (2004). Shrinking welfare states?: Comparing maternity leave benefits and child care programs in European Union and North American welfare states, 1985-2000. *Journal of European Public Policy*, 11(3), 497-519.

This article follows the progress in program design, coverage and government funding of maternity and paternity leave programs, child care, and early childhood education over the last fifteen years in several European and North American countries. The authors use data to determine whether welfare states are shrinking or expanding and how the different countries vary from one another. Findings reveal that the welfare state is generally resilient in the areas studied and that the decisions governments make about the relationship between the family and the state may determine the size of the welfare state more than societal or political factors.

Koss, N. (2003). The California Family Temporary Disability Insurance Program. *American University Journal of Gender, Social Policy & the Law*, 11, 1079-1087.

Former California Governor Gray Davis signed the Family Temporary Disability Insurance (FTDI) program into law in September of 2002, making California the first state to offer any sort of paid family leave. This article discusses the need for this law in addition to the national FMLA, particularly for lower income workers unable to take unpaid leave, as well as the opposition to the program from the state's business lobby. The author concludes that family leave will soon be "considered a fundamental part of an employee's work benefits" and addresses the need for a federal paid family leave law.



Global Perspectives - Tanaka, S. (2005). Parental leave and child health across OECD countries. *The Economic Journal*, 115, F7-F28.

This article examines the relationship between parental leave and child health outcomes in eighteen Organisation for Economic Co-operation and Development (OECD) countries from 1969 to 2000. Using data from the International Labor Organization (ILO), the OECD, the World Health Organization (WHO), the European Health for All (HFA) database, and the U.K.'s Work Life Research Centre, the author investigated the effects of paid and non-paid maternal and paternal leave on factors such as infant mortality rates, low birth weight, and child immunization coverage. Findings indicate that the use of paid leave dramatically decreases infant mortality, while other leave has no discernible effect. The author includes a discussion of the effects of other related social policies such as public expenditures on family services.

Wayne, J.H. & Cordeiro, B.L. (2003). Who is a good organizational citizen?: Social perception of male and female employees who use family leave. *Sex Roles: A Journal of Research*, 49(5-6), 233-246.

This study asked 242 undergraduate students to read mock personnel files and rate the male and female employees, some of whom had taken personal leaves to care for a newborn, a sick child or a sick parent in the course of their employment, on their citizenship behaviors. Findings reveal that female employees were not rated differently, regardless of their utilization of leaves, while male leave takers were given lower compliance and altruism scores. The authors make recommendations for future research and practice in the area of citizenship behavior.

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

Lein, L., Benjamin, A.F., McManus, M. & Roy, K. (2005). Economic roulette: When is a job not a job? *Community, Work and Family*, 8(4), 359-378.

This article reviews the work patterns of 99 low-income mothers in three cities—Boston, Chicago and San Antonio—to illustrate and analyze their work-life experiences. Findings reveal that there are a multitude of factors that can threaten the work, welfare and social networks that the women surveyed rely upon for their families' survival. Participation in welfare-to-work programs often result in low-paying, unstable jobs that fail to result in steady programs, and even with public assistance, the women surveyed tend to rely upon social networks for support and remain in poverty. Recommendations are made for employment and welfare policies that would better serve low-income families in the attempt to move towards self-sufficiency.

Price, C.A. & Joo, E. (2005). Exploring the relationship between marital status and women's retirement satisfaction. *The International Journal of Ageing and Human Development*, (61)1, 37-55.

This study explores the effect of marital status on women's satisfaction with their retirement. The authors submitted questionnaires to 331 retired women between the ages of 50 and 83, and asked subjects to report on their retirement satisfaction, psychological well-being and perceived health status. Results showed retirement satisfaction and perceived health to be affected by marital status, with married and remarried women reporting the highest levels of satisfaction and health. Results for psychological well-being did not vary significantly between marital groups.

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