The Intersection of Paid Work and Family Life:  
Implications for Social Work Practice and Policy Development  
An Elective Course for the Family and Community Concentration for the MSW Program  
Developed by Mary Secret, Ph.D. Associate Professor  
College of Social Work, University of Kentucky

Prerequisite: Open to students in the graduate Social Work program or by permission of the instructor.  
Maximum class size = 10.

Course Description:  
This on-line reading intensive course examines the complex relationships between paid work and family life. Major demographic, economic, and social changes within the past 40 years have generated substantial and sustained changes in the home and in the work place that in turn have given rise to a new interdisciplinary area of study focusing on the linkages between these two critical domains. Work and family linkages have multiple implications for individuals, families, and the community. Professional social workers need a robust understanding of this interdependence in order to work effectively with the client populations and communities they serve, to become capable and responsive workplace supervisors and managers, and to successfully address the work and family challenges in their own lives. This elective course will introduce students to the work-family area of study so that they can integrate the knowledge and research of the work and family literature into their social work practice.

This course is informed by the effort of the Sloan Work and Family Research Network to develop a framework for integrating the work-family body of knowledge into the curricula of different disciplines. The Sloan Work and Family Research Network, with the support of the Alfred P. Sloan Foundation, was established in 1998. The Network serves a global community of individuals interested in work and family research by providing resources, supporting a community, and building knowledge. See http://www.bc.edu/bc_org/avp/wfnetwork/about.html for more information. As suggested by the Network, the use of the term ‘family’ within this course refers to both traditional and non-traditional families and thus is not limited to relationships established by marriage, birth, blood, or shared residency. Guided by the Network’s Matrix of Information Domains, the course: utilizes the multi-disciplinary theoretical underpinnings of the work-family area of study; recognizes the primary stakeholder groups as individuals, families, workplaces, communities and society at large; considers the needs and priorities and problems and concerns for each of the stakeholder groups; explores the causes and factors which impact the work-family experiences of the stakeholder groups; considers the responses and decisions of each stakeholder group to different work-family experiences; and examines the outcomes and impacts of these responses on the work-family experiences of the stakeholder groups.

Student Outcomes: Upon completion of this course, students will be able to:  
1. Understand the historical, demographic, and economic forces, which have propelled work-family issues to the forefront.  
2. Identify and describe the current state of research and theory development that informs the work-family literature.  
3. Identify and analyze the antecedents, covariates, decision-making and outcomes of work-life experiences for different stakeholder groups.  
4. Recognize and evaluate workplace and government policy initiatives aimed at helping individuals manage
work and family roles in the areas of: child and dependent care programs; alternative/flexible work schedules; employee assistance programs, family/parent leave.

5. Articulate how gender, class, and ethnicity affect work-family experiences of individuals and families and how work-family policies and programs can promote social justice for disenfranchised groups.

6. Examine how work-family experiences impact self, colleagues, and the organization in his/her current work or field setting.

7. Recognize the uniqueness and the commonalities of the work-family demands and needs of human service professionals and other community care-takers in the non-profit sector compared with employees in the for-profit sector.

8. Compare this country’s response to work-family needs of individuals and families and workplaces with those in other countries.

**Structure Of The Course:**

This is an on-line course that creates a community of student learners by utilizing the internet as the classroom and the forum for in-class discussion and interaction. Following an initial face to face meeting, all ‘classroom’ interaction between students and the professor will be on-line.

Students read 6 work and family topical books during the semester, write a 3-4 page critique of each book, post their critique on the course web site, and, using their and other students’ critiques as a starting point, participate in interactive discussions with classmates regarding the book. There are no exams and no other papers required. Instructions for the book critique and the list of books are below.

Issues of work and family are intensely personal. In this course, students will be encouraged to take a scholarly approach to all internet discussions. This means that students will engage in debates generated from theoretical and empirical literature and develop conclusions and opinions based on data and critical reasoning skills.

Students need to be self-motivated, independent learners who are comfortable with the Internet, able to structure and manage demanding course requirements and pace their learning in order to thus receive maximum benefit from the course. The quiz “Is an On-line Course Right for Me” is posted in the Course Material Board to help you determine whether this is a good course for you.
Book Review and Critique Outline for the
The Intersection of Paid Work and Family Life:
Implications for Social Work Practice And Policy Development Course

For the two required books, please prepare a written review and critique in the following format. Use sub-headings. E-mail the review to the instructor and your colleague as an attachment via Blackboard E-mail.

I. Provide a brief editorial review of the book that highlights the important contribution made by the author(s). (Brief paragraph. Before writing your book reviews please read several examples of book reviews found in newspapers, professional journal or magazines. The book description list also includes some editorial reviews that you may use as a guide BUT don’t copy the review from the book list.

- Students who do well on this section always include a thoughtful statement about who (i.e. clients, policy makers, practitioners, etc) they would recommend read this book and why.

II. Identify and explain two or three of the central concepts, themes or theoretical perspectives presented in this book (1-2 pages).

- Students who do well on this section know what the difference is between a concept, a theme, and a theory and always alert the reader about what they are going to discuss.

III. Explain how this material is relevant to social work practice, at both micro practice and a policy level. (1/2 page).

- Students who do well on this generally provide example of a practice setting or case where this info applies

IV. Make a brief statement about how this reading challenged your current assumptions or beliefs about work and family issues (1/2 page)

V. What important questions does this material lead you to wonder about and/or what new information do you want to seek out. How would you go about finding the answers to your questions? (1/2 Page).

- Students who do well on this often know the different types of information can be obtained from different sources, i.e. journals and books, census data, key informants, think tanks, advocacy groups, etc, and state clearly what source would be the most helpful in answering their question.

For the additional book reviews and critiques, please prepare your review and critique in the following format.

I. Provide a brief editorial review of the book that highlights the important contribution made by the author(s). (brief paragraph). See above for additional comments

II. There are five principal stakeholder groups recognized within the work and family literature -- individuals, families, workplaces, communities, and society-at-large.

a. Identify one major stakeholder best represented by the author(s) point of view and explain why you choose this particular stakeholder group.

b. Describe the major work/family problems and experiences of this stakeholder group as presented by the author.

c. Identify and evaluate the solutions to this stakeholder problem as proposed by the authors. (1-2 pages total)

- Students who do well on this have re-reviewed the Sloan Work and Family Mapping domains and incorporate some of that language into this section.

III. Summarize the historical and theoretical context presented for your stakeholder group. (1/2 page).

- Students who complete this section well refer to, use, and cite either one of the two required books. Both books provide a historical context that you can use in other book critiques. Both books have
sections on the social-scientific perspective of the work-family issue and define such concepts as ‘role-strain’ .. ‘spillover’.. etc etc. These are commonly held theoretical perspectives in the work and family area that students should consider when applying this literature to their practice. There are many social science perspectives presented in both books but please DON’T use all of them. Make some critical judgments and choose one or two that you think is best illustrated by the book you are critiquing and that can best demonstrate your understanding of the material.

IV. Evaluate the evidence, empirical or otherwise, presented by the author(s) to support the book’s perspective regarding your stakeholder group. (1/2 page).

- Students who do well with this section can distinguish between a book where the author is presenting his/her own research and a book where the author is making general assertions or conclusions from someone else’s study. Use what you know from your foundation research to discuss the evidence in this book: Sampling issues -- it a probability or non-probability sample and is the author over-generalizing their findings beyond the sample?. Measurement issues -- how well did the author measure what he/she is talking about? how valid and reliable do you think this the questionnaire is?? Cause and effect issues – is the author making statements about cause and effect without adequate research methodology.. (i.e. be leery of authors concluding cause and effect from cross-sectional studies. Students who do extremely well in this section discuss the research from prior readings that supports or contradicts this author’s assertions.

V. Compare and contrast the messages of this book with at least one other book that you have read for this course. Students who do well with this are able to focus in on and identify a couple of important work family issues that the books have in common.
BOOK LIST
The Intersection of Paid Work and Family Life:
Implications for Social Work Practice And Policy Development

The following summaries are taken from the dust jackets or flaps of the books or the book review from amazon.com. All the books can be further reviewed on line and purchased on line.

The following two books are required reading for the course.


Families and Work: New Directions in the Twenty-First Century an innovative framework for understanding the interface between family care and employment. It offers a detailed analysis of the needs and experiences of employed caregivers and examines the full range of employees’ family care responsibilities, including the care of children, ill and disabled working-age adults, and the frail elderly. It also explores the impact of gender, race, ethnicity, and occupational roles in meeting multiple employment and family demands. Based on a critical review of research findings and conceptual approaches that have been used for understanding the integration of family care and work, this text examines the stress experienced by caregivers, the impact of multiple responsibilities, and the programs and benefits used to help alleviate conflicts between work and family. It also provides an in-depth look at the prevalence and types of care provided. A major focus of the book is the importance of forming an alliance among family, business, government, and the larger community to address the issues of work and family. The authors evaluate a variety of workplace programs, benefits, and policies that have been designed to support employees in meeting their work and family responsibilities. They outline new programs and public policies that are equitable to employees most in need and that respond effectively to the growing number of employed caregivers. Families and Work: New Directions in the Twenty-First Century is an essential text for courses in social work and the health and human services, psychology, and sociology.

About the authors: Karen I. Fredriksen-Goldsen is Associate Professor at the School of Social Work at the University of Washington. Andrew E. Scharlach is Kleiner Professor of Aging at the School of Social Welfare at the University of California at Berkeley.


Provides historical and sociological overviews of work and family. Examines the connection between work and family, the demands placed on individuals by their employers and their family lives, and how employers can intervene to help reconcile those demands. For Counselors, Therapists, and Social Workers, as well as Sociologists and those in Human Resource Management.

CHOICES: Students can choose from this list of books to read and review during the course of the semester.


Every five years, Families and Work Institute conducts its National Study of the Changing Workforce (NSCW), the only on-going study of the U.S. workforce of its kind or scale.

By surveying large, nationally representative samples of employed workers, the NSCW provides valuable, timely information on the work and personal/family lives of the U.S. workforce. It is the only study of its kind to provide 25-year comparisons, from 1977 to 2002, of life on and off the job. The study is widely used by policy makers, employers, the media, and all those interested in the widespread impacts of the changing conditions of work and home life.

The 2002 report—Highlights of the 2002 National Study of the Changing Workforce—examines five topics in depth:
• Women in the Workforce
• Dual Earner Couples
• The Role of Technology in Employees’ Lives on and off the Job
• Work-Life Supports on the Job
• Working for Oneself versus Someone Else


Do conditions on the job affect low-wage and -income employees in different ways than higher-income workers? This report examines this question using data from FWI’s *National Study of the Changing Workforce* and provides valuable data on job satisfaction and retention of employees of different WAGE AND income statuses. A valuable tool for HR professionals and line managers as well as policy-makers and all those who care about low-wage workers.


Interviews with 29 women leaders, diplomats, scientists, doctors, and industrialists portrays the first generation of modern women to successfully balance careers and families. Cox-Fill, an Irish journalist, used her international contacts to create this insightful compendium of the world's most outstanding women. Her interviews cover the US, Asia, and Europe, reflecting a variety of attitudes, trends, and experiences.

This unique social history spans the last half century, when developments in birth control and the education of women have increased opportunities for women to have successful careers. This book investigates how the first generation of modern women faced the challenge of combining marriage and family with professional responsibilities. Olivia Cox-Fill, an Irish journalist and professional filmmaker, interviewed hundreds of prominent women from 10 different countries on three continents before presenting this group portrait of 30 interviews of women leaders, diplomats, award-winning scientists, government ministers, doctors, and industrialists, to name a few of the professions represented. The interviews are set against the backdrop of the social history of women in each country. Their achievements, especially in light of the tenor of their times, and their desire and ability to have rewarding and fulfilling family lives make them inspiring models for later generations of women who may consider it necessary to choose between home and career. The author's international connections with high-ranking diplomats and politicians allow us valuable glimpses into the real world of outstanding women.


This detailed and well-organized report is based on extensive interviews with children about how their parents navigate the responsibilities of home and work. Galinsky, the president and cofounder of Families and Work Institute and the author of The Six Stages of Parenthood, makes her rigorous scholarship accessible with succinct, vivid writing. This book was five years in the making. The author covers all the typical areas of thinking today about parents whom work and their children. The result is stereotypes are destroyed and politically correct ideas challenged. The reader will find practical advice for a better family life and a new set of operating principles to help the parent be more in command and control at work and at home. The authors conclude that children are no less happy or healthy when both parents work but do suffer from stressful workplaces and unreliable schedules. One example of the original, compassionate, and realistic recommendations is to share with children what is enjoyable about work as much as its difficulties. The conclusions and recommendations are original, compassionate, and realistic.


*Everybody’s Children* will serve as a valuable resource as we continue to involve all sectors---parents, providers, business and industry, and every level of government---in creating child care policies that promote quality child care that is affordable for families.”--- Governor Roy Romer, State of Colorado

“In this richly informative volume William Gormley has provided a compelling analysis of the state of American child care. Gormley minces no words: he documents reality, painting a blatant and unforgettable picture of how America has
neglected its young. Provocative, exhilarating, and fresh, *Everybody’s Children* affords clear options that beckon consideration as we refocus our national attention on young children and their families. Gormley should be hailed for his thoroughness of scholarship, inventiveness of mind, and courage of heart.” ---- Sharon L. Kagan, Yale University

*Everybody’s Children* is ‘institutional policy analysis’ at its best. Gormley weights into the national debate over child care policy with a lively and comprehensive evaluation of how we, as a nation, do business in this area, and how we can improve our performance. It serves well a roadmap through the prickly thicket that defines the social choices made by American families and policymakers in deciding how best to balance efficiency with justice and quality with affordability in caring for our youngest citizens.” ----Robert Haveman, University of Wisconsin, Madison

“Innocent though it sounds, Gormley’s title is full of fighting words. Aren’t Smith’s children Smith’s and not Jones’s, and certainly not “everybody’s as Gormley would have it? So why should Jones and everybody else pay taxes to care for them? Gormley’s arguments ought to be read by everybody who worries about whether parents today are able to do right by their --- society’s --- children without a little help.” ----Eugene Bardach, University of California, Berkeley

William T. Gormley, Jr. is professor of government and public policy at Georgetown University. He is author of several books, including *Taming the Bureaucracy: Muscles, Prayers, and Other Strategies* (Princeton, 1989), winner of the Louis Brownlow Book Award.


“*Sister Circle* offers a powerful evocation connecting the personal experiences of Black women scholars to the historical struggles of Black women workers.” ----Nancy A. Hewitt, author of *Southern Discomfort: Women’s Activism in Tampa, Florida, 1880s-1920s*

*Sister Circle* takes an innovative approach to representing work in the lives of black women. Contributors from many fields explore an array of lives and activities, allowing us to see for the first time the importance of black women’s labor in the wake of slavery. A new light is shed on black women in the tourism industry, as nineteenth-century social activists, as working single mothers, as artists, as authors and media figures, and in many other fields. A unique feature of the book is that each contributor provides an autobiographical statement, connecting her own life history to the subject she surveys.

The first group of essays, “Work It Sista!” identifies the sites of black women’s paid and unpaid work. In “Foremothers: The Shoulders on Which We Stand,” contributors look to the past for different kinds of work that black women have performed over the last two centuries. Essays in “Women’s Work through the Artist’s Eyes” highlight black women’s contributions to literature, drama, and the visual arts. The concluding section of the book, “Detours on the Road to Work: Blessings in Disguise,” surveys connections between black women’s personal and professional lives.

Sharon Harley is an associate professor in the Afro-American Studies Program at the University of Maryland, College Park. She is the coeditor of the *Afro-American Woman: Struggles and Images and of Women in Africa and the African Diaspora*. The Black Women and Work Collective, a Ford Foundation-funded research seminar at the University of Maryland, consists of women historians, literary scholars, artists, legal scholars, and social scientists.


‘Who is now caring for America’s children, for the elderly, the sick, the disabled? In practical and general terms, the answer is: nobody.

According to Mona Harrington, the traditional system of caregiving---until now almost entirely dependent on the unpaid labor of women in the home---is in a chaotic state of disrepair, as women, out of necessity, move into the workplace.

Harrington issues an urgent call for new political conversations about assigning responsibility for this important part of the “general welfare” that the Constitution charges us to promote. Care must now, Harrington argues, become the joint responsibility of the family, the private employer, and the various levels of government. This will involve redrawing the boundary between private and public responsibility and require public and private funding that supports health care, family leave, child and elder care by family members or paid workers, good wages for care workers, and decent housing.
And perhaps most important of all to this radical reexamination of caretaking is the establishment of care as national value.

Outlining a new pro-family politics that recognizes the need of individuals for both autonomy and intimate, lasting connection to others, Harrington proposes policies that include efforts to prevent teenage pregnancy, public support for single-parent families, public and private support for the relief of stresses on marriage, and an effort to bring many more voices into policy discussions.

A brilliantly reasoned, cliché-free analysis of one of our toughest problems. An important book for the politician, the policy maker, and the private citizen.


‘The revolution in women’s lives has created an unprecedented demand for non-parental child care, and sparked a growing child care industry run mainly by private providers. In this book, two esteemed economists examine the causes and potential cures of the child care problems that face this country today. Writing for policy-makers, parents, and providers alike, Suzanne W. Helburn and Barbara R. Bergmann provide an in-depth look at the child care industry, identifying crucial problems such as quality of care and the high cost of even mediocre care. Moreover, the authors identify needed changes—including stronger regulatory procedures on providers and suppliers of care—and tens of billions more in government subsidies to provide help for hard-pressed parents. *America’s Child Care Problem* provides the information needed by everyone who is concerned with child care: politicians, policy analysts and advocates, child care providers, business leaders, and parents; and offers specific advice and guidelines for parents to use when selecting care. The book helps parents understand the hidden costs of child care; the pros and cons of child care centers versus care by nannies, relatives, and family-run centers; and danger signals that indicate a low quality of child care. *America’s Child Care Problem* is certain to fuel a needed public debate on the future of our children’s lives.


“A Piercing and illuminating look at how the very structure of society makes it impossible for the so-called working class to be both good workers and good parents.” ----Mother Jones

“American families are working harder and longer for pay, and their children and elderly relatives are receiving less care. This is the real crisis of the American family and the gap between the demands of work and care is growing. Jody Heymann reveals this with rare depth and thoroughness, and makes a powerful case for what we must do to bridge this widening chasm.”----Robert B. Reich, former Secretary of Labor

“If you care about the future of America’s children, you must read this book.” ----Juliet Schor, author of *The Overworked American*

What happens when kids get sick? When an elderly parent is hospitalized? How do poor families cope with work-family demands? This hard-hitting book draws on the first systematic national research on how the need to meet family obligations is affecting working Americans of all social classes and ethnic groups. Outdated labor policy and practice must be brought into the twenty-first century, argues Heymann. To do less is to abandon the precepts of equal opportunity on which America is founded.

Jody Heymann, M.D., Ph.D. is on the faculty of Harvard University and Director of Policy for the Harvard University Center for Society and Health. She is the author of *Equal Partners: A Physician’s Call for a New Spirit of Medicine*. She lives in Boston Massachusetts.

10. Huston, P. *Families as We Are: Conversations from Around the World*
A journalist, former Peace Corps director, and consultant with the United Nations and other international organizations, Huston brings grace and energy reminiscent of Studs Terkel's works to this collection of interviews with ordinary families around the world. Huston spoke with hundreds of families in Egypt, China, Thailand, Japan, the United States, and more, some of whom are prosperous but many more who live in poverty, reflecting the imbalance of wealth around the world. The interviews are organized under broad themes such as changing communities, gender equality, childhood, environment, health, and education. The edited remarks are candid and richly detailed, presenting vivid images of families in tragic circumstances and of their strength and hope in the midst of change.


Our ways of working, the way we think of marriage, how we communicate with each other, how we define family, have all been transformed. And as a result, some very basic and important things are happening to the way we think about “home.” Just how deep the changes are—and how people are coping—is what this book is all about. Not only are we bringing our work home, we’re carrying it with us. Work is now never beep away. And as if this were not enough, we are turning the workplace into a surrogate home. Men and women, single parents, single people, male breadwinners, working women, homemaker moms, the Internet generation, aging Boomers—all of us—are having to take another look at the kind of home that we and our parents have taken for granted. What have we lost? And how important is our loss? In this insightful, important new book, Maggie Jackson reports on how a wide variety of people are answering these basic, life-shaping questions and redefining home. Not everyone is happy with their answers but everyone knows there is a question that must be answered . . . What is home in the 21st century?


As we near the end of the 1990’s, it becomes increasingly clear that women are not the only ones faced with the challenges of balancing work and family. *Working Fathers* is the first hands-on guide with a proven and effective game plan to help fathers as well as mothers, employees as well as managers, succeed in managing the competing demands of home and work. Based on extensive research conducted by The Fatherhood Project at the Families and Work Institute and on James Levine’s DaddyStress/Daddy Success seminar for corporations, this book shows how work and family are not separate spheres for men, how getting it right at home actually contributes to productivity on the job, how father friendliness benefits working mothers, and how forward-looking companies are making their workplace father friendly for competitive advantage.

*Working Fathers* is filled with practical strategies for enhancing the quality of both work and family life. These include strategies to stay connected to your child whether you’re at home, at work, or traveling; make quality time for you and your spouse; and connect with teachers, group leaders, coaches, and other important people in your family’s life to help your kids succeed. It is the first guide to show both individuals and organizations how to create the father-friendly workplace.

Corporate America is at last awakening to the need for balance between work and family a one of the major challenges of the twenty-first century. *Working Fathers* will play a major role in achieving that balance for individuals and business organizations alike.


“A passionate and convincing study of American parenting . . . Peters makes a point that is interesting and true—and that should have been self-evident cons ago: that responsible adults who are happy and fulfilled themselves make better parents than isolated, frustrated ones. Childrearing today, she writes, is an unsatisfying, unworkable system and serves the needs of no one. What she proposes in its place is brilliant and radical: a kind of unified field theory of successful parenting.” ---- *The New York Times* Book Review
“Joan Peters challenges the idea that to be a good mother a woman has to give up her true self. This welcome, provocative book should be read by mothers, fathers, and anyone who is considering parenthood.”----Peggy Orenstein, author of SchoolGirls: Young Women, Self-Esteem, and the Confidence Gap

“This is an outstanding book. It challenges well-worn myths while offering concrete advice. At a time of so much controversy around working mothers, Ms. Peters provides a reassuring hand. I recommend When Mothers Work to everyone in need.”----Dr. Ron Taffel, author of Parenting by Heart

When Mothers Work is the perfect antidote for fears raised when the family values debaters ask, ‘What’s next?”----Mary Kay Blakely, author of American Mom. Selected as Outstanding by Parent Council


Everyone who struggles to meet the demands of work and personal-life responsibilities knows how tough it is to do so. This bold new book shows that it is the deeply engrained separation of work and personal life that has limited our ability to deal effectively with the conflict between them. Beyond Work-Family Balance demonstrates why the image of “balance” is outmoded and why a new approach-work-personal life integration-offers greater promise for meaningful change.

Providing many examples from action research projects in more than a dozen organizations of different kinds, the authors show how using their method of integrating rather than separating personal-life considerations from the workplace can achieve positive outcomes, not only for workers but also for the work. The method offers a way of looking deeply into the work culture to find equitable and ineffective work practices that are so embedded and routine that no one thinks to question them—they are just the way things get done. Once identified, these work practices can be changed to achieve what the authors call a Dual agenda: a more equitable workplace where both men and women can achieve their full potential and a more effective workplace where the needs of the work, rather than gendered and outmoded assumptions, determine what gets done and how.

Beyond Work-Family Balance offers an approach that achieves what “family friendly” policies, “mommy tracks,” and so-called flexibility programs cannot. Such programs address the symptoms of the problem. This book offers a way of changing the everyday work practices and norms that are at the root of the problem.


The last thing parents should do is try to “balance” work and family. A revolutionary shift of time and attention from home to the workplace has left the family on the ropes. Researcher Brian Robertson shows how a potent combination of ideology, government policy, and corporate coercion has driven parents from home—and how they can find their way back.

Confronting the overwhelming evidence that children suffer when their mothers leave them for the workplace, Mr. Robertson asks why it has nevertheless become the norm for mothers to work. The power of feminism seems the obvious answer, but until the 1960s, the women’s movement zealously fought against mothers’ being forced to abandon their homes for wages. The real answer, Mr. Robertson reveals, is the transformation of the way we think about work itself. What we once undertook to support our families we now pursue as a means of self-fulfillment.

Along with this new view of work have come coercive new policies in business and government—always labeled “family-friendly”—that have deliberately stacked the deck against one-income families. While Democrats embrace the feminist mania for working mothers, Republicans will not threaten the corporate grip on parental priorities. Mr. Robertson responds with an outline of sane family policy designed to help mothers and fathers prevail against the anti-family current.

Forced Labor is the first book to challenge the idea of balancing work and family. Work belongs in the service of the family. And nothing less than our children’s happiness and security is at stake.

Employers.

*Sparking Connections* provides new insights on how communities and employers can work together to address employers’ needs for a stable workforce, working parents’ needs for reliable child care, and young children’s needs for care that promotes positive development and school readiness.

Culled from interviews with experts, employees and their caregivers—as well as employers—*Sparking Connections* is a collaboration between Families and Work Institute and the NRF Retail Work Life Forum, a group of retail employers working to find solutions to issues of concern for their workforce.

In addition to interviews with experts in the child care and public policy fields, as well as parents and caregivers, *Sparking Connections* includes the perspectives of employers, which have largely been overlooked in discussions of family, friend and neighbor care. *Sparking Connections* describes model initiatives and offers strategies tailored to communities, retailers, policy makers and others.


In her inquiry into how historical and social forces have shaped the concept and structure of the family over time, the highly regarded sociologist and family researcher Arlene Skolnick poses a theory of societal change that sheds light on the debates and turmoil of the present day. This report also includes the voices of several well-known thinkers and academics on topics ranging from the "separate spheres" ideal of the Victorian family to the recent culture war over family values. A must read for anyone interested in the evolution of the American idea of family, gender roles and community. Also an invaluable resource for students of work-life issues, sociology and gender studies.


A study that looks at the consequences of industrialism on gender differences in work and home expectations, and compares the experiences and attitudes of women in China, Japan, England, and the US, drawing on large-scale surveys in those countries. Provides historical background on the differentiation of household and work in the four societies, and presents information on women's occupations, earnings, hours, and patterns of childcare, and the division of labor within the household.


This book is a comprehensive look at the results of a study, done under the auspices of Kent State University, that explored the attitudes, beliefs, and life orientation of 253 women between the ages of 25 and 45. Depending upon the amount of employment that the subjects' mothers had outside the home while the subjects were growing up, the adult subjects responded to questions of adjustment to life, overall sense of well-being, emotional stability, and sense of self-fulfillment. The overwhelming response was that women whose mothers had worked while they were growing up were more likely to suffer from depression, to feel less effective as parents, and to report less satisfaction with their parenting skills, careers, and life in general. Contrary to perceived notions of family adjustment to working mothers, day care, and women's liberation, this study forces us to respond to the warning signals issued by a generation of the daughters of working mothers. While Sugar's findings are clear and unambiguous, she provides ample information for the reader to explore other interpretations of the data and the cause and possible solutions.

MARTHA HAHN SUGAR is performing child and family psycho-therapy under supervision at Human Development and Counseling Associates Inc. in North Canton, Ohio.


‘How do economic stressed on the family—such as dual-earner parents, unemployment, and poverty—affect the human service professional’s assessment of the families he or she serves? The field of family sociology is now providing a wealth of empirical knowledge on the impact of macroeconomic issues on the families most frequently helped by social workers.
New Approaches to Family Practice takes current research driven by the family systems theoretical framework and applies it to direct practice with families in three specific areas: paid work and family-work, unemployment, and poverty. To illustrate the links from research to practice, the book presents chapters on the theory and research in each of the three target areas, each followed by a chapter on application and tools for direct practice in that area. Individual chapters include case studies, assessment tools, multilevel interventions and evaluations, and strategies for social change.


Offers both theoretical and specific ideas for helping clients (and therapists) balance family life and work.

“A MUST FOR MANY CLASSROOMS . . . Relevant for family studies courses as well as clinical courses. This book covers a lot of ground. It’s personal, political, conceptual, and clinical. It tells personal stories, discusses these people’s struggles, and reports important research . . . An excellent introduction to the issues.”---- Volker Thomas, PhD., Associate Professor and Director, Marriage and Family Therapy Program, Purdue University, West LaFayette, Indiana

“KUDOS TO TONI ZIMMERMAN for producing a wonderfully balanced book about balancing work and family. Professionals who want cutting-edge information, or who seek ways to help families navigate the often treacherous waters where work and family collide, should put this book at the top of their must-read list.” ----Douglas H. Sprenkle, PhD., Professor of Marriage and Family Therapy, Purdue University; Former Editor, Journal of Marital and Family Therapy; Winner, Cumulative Career Contribution to Family Therapy Research (AAMFT)

“Someone once said that balancing work and family isn’t the hardest thing in the world to do. It’s second only to achieving world peace. The editor of this book is a bit more optimistic. She sees possibilities for busy people who want to balance the demands of work and family life. Similarly, her contributors document, through research and reflection, both challenges and opportunities. We may not achieve world peace in our lifetimes but this book brings us a step closer to understanding the work/family interface and how family therapists can use this information to help us all survive and---on our good days—even thrive.” ----Fred P. Piercy, Ph.D., Professor of Family Therapy and Head, Department of Human Development, Virginia Tech, Blacksburg, VA

“Dr. Zimmerman is one of the most creative and thoughtful researchers in the field. Her book covers a broad array of creative and challenging ideas ESSENTIAL FOR UNDERSTANDING AND WORKING WITH FAMILIES IN OUR TIMES. Discussing the cultural barriers to balancing work and family, she and her colleagues do indeed spotlight stories of the “possible”---instilling hope for dual-earner families who struggle go navigate their complex lives.” ----Monica McGoldrick, LCSW, PhD., Director, Multicultural Family Institute Highland Park, New Jersey