

FAMILIES THAT WORK

Policies for Reconciling Parenthood and Employment



Janet C. Gornick and Marcia K. Meyers

Families That Work Policies For Reconciling Parenthood And Employment

Rada Kamil Dagher



Families That Work Policies For Reconciling Parenthood And Employment:

Families That Work Janet C. Gornick, Marcia K. Meyers, 2003-08-28 Parents around the world grapple with the common challenge of balancing work and child care. Despite common problems, the industrialized nations have developed dramatically different social and labor market policies, policies that vary widely in the level of support they provide for parents and the extent to which they encourage an equal division of labor between parents as they balance work and care. In *Families That Work*, Janet Gornick and Marcia Meyers take a close look at the work family policies in the United States and abroad and call for a new and expanded role for the U.S. government in order to bring this country up to the standards taken for granted in many other Western nations. In many countries in Europe and in Canada, family leave policies grant parents paid time off to care for their young children, and labor market regulations go a long way toward ensuring that work does not overwhelm family obligations. In addition, early childhood education and care programs guarantee access to high quality care for their children. In most of these countries, policies encourage gender equality by strengthening mothers' ties to employment and encouraging fathers to spend more time caregiving at home. In sharp contrast, Gornick and Meyers show how in the United States, an economy with high labor force participation among both fathers and mothers, parents are left to craft private solutions to the society-wide dilemma of who will care for the children. Parents overwhelmingly, mothers must loosen their ties to the workplace to care for their children; workers are forced to negotiate with their employers, often unsuccessfully, for family leave and reduced work schedules; and parents must purchase care of dubious quality at high prices from consumer markets. By leaving child care solutions up to hard-pressed working parents, these private solutions exact a high price in terms of gender inequality in the workplace and at home, family stress, and economic insecurity, and not least, child well-being. Gornick and Meyers show that it is possible, based on the experiences of other countries, to enhance child well-being and to increase gender equality by promoting more extensive and egalitarian family leave, work time, and child care policies. *Families That Work* demonstrates convincingly that the United States has much to learn from policies in Europe and in Canada, and that the often-repeated claim that the United States is simply too different to draw lessons from other countries is based largely on misperceptions about policies in other countries and about the possibility of policy expansion in the United States.

Families with Children in a Turbulent Era Katja Repo, Mia Tammelin, Petteri Eerola, 2025-02-12 This book analyses how turbulence is interwoven into the everyday life of families with children, thus becoming personal and intimate. Chapter authors use empirical data to highlight the contextual and relational nature of both global and local challenges affecting families, discussing complex dynamics across health, work, and the environment. *The Future of Families to 2030* OECD, 2011-12-22 This report explores likely future changes in family and household structures in OECD countries, identifies the main forces shaping the family landscape to 2030, discusses the longer-term challenges, and suggests policy options for managing the challenges. **Research Handbook on Work-Life Balance** Bertolini, Sonia, Poggio, Barbara, 2022-01-11

This innovative and thought provoking Research Handbook explores the theoretical debate surrounding work life balance and provides a reflection on the opportunity to adopt multilevel research approaches and perspectives along gender and temporal axes The Research Handbook is an international overview of current research on work life balance considered in macro meso and micro perspectives

Handbook of Parenting Marc H. Bornstein, 2019-02-01 This highly anticipated third edition of the Handbook of Parenting brings together an array of field leading experts who have worked in different ways toward understanding the many diverse aspects of parenting Contributors to the Handbook look to the most recent research and thinking to shed light on topics every parent professional and policymaker wonders about Parenting is a perennially hot topic After all everyone who has ever lived has been parented and the vast majority of people become parents themselves No wonder bookstores house shelves of how to parenting books and magazine racks in pharmacies and airports overflow with periodicals that feature parenting advice However almost none of these is evidence based The Handbook of Parenting is Period Each chapter has been written to be read and absorbed in a single sitting and includes historical considerations of the topic a discussion of central issues and theory a review of classical and modern research and forecasts of future directions of theory and research Together the five volumes in the Handbook cover Children and Parenting the Biology and Ecology of Parenting Being and Becoming a Parent Social Conditions and Applied Parenting and the Practice of Parenting Volume 3 Being and Becoming a Parent considers a large cast of characters responsible for parenting each with her or his own customs and agenda and examines what the psychological characteristics and social interests of those individuals reveal about what parenting is Chapters in Part I on The Parent show just how rich and multifaceted is the constellation of children s caregivers Considered first are family systems and then successively mothers and fathers coparenting and gatekeeping between parents adolescent parenting grandparenting and single parenthood divorced and remarried parenting lesbian and gay parents and finally sibling caregivers and nonparental caregiving Parenting also draws on transient and enduring physical personality and intellectual characteristics of the individual The chapters in Part II on Becoming and Being a Parent consider the intergenerational transmission of parenting parenting and contemporary reproductive technologies the transition to parenthood and stages of parental development and then chapters turn to parents well being emotions self efficacy cognitions and attributions as well as socialization personality in parenting and psychoanalytic theory These features of parents serve many functions they generate and shape parental practices mediate the effectiveness of parenting and help to organize parenting

Children, Changing Families and Welfare States Jane Lewis, 2008-01-01 As welfare states grow up they begin to think more carefully about their future Jane Lewis is showing them how best to do so This stellar collection of articles by top European scholars combines creative thinking about the new social investment state with impressive empirical research on specific forms of public support for family work Nancy Folbre University of Massachusetts Amherst US The nature of the relationship between children parents and the state has been

central to the growth of the modern welfare state and has long been a problem for western liberal democracies Welfare states have undergone profound restructuring over the past two decades and families also have changed in terms of their form and the nature of the contributions that men and women make to them More attention is being paid to children by policymakers but often because of their importance as future citizen workers The book explores the implications of changes to the welfare state for children in a range of countries Children Changing Families and Welfare States examines the implications of social policies for children sets the discussion in the broader context of both family change and welfare state change exploring the nature of the policy debate that has allowed the welfare of the child to come to the fore tackles policies to do with both the care and financial support of children looks at the household level and how children fare when both adult men and women must seek to combine paid and unpaid work and what support is offered by welfare states endeavours to provide a comparative perspective on these issues The contributors have written a book that will be warmly welcomed by scholars and researchers of social policy social work and sociology and students at both the advanced undergraduate and post graduate level

Babies and Bosses - Reconciling Work and Family Life (Volume 4) Canada, Finland, Sweden and the United Kingdom OECD,2005-06-01 This study part of a series on OECD countries considers how a tax benefit and childcare policies and workplace practices help determine parental labour market outcomes and may impinge on family formation in Canada Finland Sweden and the UK

The Oxford Handbook of Poverty and Child Development Valerie Maholmes, Ph.D., CAS Ph.D.,Rosalind B. King, Ph.D.,2012-04-01 Over 15 million children live in families subsisting below the federal poverty level and there are nearly 4 million more children living in poverty today than in the turn of the 21st century When compared to their more affluent counterparts children living in fragile circumstances including homeless children children in foster care and children living in families affected by chronic physical or mental health problems are more likely to have low academic achievement to drop out of school and to have health and behavioral problems The Oxford Handbook of Poverty and Child Development provides a comprehensive analysis of the mechanisms through which socioeconomic cultural familial and community level factors impact the early and long term cognitive neurobiological socio emotional and physical development of children living in poverty Leading contributors from various disciplines review basic and applied multidisciplinary research and propose questions and answers regarding the short and long term impact of poverty contexts and policies on child developmental trajectories In addition the book features analyses involving diverse children of all ages particularly those from understudied groups e g Pacific Islanders Native Americans immigrants and those from understudied geographic areas e g the rural U S international humanitarian settings Each of the 7 sections begins with an overview of basic biological and behavioral research on child development and poverty followed by applied analyses of contemporary issues that are currently at the heart of public debates on child health and well being and concluded with suggestions for policy reform Through collaborative interdisciplinary research this book identifies the most pressing scientific issues

involving poverty and child development and offers new ideas and research questions that could lead us to develop a new science of research that is multidisciplinary longitudinal and that embraces an ecological approach to the study of child development

Gender Equality Janet C. Gornick, Marcia K. Meyers, 2020-05-05 In the labor market and workplace anti discrimination rules affirmative action policies and pay equity procedures exercise a direct effect on gender relations But what can be done to influence the ways that men and women allocate tasks and responsibilities at home In *Gender Equality* Volume VI in the *Real Utopias* series social scientists Janet C Gornick and Marcia K Meyers propose a set of policies paid family leave provisions working time regulations and early childhood education and care designed to foster more egalitarian family divisions of labor by strengthening men s ties at home and women s attachment to paid work Their policy proposal is followed by a series of commentaries both critical and supportive from a group of distinguished scholars and a concluding essay in which Gornick and Meyers respond to a debate that is a timely and valuable contribution to egalitarian politics

Babies and Bosses - Reconciling Work and Family Life (Volume 4) Organisation for Economic Co-operation and Development, 2005-06 This is the fourth volume in a series of publications containing comparative studies of national policies designed to balance work family needs It considers a range of policies including tax and benefit policies childcare employment and workplace practices which can help influence trends relating to the participation of working parents in the labour market and family formation in the UK Canada Finland and Sweden as well as discussing options for policy reform which seek to balance work and family commitments

Babies and Bosses - Reconciling Work and Family Life Willem Adema, Organisation for Economic Co-operation and Development, 2007-12-03 Provides a synthesis of the analyses and policy recommendations contained in the OECD publication *Babies and bosses* v 1 v 4 c2002 c2005 and extends the analysis to include other OECD countries presenting indicators for all OECD countries for 2005 where possible

Handbook of Marriage and the Family Gary W. Peterson, Kevin R. Bush, 2012-09-14 The third edition of *Handbook of Marriage and the Family* describes analyzes synthesizes and critiques the current research and theory about family relationships family structural variations and the role of families in society This updated *Handbook* provides the most comprehensive state of the art assessment of the existing knowledge of family life with particular attention to variations due to gender socioeconomic race ethnic cultural and life style diversity The *Handbook* also aims to provide the best synthesis of our existing scholarship on families that will be a primary source for scholars and professionals but also serve as the primary graduate text for graduate courses on family relationships and the roles of families in society In addition the involvement of chapter authors from a variety of fields including family psychology family sociology child development family studies public health and family therapy gives the *Handbook* a multidisciplinary and interdisciplinary framework

Changes at the Intersection of Work and Family ; V.2: Organizational and worker perspectives , 2006 *Journal of Comparative Family Studies* , 2008 A

Longitudinal Analysis of Postpartum Depression Among Employed Women Rada Kamil Dagher, 2007 **Poverty, Urbanity**

and Social Policy Jolanta Aldukaite, 2009 The aim of this book is to provide the reader with the broad spectrum of poverty and social policy issues in Central and Eastern Europe and address the most urgent topics of welfare state research namely poverty children and social policy gender social policy and poverty urban policy renewal and poverty and overall challenges to social policy reform The book demonstrates that despite an increase in poverty and inequalities in many Central and Eastern European countries during the last 18 years the social policy systems have not experienced a radical dismantlement throughout the entire region The post Communist welfare state still shows more comprehensive solutions to social problems than residual ones Nevertheless the deteriorated fiscal capacities of the state in some cases hinder the successful poverty solutions as well as the expansion of the welfare programmes Yet the Central and Eastern European region is very diverse regarding the scope and depth of social problems encountered and some countries have implemented more successful policy solutions than other ones Furthermore the findings of this volume demonstrate that Central and Eastern European countries are not so dramatically distinct from Western Europe neither in their social problems encountered nor in their solutions Nevertheless the experience of the socialist regime the relatively lower wages and lower social benefits as well as the higher share of GDP produced in a shadow economy allow the CEE countries to group into the distinct post Communist regime

Modern Couples Sharing Money, Sharing Life Janet Stocks, C. Díaz-Martínez, Björn Halleröd, 2007-07-12 This collection is the result of a five year long collaboration of sociologists in three countries Sweden Spain and the United States In depth extended interviews with couples exploring many aspects of their daily lives provide significant insights into the impact of modernity gender roles and expectations concerning the meaning of money and the complex financial reality of households Read Forbes take on Janet Stock s book <http://www.forbes.com/feeds/ap/2007/10/16/ap4226514.html> *Industrial and Labor Relations Review* , 2010 *Social Forces* , 2006 **Investigating Welfare State Change** Jochen Clasen, Nico A. Siegel, 2007 Studies from thematic seminar held in May 2005 at the University of Stirling and then from a panel organized at the 2005 ESPAnet European Social Policy Analysis network conference in Fribourg Switzerland with the addition of results and subsequent discussions on the subject

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