



SLOAN WORK AND FAMILY
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THE NETWORK NEWS
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PUBLICATION

In This Issue

- Jody Heymann discusses her new book *Forgotten Families* and her research on the global economy.
- A graphic illustrates the effects of working conditions on parents' ability to care for their children.
- Elizabeth Kurylo talks about the recent conference at the Emory University Center for Myth and Ritual in American Life (MARIAL).

New from the Network

Sloan Network Updates and Announcements

► Our Family and Medical Leave Act (FMLA) topic page—available at <http://wfnetwork.bc.edu/topic.php?id=7&area=academics>—was originally created to provide information about the federal legislation called the FMLA. However, Network Advisory Committee member Netsy Firestein pointed out that there was information about family leave in general or from a state perspective that was also included on the page. Therefore, we created a separate Family Leave topic page that focuses on state legislation and general information on family leave: <http://wfnetwork.bc.edu/topic.php?id=26&area=academics>. Thank you, Netsy!

► The second issue of our Effective Workplace Series, Flexible Work Schedules, is now available here: http://wfnetwork.bc.edu/pdfs/EWS_FlexibleWorkSchedules.pdf.

► Sandee Shulkin will present a paper entitled “The State of the States: Trends in Policies for Working Families” at the Virginia Commonwealth University School of Social Work 2006 Policy Conference, June 16-19, 2006. The theme of the conference is “Shifting the Tide: Changes for Policy Practice.”

► Be sure to keep checking “What’s New in Work and Family” on our web site for the latest work and family links. Here are two recent announcements:

► Sara Miller Llana of *The Christian Science Monitor* discusses the recent Massachusetts proposal that would give workers twelve weeks of paid leave to care for newborn children or sick family members.

To read “Paid-Leave Proposals Gain Steam,” click here:
<http://www.csmonitor.com/2006/0515/p01s02-wmgn.html>.

► John Tagliabue of *The New York Times* reports on the recent trend towards part-time and temporary jobs in Europe.

To read “4 Hours a Day, 3 Days a Week,” click here:
<http://www.nytimes.com/2006/05/11/business/worldbusiness/11labor.html?ex=1305000000&en=0415dfff80a91437&ei=5090&partner=rssuserland&emc=rss>.

For more announcements and articles, you may access “What’s New in Work and Family” by clicking here:
<http://wfnetwork.bc.edu/template.php?name=newsannounce#news>.

Best regards,

Judi, Karen, Marcie, Tina, and Sandee

Conversations with the Experts

Forgotten Families: Ending the Growing Crisis Confronting Children and Working Parents in the Global Economy



Jody Heymann

Bio: Jody Heymann holds a Canada Research Chair in Global Health and Social Policy and is founding director of the McGill Institute for Health and Social Policy. Dr Heymann is a professor in the Faculties of Medicine and Arts at McGill University, as well as founding director of the Project on Global Working Families and founding chair of the Initiative on Work, Family, and Democracy.

She has served in an advisory capacity to the United Nations Educational, Scientific and Cultural Organization (UNESCO), the U.S. Senate Committee on Labor and Human Resources, the U.S. Senate Committee on Health, Education, Labor, and Pensions, the World Health Organization, and the U.S. Centers for Disease Control and Prevention, among other organizations.

Dr Heymann received her PhD. in Public Policy from Harvard University, where she was selected in a university-wide competition as a merit scholar, and her MD with honors from Harvard Medical School. She trained in Pediatrics at the Children's Hospital of Boston.

Dr. Heymann has more than a hundred publications, including, among others, *Forgotten Families: Ending the Growing Crisis Confronting Children and Working Parents in the Global Economy* (Oxford University Press, 2006), *Healthier Societies: From Analysis to Action* (Oxford University Press, 2006), *Unfinished Work: Building Democracy and Equality in an Era of Working Families* (New Press, 2005), *The Widening Gap: Why America's Working Families Are in Jeopardy and What Can Be Done about It* (Basic Books, 2001), and *Equal Partners: A Physician's Call for a New Spirit of Medicine* (University of Pennsylvania Press, 2000).

An Interview with Jody Heymann

By Judi Casey and Gloria Tower

Tower: The title of your book is *Forgotten Families*. What does the term “forgotten families” mean to you?

Heymann: The title comes from the realization that within the global work-family dialogue, many families have been utterly forgotten. While issues of working families have been much more readily considered in Europe, the US, and industrialized countries, we haven't paid much attention to work-family concerns in the rest of the world.

Forgotten Families reports on global studies we conducted over the course of a decade. It includes survey data from 55,000 households in seven countries and five regions, in-depth interviews of 1,000 families in six countries and five regions, and examinations of public policies in over 170 countries. While research has been conducted previously in North America, Europe and comparatively across the Organization for Economic Cooperation and Development (OECD), this is the first study of its kind on a global scale.

Tower: Can you discuss what you refer to as the ‘perfect storm’ of shifts in globalization and how these shifts have altered the global working climate?

Heymann: The perfect storm refers to three simultaneous dynamics. Alone, each of these three events could have provided a moment of opportunity for global families, but together they have created enormous rifts.

The first is the dramatic changes in the global labor force. In every region we studied, we found that men left their homes to enter into the industrial and post industrial labor force, and were followed soon after by women. Over the past 40 years, then, you see marked increases in women's participation in the global labor force. For instance, in the Caribbean, women's participation rose from 26% to 38%, in Central America from 16% to 33%, and even in the Middle East, where policies discourage women from working, participation rose from 17% to 25%.

Secondly, women's increased participation in the labor force occurred simultaneously with rapid urbanization

throughout most of the world. This shift toward urbanization could have provided opportunities for families to exit poverty if family care giving supports were in place. Instead, it has taken adults away from extended family and their support networks.

The third piece of the perfect storm is economic globalization itself. In order to protect their bottom line, companies outsource their labor to other countries, which results in competition between countries for the worst working conditions. This last piece of the perfect storm poses the greatest challenge to companies and governments when attempting to improve their labor conditions.

Tower: What is the impact of these changes on working families?

Heymann: Our in-depth interviews illustrate the problems and risks families encounter in caring for their children. Globally, the number of children being raised in households where all adults work is enormous. We estimate that there are 930 million children under the age of 15, and 340 million children under the age of 6 currently being raised in households where all adults work. More than one third of families have left a young child home alone and nearly two fifths have left a sick child home alone, or have sent them to school or daycare. Of these children left home alone, two thirds suffered accidents or emergencies when their parents were at work and one third developed behavioral or other developmental problems. The substantial impact is detailed in *Forgotten Families* as well as how the impact varies from country to country depending on the policies in place to mediate it.

Tower: How do the impacts differ between industrial and developing countries?

Heymann: The severity is definitely worse in the poorest settings. For instance, while in the United States, we met families who left their six year old twins home alone before they went to school; in Honduras we met families who left their two year old home alone all day. While in the United States there were families whose school aged children burned themselves on stoves when they were home alone after school; in Botswana and Honduras, there were children who died in fires while home alone cooking. At the same time, while the severity of impact between countries may differ, many stories are similar around the world.

Tower: In your book you explore how limited childcare options and lack of accessibility to early education affects working families. Can you describe some specific conditions that affect children's development?

Heymann: When parents don't have paid leave from work or flexibility at work, children are at risk of not receiving their immunizations on time and getting well check ups. This also limits the ability of parents to care for their children when they are sick. We know from US data that parents who have paid leave are five times more likely to care for their children when they get sick, and we now have data from other countries showing the extent to which paid leave makes an enormous difference for parents and their children.

There is also a developmental impact both in the preschool years as well as in the school age years, which is illustrated through our US data. Children are 17% more likely to score in the bottom quarter on math for each hour that their parent works in the evenings, and children are nearly three times more likely to be suspended from school when their parents work at night. Internationally, as well, we witnessed a huge impact on how evening and night work impacts parental support of school-aged children and their success in math.

Tower: How could specific changes in both the workplace and policy arena make a difference in the healthy development of children worldwide?

Heymann: I think the encouraging part is that when countries are doing well by their kids, you see rapid improvement in outcomes. For instance in Mexico, Vietnam and Botswana, we looked at the number of children who were left alone or in the care of young children. The greatest number was in Botswana where no public childcare supports were available. Here, 48% of children were left alone some or all the time. But in Mexico this number was reduced to 27%, because the social security system in Mexico provides childcare to workers in the formal sector. In Vietnam, as well, where childcare is provided publicly, the number of children left alone dropped to 19%. Of course this number is still far more than one would want, but is a clear indication of the impact of available childcare.

Tower: What solutions exist to allow working parents to care for their sick children?

Heymann: *Forgotten Families* looks at solutions on the ground globally, as well as the problems, and without a doubt, the policy that makes the biggest difference is paid sick leave. When exploring how likely parents were to leave a sick child home alone or send them to school or day care sick, we found that 32% of parents did this in Botswana, 27% in Vietnam, where paid sick leave is available, and 18% in Mexico where paid sick leave is

combined with childcare through their social security system.

Casey: How prevalent is sick leave in the world?

Heymann: Over 150 countries right now have paid sick leave and more than 120 of those provide a week or more annually. The United States is a rare exception in not guaranteeing any paid sick leave and the numbers of children being left alone were in fact higher in Baltimore, Maryland than those reported in Mexico and Vietnam. This is why legislation is currently under consideration in the US Senate and also in states across the country. In other ways, the United States is also quite an outlier. We looked at paid maternity leave in 168 countries and the only four countries that do not have it are Lesotho, Papua New Guinea, Swaziland and the United States. As well, at least 96 countries around the world guarantee paid annual leave, 98 countries provide a mandatory day of rest each week, and at least 84 countries have a maximum length to their work week. The US offers none of these guaranteed protections and is very far behind in terms of developing measures to ensure essential paid time off for their workers.

Casey: But we're one of the wealthiest countries in the world. How is there not more outrage, more mobilization around this?

Heymann: There absolutely should be more calls for change around this issue as it is having a devastating effect on many families. There are some families who are fortunate enough to have the resources to get by, but many families cannot. The assumption in the US has been that the private sector will fill the gap, but in fact, more than half of middle class families and more than three quarters of low income families cannot rely on their employers to provide any kind of paid leave. So, the private sector is not filling the gap and benefits are actually declining with each decade rather than increasing. I think people have not been aware of what an incredible outlier the United States is by global standards, and believe that the US could not afford to compete if it provides these benefits. However, these global statistics illustrate that the US could absolutely afford to successfully compete while providing basic decent working conditions because the overwhelming majority of our competitors have developed ways of doing so.

Tower: How does the global working climate affect men and women differently? What are some potential solutions?

Heymann: I think that there are a couple of different things that can be said about men's and women's experiences. First, the global working climate is a problem for both men and women. A man that I interviewed in Honduras, for example, lost his job when he took time off to care for his son who had pneumonia. However, he not only lost his job but was blacklisted from being hired for any other factory job. Boys as well as girls are also affected. While much of the care giving gap is filled by girls who are pulled out of school to care for young children, boys are taken out as well, especially when there are no older girls in the family.

That having been said, the care giving burden falls more on women, as our in-depth interviews reported in *Forgotten Families* illustrate. Forty-nine percent of women, compared to 28% of men, reported that they lost pay or job promotions, or had difficulty retaining jobs because of the need to care for sick children. Also, when paid and unpaid work were considered together in dual earner households, 69% of women in Brazil, and 87% of women in Mexico reported working over 60 hours each week, compared respectively to 33% and 52% of men.

Tower: In addition to paid leave, what are potential solutions to reduce these differences?

Heymann: One solution is creating the care giving supports that we need, such as early education, childcare for children ages 0 to 5, after school programs for school aged children, supports for the care of the elderly, and making sure that the workplace has the leave time needed by working families. This can partially be accomplished by offering schedule flexibility, but the basic rights of paid sick leave, paid annual leave, and paid time are also essential. This is a critical issue not just for those concerned with work and family, but for all those who support the UN Millennium Development Goals that were agreed upon by nations around the world. We are not going to see gender equity in earnings and changes in the workplace burdens of responsibility until we address these goals.

Tower: What are some popular myths that are impeding global support for working families and how do we debunk them?

Heymann: It's worth mentioning a few briefly here. The first is that 'we don't know what works.' However, there are reams of studies showing the benefits of paid maternity leave, the benefits of paid sick leave, childcare, and access to quality early childhood care and education. While there is much we still need to learn, there is a

great deal we already know about what works, which is reviewed in *Forgotten Families* in a chapter focused on the myths and the evidence. We could absolutely learn more about how to provide benefits better, but we know enough already to act.

The second myth is that ‘what works can reach workers in the formal sector but not the informal sector.’ Because the informal sector is generally not governed by standard labor laws, it is indeed harder to provide benefits to workers within this sector. For example, it is a real challenge to get paid sick leave to someone who works independently selling goods in the market or to someone who independently cleans homes. However, many countries provide paid parental leave as an insurance system that can reach the informal sector. Additionally, countries can provide public childcare and paid parental leave in the form of income support at the birth of a child. So, there is in fact a great deal that can be done for the informal sector.

The third myth is that ‘there is no affordable solution’ or that ‘only certain countries can afford the solution.’ But on a country by country basis, the costs of implementing these solutions are self-scaling and align with their economies. In poorer economies, for instance, childcare will cost far less to provide than it would in a more industrialized country because its cost is linked to wages. Similarly, in order to provide a week of paid sick leave, the minimum wage would require an increase of approximately 2%, scaled to the country. As we’ve seen in Vietnam, where they incorporate childcare and paid sick leave into national policy, there are in fact ways to find affordable solutions around the world. What we cannot afford is to do nothing about this situation.

A fourth myth is that ‘individual countries have no choice.’ However, countries can and do move as individual actors and there can be great improvement. For example, when we started our study, the US was not alone among countries in the industrialized world that did not provide paid maternity leave. Both New Zealand and Australia had little to offer at that time, but by the end of the study New Zealand offered paid parental leave and Australia offered leave combined with a check at the birth of a child, equivalent to six weeks of median wages.

The last myth I would like to mention is that ‘there is no way to move forward globally’ because there are such different views around the world and such different experiences. However, our interviews clearly show an enormous commonality in the global experience both with regard to shared stress around childcare and shared consensus around possible solutions. So I believe there is both a commonality of problems and shared beliefs around solutions. What we haven’t seen is the actions that are needed to raise the floor of decent working conditions for families worldwide. But this is possible. A decade ago, for instance, the problem of forced labor was much more widespread than it is today. While this problem has not been eliminated entirely, it demonstrates that labor conditions can improve. However, the world has set their expectations unthinkably low; we need to raise the bar of working conditions to a decent level for all families.

Tower: What actions can individuals, workplace practitioners, and policy makers take toward creating more humane global working conditions?

Heymann: One thing people can do is ask their governments to hold accountable the international organizations responsible for humane working conditions. The International Labor Organization has many conventions guaranteeing decent working conditions and they’ve made important strides. However, independent reporting on whether governments are rising to these standards has not yet been implemented. Your readers can ask the global organizations to hold all countries accountable for decent conditions and can also ask that the US not compete unfairly by allowing some of the poorest working conditions in the world.

In order for change to occur, I think it’s going to take people who care about the issue making their representatives in city, state, and national governments know that this is an urgent priority for their own country and the global community. I don’t think working conditions will change until those voices are heard. And if you care enough that you’re working in this field as your day job, remember that you have a special experienced voice when you call your legislator to ask for policy changes. The fact that you are working on these issues in your employment setting does not mean that you can’t or shouldn’t work on them in the public sector as well. It means you have more expertise to bring to the movement as a citizen in your private life.

Casey: Given that some of our readers are workplace practitioners, how have employers responded to some of these suggestions about how we need to raise the bar?

Heymann: The majority of companies that raise the bar of working conditions do so for professional employees at the top end of the income scale, not for low wage or low skill workers. While the number of companies that raise the bar across the wage spectrum may be few, we have found them and they are doing remarkable things in every sector! We have a separate study that’s currently in progress of companies around the world that have been raising the bar for all of their employees while economically succeeding, so be sure to

check back with us in six months.

Tower: What additional research needs to be conducted about global working families?

Heymann: I think we're only beginning to understand the global picture. As I mentioned, this is the first global work-family study, so there is an immense number of issues that need to be looked at in more detail. For example, while we know that there are 930 million children around the world living in households in which all adults work, we should know on a country by country basis how common it is for children to be left home alone or in inadequate care. We also need to look at legislation in each country and determine whether public policies are being implemented to support families and where they are most successful.

Casey: What else would you like people to know about *Forgotten Families*?

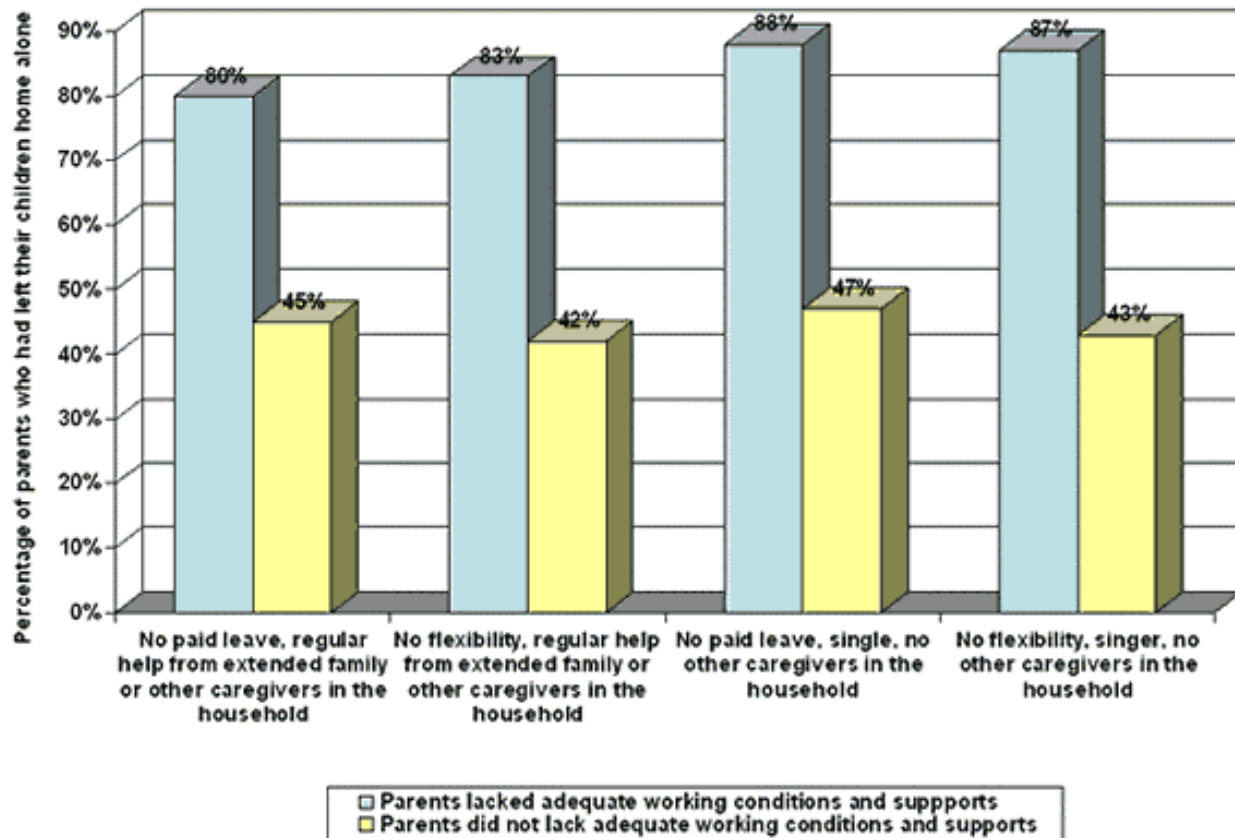
Heymann: Overall, it's worth reading the stories in *Forgotten Families*, especially for people who have spent most of their time working either in the US or in Europe. I think hearing the voices of families is really the best way to understand how common the problems are and also where they are different. We have a lot to learn from one another, not just about the policies that are successful, but also about the problems we face and how not to replicate them. There are global lessons we can learn about the tensions faced by the most vulnerable families and it was through hearing these personal stories that my views changed about the global nature of work-family problems. While statistics are important, I believe it is the personal stories that will change others' views as well.

Visit the Institute for Health and Social Policy's web site at: <http://www.mcgill.ca/ihsp/>.

To contact Jody, please e-mail: jody.heyman@mcgill.ca.

Please note that if you order *Forgotten Families* from Oxford University Press at <http://www.oup.com/us> and use the code #23954, you will receive twenty percent off the cover price. If you are interested in using the book for a class, you may receive a free copy while supplies last. Please e-mail Kate Penrose at kate.penrose@mcgill.ca with your name, address, and the name of your course.

Working Conditions and Child Care



Source: Heymann, J. (2006). *Forgotten families: Ending the growing crisis confronting children and working parents in the global economy*. Oxford: Oxford University Press. Data from Project on Global Working Families in-depth interviews with working caregivers. Analyses in the above figure are based on households with a 6-14 year old child.


Additional Resources Related to Poor Working Families

CLASP Audio Conferences: Interview with Jody Heymann: "CLASP is excited to offer our audio conferences as free files you can listen to right from your computer (or, burn a CD and listen to it anywhere). We hope this makes our calls accessible to even more listeners." Jodie Levin-Epstein interviewed Jody Heymann on *Forgotten Families* and her research for the May 12th, 2006 audio conference. You may download it free of charge from the CLASP web site.

- To access the interview, click here: <http://www.clasp.org/confdescriptions.php#43>.

Economic Success Clearinghouse: "Economic Success Clearinghouse connects you to resources about effective policies, programs, and financing strategies that help low-income and working poor families."

- To access the site, click here: <http://www.financeproject.org>.

 **Global Perspectives – HelpAge International:** "HelpAge International is a global network of not-for-profit organizations with a mission to work, and for, disadvantaged older people worldwide to achieve a lasting improvement in the quality of their lives." Is this copied correctly – not sure it makes sense to me

- To access the site, click here: <http://www.helpage.org/Home>.

A Profile of the Working Poor: This 2003 report from the U.S. Department of Labor / Bureau of Labor

Statistics “presents data on the relationship between labor force activity and poverty...for workers and their families.”

- To access the report, click here: <http://www.bls.gov/cps/cpswp2003.pdf>.



Global Perspectives – The Project on Global Working Families: “The Project on Global Working Families is a research team founded and directed by Dr. Jody Heymann. The Project focuses on how the globalization of the economy affects parental working conditions and social supports, their impact on children’s health and development, and the public and private policy solutions available.”

- To access the site, click here: <http://www.globalworkingfamilies.org>.

Urban Institute: Low Income Working Families: The Urban Institute “analyze[s] policies, evaluate[s] programs, and inform[s] community development to improve social, civic, and economic well-being. We work in all 50 states and abroad in over 28 countries, and we share our research findings with policymakers, program administrators, business, academics, and the public online and through reports and scholarly books.”

- To access their research on low income working families, click here: <http://www.urban.org/toolkit/issues/workingfamilies.cfm>.
To access the main page, click here: <http://www.urban.org>.

Work-Family Project

Myths of the American Family

By Elizabeth Kurylo, Communications Director, MARIAL Center

The Emory University Center for Myth and Ritual in American Life (MARIAL) recently hosted a two-day conference on Myths of the American Family. The conference brought together distinguished family scholars from such disciplines as psychology, anthropology, history, sociology, business, theology and communication. They discussed the historical and cultural origins of some of the most prominent American family myths, including the idea that the American family is falling apart. Many other family myths abound: homes with both parents are better for children, especially when dad is the breadwinner and mom is the homemaker; too much television is bad for kids; honesty and hard work are the keys to prosperity and happiness.



Bradd Shore and
Stephanie Coontz

Four panels discussed the origins of family myths in the media, history, popular culture and religious institutions. A fifth panel looked at how ideals of the American family translate overseas. Speakers paid tribute to historian John Gillis, who drew a distinction between the family we live with, and the family we live by. The latter reflects our longings, expectations and fantasies of how the ideal family looks and behaves. MARIAL Center Director Bradd Shore said that myths are “a peculiar combination of fact and fiction.” This complicates efforts to analyze their power and influence.

Speakers included noted author Stephanie Coontz, who has written five books on family history, including the award-winning bestseller *The Way We Never Were: American Families and the Nostalgia Trap*.

The conference was videotaped and will soon be available to view online at <http://www.marial.emory.edu>.

Announcements

Call for Papers and Proposals

Teaching Work and Family: An American Sociological Association Resource Manual, Co-Editors:

Stephen Sweet, Ithaca College and Marcie Pitt-Catsoupes, Boston College

Deadline for Submission: July 1, 2006

An increasing amount of curricular content is being devoted to the ways work and family roles intersect, as well as the synergistic and reciprocating dynamics that link workplace and family functioning. We seek articles and notes that detail challenges and strategies of teaching work-family, as well as course syllabi, assignments, classroom activities, and film discussion ideas. Recommendations of articles to reprint are also welcomed. Submit materials (via e-mail in MS Word format) to Stephen Sweet, ssweet@ithaca.edu. This project is funded by a grant from the Alfred P. Sloan Foundation.

Special Issue: Gender, Work and Organization

Theme: "Women and Men in Management: Issues for the 21st Century"

Deadline for Submission: September 30, 2006

Possible subjects include: "The gender structuring of management and organisations; issues in managerial career development; leadership issues; the role of gender in the way managers conduct themselves; gender mainstreaming, and the presence, absence and development of policies (formal and informal) on gender; alternative forms of working at managerial levels; international comparisons of women and men in management; managerial diversity and employment; managerial cultures." Please submit papers of approximately 7,000 words, and include a summary and three to five keywords.

Click here for more information: <http://www.blackwellpublishing.com/journal.asp?ref=0968-6673>.

To submit papers, e-mail Adelina Broadbridge at: a.m.broadbridge@stir.ac.uk.

 **Global Perspectives - Call for Papers and Stream Leaders: Gender, Work and Organization 5th International Interdisciplinary Conference**

Deadline for Submission: July 1, 2006 (stream leaders) and November 1, 2006 (papers)

The conference will take place at Keele University, Stratfordshire, England on June 27th-29th, 2007. Possible topics include: "The concept of 'career', gender and friendship, professionalism and professional identity, feminist theory, methodology, ethics and organizations, colonialism in organizations, complexity and diversity in the workplace, sexualities in organization, men and masculinities, identity and subjectivity, power and resistance, home/tele working, gender and technologies, alternative organization, management, managers and management practice, eroticism and embodiment, romance, love and organization, new managerialism, harassment and discrimination, race and ethnicity, social exclusion, intimacy and organization." Please submit stream leader proposals of no more than 1500 words or paper abstracts of no more than 500 words.

Click here for more information: <http://www.blackwellpublishing.com/journal.asp?ref=0968-6673>.

To submit proposals and papers, e-mail Deborah Kerfoot at: mna23@keele.ac.uk.

Conference Announcements

Workplace Diversity Network 2006 Conference

Theme: "The Case for Diversity—It's Everybody's Business"

Where: Rochester Riverside Convention Center, Rochester, NY – When: May 22-24, 2006

Click here for more information: http://www.workforcediversitynetwork.com/conf_main.aspx.

Fifth Annual Hawaii Conference on Social Sciences

Where: Honolulu, HI – When: May 31-June 3, 2006

Click here for more information: <http://www.hicsocial.org/index.htm>.

 **Global Perspectives - First International Course on Work/Life Balance: Challenge and Opportunities**

Where: Eckerö Hotel, Eckerö, Åland Islands, Finland – When: June 5-9, 2006

Click here for more information: http://www.niva.org/courses/2006/05_09_06_06.htm.

 **Global Perspectives - Conference Board/Families and Work Institute 2006 Work/Life Conference**

Theme: "Global Economic Solutions: Framing Work/Life's Contribution"

Where: New York, NY – When: June 13-14, 2006

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

 **Global Perspectives – OIC Human Capital Management Conference**

Theme: “Developing Talent and Performance Improvement: A Leap Forward”

Where: Kota Kinabalu, Sabah, Malaysia – When: June 14-16, 2006

Click here for more information: <http://www.oichcm2006.org/home.php>.

 **Global Perspectives - Conference Board: 2006 Annual Diversity Conferences**

Theme: “Global Vision: Local Action = Inclusive Solutions for Diverse Workplaces”

Where: Chicago, IL – When: June 15-16, 2006

Click here for more information: <http://www.conference-board.org/conferences/conference.cfm?id=1100>.

Society for Human Resource Management (SHRM) Annual Conference and Exposition

Where: Convention Center, Washington, DC – When: June 25-28, 2006

Click here for more information: <http://www.shrm.org/conferences/annual/>.

 **Global Perspectives - Socially Responsive, Socially Responsible Approaches to Employment and Work**

Co-hosted by the Australian Centre for Research in Employment and Work (ACREW), Monash University, Australia and the Department of Management, Kings College London.

Where: Monash University, Prato Centre, Tuscany, Italy – When: July 1-4, 2006

For more information, visit the ACREW website at <http://www.monash.edu.au/cmo/acrew06>.

 **Global Perspectives –International Association for Feminist Economics (IAFFE): 15th Annual Conference**

Where: University of Sydney, Sydney, Australia – When: July 7-9, 2006

Click here for more information: <http://www.iaffe.org/conferences/details.phtml?id=3>.

 **Global Perspectives – International Conference on Interdisciplinary Social Sciences**

Theme: “Interdisciplinary Perspectives on Gender”

Where: University of the Aegean, Island of Rhodes, Greece – When: July 18-21, 2006

Click here for more information: <http://socialsciencesconference.com/>.

 **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/>.

Conference Board: Corporate Community Involvement Conference

Theme: “Connecting to the Business”

Where: Marriott at Metro Center, Washington, DC – When: July 26-28, 2006

Click here for more information: <http://www.conference-board.org/conferences/conference.cfm?id=1196>.

American Psychological Association: 2006 Convention

Where: New Orleans, LA – When: August 10-13, 2006

Click here for more information: <http://www.apa.org/convention06/>.

101st Annual Meeting of the American Sociological Association

Theme: “Great Divides: Transgressing Boundaries”

Where: Montreal, Canada – When: August 11-14, 2006

Click here for more information: <http://www.asanet.org/page.wv?section=Meetings&name=Convention+Home>.
Click here for information from the Organizations, Occupations and Work section:
http://www.northpark.edu/sociology/oow/calls_for_papers/annual.htm.

 **Global Perspectives - 11th Annual Conference of the International Telework Academy**

Theme: "E-Networks in an Increasingly Volatile World"

Where: Fredericton, New Brunswick, Canada – When: August 28-31, 2006

For more information, click here: <http://www.unb.ca/conferences/enetworks>.

19th Annual Benefits Management Forum and Expo

Where: Hyatt Regency Chicago, Chicago, IL – When: September 17-19, 2006

For more information, click here: <http://www.sourcemediaconferences.com/conferences/BMFE06/index.html>.

 **Global Perspectives – Conference Board: 7th European Work-Life and Diversity Conference**

Theme: "Solving Europe's Productivity Puzzle: What Role for Work-Life and Diversity?"

Where: Radisson SAS Hotel, Berlin, Germany – When: October 19-20, 2006

For more information, click here: <http://www.conference-board.org/conferences/conference.cfm?id=1193>.

HR.com: Employers of Excellence National Conference

Where: Red Rock Resort, Las Vegas, NV – When: October 25-27, 2006

For more information, click here:

<http://www.hr.com/servlets/sfs;jsessionid=63396A6D62D31FBA47C2B40E43BA9066?s=ltLfOqRgLANbq5Ha&t=/contentManager/selectCatalog&i=1116423256281&b=1116423256281&l=0&e=UTF-8&active=no&intro=1&sort=Price&ParentID=1131735100943>.

Literature Updates

Each month, we select up to ten publications 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 6,445 citations in the Literature Database. As of May 2006, we now have over 7,400 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, seven of the publications we have selected for this issue of *The Network News* are publications relevant to the topic of poor working families.

 **Global Perspectives - Fonchingong, C.C. (2005). Negotiating livelihoods beyond Beijing: The burden of women food vendors in the informal economy of Limbe, Cameroon. *International Social Science Journal*, 184, 243-253.**

This study considers the role of urban women food vendors in the informal sector in Cameroon and the impact of their livelihood strategies on their living standards and gender relations. Quantitative and qualitative data are drawn from questionnaires and structured interviews with 50 female food vendors from different ethnic groups. The findings show that 42% of the women consider themselves to be heads of households, because they: see themselves as the breadwinners through their business ventures, take major decisions, are responsible for the day-to-day running of the home, and are taking greater responsibility for children's school fees, medical bills, and other needs. The women face a double burden, because as well as providing household incomes, they encounter a number of constraints, including heavy domestic workloads, lack of capital to expand their businesses, high rent and taxes, and inadequate spousal support. The demands placed on these women vendors have resulted in the continual draw on additional labor from children, especially young girls, which have attendant effects on their education, health, and social upbringing. The author concludes that due to constraints, women vendors' income-earning roles have not translated into


economic empowerment and that in many cases, they are barely patching up. The author recommends better regulation of informal sector activities, better skills training, and the sharing of household responsibilities between women vendors and their spouses. Annotated by Uracha Chatrakul Na Ayudhya, Doctoral Researcher, Manchester Metropolitan University, United Kingdom.

Greenberg, D., Ashworth, K., Cebulla, A. & Walker, R. (2005). When welfare-to-work programs seem to work well: Explaining why Riverside and Portland shine so brightly. *Industrial and Labor Relations Review*, 59(1), 34-50.

This study uses data from 24 evaluations and meta-analysis to examine the reasons behind the success of welfare-to-work programs in Riverside, California and Portland, Oregon. Findings indicate that differences in caseload characteristics and site characteristics are more important than program design. The authors emphasize that a single welfare-to-work model does not fit all possible circumstances.

McBride, A.M., Sherraden, M.S., & Pritzker, S. (2006). Civic engagement among low-income and low-wealth families: In their words. *Family Relations*, 55(2), 152-162.

The authors interviewed 84 low-income, low-wealth families to investigate their levels of civic engagement, including volunteer work through religious organizations, acts of care for neighbors, involvement in children's activities, monetary contribution and political engagement. Findings reveal that people of limited resources may be engaged, but limited personal and community resources prevent them from being more engaged and, often, from participating directly in community work and activities. Study limitations and recommendations for future research are discussed.

 **Global Perspectives - McDowell, L. (2005). Love, money and gender divisions of labour: Some critical reflections on welfare-to-work policies in the UK. *Journal of Economic Geography*, 5(3), 365-379.**

This essay explores research and policy questions about child care and the expectation that parents will use state-sponsored child care to facilitate their entrance into the workforce. However, research indicates that parents (especially mothers) feel moral and personal obligations to raise their own children and/or share child care duties with other family members. The author explains how this may impede welfare-to-work policies and offers suggestions for new research agendas.

McPhee, D.M. & Bronstein, L.R. (2003). The journey from welfare to work: Learning from women living in poverty. *Affilia*, 18(1), 34-48.

This study was drawn from two phases of interviews with 39 women of color living in socio-economically disadvantaged neighborhoods, all of whom were current or former welfare recipients. After analyzing the interviews, the authors found eight predominant themes that reflected the women's perceptions of their experience: personal humiliation by caseworkers, a disrespectful system, a desire for personal control and independence, parenting as the most important priority, strong self-perception and resourcefulness, politically savvy, unique sense of self, and high personal goals. Implications for social work include the necessity of including participants' voices in the development of programs and policies, using women's voices to dispel misconceptions about welfare recipients, providing adequate resources to frontline workers implementing services, and stopping the disproportionate emphasis on work to the exclusion of parenting.


 **Global Perspectives - Suryahadi, A., Priyambada, A., & Sumarto, S. (2005). Poverty, school and work: Children during the economic crisis in Indonesia. *Development and Change*, 32(2), 351-373.**

This paper examines the relationship between poverty, school and child labor in Indonesia during the Asian economic crisis, which started in mid-1997 and peaked in 1998. During this time, there was fear that as Indonesian households were faced with a substantial fall in income, parents would be forced to withdraw their children from school and send them to work to supplement family income. The study draws on quantitative data from the '100 Village Survey' conducted in August 1998 and October 1999. Data was collected from 12,000 households across 8 Indonesian provinces and focused on rural and relatively poor areas. The paper depicts the profile of child labor (child characteristics, household and household head characteristics) and investigates the determinants of child labor in the Indonesian context. The study finds a strong link between child labor and poverty and that poverty is an important determinant of child labor. The authors analyze the trade-off between school and work for children in relation to the ILO's stance that child labor perpetuates poverty. Policy implications for the reduction of child labor in rural Indonesia include building more schools in the areas where the poor live and subsidizing school attendance. Annotated by Uracha Chatrakul Na Ayudhya, Doctoral Researcher, Manchester Metropolitan University, United Kingdom.

Swanberg, J. (2005). Job-family role strain among low-wage workers. *Journal of Family and Economic Issues*, 26(1), 143-158.

This exploratory study identifies personal, family and job characteristics associated with job-family conflict for low-wage employees. One hundred and ninety six employees of highly diverse ethnic backgrounds from day, evening and night shifts filled out questionnaires about their lives on and off the job. The need for a job-family role strain instrument that accurately measures the strains relevant to low-wage workers is discussed.

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

 **Global Perspectives - Gambles, R., Lewis, S. & Rapoport, R. (2006). *The myth of work-life balance: The challenge of our time for men, women and societies*. West Sussex, England: John Wiley & Sons.** A pivotal challenge in the global context – Evolutions and developments in seven countries – Thinking about change at multiple levels – The invasiveness of paid work – Care and connections: Families, communities, friendships and care of the self – Reciprocal relationships between men and women: A critical issue – Visions and strategies for change.

Pavalko, E.K. & Henderson, K.A. (2006). *Combining care work and paid work: Do workplace policies make a difference? Research on Aging, 28(3), 359-374.*

This study used data from the National Longitudinal Survey of Young Women to investigate whether working women are more likely to leave their jobs when they start elder care work and whether workplace policies makes a difference in the leaving patterns. Findings indicate that women are more likely to leave their jobs. Workers who have access to flexible work schedules, unpaid family leave and paid sick and vacation days are more likely to keep their jobs and work hours over a two year period, but such policies do little to alleviate their distress.

Roberson, Q.M. (2006). *Disentangling the meanings of diversity and inclusion in organizations. Group & Organization Management, 31(2), 212-236.*

The author employs three studies to investigate and test the meanings of the terms “diversity” and “inclusion” within organizations. Findings support a “five-factor model” of diversity and inclusion that includes fair treatment issues, representation of diverse groups within stakeholders, support from upper management for diversity, employee participation and organizational outcomes. The distinction between the concepts of diversity and inclusion are discussed as well as the attributes that support both within workplaces.

Upcoming Issues

Take Part in The Network News

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

- Supporting Leaders to Lead More Balanced Lives: The Key to Culture Change
- The Balancing Act: Legislation to Help America's Working Families
- The Annual International Issue

Is your work related to any of these topics? If so, please [contact us](#).

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