

2003 ANALYTIC TIMELINE OF THE WORK-FAMILY AREA OF STUDY

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These six posters were presented at the February 2003 academic conference "From 9-5 to 24/7: How Workplace Changes Impact Families, Work, and Communities" sponsored by the Business and Professional Women's Foundation and the Community, Families & Work Program at Brandeis.

The 2003 Analytic Timeline traces the history of several different analytical lenses that researchers have used to look at issues in hope of learning from the past and pushing the boundaries of analytic thought in the future. These six lenses include: Gendered Society, Work Structure and Design, Global Perspectives, Social Justice and Equity, Life Course, and the Business Case.

Although the Timeline is not a comprehensive overview of the literature that has shaped the work-family field over the decades, it provides an outline of the work-family literature that can serve as a framework for dialogue about the roots of different perspectives that have shaped some of the "thinking" in work-family research. For methodology, visit the 2003 Timeline page at http://www.bc.edu/bc_org/avp/wfnetwork/timelines/2003.html



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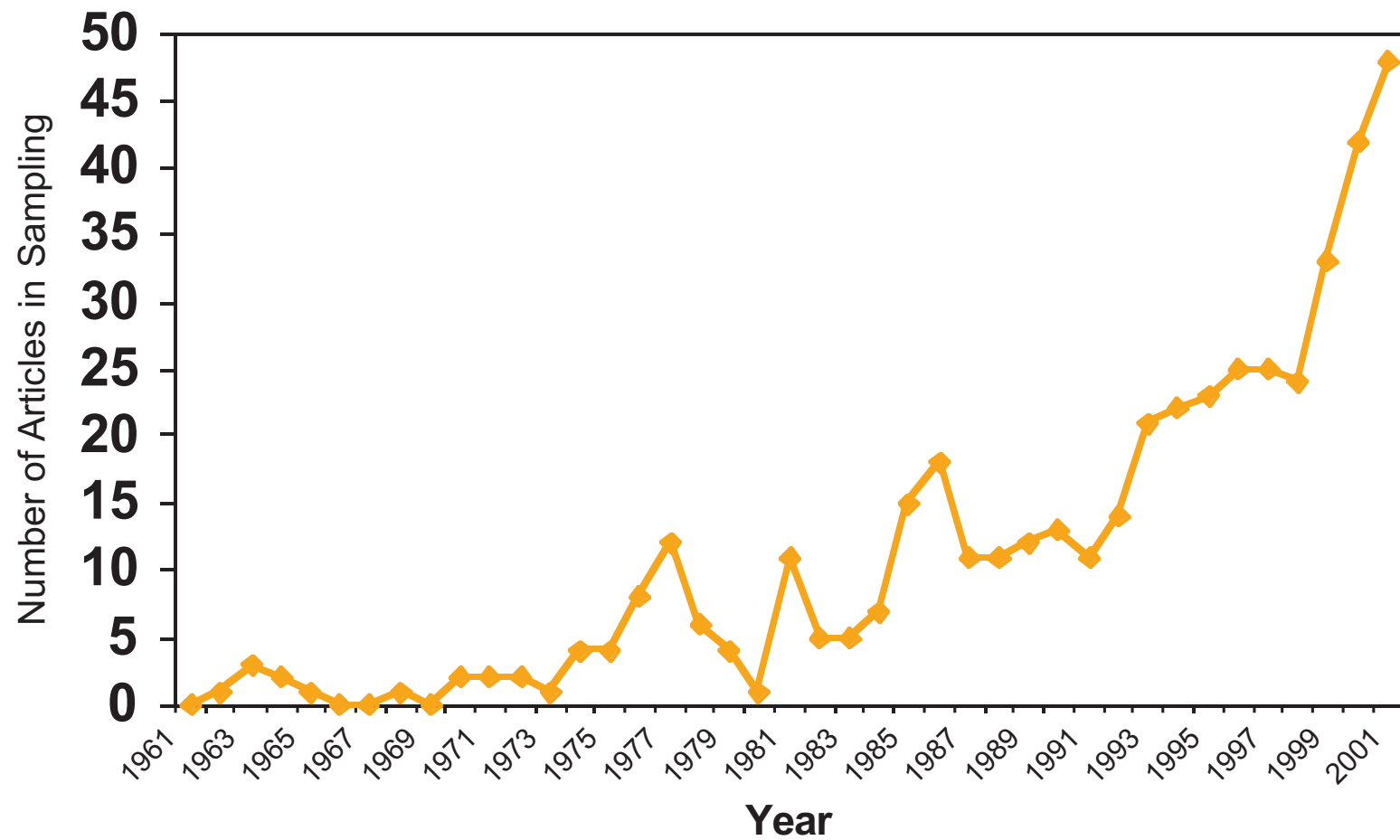
Providing resources ■ Supporting a community ■ Building knowledge

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GENDERED SOCIETY

Trends Seen Over Time in A Sampling of the Work-Family Literature from 1960 to 2001*

Work-Family Literature from 1960 to 2001*



* This sampling is by no means meant to be a comprehensive literature search of work-family publications over the decades. Very low numbers on the graph do not necessarily represent a lack of literature during that year, but that few articles were found using our particular methodology and the particular resources we used. (Please see handout)

The World of Work-Family Through a Gendered Lens: 1960-2002

Comments and Observations:

In large part, interest in work-family issues grew as the number of women entering the paid labor force over the past 30 years increased. As a consequence, much of the work-family literature has roots in gender-related issues. For the purposes of this preliminary analysis, we focused on work-family research articles that mentioned men, women, or both in the title of the article.

Salient Themes in the Work-Family Literature

1960s

- Feminism
- Gender Roles
- Transitions
- Women's Capability in the Labor Force
- Working Mothers vs Homemakers

1970s

- Dual-Career Family
- Effects of Mother's Work on Children
- Gender Roles
- Institution of Marriage
- Masculinity
- Values
- Womanhood
- Women's Rights

1980s

- Consequences of Role Strain (on mental & physical health, on spouse, on children, etc...)
- Divorce
- Fatherhood
- Housework
- Masculinity
- Parental Leave
- Sex Segregation
- Occupational segregation
- Single parenting
- Work-Family Balance

1990s

- Divorce
- Equal Pay for Equal Work
- Multiple Roles
- Overwork
- Role Overload
- Role Spillover

1990s (cont'd)

- Role Stress
- Sex Segregation
- Single Parenting
- Time Famine/Bind
- Wage Gap
- Women in Management
- Work-Family issues in Gay/Lesbian Couple

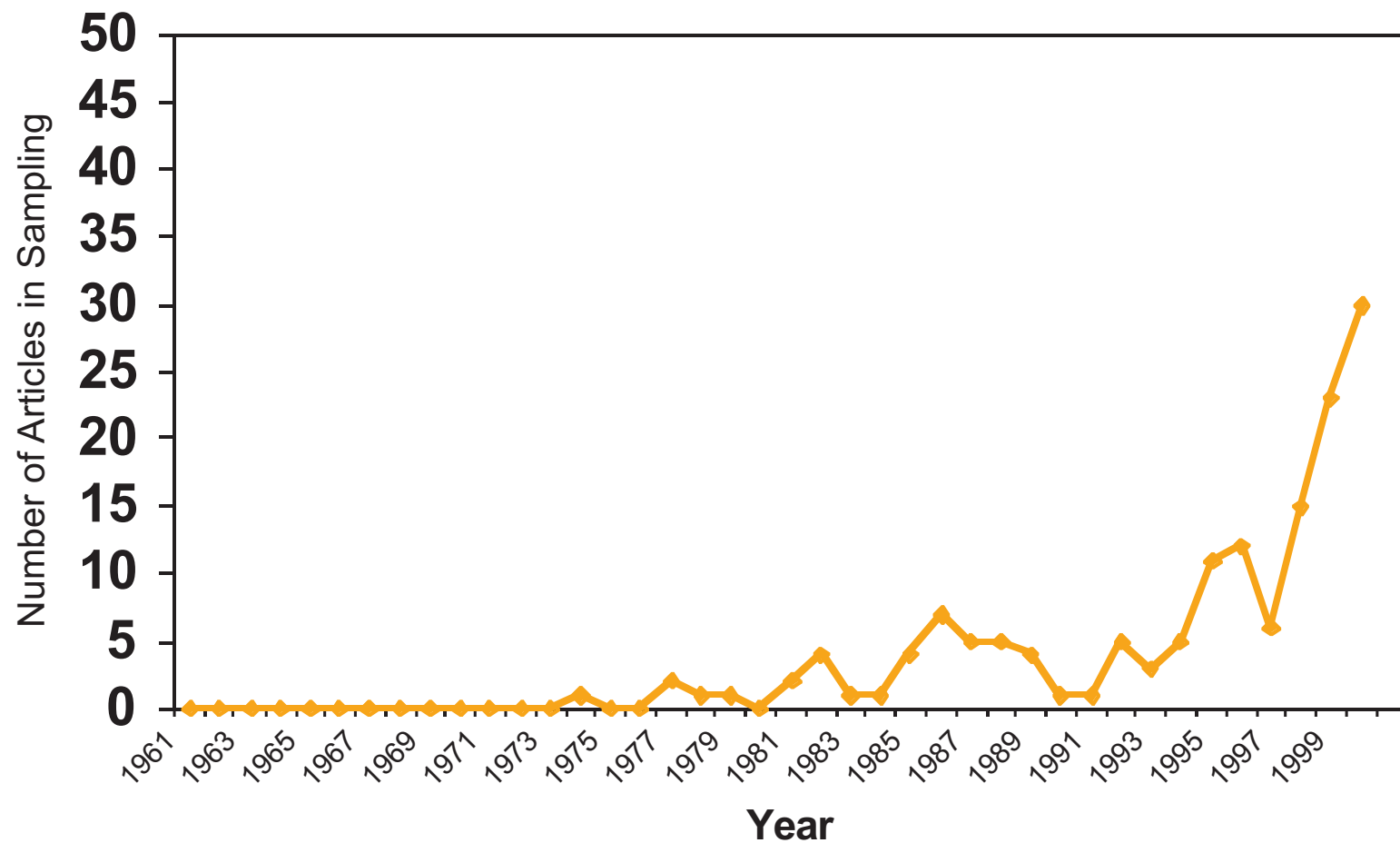
2000s

- Corporate Women
- Fatherhood
- Gender Equity (domestic sphere, workplace, etc...)
- Gendered Access to Work-Family Benefits
- Maternity Leave / Paternity Leave

WORK STRUCTURE AND DESIGN

*Trends Seen Over Time in A Sampling of the Work-Family Literature from 1960 to 2001**

*Work-Family Literature from 1960 to 2001**



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Work Structure and Design Perspectives Over the Decades

Comments and Observations:

Work re-design and organizational re-structuring are often linked in the literature, despite the striking differences in these strategies. Organizational re-structuring often focuses the re-structuring of management systems within an organization, while work re-design typically refers to changes in work processes, work schedules, and work arrangements. For this preliminary analysis, we decided, to include some references on organizational restructuring, in addition to the selected publications on work re-design.

Salient Themes in the Work-Family Literature

1980s

- Contingent Work
- Flexible Work Arrangements
- Home-Based Work
- Reorganization
- Telecommuting
- Work Schedules (non standard, standard, etc...)

1990s

- Alternative Work Schedules
- Contingent Work Arrangements
- Flextime
- Nonstandard Work Arrangements
- Part-Time Work
- Telecommuting
- Transforming Work Systems

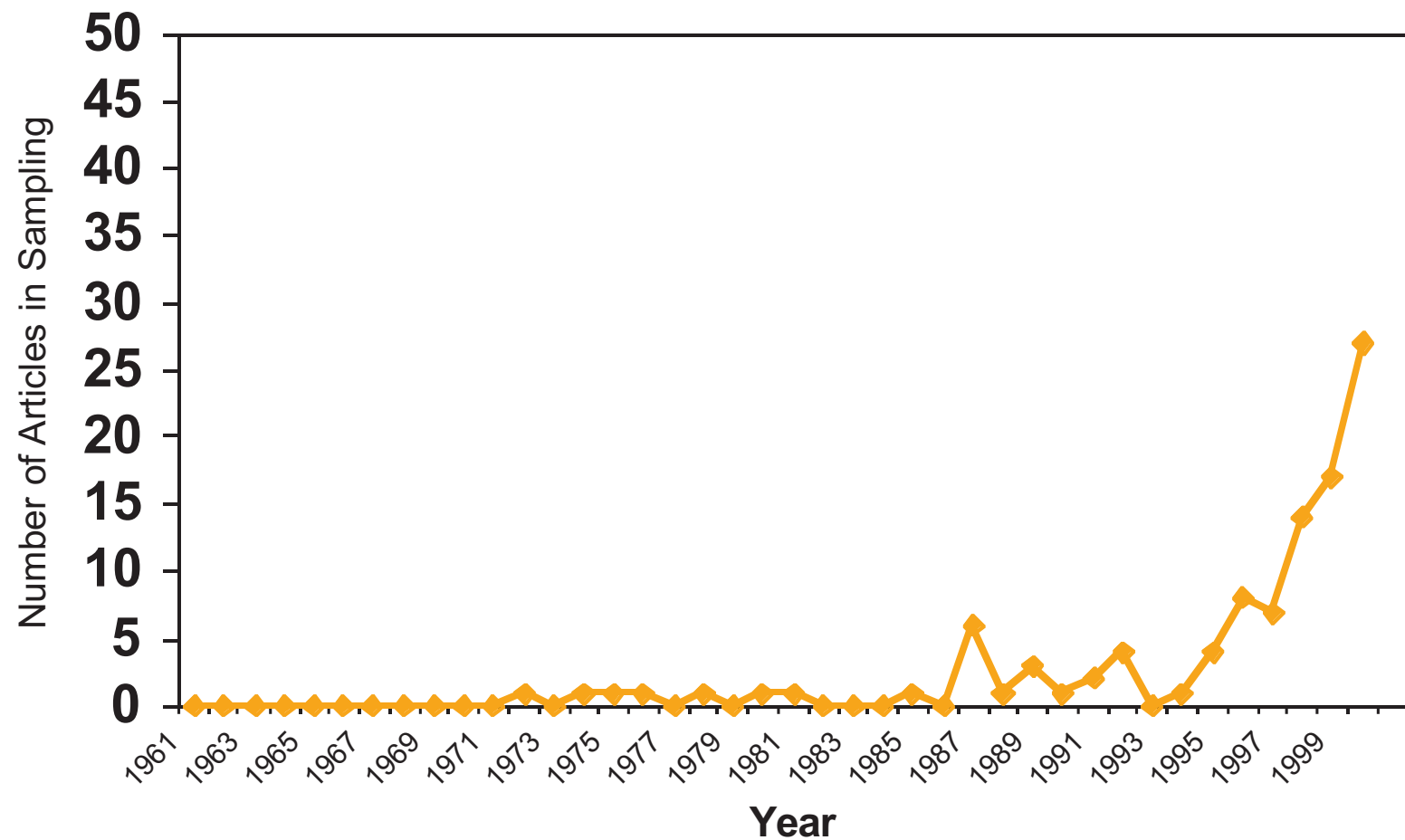
2000s

- Effects of Downsizing
- High Performance Work Systems
- Human Resource Bundling
- Job Redesign
- Job sharing
- Organizational Restructuring
- Reduced-Hours Employment
- Reengineering the Workplace
- Strategy and Work Redesign
- Work Reorganization

GLOBAL PERSPECTIVES

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Work-Family: A Global Issue

Comments and Observations:

The construction of the Global Perspectives portion of the 2003 Timeline was particularly challenging because it was difficult to decide whether to put the focus on cross-national studies, studies of the work-family experiences in countries other than the U.S., or on studies conducted by work-family researchers "around the world." For this preliminary analysis, we cast a "broad net" and included as many relevant articles as possible.

It should be noted that US library databases tend to focus heavily on literature published in the States; therefore, this sampling of literature on the Global Perspective is less comprehensive than we would like due to the particular sources that were used to compile the list.

Salient Themes in the Work-Family Literature

1970s

- Cross-national comparison of:
 - Child Care
 - Family Policy

1980s

- Cross-National Comparison of:
 - Child Care
 - Gender and Work
 - Family Policy in Europe
 - Time Use

1990s

- Caregiving: A Public or Private Responsibility?

1990s (cont'd)

- Cross-National Comparison of:
 - Child Care Benefits
- Parental Leave Policies
- Evaluation of International Strategies for Work/Family Balance
- Innovative Work Family Policies Internationally
- International Perspectives on Dual-Earner Families
- International Perspectives on Work/Family Issues
- Lessons from Implemented Policies in Other Countries

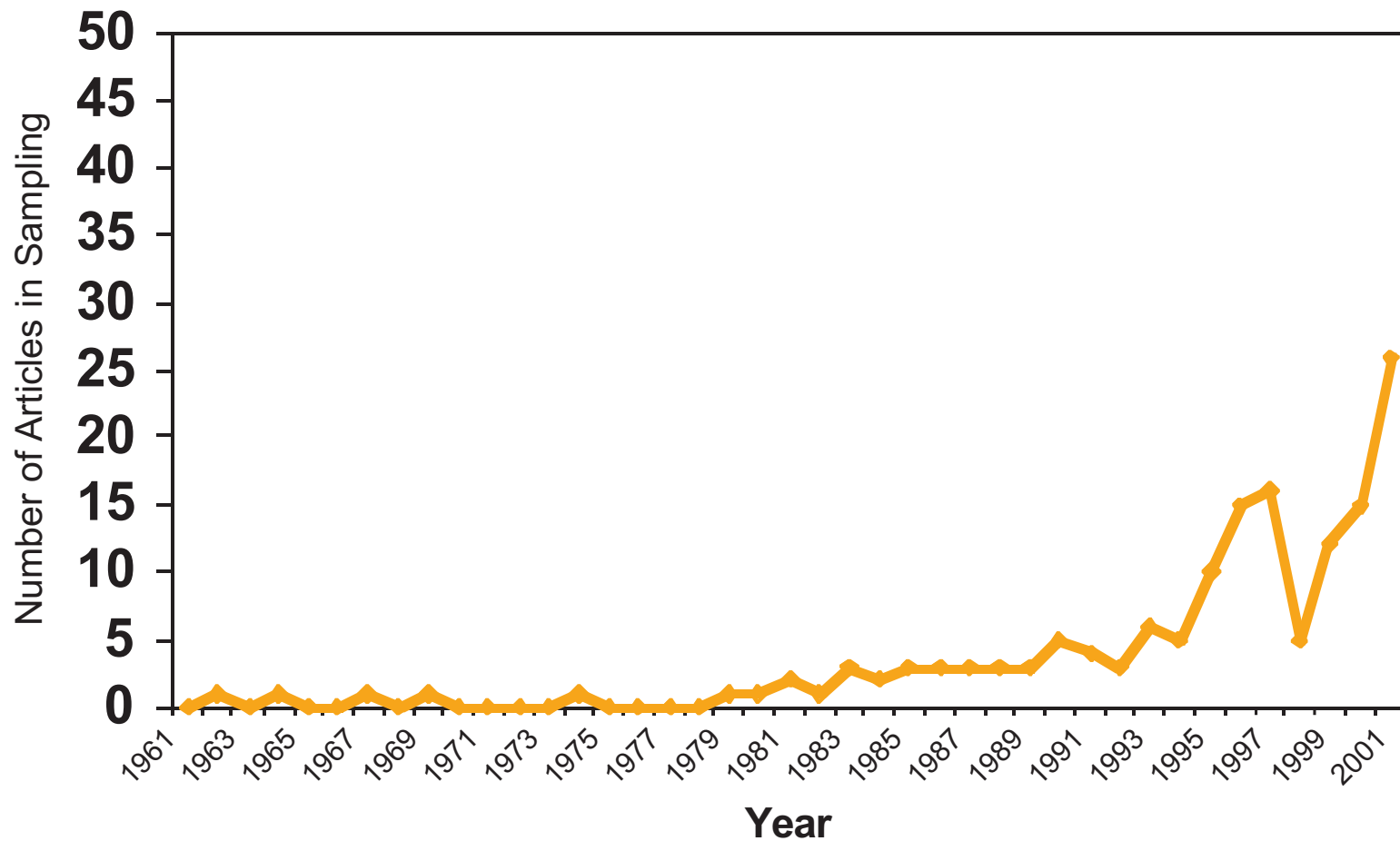
2000s

- Case Studies of Work-Family Experiences in
- Global Contexts
- Cross-National Comparison of:
 - Child Care
 - Gender Equity
 - Quality of Life
 - Working Time
 - Workplace Programs and Policies
- UK's Working Families Tax Credit
- Working time (trends, reduction, etc...)

SOCIAL JUSTICE AND EQUITY

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The Social Justice and Equity Dimensions of Work and Family

Comments and Observations:

Many, if not all, of the publications and people included on the Gendered Society list could also be included in the Social Justice and Equity list. For the purposes of the timeline, however, we have decided to make a distinction between the perspectives of Social Justice and Equity and Gendered Society. Therefore, the focus of the Social Justice and Equity portion of the 2003 Timeline has been placed on socio-economic status and race/ethnicity.

Salient Themes in the Work-Family Literature

1960s

- Class
- Values

1970s

- Single Parents
- Social Policy
- The Recession's Impact on Family

1980s

- Class
- Economically Distressed Families
- Occupational Segregation
- Race
- Unions

1980s (cont'd)

- Work-Family Issues for African-American Families

1990s

- Access to Family Supportive Policies
- Discrimination at Work
- Families on Welfare
- Family and Medical Leave Act and Race
- Lower-wage workers
- Middle Class America
- Poverty and Work/Family
- Race and Class in Organizations
- Wage Inequality

1990s (cont'd)

- Women of Color in Management
- Work-Family Issues in the African American Community

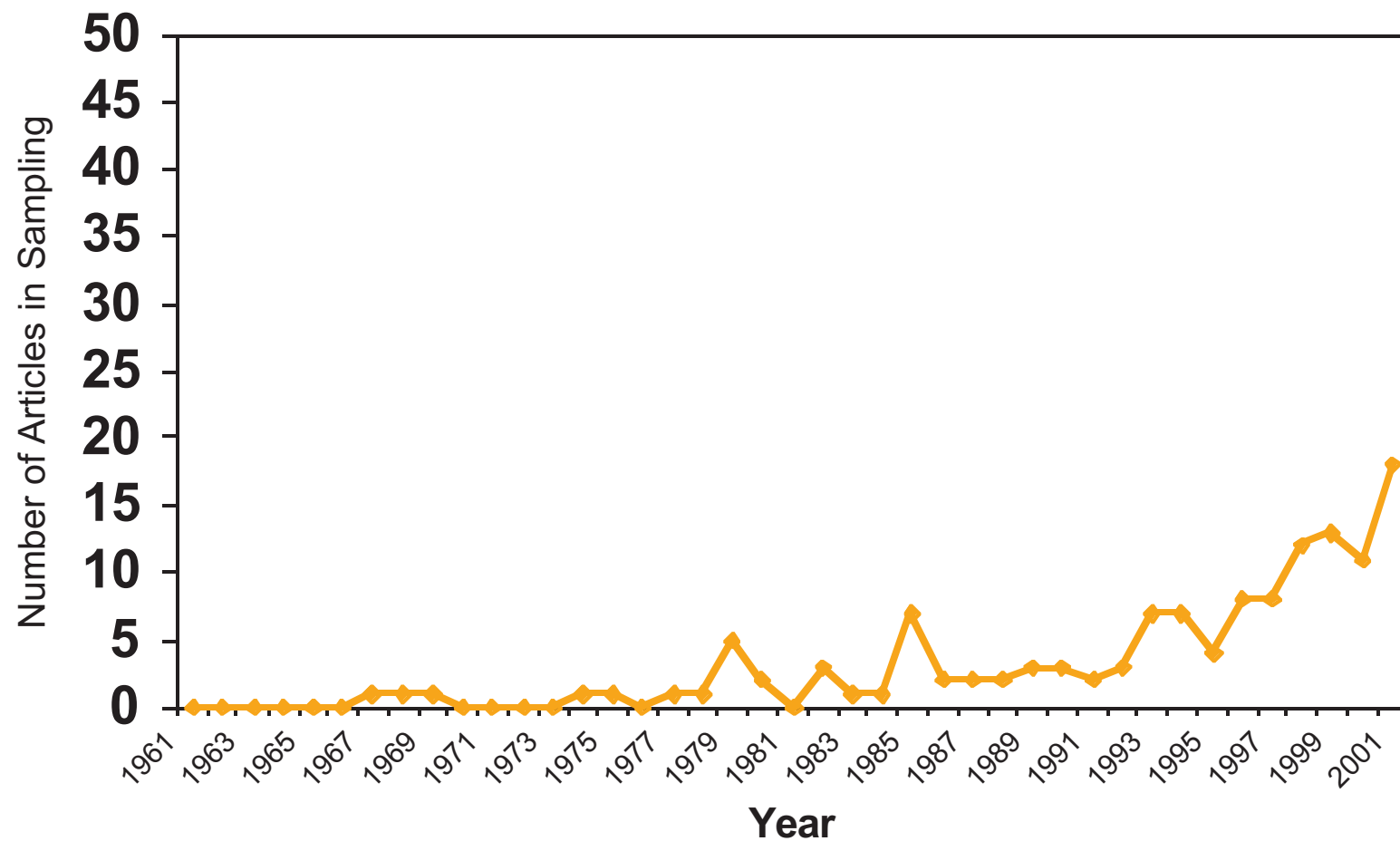
2000s

- Low-Income Parents' Working Conditions and their Effect on School-Age Children
- Poverty
- Single-Parent Families and Poverty
- Unions and Work-Family Issues
- Work or Welfare?
- Working Poor

LIFE COURSE

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Work and Family Issues Across the Life Course

Comments and Observations:

For several decades, the Life Course perspective has provided a useful way to examine a broad range of work-family topics. Work-family articles relevant to a particular life or family stage were included in this perspectives as well as articles that were specifically focused on development or life cycle issues.

Salient Themes in the Work-Family Literature

1960s

- Family Transitions

1970s

- Leisure and the Life Course
- Social Change
- The Middle Years

1980s

- Children
- Development and Work vs. Family
- Ecological Systems Theory
- Elderly

1980s (cont'd)

- New Parents
- Older Workers
- Retirement Policy Trajectories

1990s

- Generativity
- Midlife Labor-Force Reentry
- Mismatch Between Life Course and Work Opportunity
- Retirement
- The Life Course and:
 - Caregiving
 - Division of Labor
 - Family Policies
 - Home-Based Work

1990s (cont'd)

- Women's Health and Well-Being

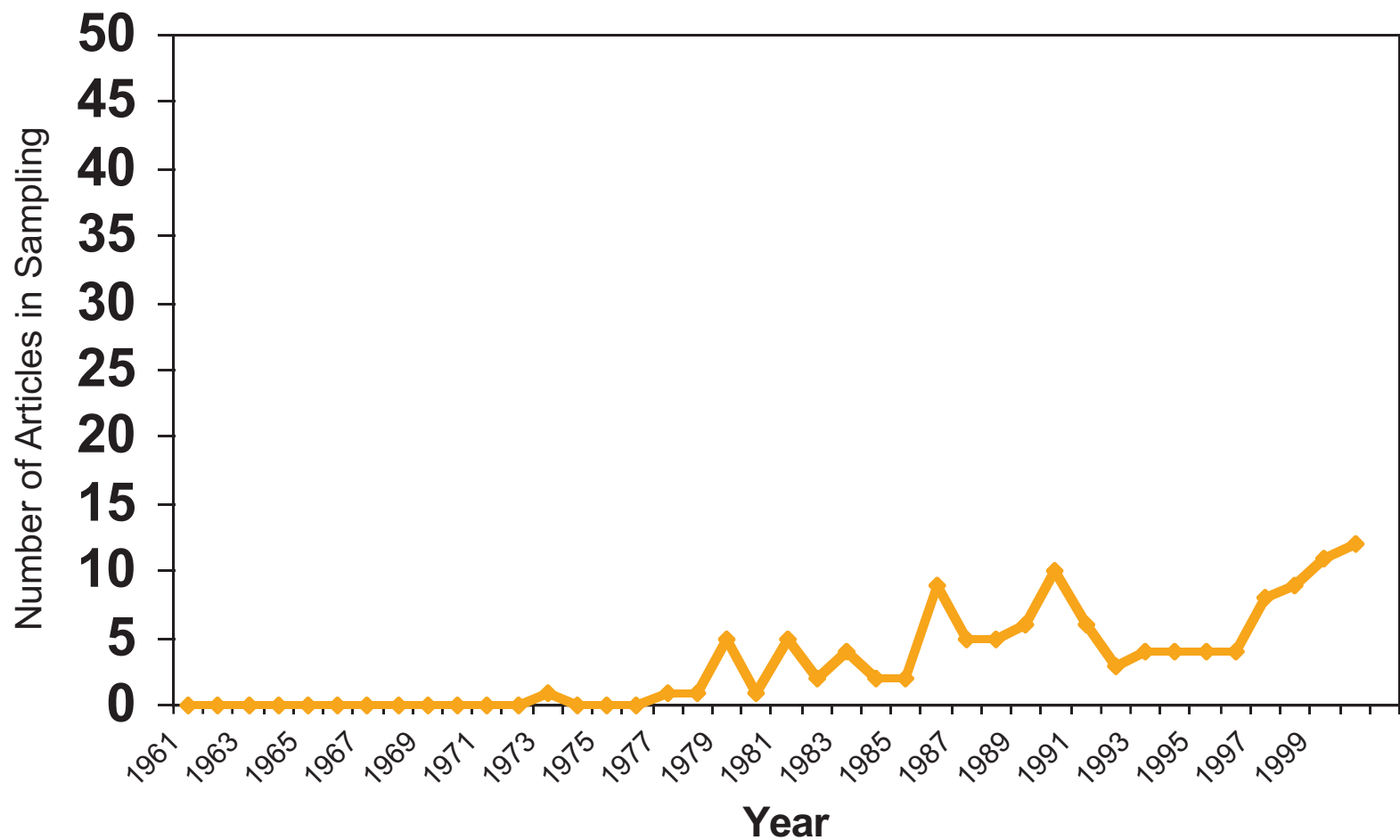
2000s

- Retirement
- The Sandwiched Generation
- The Life Course and:
 - Couples
 - Dual-Earner Families
 - Gender
 - Time Use
 - Work Hours
 - Work-Life Policies and Practices

THE BUSINESS CASE

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Work-Family Literature from 1960 to 2001*



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The Bottom Line: The Business Case for Supporting Work-Family Balance

Comments and Observations:

The Business Case perspective has been an important perspective in the work-family literature, particularly for practitioners. This literature focuses on the organizational outcomes of: 1) employees' work-family and work/life experiences; and 2) organizational responses to employees' work-family and work/life priorities.

Salient Themes in the Work-Family Literature

1970s

- Employer-Sponsored Day-Care
- Occupational Factors and Psychological Functioning

1980s

- Workplace Culture
- Corporate Employment Policy
- Employer-Supported Child Care and Business Outcomes
- Employment Security
- Investing in Child Care
- Supervisor Attitudes
- Turnover

1990s

- Cost-Benefit Analysis of Employee Child Care Assistance
- Costs of Work-family Imbalance to Corporations
- Employee-Customer-Profit Chain
- High Performance/Productivity and Work-Family Initiatives
- Human Resources Policies
- Impact of Work-Family Initiatives and the Bottom Line

2000s

- Industry Sector Experiences and Work/Family
- Business Outcomes and Work Schedule Flexibility
- Child Care and Performance
- Staff Retention
- Turnover
- Work and Family and Absenteeism
- Work and Family Tradeoffs