

SOCY 641: WORK AND FAMILY POLICY

Fall 2006
Wednesdays 3:30-6:10 PM
Art/Soc Bldg., Room 2115
Office hrs: 2-3PM and by appt.

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This course examines policies relating to work and family life, focusing on how work policies affect the welfare of employees and their families and how family policies affect work opportunities for family members. Special attention will be given to how women and minorities fare under certain policies, as well as children and the elderly.

The discussion of various policies will be grounded in a basic understanding of the current situation of work and family life in the U.S. Accordingly, for each policy area under study, we shall begin with a review of patterns of employment and family dynamics that are relevant to the issue. We shall also draw upon the experience of other highly industrialized countries in dealing with work and family issues, particularly Western Europe.

The specific topics to be covered include: the gender, race, and ethnic diversity of the labor force; employment discrimination; work schedule diversity and related policies (flextime, shift work, work at home, overtime, contingent workers); the diversity of family types and nonresidential fathers; family and social policy; gender and the work-family nexus; child care and the well-being of children; parental leave; welfare reform; aging and retirement policies.

The **active participation** of all members of the class is essential to the course's success. The most important requirement, therefore, is that you do all the assigned readings and come to class prepared to discuss and debate the issues raised in them. **Each week** (by Tuesday noon prior to the Wednesday class), students should submit via email at least one **discussion question from each reading** that they would like to have discussed in class, briefly indicating why they feel these questions are important to address. In addition, over the semester students are to write **three short papers** (about 5 pages each) in response to questions written by the professor. The answers should reflect on several weeks of readings, including those for the day on which the paper is due. Finally, a **seminar paper** is required in which students choose a topic to do an in-depth analysis of a work or family policy issue. **The topic must have prior approval of the professor by 9/20/06.** Each student will present a summary of their seminar paper during the last two weeks of the course. The seminar papers should be written in professional style, about 20-25 pages, plus references and tables as appropriate. (If tables are used, they should be typed on a separate page and referred to in the text by number.)

The final grade will be based on the following weighting scheme: class participation and discussion questions (35%), short papers (30%), seminar paper (35%). *Note: There will be no midterm or final exam in this course.*

Students should purchase the required book (in paperback): Janet C. Gornick and Marcia K. Meyers. 2003. *Families That Work: Policies for Reconciling Parenthood and Employment*. New York: Russell Sage Foundation. Articles will be made available either electronically or as purchased copies.

COURSE CALENDAR AND REQUIRED READINGS

[Dates are when readings will be discussed in class]

8/30/06:

I. Introduction:

Overview of course: readings and requirements.

Video on work and family.

9/6/05:

II. Labor Force Diversity and Discrimination: Gender, Race, and Ethnicity

David A. Cotter, Joan M. Hermsen, and Reeve Vanneman. [undated], "Gender Inequality at Work," Report on the American People: Census 2000. Russell Sage Foundation (New York) and Population Reference Bureau (Washington, D.C.); be sure to also see updated figures on website:

<http://www.bsos.umd.edu/socy/vanneman/endofgr/matrix.html>

Francine D. Blau, Marianne A. Ferber, and Anne E. Winkler. 2002. The Economics of Women, Men, and Work Chapter 7, Differences in Occupations and Earnings: The Role of Labor Market Discrimination@ (pp.201-256).

Barbara Reskin. 2000. "The Proximate Causes of Employment Discrimination." *Contemporary Sociology* 29(2): 319-328. [on <http://www.jstor.org>]

9/13/06:

III. Work Schedule Diversity and Policy Issues--Part 1

Lonnie Golden. 2001. A Flexible Work Schedules: What Are We Trading Off to Get Them?@ 2001. Monthly Labor Review (March): 50-67. Accessible on web [<http://www.bls.gov/opub/mlr/2001/03/contents.htm>]:

Gornick and Meyers. 2003. Chapter 5: "Ensuring Time to Care During the Early Years: Family Leave Policy" (pp. 112-146), and Chapter 6: "Strengthening Reduced Hour Work: Regulation of Working Time" (pp. 147-184).

Jean L. Pyle and Marianne S. Pelletier. 2003. "Family and Medical Leave Act: Unresolved Issues. Paper presented at the conference "From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Communities," held in Orlando, FL, February 28 and March 1.

9/20/06: TOPIC PROPOSALS DUE FOR SEMINAR PAPER

IV. Work Schedule Diversity and Policy Issues—Part 2

Juliet B. Schor. 2000. A Working Hours and Time Pressure: The Controversy About Trends in Time. @ Pp. 73-86 in Lonnie Golden and Deborah M. Figart (eds.). Working Time: International Trends, Theory, and Policy Perspectives. Routledge.

Jerry A. Jacobs and Kathleen Gerson. 2004, The Time Divide: Work, Family, and Gender Inequality, Harvard University Press. Chapter 1, “Overworked Americans or the Growth of Leisure?” pp. 14-40; and Chapter 2, “Working Time from the Perspective of Families,” pp. 41-55.

Harriet Presser. 1989. A Can We Make Time for Children? The Economy, Work Schedules and Child Care. @ Demography 26 (4): 523-543.

9/27/06: FIRST SHORT PAPER DUE

V. Late Work Schedules and the Family: Should We Be Concerned?

Harriet B. Presser. 2004. “Employment in a 24/7 Economy: Challenges for the Family.” Chapter 3, pp. 46-76, in C. F. Epstein and A. L. Kalleberg, eds., Fighting for Time: Shifting Boundaries of Work and Social Life. NY: Russell Sage Foundation.

Deutsch, Francine M.. 1999. Halving It All: How Equally Shared Parenting Works. Cambridge, Mass: Harvard University Press., Chapter 9: “The Mother and Mr. Mom,” pp. 169-194, and “How I Did the Study,” pp.239-243.

Wedderburn, Alexander, ed. 2000. “Shiftwork and Health,” Special Issue of the European Studies on Time (BEST), Vol. 1. Luxembourg: Office for Official Publications of the European Communities. Also available on the website of the European Foundation for the Improvement of Living and Working Conditions: <http://www.eurofound.eu.int/search/search.php>. (54 pages)

U.S. Congress, Office of Technological Assessment. 1991. Biological Rhythms: Implications for the Worker. Washington, DC: U.S. Government Printing Office. Part of Chapter 1, “Summary, Policy Issues, and Options for Congressional Action,” pp. 18-25 only from this chapter. http://govinfo.library.unt.edu/ota/Ota_2/DATA/1991/9108.PDF

10/4/06:

VI. The Changing American Family

Suzanne M. Bianchi and Lynne M. Casper. 2000. "American Families." Population Reference Bureau Bulletin 55, No. 4. (December). Available on web:
http://www.prb.org/Template.cfm?Section=Population_Bulletin1&template=/ContentManagement/ContentDisplay.cfm&ContentID=12462

Suzanne M. Bianchi, John P. Robinson, and Melissa A. Milkie, 2006. Changing Rhythms of American Family Life, NY: Russell Sage Foundation. "Mothers' Time, Fathers' Time, and Gender Equal Parenting: What Do We Conclude," (Chapter 10, pp. 169-180), and "Reliability and Validity of the Time-Diary Approach," (Appendix A, pp. 181-184).

Gornick and Meyers. 2003. Chapter 2: "The Changing American Family and the Problem of Private Solutions" (pp. 24-57) and Chapter 3: "The United States in Cross-National Perspective: Are Parents and Children Doing Better Elsewhere?" (pp. 58-83).

Ted L. Huston and Heidi Melz. 2004. "The Case for (promoting) Marriage: The Devil is in the Details." Journal of Marriage and Family 66: 943-058.
<http://www.blackwell-synergy.com/doi/full/10.1111/j.0022-2445.2004.00064.x>

David Popenoe. 1999. "Can the Nuclear Family Be Revived?" Society 36 (5): 28-30.
<http://www.csu.edu/~rdugan2/can%20the%20nuclear%20family%20be%20revived.pdf>
<http://plinks.ebscohost.com/ehost/detail?vid=18&hid=101&sid=2691c1cb-935d-4d96-ad23-738b804db660%40sessionmgr4>

10/11/06:

VI. Nonresident Parents/Fathers and Child Support

Irwin Garfinkel, Daniel R. Meyer, and Sara S. McLanahan. 1998. AA Brief History of Child Support Policies in the United States. @ Pp. 14-30 in I. Garfinkel, S. S. McLanahan, D. R. Meyer, and J. A. Seltzer, eds., Fathers Under Fire: The Revolution in Child Support Enforcement. New York: Russell Sage Foundation.
<http://sticerd.lse.ac.uk/dps/case/cp/paper14.pdf>

Timothy S. Grall. 2006. "Custodial Mothers and Fathers and Their Child Support: 2003." Current Population Reports P60-230 (July): 1-11. Available on the web:
<http://www.census.gov/hhes/www/childsupport/cs03.html>

Paul Legler. 2003. "Low-Income Fathers and Child Support: Starting Off on the Right Track." Final report prepared for the Annie E. Casey Foundation. Available on the web as pdf file:
http://www.aecf.org/publications/data/right_track.pdf

Irwin Garfinkel, Sara S. McLanahan, and Thomas L. Hanson. 1998. AA Patchwork

Portrait of Nonresident Fathers.@ Pp. 31-60 in I. Garfinkel, S. S. McLanahan, D. R. Meyer, and J. A. Seltzer, eds., Fathers Under Fire: The Revolution in Child Support Enforcement. New York: Russell Sage Foundation.
<http://sticerd.lse.ac.uk/dps/case/cp/paper14.pdf>

Judi Bartfeld. 2000. AChild Support and Postdivorce Economic Well-Being of Mothers, Fathers, and Children.@ Demography 37(2): 203-213.
<http://www.jstor.org/view/00703370/di014760/01p0058m/>

10/18/06:

VIII. Gender and the Work-Family Nexus

Joan Williams. 2000. Unbending Gender: Why Family and Work Conflict and What to Do About It, Oxford U. Press. Chapter 3, “From Full Commodification to Reconstructive Feminism,” pp. 40-63.

Barbara Bergmann. 1998. The Only Ticket to Equality: Total Androgyny, Male Style.@ Journal of Contemporary Legal Issues 9 (Spring):75-86.
<http://heinonline.org/HOL/Page?handle=hein.journals/contli9&id=81&collection=journals>

Gornick and Meyers. 2003. Chapter 4, “Reconciling the Conflicts: Toward a Dual-Earner-Dual-Career Society,” pp. 84-111; and Chapter 9, “Developing Earner-Career Policies in the United States,” pp. 268-303.

10/25/06:

IX. Child Care and Elder Care--Part 1

Jennifer Ehrle, Gina Adams, and Kathryn Tout. 2001. AWho’s Caring for Our Youngest Children? Child Care Patterns of Infants and Toddlers.@ Assessing the New Federalism, Occasional Paper Number 42. Washington D.C.: The Urban Institute.
http://www.urban.org/UploadedPDF/310029_occa42.pdf

Suzanne Helburn and Barbara R. Bergmann. 2002. America’s Child Care Problem: The Way Out. St. Martin’s Press. Chapter 1: AThe Problem: What=s Wrong with Child Care in America?@ @ and Chapter 9: AThe Cost: How Much Would It Take to Provide Affordability and Improved Quality?@.

Gornick and Meyers. 2003. Chapter 7, “Providing Public Care: Child Care, Preschool, and Public Schooling,” pp. 185-235.

Jody Heymann. 2000. The Widening Gap: Why America=s Working Families Are in Jeopardy and What Can Be Done About It. Basic Books. Chapter 4: ASpecial Needs: The Experience of Particularly Vulnerable Children and Their Families.@ pp. 67-89; and Chapter 5: AImpact Across the Life Span: Extended Family Fantasies and Realities.@ pp.

91-111.

11/1/06: SECOND SHORT PAPER DUE

X. Child Care and Elder Care—Part 2

Susan C. Eaton. 2005. "Eldercare in the United States: Inadequate, Inequitable, but Not a Lost Cause." *Feminist Economics* 11 (2): 37-51.

<http://www.metapress.com/media/e39xugvrmg3w2ag4rye0/contributions/g/5/n/8/g5n8746354181v24.pdf>

Madonna Harrington Meyer, Douglas A. Wolf, and Christine L. Himes. 2005. "Linking Benefits to Marital Status: Race and Social Security in the U.S." *Feminist Economics* 11(2): 145-162.

[http://www.metapress.com/\(nvjbat55w2djct55fezmjofa\)/app/home/contribution.asp?referrer=parent&backto=issue,9,12;journal,4,34;linkingpublicationresults,1:101482,1](http://www.metapress.com/(nvjbat55w2djct55fezmjofa)/app/home/contribution.asp?referrer=parent&backto=issue,9,12;journal,4,34;linkingpublicationresults,1:101482,1)

Committee on Family and Work Policies, Eugene Smolensky and Jennifer A. Gootman, eds., *Working Families and Growing Kids*, 2003. Washington, D.C. The National Academies Press. Chapter 8, "Policies to Support Working Families," pp. 229-259.

Gornick and Meyers. 2003. Chapter 8, "Does Policy Matter? Linking Policies to Outcomes," pp. 236-267.

11/8/06:

X. Recent Welfare Reform in the U.S.

A Comparison of PRIOR LAW and the PERSONAL RESPONSIBILITY AND WORK OPPORTUNITY RECONCILIATION ACT OF 1996 (P.L. 104-193).@ on website:

<http://aspe.os.dhhs.gov/hsp/isp/reform.htm>

Committee on Family and Work Policies, Eugene Smolensky and Jennifer A. Gootman, eds., *Working Families and Growing Kids*, 2003. Washington, D.C. The National Academies Press. Chapter 7: "Effects of Welfare," pp.199-226.

M. P. Bitler, J. B. Gelbach, H.W. Hoynes, and M. Zavony. 2004. "The Impact of Welfare Reform on Marriage and Divorce." *Demography* 41(2): 213-236.

<http://muse.jhu.edu/journals/demography/v041/41.2bitler.pdf>

Kathryn Edin and Laura Lein. 1996. A Work, Welfare, and Single Mothers= Economic Survival Strategies.@ *American Sociological Review* 61:253-266.

<http://www.jstor.org/view/00031224/di015102/01p0020z/0?currentResult=00031224%2bdi015102%2b01p0020z%2b0%2cFF7F>

Harriet B. Presser and Amy G. Cox. 1997. "The Work Schedules of Low-Educated American Women and Welfare Reform." *Monthly Labor Review* 120 (4): 25-34.
<http://plinks.ebscohost.com/ehost/pdf?vid=11&hid=101&sid=b677e656-d779-4c0a-9a5b-18f47df86dac%40sessionmgr4>

Sharmila Lawrence. 2002. "Domestic Violence and Welfare Policy." National Center for Children in Poverty, Columbia University.
<http://www.researchforum.org/media/DomVio.pdf>

11/15/06:

XI. Lessons from Europe on Work and Family Policy

Gornick and Meyers. 2003. Chapter 3, "The United States in Cross-National Perspective: Are Parents and Children Doing Better Elsewhere?" pp. 58-83.

Anita Nyberg. 2006. "Economic Crisis and the Sustainability of the Dual-Earner, Dual-Carer Model." Pp. 91-102 in Diane Perrons et al., Gender Divisions and Working Time in the New Economy. Edward Elgar Publishing (UK and USA).

S. Himmelweit, B. Bergmann, K. Gren, R. Albelda and the Women's Committee of One Hundred, and C. Koren. 2004. Dialogue: "Lone Mothers: What Is To Be Done?" *Feminist Economics* 10(2): 237-264.
<http://ideas.repec.org/a/taf/femeco/v10y2004i2p237-264.html>

Diane Perrons, 1999. "Flexible Working Patterns and Equal Opportunities in the European Union," *The European Journal of Women's Studies*, 6:391-418.
<http://ejw.sagepub.com/cgi/reprint/6/4/391>

11/22/06: THIRD SHORT PAPER DUE

XII. Retirement in the U.S. and Europe

Angela M. O'Rand and John C. Henretta. 1999. Age and Inequality: Diverse Pathways Through Later Life. Westview Press. Chapters 4, 5, 6, 7, and 8.
<http://www.questia.com/library/book/age-and-inequality-diverse-pathways-through-later-life-by-john-c-henretta-angela-m-orand.jsp>

Ronald Lee and John Haaga. 2002. "Government Spending in an Older America," *Reports on America* 3(1): 1-16. Population Reference Bureau, Washington DC.
<http://www.prb.org/pdf/ReportonAmericaGovtSpendng.pdf>

Gerdt Sundstrom, Lennarth Johansson, and Linda B. Hassing. 2002. "The Shifting Balance of Long-Term Care in Sweden." *The Gerontologist* 42 (3): 350-355.
<http://intl-gerontologist.gerontologyjournals.org/cgi/reprint/42/3/350>

11/29/06: Class Presentations of Seminar Papers

12/06/06: Class Presentations of Seminar Papers

*******ALL SEMINAR PAPERS DUE ON FRIDAY, NOON, 12/08/06*******

Please note: Students will not be penalized because of observances of their religious beliefs; assignments missed because of a conflict in this regard can be made up within a reasonable time. Also, students with disabilities should inform the professor of any special needs at the beginning of the semester.

The University's Honor Code is posted on the web at <http://www.jpo.umd.aca/honorpledge.html>. The Code prohibits students from plagiarizing papers, submitting the same paper for credit in two courses without authorization, and buying papers. Please read the Code for a fuller statement.