

# **THE RESPONSIVE WORKPLACE**

## **Employers and a Changing Labor Force**

**Sheila B. Kamerman and Alfred J. Kahn**



# Responsive Workplace Employers And A Changing Labor Force

**Marcie Pitt-Catsouphe, Ellen Ernst  
Kossek, Stephen Sweet**



## **Responsive Workplace Employers And A Changing Labor Force:**

*The Responsive Workplace* Sheila B. Kamerman, Alfred J. Kahn, 2010-06-01 As the American workforce has changed in recent years to accommodate an increasing number of working parents the workplace itself must also adapt Sheila Kamerman and Alfred Kahn two of the most respected authorities on work and the American family explore in this study the ways in which the workplace has responded to social change They examine innovations in the workplace as well as enduring concerns fringe benefits day care and other services and employers policies at the workplace And they assess employers adequacy in assisting parents of young children to manage simultaneously their work and family roles In doing so Kamerman and Kahn separate over optimistic wish lists from reality and mere claims of certain effects from observed results They also look at some critical benefits and services in detail delineating which are useful and practical The authors consider whether a workplace based pattern of provision will meet everyone s needs and if not what alternatives are possible While endorsing a serious role for employers they stress that government must also take a role in respect to families of working parents

**Monthly Labor Review** United States. Bureau of Labor Statistics, 1988-10 **The Shadow Welfare State** Marie Gottschalk, 2018-09-05 Why in the recent campaigns for universal health care did organized labor maintain its support of employer mandated insurance Did labor s weakened condition prevent it from endorsing national health insurance Marie Gottschalk demonstrates here that the unions surprising stance was a consequence of the peculiarly private nature of social policy in the United States Her book combines a much needed account of labor s important role in determining health care policy with a bold and incisive analysis of the American welfare state Gottschalk stresses that in the United States the social welfare system is anchored in the private sector but backed by government policy As a result the private sector is a key political battlefield where business labor the state and employees hotly contest matters such as health care She maintains that the shadow welfare state of job based benefits shaped the manner in which labor defined its policy interests and strategies As evidence Gottschalk examines the influence of the Taft Hartley health and welfare funds the Employee Retirement Income Security Act E R I S A and experience rated health insurance showing how they constrained labor from supporting universal health care Labor Gottschalk asserts missed an important opportunity to develop a broader progressive agenda She challenges the movement to establish a position on health care that addresses the growing ranks of Americans without insurance the restructuring of the U S economy and the political travails of the unions themselves **Corporations, Businesses, and Families** Roma S. Hanks, Marvin B. Sussman, 1990 *Corporations Businesses and Families* offers a comprehensive look at the relationship between family systems and work organizations Discussions ranging from work family issues of the past such as the decline of the role of the family in the workplace during the rise of labor unions to current trends toward increased corporate provision of child care introduce a historical overview of the changes in work family relationships from various perspectives Special topics of interest include methodological strategies for researchers

investigating work family issues within the corporation perspectives of minority families in corporate work settings and family responsiveness in military organizations In addition to examining the relationship between the corporation and the families of its employees the authors explore the systems of management and succession in family run corporations and businesses and the family business aspects of teleministries Researchers students human resource managers and business policymakers will benefit from the information in this authoritative new book The trends and issues identified in this illuminating volume will be useful in planning corporate initiatives that affect families and in training students in business and social science programs where work family issues are of interest      *The Work-Family Challenge* Suzan Lewis,Jeremy Lewis,1996-09-28 In *The Work Family Challenge* contributors from the United Kingdom Europe and the United States explore the possibilities of challenging traditional employment structures to take account of contemporary work and family realities They take a critical look at the notion of family friendly employment and explore ways in which the rapidly changing needs of both organizations and the workforce can be met The volume argues that real progress requires moving the focus from specific policies and practices towards more systemic organizational change It examines the contexts and opportunities global international national sociopolitical legal and economic for this change The book concludes that positive solution

**Social Problems across the Life Course** Helena Z. Lopata,Judith A. Levy,2003-09-03 The human life course is filled with and subject to a wide range of personal difficulties many of which are shared by others Life events and processes such as birth childhood training for and entering an occupation marriage and procreation growing older death and dying are all subject to dilemmas obstacles and barriers *Social Problems across the Life Course* offers accessible readings that examine the societal construction of social problems out of the personal troubles that people confront at major life stages The essays provide an overview and illustrate the theory and principals that inform both the life course and social problems Introductions by the editors vividly introduce the research and key theories in this unique anthology perhaps the only one available to help students understand how life stages and personal and social problems interact      *Working Parents* Phyllis Moen,1989 Examines trends from the late 1960s to the early 1980s based on a sample survey of two cohorts of parents who had children under seven in 1974 or in 1981      **Beyond the Marketplace** Roger Friedland,A. F. Robertson,2019-08-21 For at least a half century there has been active debate on the nature of the economy between classical and neoclassical economists and advocates of a more substantivist approach most recently cultural anthropologists The essays are uniformly well written and excellently documented Heartily recommended for academic libraries community college level up S M Soiffer Choice      **The Work and Family Handbook** Marcie Pitt-Catsoupes,Ellen Ernst Kossek,Stephen Sweet,2015-11-30 This handbook will be a welcomed source of information on work and family issues for a variety of students and academics in fields of social work psychology sociology organizational behavior human resource management business and other disciplines      Family Change and Family Policies in Great Britain, Canada, New Zealand, and the United States Sheila B.

Kamerman, Alfred J. Kahn, 1997 This is the first volume in a series reporting on the evolution of family policies in twenty Western welfare states and comparing current provisions The developments are presented in the context of a report on family change for each of the countries and with a view of the economic political and institutional contexts in which they occurred Each of the country reports in the present volume has been prepared as a team collaboration by internationally recognized experts The co editors have prepared an analytic introduction which discussed the methodology for the series as well as the hypotheses that emerge from these first case studies The topics include family formation and current structural patterns families and the division of labour the income of families earnings taxation transfer programmes as well as the political and institutional context for family policy An extensive bibliography is provided About the series A series of country studies and comparative analyses examining major changes in the family and the broad spectrum of family policies in Western industrial society in the second half of the twentieth century Vol 2 The Consociational Democracies Belgium Switzerland and the Netherlands Vol 3 France and Southern Europe Vol 4 Capitalist and Socialist Central Europe Austria the Germanies Hungary and Poland Vol 5 The Scandinavian Welfare States Vol 6 Family Industrial Society and the Welfare State in the West Early Variations and Long Term Developments in Comparative Perspective Vol 7 Family Policies in the West Since World War II A Cross National Analysis

**The Time Bind** Arlie Russell Hochschild, 2001-04-01 The national bestseller that put work family balance in the headlines and on the White House agenda with a new introduction by the author When The Time Bind was first published in 1997 it was hailed as the decade's most influential study of our work family crisis In the short time since the crisis has only become more acute Arlie Russell Hochschild bestselling author of The Second Shift spent three summers at a Fortune 500 company interviewing top executives secretaries factory hands and others What she found was startling Though every mother and nearly every father said family comes first few of these working parents questioned their long hours or took the company up on chances for flextime paternity leave or other family friendly policies Why not It seems the roles of home and work had reversed work was offering stimulation guidance and a sense of belonging while home had become the place in which there was too much to do in too little time Today Hochschild's findings are more relevant than ever As she shows in her new introduction the borders between family and work have become even more permeable With the Internet extending working hours at home and offices offering domestic enticements free snacks soft music to keep employees later at their jobs The Time Bind stands as an increasingly important warning about the way we live and work

Families and Retirement Maximiliane Szinovacz, David J. Ekerdt, Barbara H. Vinick, 1992-03-10 What are the long term effects of retirement on family relationships Do personality characteristics or attitudes of one spouse impinge on the other spouse's retirement plans and adjustment What differences exist in the ways males and females adapt to retirement Leading researchers in the fields of family studies and gerontology present enlightening information on the impact of retirement on family relations Original essays focus on gender and ethnic differences the role of children siblings

and significant others and the multiple changes retirement creates in marriage In addition a variety of theoretical models existing research and methodological problems in studying retired families are explored Families and Retirement is essential reading for graduate students researchers and professionals in gerontology sociology social work family psychology and policy studies This is a well written book The editors have done a great job in selecting chapter authors whose research is important and directly related to the focus of the book The book will be an excellent text for sociology classes focusing mainly on retirement It will also serve well as a supplemental text in gerontology family studies economics and other college and university courses wherein retirement is studied Journal of Marriage and the Family Just when it seems too complex a task to produce a text that addresses retirement from the perspective of the family a new work appears that does just that The editors have successfully expanded the traditional concern with the individual by choosing studies showing relationships and issues on aspects of retirement and family Family Relations *Feminist Perspectives on Family Care* Nancy R.

Hooyman, Judith Gonyea, 1995-08-29 Today women find themselves playing an ever increasing role in caring for older family members who are frail developmentally disabled or suffering from serious mental illness While this has role of women as caregivers has been documented the actual impact on the lives of women has remained largely unstudied In this volume the authors examine caregiving as a central feminist issue looking at its impact on women socially personally and economically The authors review how changing family structures the changing economy and workforce and the changing health care demands of needy adults have impacted on women s lives They critique existing public and private policies demonstrating a need for fundamental structural changes in social institutions and attitudes to improve the lives of women Finally they propose a social model of care that is oriented toward gender justice recognition of the work of caring and its impact upon women socially personally and economically For students scholars and practitioners in the field of gerontology gender studies and social work this book is a must **Exploring Family Relationships With Other Social Contexts** Ross D.

Parke, Sheppard G. Kellam, 2013-07-04 In the 1990s it is no longer news that families do not operate independently from other social organizations and institutions Instead it is generally recognized that families are embedded in a complex set of relationships with other institutions and contexts outside the family In spite of this recognition a great deal remains to be discovered about the ways in which families are influenced by these outside agencies or how families influence the functioning of children and adults in these extra familial settings school work day care or peer group contexts Moreover little is known about the nature of the processes that account for this mutual influence between families and other societal institutions and settings The goal of this volume is to present examples from a series of ongoing research programs that are beginning to provide some tentative answers to these questions The result of a summer workshop characterized by lively exchanges not only between speakers and the audience but among participants in small group discussions as well this volume attempts to communicate some of the dynamism and excitement that was evident at the conference In the final

analysis this book should stimulate further theoretical and empirical advances in understanding how families relate to other contexts *International Handbook of Child Care Policies and Programs* Moncrieff Cochran,1993-04-22 This reference offers a comprehensive overview of public policies and programs related to child care in Africa Asia Latin America Oceania Europe and North America Individual chapters profile policies and programs in 29 countries Each chapter contains a description of existing policies and programs presented against a particular historical cultural and ideological backdrop The chapters are arranged in alphabetical order to facilitate use as a reference and each includes a list of works for further reading The volume begins with an introductory essay that overviews recent trends and developments around the world The chapters that follow discuss the background and history of child care demographic characteristics of the country profiled the socioeconomic context of child care and the extent and nature of government intervention A final chapter synthesizes the information presented and makes crossnational comparisons of policies and programs Appendices provide demographic data and describe maternity and parental leave policies A general bibliography concludes the work making it a useful and current reference tool *Hearings on Child Care* United States. Congress. House. Committee on Education and Labor,1989

Handbook on Women Workers United States. Women's Bureau,1993 1993 Handbook on Women Workers ,1994

**Women and Men of the States** Mary E. Guy,Kenneth J Meier,2016-09-16 This text discusses and compares men s and women s career patterns in state government It is based upon newly conducted original research surveys in six states From this research generalisations are made concerning commonalities and differences between men s and women s experiences in public administration at the state level This is a new area of research while much has been done at the federal level and there is a federal database to work from until now little work has been done and little data is available for the states

*Child Care* United States. Congress. House. Committee on Education and Labor. Subcommittee on Human Resources,1988

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