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Work, Family, Health, and Well-Being

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quoted pseudonymously to protect their privacy as well as to encourage participation.

Coverage of the retirement experience is quite complete and well-organized both in the book as a whole and within chapters. A beginning chapter on the reasons for retirement echoes the history of the changing functions of institutionalized retirement since its modern development in the 20th century. It is followed by a chapter describing the initial separation from work. Subsequent chapters explore all aspects of the experience in retirement, from social and family relations to financial concerns and the use of time. The possibilities of social isolation and loss of identity are given considerable attention. Although the reality and, especially, the diversity of the retirement experience are highlighted, the author could not refrain from some prescriptive recommendations in a final chapter.

There is a considerable academic literature on much that is covered in this volume, but most of it is neither interesting nor easily accessible to the general reader. Here the findings are not explicitly discussed but are used extensively to interpret or explain the responses of the sample members. One subject that might have been explored with the participants, but is not evident in the text, is their plans and expectations for later years: the members of the sample are relatively young, there is no indication that they plan to leave New England for warmer climates or to reside in places of special interest, and there is no talk of exploring entry into life-care communities. A longitudinal cohort study of retirement experience would be useful in understanding the total retirement experience, since situations, resources, and interests change, often markedly as aging progresses.

As the demographic bulge continues, policy issues already under discussion or even implemented in both the public and private sectors will directly affect those leaving the labor force for retirement. Whatever the outcome of those developments, this volume provides some assurance to those contemplating retirement that the experience will continue to be *sui generis*, governed by the diversity of individual tastes and preferences.

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Work, Family, Health, and Well-Being. Edited by Suzanne M. Bianchi, Lynne M. Casper, and Rosalind Berkowitz King. Mahway, N.J.:

Lawrence Erlbaum Associates, 2005. 583 pp. ISBN 0-8058-5254-9, \$145.00 (cloth).

Employment and family circumstances are crucial determinants of health outcomes for adults and children, and health status plays a central role in determining the constellation of jobs and family roles available to individuals. Nonetheless, these linkages rarely take center stage in research on health or on work and family. The editors of *Work, Family, Health, and Well-Being* seek to rectify that situation by blending the scattered evidence from earlier studies with new findings and ideas for future research. The sheer heft of the resulting volume, which weighs in at 33 chapters and over 500 pages of text, inspires hope of at least some fresh information and analysis. Happily, that hope is not disappointed.

The introductory chapter by the editors provides a summary and asks us to consider the importance of interdisciplinary approaches both for interpreting existing evidence and for conducting future studies. The theme of the following four-chapter section is time. S. M. Bianchi and S. B. Raley examine changes in time allocation among mothers and fathers, and the attendant feelings of time pressure. H. B. Presser considers the implications of a 24/7 economy for time allocation. A. C. Crouter and S. M. McHale, who look at how parents' scheduling affects child development, report evidence that children are, on average, harmed more by constraints associated with the father's than the mother's work schedule—specifically, *short* work hours by the father, and especially shift and weekend work—but that the structuring of children's and adolescents' own time, which is heavily conditioned by social class, is more influential still. B. Schneider and L. Waite use Experience Sampling Method data to understand links between time use and emotional states. Among their findings is that both housework and television viewing have positive emotional effects when performed with others.

The next six chapters address work and employers. H. J. Holzer's article, on the economics of work and family, highlights the lose-lose dynamics of absenteeism as a response, mainly by low-income workers, to child care and child health problems in a world where employers find such absenteeism costly. E. E. Kossek examines the prevalence, use, and outcomes of work-family policies such as flexible work arrangements and child care supports. These policies, she finds, are far more commonly offered to workers in high-status jobs than to others. C. A. Thompson, J. K. Andreassi, and D. J. Prttas ask why most employers do not develop policies to help employees balance their work and

family lives, given the well-known benefits of such a supportive culture both for employees (reduced stress and work-family conflict) and for employers (enhanced employee commitment, reduced turnover, and improved productivity); they suggest that technology may be largely responsible. The next chapter, by L. Bailyn, responds to the same question with a call for “dual-agenda” organizational change, centered around the redesign of work to improve both business performance and gender equity. Bailyn describes several examples of such redesign, including a case in which a supervisor achieved substantial improvements in absenteeism and customer service by pushing work scheduling down to the level of the workgroup. A. Bookman addresses employer-community links. Although seemingly somewhat tangential to health and well-being, these links can in fact be crucial to maintaining healthy communities (and families) and leveraging the resources that are needed by families yet are unaffordable for many employers. The final chapter in the section (S. Jekielek, Z. Redd, R. Wertheimer, K. A. Moore, and Z. Redd) covers government policies affecting employment, including welfare reform, the Fair Labor Standards Act, and the Family and Medical Leave Act. The surprising dearth of knowledge about how welfare-to-work affects infants and the health of family members in general is a strong argument for further policy-oriented research.

The next section provides the perspectives of five disciplines: psychology (D. A. Major and J. N. Cleveland), economics (A. A. Leibowitz), anthropology (C. N. Darrah), sociology (J. Glass), and public policy studies (J. Waldfogel). These chapters contain useful summaries of work-family research within each field. The clearest links to health and well-being are delineated in the discussions of clinical psychology (which consider, for example, how work-family conflict can induce stress and substance abuse); in the chapter on economics, especially its discussion of the economic relationships among dual-earner couple status, high income, and positive health outcomes; and in the public policy chapter, which addresses issues such as the positive health effects for mothers and children of generous paid parental leave policies—and the poor child health outcomes associated with the absence of parental leave policies in tandem with low rates of unionization.

Five chapters next address parental employment and child outcomes. On this subject there is no want of research: we find a wealth of well-funded longitudinal studies with moderator and mediator variables flying around the main effects models like moths dancing around a candle. For example, R. Repetti, in the first of these chapters,

notes that the direct effects of mothers’ employment on child health and development are minor (though perhaps cumulative), but the effects can be complicated by job type, work hours, and parental attitudes and coping strategies. Similarly, the second chapter (M. Zaslow, S. Jekielek, and M. Gallagher) identifies positive, neutral, and negative effects from mothers’ employment, depending, in part, on families’ particular adaptations to circumstances and on the job type and occupation. The quality of child care, they argue, may be the most important determinant of health outcomes for children with employed parents, and most negative effects from child care are associated with long hours of maternal employment when children are under a year old; however, they emphasize the need for further experimental studies with good controls for selection (whereby some mothers are forced into and others out of employment). The following chapter (J. Currie) is largely devoted to the selection issue, given that past research has gone about as far as is feasible with comparisons of mothers who choose or do not choose to be employed. In the next chapter, S. Korenman and R. Kaestner consider 25 economic studies of the linkages between maternal employment and child outcomes. They state a few strong conclusions, and again call for better research designs. C. J. Ruhm compares U.S. leave policies with those of other nations and finds that the former are sorely lacking.

The next four chapters address gender, employment, unpaid work, and health. Following a restatement of the dual-agenda research project, here framed as a challenge to the “separate spheres” of work and family (J. K. Fletcher), the next chapter (P. J. Smock and M. Noonan) summarizes our knowledge of the domestic division of labor, highlighting continued gender inequality and the psychological price that women often pay for switching working time from paid to unpaid work. R. M. Stolzenberg and L. J. Waite detail the psychological and health benefits of marriage—benefits that mainly accrue to men—and the detriments associated with divorce—which also mainly affect men (the exception being financial health). The final chapter in this section addresses care-giving and health affects for midlife women. Women typically provide higher levels of care work for children and elderly or disabled family members than do men, but this article also discusses the negative psychological and health outcomes often associated with such care-giving. The authors, E. K. Pavalko and F. Gong, suggest several relevant causal linkages that might drive these negative outcomes for caregivers, including poor workplace policies and age discrimination

(presumably more of a factor for women than for men, although this is unstated).

The following three chapters concern occupations, workplace settings, and health. A. E. Dembe discusses occupational injuries and their effects on families. Occupational injuries, *per se*, are associated in the United States with a poorly functioning workers' compensation system and widespread perceptions that injured employees are slackers. Families with working members who suffer occupational injuries often experience financial hardship together with heightened demands for care-giving, a recipe for strained relationships and, in many cases, divorce. The next chapter, by B. C. Amick III and C. Mustard, takes a social epidemiological perspective on occupations and health, and highlights in particular the pivotal role of class status as a determinant of health, independent of risky behaviors: the working class hero is often unwell and sometimes not even alive. In the section's last chapter, T. S. Kristensen, L. Smith-Hansen, and N. Jansen use some existing and some new data to link job demands to a host of conditions, including ill health and work-family conflict. The associations they find are among the strongest reported in the book. Among workers in high-stress occupations are food industry employees, office clerks, drivers, cleaners, and shop assistants.

The final substantive section focuses on low-income families. M. Perry-Jenkins reports results from a study of low-income couples with new children. Strikingly, the author cannot provide straightforward figures for working time or child care arrangements; in this working-class world, both are too unstable for meaningful estimation. I frankly cannot fathom how someone who is given less than 24 hours' notice of a shift change can successfully hold on to a high-quality child care arrangement, but these families often face such challenges. J. R. Henly and S. Lambert, who link occupational and employee data, also find extreme instability in job-child care linkages. The level of supervisors' supportiveness, they find, crucially affects outcomes for these low-income families. The following chapter (L. M. Burton, L. Lein, and A. Kolak) concerns mothers in the U.S. welfare-to-work program, Temporary Assistance to Needy Families. These women constantly juggle the health and financial needs of their children. As a result, 68% of those in the study who were working full-time ultimately lost their jobs because they put their children's health needs first—and neglected their own health needs in the process. The last substantive chapter, by J. Heymann, S. Simmons, and A. Earle, takes a global perspective on these issues. From this broader view, we see

that urbanization is at least partially responsible for the loss of extended family supports, that some of the most adversely affected children are older siblings (some as young as 12), who frequently skip school so that parents can be employed, and that poor labor market conditions and public supports often leave adults and particularly children suffering from diseases that could be cheaply and easily prevented.

In the book's final chapter, the editors provide a brief summary and a call for further, and explicitly interdisciplinary, research.

When I began researching work and family issues in 1995, I understood that the world had changed such that many high-level jobs left little time for family, most low-level jobs provided insufficient supports for families, and families themselves were becoming increasingly diverse. Research and policy improvements were clearly needed. This book is a valuable contribution to that on-going project.

However, the imbalance in our knowledge—and particularly the high quality of studies concerning maternal employment and child well-being—is not accidental. Behind it and, indeed, behind the field of work and family, lies a strong and persistent backlash against women's employment, rooted in a patriarchal belief that women should rear children, men should be breadwinners, and single mothers should be punished in any way possible for arriving at such an unseemly state.

Discovering this dynamic ultimately drove me to become an avowed feminist. However, the feminists who have tackled these work and family issues most directly and successfully, such as Rosalind Barnett, Nancy Folbre, Kathleen Gerson, and Arlie Hochschild, still find the field mired inside a sexist force-field. The need to move beyond those terms of the debate is clear, and this book helps to point the way by focusing on health.

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Working in the Service Society: A Tale from Different Worlds. Edited by Gerhard Bosch and Steffen Lehndorff. London and New York: Routledge, 2005. 357 pp. ISBN 0-415-28322-1, \$149 (hardcover).

This book, presenting findings based on the EU-funded research project "New Forms of Work in the Service Economy" (NESY), is a very welcome addition to comparative studies of work and orga-