

1994

Work and family: bibliography: 1969 - 1994

Catherine Smith (Ed.)

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Edith Cowan University

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Work and Family bibliography



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Work and Family
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1969 - 1994



EDITH COWAN
UNIVERSITY
PERTH WESTERN AUSTRALIA

editors
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Profile of Edith Cowan University

Edith Cowan University (ECU) is named after Edith Cowan OBE who, in 1921, was the first woman member of an Australian Parliament. She was elected to the legislative assembly as the member for West Perth. Edith Cowan's work covered many areas including women's rights, the rights of children and access to child care for working women.

Edith Cowan University is located on five campuses in Perth and Bunbury in Western Australia, with over 17,000 enrolled students. The university caters for a great number of mature age students indicated by the median age of twenty five, and part-time students which make up approximately 35% of the student population. Flexible study programs allow students to combine work, study, family care and other interests.

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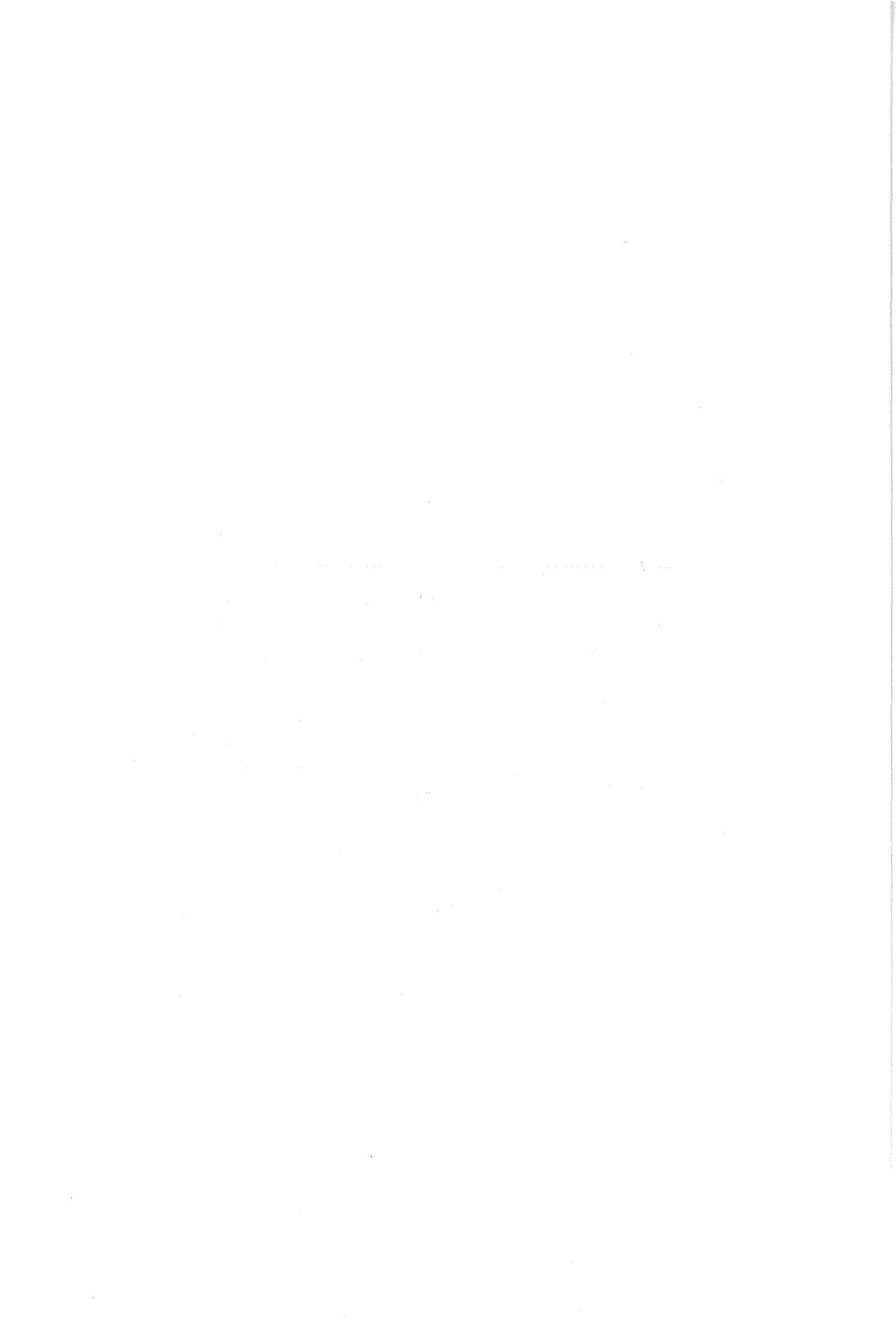
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"It is certainly possible to have it all - to have a successful, rewarding career and still be an effective, loving mother. All you need is good planning and organisation - plus, of course a supportive husband, temperamentally easy children, four loving grandparents within a ten mile radius, a cleaning person, a gardener, a nanny, and 48 hours in a day."

[Source: Judy Pantusi, a wife, mother and program analyst, cited in R. Garland (1989:118) Working and Managing in a New Age, Wildwood House, Aldershot.]



Introduction

ILO Convention 156

Australia has ratified the International Labour Organisation (ILO) Convention 156 on Workers with Family Responsibilities. This commits both Federal and State Governments to achieving effective equality and treatment of workers with family responsibilities.

In summary, Convention 156

- aims to prevent discrimination against those wishing to work and, insofar as it is possible, to engage in employment without conflict with their family responsibilities;
- stresses the right of free choice of employment and for workers' needs to be taken into account in job conditions and in social security measures;
- requires that the family responsibilities of workers be considered in community planning and in the promotion and delivery of community services;
- requires that the principle of equal opportunity and treatment for men and women workers with family responsibilities be promoted to broaden public understanding of the issue;
- requires that the needs of workers with family responsibilities be taken into account in the design and delivery of vocational guidance and training; and
- prohibits family responsibilities as a reason for terminating employment.

Australia's progress towards furthering compliance with each article of the Convention must be demonstrated in regular reports to the ILO.

International Year of the Family

1994 was designated by the United Nations as International Year of the Family, with the theme for the year as *Family: resources and responsibilities in a changing world*. The Year of the Family was intended to stimulate international, national and local actions to strengthen families as 'the smallest democracy at the heart of society'.

A better understanding of family rights and responsibilities may be achieved through a wider recognition of family issues among the public and private sectors and the community. The United Nations is keen to foster a greater awareness of the economic, social and demographic influences on the family.

In launching the International Year of the Family in Australia, the Government emphasised that families have their own unique needs, and that Government programmes will continue to recognise the diversity of family forms and meet all their diverse needs.

Edith Cowan University recognised the International Year of the Family by undertaking a range of activities designed to promote discussion and debate. The range of activities recognised the University's role as an educator, employer and community member. This Bibliography represents just one of the activities undertaken by Edith Cowan University in 1994.

The majority of adults, including those with dependent children, are now in paid employment, leading to a new partnership in the income-earning tasks of family is emerging. Of particular significance is the increase in women's participation in the paid workforce over the past three decades. This has generated important national and international research contributions, especially in the areas of employment, careers and family life.

The Bibliography aims to provide assistance for researchers, students, employers and other interested parties by making available, in one publication, significant contributions to the work and family debates over the past twenty five years.

According to Edgar (1994, p.4), the majority of adults with dependent children are in paid employment: 86% of fathers and 56% of mothers in two-parent families; 65% of male and 43% of female sole parents. In 1993, 53% of couples with dependent children were both employed (both full-time in 42% of cases). Some 43% of employed men and 40% of employed women have dependent children. Thus a new partnership in the income-earning tasks of family is emerging

Structure of the Bibliography

The bibliography is divided into four sections:

Section A covers literature on the work/home interface

Section B relates to the area of family issues

Section C includes literature relating to household responsibilities, and the implications for family life of paid and unpaid work

Section D provides references on flexible working conditions

Section E refers to reports, organisations and additional resources relating to work and family

Section A

The Work / Home Interface

Any woman who has a career and a family automatically develops something in the way of two personalities, like two sides of a dollar bill each different in design Her problem is to keep one from draining the life from the other.

Ivy Baker Priest, *Green Grows Ivy* (1958)

Section A The Work/Home Interface

The success or failure of an organisation is largely attributable to the way it manages its workforce, and the key to competitive advantage lies in policy levers which maximise employee potential and flexibility. Major changes in the labour force characteristics over the past three decades have resulted in significantly more women not only in the workforce but pursuing careers. Families operate as social systems, with an inter-relationship between work and non-work roles, so that tensions in one are transferred to the other. The steadily increasing number of dual-career families has generated a growing interest in the relationships between work and home and the practical organisational implications of the stresses and strains imposed by multiple and often conflicting, demands.

As dual-career couples become more prevalent, employees' conflicting demands of home and work are exacerbated when both partners strive for upward career progression, and the resulting pressures may adversely affect their work performance, since home and work cannot be compartmentalised. The literature contained within this section shows that more flexible employer response to the work/home interface can achieve more effective utilisation of human resources, generating both individual and organisational benefits

I'M A WORKAHOLIC
PROUD OF IT,
AND EXPECT IT
OF MY STAFF!

HE'S EITHER FROM
A DYSFUNCTIONAL FAMILY
OR DEVELOPING ONE.



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Section B

Family Issues

*Intimacy between step-children and step-parents is indeed
proverbially difficult*

Lady Murasaki *The Tale of Genji* (c. 1008)

Section B: Family Issues

Australian families have undergone significant changes in terms of their composition and structure over the last decade or so. Many of these changes have been precipitated by the increase in the incidence of divorce with the implementation of the Family Law Act of 1975. The Act saw the introduction of "no fault" divorce legislation into the Australian legal system.

From data presented in the August 1993 issue of *Family Matters*, the magazine published by the Australian Institute of Family Studies, the statistics suggest that currently about 40% of all marriages can be expected to end in divorce. Children are inevitably caught up in this statistic and it is estimated that 3.9% of Australian children will have experienced the divorce of their parents by the time they are five years old.

As adults move in and out of relationships, children and adults variously experience adjustment to single parenthood, *de facto* relationships, or stepfamilies with the often attendant discourse and conflict about finances, accommodation and custody arrangements. These adjustments confront adults and children with a range of emotional and social changes and challenges.

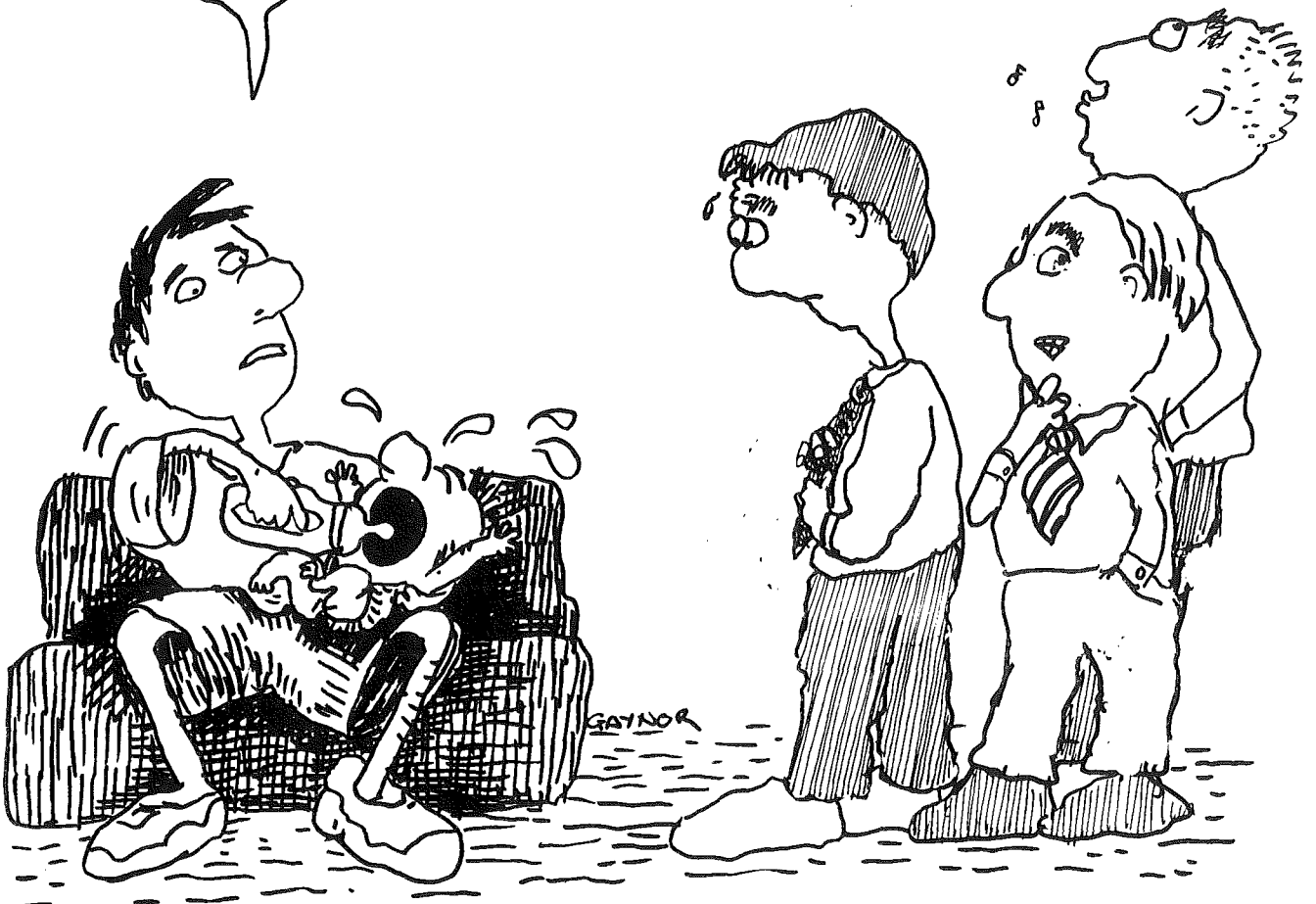
On the other hand, many are considering the advantages as well as the disadvantages of parenthood either with or without a formal marriage commitment and finding that this in itself presents its own set of challenges.

Meanwhile, in common with all parents, parents in the "traditional" nuclear family share the concerns about how they can provide the best opportunities for the development of their children, from the preschool years through to adolescence.

In the face of all this change, notions of what constitute normative as opposed to non normative life transitions, disadvantage versus challenge are keenly debated in the research literature.

The 1990s are indeed an interesting time for those who study family issues!

CAN'T MAKE THE PUB,
JUSTIN'S TEETHING -
HOW ABOUT AFTERNOON
TEA AT MY PLACE?



NETWORKING IS OFTEN A PROBLEM FOR SINGLE PARENTS

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Section C

Household Responsibilities:

The Implications of Paid and Unpaid Work for Family Life

Here lies a poor woman who always was tired
For she lived in a place where help wasn't hired
Her last words on earth were, Dear friends I am going
Where washing ain't done nor sweeping, nor sewing,
And everything there is exact to my wishes
For they don't eat and there's no washing of dishes..
Don't mourn for me now, don't mourn for me ever
For I'm going to nothing for ever and ever.

Epitaph in Bushy churchyard before 1860, destroyed by 1916,
quoted in a letter to the Spectator, September 2, 1922

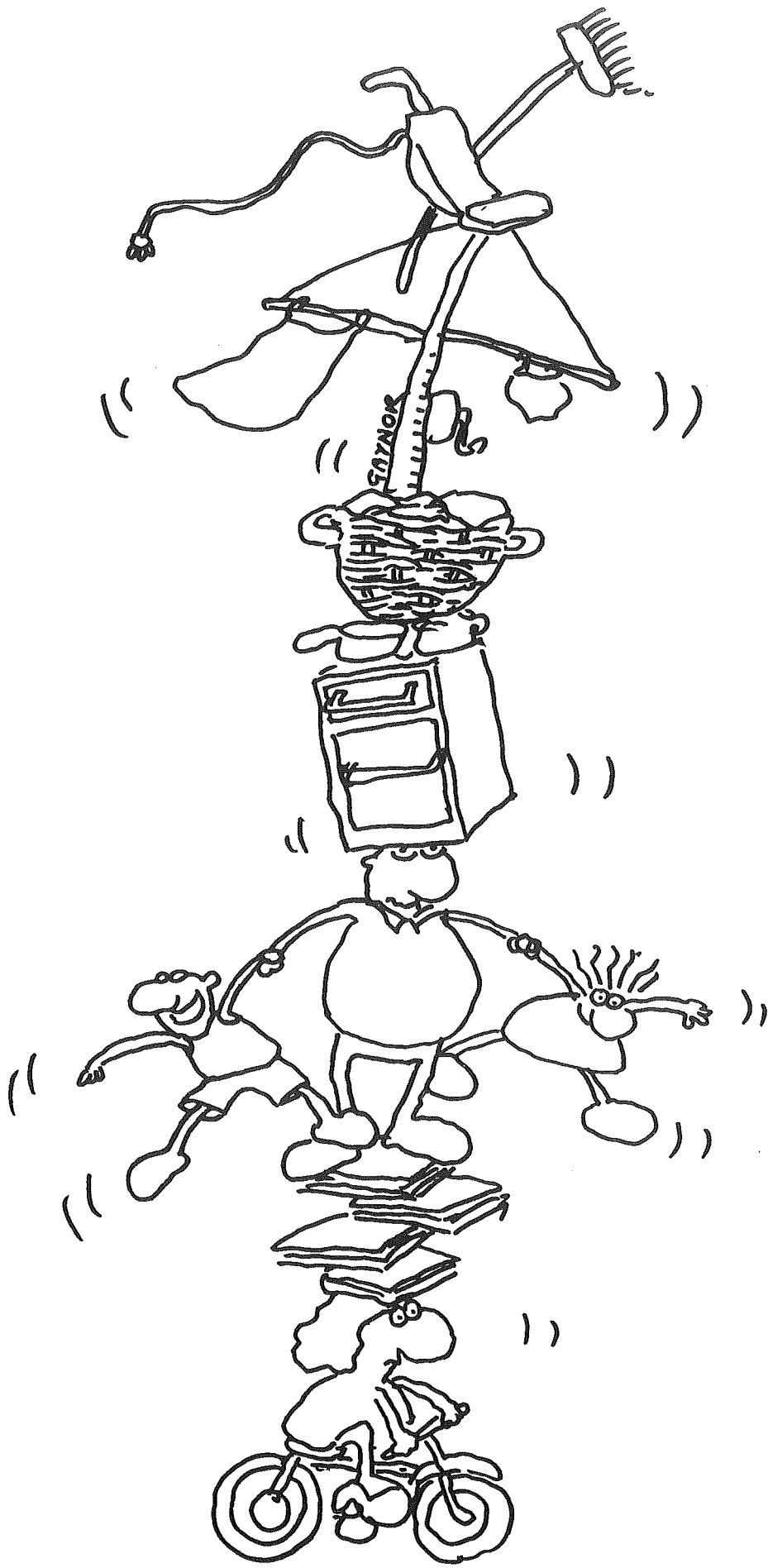
Section C: Household Responsibilities

Implications of paid and unpaid work for family life

With more women opting for paid full-time employment, there has been a growing interest in research related to the distribution of household work among family members. Research over the last twenty years has shown little change in the patterns of responsibilities for home duties despite the increased hours women are spending away from the family home. The literature included in this section expands on these findings.

The average age of women in Australia giving birth to their first child has been steadily increasing. Many women may be making decisions about childbirth and related factors as a result of personal work and career goals. These decisions are likely to impact on a variety of issues such as those related to the management of household work, care of dependents, and the wellbeing of the family members as a whole. A list of references which relate to household responsibilities including the impact of combining paid work and parenting on family well-being / quality of life and research issues (other than medical matters) related to delayed parenting are also included.

Individual well-being or quality of life is often affected by the way in which work and family responsibilities are combined, and therefore literature which is relevant to an understanding of these concepts and the ways in which it may be measured are also listed.



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Section D

Flexible Working Conditions

If people are highly successful in their profession they lose their senses. Sight goes. They have no time to look at pictures. Sound goes. They have no time to listen to music. Speech goes. They have no time for conversation. They have lost their sense of proportion-the relations between one thing and another. Humanity goes.

Virginia Woolf, Three Guineas (1938)

Section D: Flexible Working Conditions

Changes in workforce demographics over the past thirty years have been dramatic. The traditional family model of male breadwinner with dependent wife and children at home no longer applies to the majority of Australian families. In fact, more than half of two parent households with dependent children have both parents in the paid workforce.

As well as responsibility for dependent children increasing numbers of having workers also have elder care responsibilities. Currently, women carry greater responsibility for unpaid caregiving undertaking 70% of unpaid work in Australian households (Bittman 1991). However, men are increasingly seeking greater workplace flexibility to enable them to spend more time with their children. Many industrial awards now include provisions not only for maternity leave but also for up to twelve months unpaid paternity leave.

There is a growing recognition by employers that the demands of work and family can result in conflict for employees. This can lead to increases in turnover, absenteeism and other stresses which are costly for organisations.

An increasing number of Australian organisations have recognised the dual roles of their employees, by the introduction of flexible work policies which aim at providing a better balance of conflicting responsibilities. Other forms of assistance provided by employers include provision of childcare, family leave, information and referral services, and salary packaging.

Changes such as these are seen by organisations as not only meeting employee needs but also providing a competitive advantage. Improvements in productivity, increased ability to attract and retain staff, and reduction in absenteeism have been identified as key elements in providing that advantage.

Flexible work arrangements are also increasingly being included in industrial and enterprise agreements as employers recognise that the majority of employees also have family responsibilities and that organisations which help provide the balance between work and family are acknowledged to be providing a model of best practice.

WE'RE TESTING ALL SUPERVISORS
ON THEIR WORKFORCE FLEXIBILITY



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Section E

Additional Resources

Family life! The United Nations is child's play compared to the tugs and splits and need to understand and forgive in any family

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Family: Human Relationships, Values and the Community; A comprehensive collection of films and videos on family issues, including:

- Independence and the Family
- Society and the Individual
- Families in Crisis
- The Twentieth Century Family

Available from the Australian Film Institute

Tel: (03) 696 1844 or (02) 322 2299

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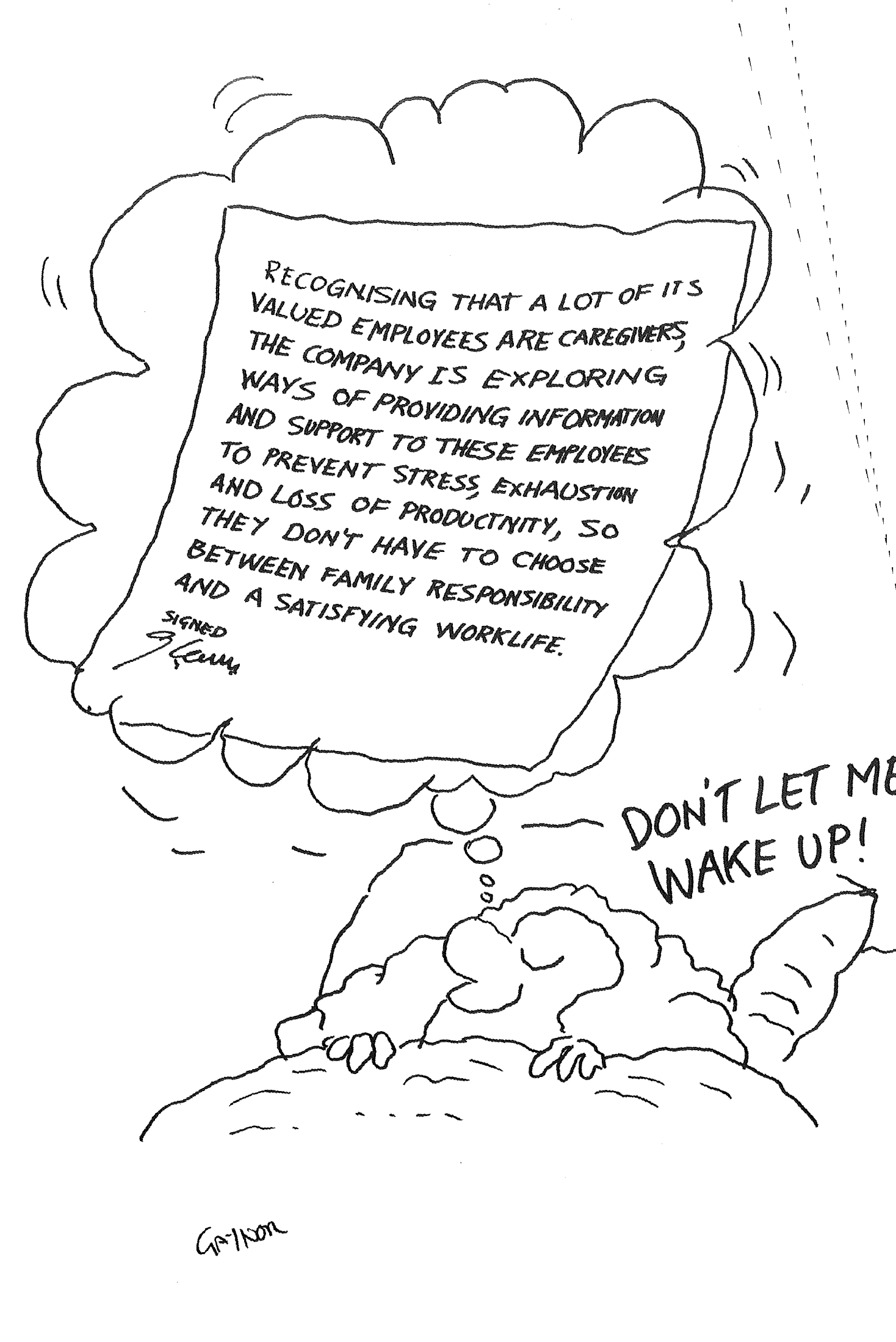
[Publishes *Work & Family* newsletter]

Australian Institute of Family Studies
300 Queen Street
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VICTORIA 3000

[Publishes *Family Matters* magazine]

The Australian Institute of Family Studies promotes the identification and understanding of factors affecting marital and family stability in Australia by:

- researching and evaluating the social, legal and economic well-being of all Australian families.
- informing Government and the policy making process about Institute findings
- communicating the results of Institute and other family research to organisations concerned with family well-being and to the wider general community.
- promoting improved support for families including measures which prevent family disruption and enhance marital and family stability.



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VALUED EMPLOYEES ARE CAREGIVERS,
THE COMPANY IS EXPLORING
WAYS OF PROVIDING INFORMATION
AND SUPPORT TO THESE EMPLOYEES
TO PREVENT STRESS, EXHAUSTION
AND LOSS OF PRODUCTIVITY, SO
THEY DON'T HAVE TO CHOOSE
BETWEEN FAMILY RESPONSIBILITY
AND A SATISFYING WORKLIFE.

SIGNED
[Signature]

DON'T LET ME
WAKE UP!

GAINOR

