



**MASARYKOVA UNIVERZITA, FAKULTA SOCIÁLNÍCH STUDIÍ,
KATEDRA SOCIOLOGIE**

SYLABUS

SOC118: WORK AND FAMILY

VYUČUJÍCÍ: BEATRICE-ELENA CHROMKOVÁ MANEA, M.A.

SOC118 WORK AND FAMILY

SPRING 2006

BEATRICE-ELENA CHROMKOVÁ MANEA, M.A.
 Tuesday: 14.00-15.00 (office 3.60)

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COURSE DESCRIPTION

The field of work-family concerns interactions between commitment to employment and family. It also includes issues such as division of housework between men and women, leisure time and activities, and gender roles.

The discipline mainly emerged due to the fact that more women and particularly mothers have entered into the workforce. Other factors such as family diversity, formal and informal child care, and reduced or flexible hours employment contributed to the development of this subject as well.

The course aims to integrate gender relations into the analysis of family, employment and social policies in order to examine the reconciliation of work and family. While the majority of women work for pay, they also act as primary caregivers for their young children and their elderly parents/relatives. The course will also question the specific workplace-related policies: welfare policies, parental leave, childcare and working time policies.

TOPICS TO BE COVERED:

- Economic, demographic and social context
- Understanding family and household
- Understanding work and employment
- Gender and welfare state regimes: different typologies
- Women and the transition to market economies
- The formation of gendered divisions of labor
- Sex segregation, waged work and domestic labor
- Parenthood and parenting
- Work and family balance
- Workplace-related policies, welfare policy, parental leave policy, child care policy and working time policies
- Employment Equity Legislation in the EU and the Czech Republic

COURSE REQUIREMENTS

Students are expected to complete the weekly readings prior to class, to attend classes and to participate in discussion. The course grades are based on class participation (10%), seminars participation and assignments (30%), and final paper (60%).

FINAL PAPER (10-12 PAGES)

Each student will choose a research question to explore during the semester. Each student should opt for a question he/she is interested in finding out more about it (the topic should be chosen at the beginning of the semester). Other topics related to the field of work and family and not included in the following list can be explored as well.

Examples of questions or topics:

- ❖ Sharing equally breadwinning and housework
- ❖ What options do people have when they need care for children or older relatives while they are at work?
- ❖ What are the positive and negative effects of maternal employment on children?
- ❖ Is there any job you would not do, no matter how much you are paid? Do you think that most people would agree with you? Do you think that people of the same sex would be more likely to agree with you than people of the opposite sex?
- ❖ What happens when fathers take parent leave?
- ❖ How have the economic roles of men and women changed?
- ❖ What are the life priorities of today's women and men?
- ❖ Careerism and motherhood - are they compatible?
- ❖ How effective are alternative work arrangements for helping mothers combine work and family (e.g., home-based work, telecommuting, and part-time work)?
- ❖ What are the conflicts between work and family you find in the Czech Republic?

- ❖ What would be the strategy for improving the lives of women and men both within their family and at their workplaces?
- ❖ How do work-family issues vary by social class, race and ethnicity and family structure?
- ❖ Why do some companies strive to become family-friendly companies?
- ❖ What role can legislation play in the work-family balancing process?
- ❖ Is it economically efficient for the governments to subsidize childcare costs? Why or why not?
- ❖ Should the government provide better policies addressed to all?
- ❖ Should the market (e.g., the private sector) be responsible for these policies?

Please express your own opinion but provide convincing arguments covered by the material offered throughout the semester. You should use at least 3 academic research articles or books (chapters). You can also utilize materials other than those included in the reader.

IMPORTANT: THERE ARE NO TESTS OR FINAL EXAM DURING OR AT THE END OF THE SEMESTER! HOWEVER, YOU ARE REQUIRED TO BE ACTIVE IN THE SEMINARS, READ THE LITERATURE AND WRITE THE FINAL PAPER.

BASIC LITERATURE:

Hattery, A. - Women, Work, and Family: Balancing and Weaving, Sage Publication, 2001

Hochschild, A. and Machung A. - The second shift - Working parents and the revolution at home, PIATKUS, London, 1989

Drew, E., Emerek, R. and Mahon, E. - Women, Work and the Family in Europe, Routledge, London, 1998

Jordan, B., Redley, M., and James, S. - Putting the family first - Identities, decisions, citizenship, UCL Press, London, 1994

Week 1: February 20th 2006 - Course organization

Week 2: February 27th 2006 - Economic, demographical and social context

Hantrais, L. - Central and East European States respond to socio-demographic challenges, Journal of Social Policy and Society, Vol. 1, No.2, April 2002 (pp. 141-150)

Manning, N. - Diversity and change in pre-accession Central and Eastern Europe since 1989, Journal of European Social Policy, Vol 14, No. 3, 2004 (pp. 211-232)

Week 3: March 6th 2006 -Understanding family and household

Sweeney, M. - Two Decades of Family Change: The Shifting Economic Foundations of Marriage, American Sociological Review, Vol. 67, No. 1, February 2002 (pp. 132-147)

Mestdag, I., Vandeweyer, J. - Where has family time gone? In search of joint family activities and the role of the family meal in 1966 and 1999, Journal of Family History, Vol. 30 No. 3, July 2005 (pp. 304-323)

Levin, I. - Living Apart Together: A New Family Form, Current Sociology, Vol. 52, No. 2, March 2004 (pp. 223-240)

Dempsey, K. - Who gets the best deal from marriage: women or men?, Journal of Sociology, The Australian Sociological Association, Vol. 38, No. 2, 2002, (pp. 91-110)

Week 4: March 13th 2006 - Understanding work and employment

Freyssenet, M. - The Emergence, Centrality and End of Work, Current Sociology, Vol. 47, No. 2, April 1999 (pp. 5-20)

Felstead, A., Jewson, N., Phizacklea, A. and Walters, S. - Working at Home: Statistical Evidence for Seven Key Hypotheses, Work, Employment & Society, Vol. 15, No. 2, 2001 (pp. 215-231)

Week 5: March 20th 2006 - Gender and welfare state regimes: different typologies

Esping-Andersen, G. - The three worlds of welfare capitalism, Polity Press, 1998, Cambridge - Chapter 1 (pp. 9-34)

Saint-Arnaud, S. and Bernard, P. - Convergence or Resilience? A Hierarchical Cluster Analysis of the Welfare Regimes in Advanced Countries, Current Sociology, Vol. 51, No. 5, September 2003 (pp. 499-527)

Pascall, G. and Lewis, J. - Emerging Gender Regimes and Policies for Gender Equality in a Wider Europe, Journal of Social Policy, Vol. 33, No. 3, 2004 (pp. 373-394)

Week 6: March 27th 2006 - Women and the transition to market economies - Central and Easter Europe countries

Rudd, E. C. - Re-conceptualizing Gender in Post-socialist Transformation, Journal Gender & society, Vol. 14, No. 4, August 2000 (pp. 517-539)

Pollert, A. - Women, work and equal opportunities in post-Communist transition, Journal of Work, employment and society, Vol. 17, No. 2, June 2003 (pp. 331-357)

Week 7: April 3rd 2006 - reading week

Week 8: April 10th 2006 - The formation of gendered divisions of labor - paid-work (public sphere) and housework (private sphere)

Beneria, L. - Shifting the risk: new employment patterns, informalization and women's work, International Journal of Politics, Culture and Society, Vol. 15, No. 1, September 2001 (pp. 27-53)

Himsel, A. J. and Goldberg, W.A - Social comparison and satisfaction with the division of housework, Journal of Family Issues, Vol. 24, No. 7, October 2003 (pp. 843-866)

Sullivan, O. - Changing Gender Practices within the Household - A Theoretical Perspective, GENDER & SOCIETY, Vol. 18, No. 2, April 2004 (pp. 207-222)

Cunningham, M. - Gender in Cohabitation and Marriage the Influence of Gender Ideology on Housework Allocation over the Life Course, *Journal of Family Issues*, Vol. 26 No. 8, November 2005 (pp. 1037-1061)

Week 9: April 17th 2006 (Velikoncni pondeli) - Inequities in the labor force: sex segregation, waged work; sex inequality in pay, promotions, and authority

Charles, M., and Buchmann, M. - The context of women's market careers - a cross national study, *Journal of work and occupations*, Vol. 28, No.3, August 2001 (pp. 371-396)

Browne, J. - Resolving Gender Pay Inequality? Rationales, Enforcement and Policy, *Journal of Social Policy*, Vol. 33, No. 4, 2004 (pp. 553-571)

Charles, M. - Deciphering Sex Segregation: Vertical and Horizontal Inequalities in Ten National Labor Markets, *Acta Sociologica*, Vol. 46, No. 4, 2003 (pp. 267-287)

Prokos, A., Padavic, I. - An Examination of Competing Explanations for the Pay Gap Among Scientists and Engineers, *Gender & Society*, Vol. 19 No. 4, August 2005 (pp.523-543)

Week 10: April 24th 2006-Parenthood and parenting

Mcglynn, C. - European union Family Values: Ideologies of "family" and "Motherhood" in European Union Law, *Social Politics Journal*, Fall 2001, Vol. 8, No.3 (pp. 325-349)

Fagan, J. and Barnett, M. - The Relationship between Maternal Gatekeeping, Paternal Competence, Mothers' Attitudes about the Father Role, and Father Involvement, *Journal of Family Issues*, Vol. 24, No. 8, November 2003 (pp. 1020-1043)

Esgebeen, D. J. - The Changing Course of Fatherhood: Men's Experiences with Children in Demographic Perspective, *Journal of Family Issues*, Vol. 23, No. 4, May 2002 (pp. 486-506)

LaRossa, R. - The Culture of Fatherhood in the Fifties: A Closer Look, *Journal of Family History*, Vol. 29 No. 1, January 2004 (pp.47-70)

Week 11: May 1st 2006 - Balancing and reconciling work and family life. Solution to work - family conflict (Part 1)

Perry-Jenkins, M., Repetty, R., and Crouter, A. - Work and Family in the 1990s, *Journal of Marriage and the Family*, Vol. 62, November 2000 (pp. 981-998)

Glass, J. - Envisioning the Integration of Family and Work: Toward a Kinder, Gentler Workplace, *Contemporary Sociology*, Vol. 29, No. 1, January 2000 (pp. 129-143)

Persson, I. and Joung, C. - Economics of the family and family policies, Routledge, London, 1997, Chapter 8 (pp. 159-177)

Week 12: May 8th 2006 - Balancing and reconciling work and family life. Workplace-related policies, parental leave policy, childcare policy and working time policies; gender inequalities addressed by these policies (Part 2)

Daly, M. - Care as a Good for Social Policy, *Journal of Social Policy*, Vol. 31, No. 2, 2002 (pp. 251-270)

Kay, T. - The Work-Life Balance in Social Practice, *Social Policy & Society*, Vol. 2, No. 3, 2003 (pp. 231-239)

Morgan, J.K. and Zippel, K. - Paid to care: the origins and effects of care leave policies in Western Europe, *Social Politics Journal*, spring 2003, Vol. 10, No.1 (pp. 49-79)

Week 13: May 15th 2006 - Part-time employment, flexible time and home based work as solutions: advantage and disadvantages

Barnett, R. and Gareis, K. - Reduced-Hours Employment the Relationship between Difficulty of Trade-Offs and Quality of Life, *Work and Occupations*, Vol. 27, No. 2, May 2000 (pp. 168-187)

Stier, H. and Lewin-Epstein, N. - Time to Work: A Comparative Analysis of Preferences for Working Hours, *Work and Occupations*, Vol. 30, No. 3, August 2003 (pp. 302-326)

Perrons, D. - Flexible Working Patterns and Equal Opportunities in the European Union Conflict or Compatibility?, *The European Journal of Women's Studies*, Vol. 6, 1999 (pp. 391-418)

Week 14: May 22nd 2006- Employment equity and family friendly work polices legislation in EU and Czech Republic

Dulk den, L., Doorne-Huiskes van, A. and Schippers, J. - Balancing the welfare state. Work-family arrangements in Europe, Thela Thesis, 1999, (pp. 151-173)

Duncan, S. - Policy discourse on 'Reconciling work and life' in the EU, *Journal of Social Policy and Society*, Vol. 1, No. 4, October 2002 (pp. 305-314)

Social Policy Studies, No. 21, OECD 1997 - Family, market and community: equity and efficiency in social policies (pp. 81-99)