WALLRB

Work and Lifelong Learning Resource Base (WALLRB)
Materials for Teaching, Research and Policy Making

Section 2. Work

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Content

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2. Work

Section 2.1 General Perspectives on the Changing Nature of Work

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1. Ackerman, F., Goodwin, R. N., Dougherty, L., & Gallagher, K. (Eds.). (1998). *The changing nature of work*. Washington, DC: Island Press.

   The book examines the causes and effects of the rapid transformation of the world of work. It summarizes key writings on work and workplace issues, extending labor economics to include the social and psychological components of work. The book provides a brief history of the changing nature of work and situates current problems in the context of longer-term developments. There are eight significant sections that feature three- to five-page summaries for each of the ten to twelve most important articles or book chapters on a particular subject. The book provides a vast and diverse literature concerning labor issues, in addition to a quick overview of that rapidly changing field.

   KEY WORDS: Labor Economics; Industrial Relations; Diversity in ihe Workplace; Women and Employment; Foreign Trade and Employment; Employees and the Effect of Technological Innovations on Work; Economic Change; Change.

2. Anker, C. (2004). *The political economy of new slavery*. New York: Palgrave Macmillan.

   Looking at the role of globalization and the local factors in the rise of contemporary slavery and possible ways forward in legislation, policy-making, NGO campaigns and research, this book presents proposals for improvement of international and national law as well as victim support measures, perspectives on economic development and social change are examined for their use in combating slavery. Past reparations for slavery are reviewed as possible aids in bringing about awareness and increasing pressure on governments to take full responsibility for bringing an end to slavery.

   KEY WORDS: Child Slaves; Child Labor; History; 21st Century; Law and Legislation; Work and Learning.

3. Baldoz, R., Koeber, C., & Kraft, P. (2001). Making sense of work in the twenty-first century. In R. Baldoz, C. Koeber & P. Kraft (Eds.). *The critical study of work: Labor, technology, and global production* (pp. 3-17). Philadelphia: Temple University Press.

   Two broad developments reshaped work at the end of the twentieth century. The first was the implosion of the Soviet Union and the worldwide triumph of market capitalism. The second was the increasing use of computer-based production technologies and management command-and-control systems. How do we make sense of these important developments? The editors have assembled a collection of provocative, original essays on work and workplaces throughout the world that challenge the current celebration of globalization and new technologies. Building on labor process analysis, individual case studies venture beyond factory and office to examine "virtual" workplaces, computer-era cottage work, and emotional and household labor. The settings range from Indian and Irish software factories to Brazilian supermarkets, Los Angeles sweatshops, and Taiwanese department stores. Other essays seek to make theoretical sense of increasingly de-centered production chains, fluid work relations, and uncertain employment. Individually and collectively the authors construct a new critical study of work, highlighting the connections between geography, technology, gender, race, and class. The authors offer an accessible and flexible approach to the study of workplace relations and production organization—and even the notion of work itself.

   KEY WORDS: Labour; Knowledge; KBE; Software; Management; Information Technology; Change.

4. Berberoglu, B. (2002). *Labor and capital in the age of globalization: The labor process and the changing nature of work in the global economy*. Lanham, MD; Oxford: Rowman & Littlefield.

This book offers an analysis of work and labour processes and how they are rapidly changing under globalization. The contributors explore traditional sectors of the U.S. and world economies - from auto to steel to agriculture - as well as work under new production arrangements, such as third world export-processing zones. Many chapters analyze changing dynamics of gender, nationality, and class. The contributors explain why more intensified forms of control by capitalist interests and the state are emerging under globalization. They also emphasize new possibilities for labour, including new forms of organizing and struggle in a rapidly changing global economy.

KEY WORDS: Labor Movement; United States; Working Class; Social Conflict; Globalization; Economic Aspects; Capitalism; Marxian Economics.

5. Berg, I., & Kalleberg, A. L. (2001). *Sourcebook of labor markets: Evolving structures and processes*. New York: Kluwer Academic/Plenum.

This volume in the Plenum Studies in Work and Industry series is an attempt to bring together sociological thought regarding American labor markets. Organized are four main sections: (1) evolving markets and institutional structures, (2) evolving employment relations and work structures, (3) evolving patterns of stratification in the US, and (4) evolving public policies.

KEY WORDS: Labor Market; Work Organization; Labor Relations; Labor Market Segmentation; Employment Changes; Social Stratification; Labor Policy; Organizational Change; Change.

6. Bittman, M., & Rice, J. M. (2002). The spectre of overwork: An analysis of trends between 1974 and 1997 using Australian time-use diaries. *Labour & Industry, 12*(3), 5-25.

This article uses four Australian time use surveys from 1974, 1987, 1992, & 1997 to examine three aspects of possible change in working hours: (1) average length of the working day; (2) distribution of working hours; & (3) amount of time spent at work during nonstandard hours. Analysis shows that the average number of hours Australians provide the labor market has not changed noticeably between 1974 & 1997. On the other hand, there has been a significant redistribution of paid work from men to women. This has created more dual earner households. There has also been a substantial collapse in standard working hours, while the amount of time workers spend at work during nonstandard hours has increased.

KEY WORDS: Australia; Working Hours; Employment Changes; Feminization; Dual Career Family; Change.

7. Blair, M. M., Kochan, T. A., & Blair, M. (Eds.). (2000). *The new relationship: Human capital in the American corporation*. Washington DC: The Brookings Institution.

Human capital and organizational capital are increasingly important as a source of value in many firms. But even as this is happening, organizational forms and employment relationships appear to be changing in ways that reduce loyalty and commitment and

encourage mobility on the part of employees. Are these changes consistent in ways that contradict traditional theory and wisdom, or is the corporate sector getting a temporary boost in earnings by restructuring and cutting payrolls, but failing to make necessary new investments in human capital? The essays in this book provide intriguing new evidence on these questions. The contributors quantify the degree to which job stability is declining, and the costs of job loss to long-term workers; provide historical perspective on today's workplace changes; explore the reasons why work is being reorganized and decision making tasks are being pushed downward; examine the rationale for and effect of equity-based compensation systems, both in old industries and in the newest high-tech sectors; and assess the "state of the art" of measuring and accounting for investments in human capital. This book is the result of a joint Brookings-MIT conference.

KEY WORDS: Personnel Management; Human Capital; Corporations; Employment Changes; Organizational Change; Change.

8. Blinder, A. S. (2006). Offshoring: The next industrial revolution? *Foreign Affairs, 85*(2), 113-128.

The author, a professor of economics and former senior economic advisor to the US government, predicts a 3rd industrial revolution where the only jobs that will not be outsourced are those of a "personal service" nature. The phenomenon of outsourcing and the ongoing development of communication technologies means that many service sector jobs can be performed elsewhere by lower paid workers. Blinder believes that government and society have not recognized the coming transition, which is sure to be a bumpy one. Rather than protectionist measures, he advocates that developed nations look to exploit their comparative advantage in high-end personal services, educating the young not for "impersonal service" jobs in radiology, computer programming, or accounting, but rather in health, education, and face-to-face sales. He also believes that nations must strengthen their job-transition system, including worker re-training, income assistance, health care, pensions, etc. One aspect that Blinder downplays is the drop in real wages that will surely result from the outsourcing of so many manufacturing and impersonal service jobs. He emphasizes that mass unemployment will not occur, but does not explain how the economy will perform and social safety net survive if the tax base drops rapidly.

KEY WORDS: Offshoring; Outsourcing; Globalization; Industrialism; Economics; Economic Change; Organizational Change; Change.

9. Blyton, P., & Bacon, N. (2001). Job insecurity: A review of measurement, consequences and implications. *Human Relations, 54*(9), 1223-1233.

This is a review essay on books by (1) Edmund Heery & John Salmon (Eds), The Insecure Workforce (London: Routledge, 2000); (2) Richard Sennett, The Corrosion of Character (New York: Norton, 1998); (3) Brendan Burchell, et al, Job Insecurity and Work Intensification (New York: Joseph Rowntree, 1999); and (4) Peter Capelli, The New Deal at Work (Boston: Harvard Business School, 1999). Heery and Salmon present a collection of readings on job insecurity from different perspectives. Sennett examines the reality of increasing job insecurity and its impact on individuals and society. Burchell and others present the findings from 300+ interviews with employees in the UK. Cappelli identifies factors that are reshaping contemporary labor markets and their relationship to public policy.

KEY WORDS: Labor Turnover; Labor Market; Labor Policy; Employment Changes; Organizational Changes; Change.

10. Braverman, H. (1998). *Labor and monopoly capital: The degradation of work in the twentieth century* (25th anniversary ed.). New York: Monthly Review Press.

    This book, first published in 1974, challenged the predominant ideologies of academic sociology and became the standard text for many basic areas of sociological inquiry, including the science of managerial control, the relationship of technological innovation to social class, and the eradication of skill from work under capitalism.

    This recent edition contains a forward by John Bellamy Foster that sets the work in a historical and theoretical context. Included are two rare articles by Braverman that contribute to the understanding of the book: "The Degradation of Work in the Twentieth Century" (1975) and "Two Comments" (1976).

    KEY WORDS: Labor History 20th Century; Capitalism; Division of Labor; Machinery in the Workplace; Industrial Management; Working Class; Employment Changes; Change.

11. Burris, B. H. (1998). Computerization of the workplace. *Annual Review of Sociology, 24,* 141-157.

    This paper reviews sociological research on computerization and its impact on three analytically separate dimensions of the workplace: organizational restructuring, changes in worker skill, and power and authority relationships. Findings indicate that computerized work organizations typically have fewer hierarchical levels; a bifurcated workforce, frequently exhibit race and sex segregation; a less formal structure; and diminished use of internal labor markets and reliance instead on external credentialing. Also present were variable patterns of centralization and decentralization, and workplace power relationships interact with technological change to produce variable political outcomes. With regard to worker skills, recent evidence suggests aggregate upskilling with some deskilling and skill bifurcation. It is suggested that future research should closely analyze the process of technological design and implementation.

    KEY WORDS: Office Automation; Organizational Change; Adoption of Innovations; Technological Innovations; Organizational Structure; Labor Relations; Computers; Organizational Changes; Changes.

12. Carmen, R., & Sobrado, M. (2000). *A future for the excluded: Job creation and income generation by the poor: Clodomir Santos de Morais and the organization workshop.* London: Zed Books.

    This book, translated from Spanish, contains 20 chapters by various authors examining and expanding on the work of Clodomir Santos de Morais in educating and empowering the poor, mostly in Latin America, for entrepreneurship.

    KEY WORDS: Job Creation; Poverty; Welfare Economics; Marginality; Social Economic Aspects; Work and Learning; Social Change; Change.

13. Carre, F. J., Ferber, M. A., Golden, L., & Herzenberg, S. A. (2000). *Nonstandard work: The nature and challenges of changing employment arrangements.* Champaign, IL; Ithaca, NY: Industrial Relations Research Association: Cornell University Press.

    This book assembles a coherent portrait of what we know and do not know about

nonstandard work, the challenges it presents, and institutional strategies that might address these challenges. The message is both reassuring and unsettling: no rapid retreat from New Deal employment relations but an unsteady drift toward increasingly diverse postindustrial arrangements. Most unsettling is that work arrangements are increasingly at odds with labor market institutions honed during the golden age of industrialism. The 16 assembled papers include scholarly contributions and field reports from innovative programs designed to meet the challenges of nonstandard work arrangements. All are neatly summarized in an editors' introduction that begins with a candid acknowledgment of decades of Industrial Relations Research Association (IRRA) preoccupation with "standard" employment relations and an equally candid acknowledgment of the challenges facing those who would try to identify the lines of demarcation separating "standard" work from "nonstandard" work. The proliferation of value-laden terms to describe these arrangements (e.g., flexible, contingent) is only one example of these challenges. The editors settle on nonstandard, defined simply as work arrangements outside of what was considered to be standard during the postwar era, to cast a wide net with minimal value connotations. This ground rule for nomenclature is adopted by all contributors and establishes a shared benchmark of full-time standard work for comparison.

KEY WORDS: Part-Time Employment; United States; Home Labor; Work; Nonstandard Work; Employment Changes.

14. Castells, M. (2000). Materials for an exploratory theory of the network society. *The British Journal of Sociology, 51*(1), 5-24.

This article advances a grounded theory of the network society. Characteristic of the Information Age, this social structure permeates most societies in the world in various cultural & institutional manifestations throughout most of the 20th century. These structures are organized around relationships of production/consumption, power, & experience. They are enacted, reproduced, & ultimately transformed by social actors who are part of these social structures. Yet they freely engage in conflictive social practices, with unpredictable outcomes. A key element of the Information Age is a reliance on networks. Although they are not a new form of social organization, networks are now able to cope with flexible decentralization & focused decision-making. The relationship among networks and production/consumption, power, experience, & culture is examined.

KEY WORDS: Postindustrial Societies; Social Networks; Information Technology; Technological Change; Sociological Theory; Change.

15. Cleaver, H. (2000). *Reading capital politically*. London: AK Press.

As social movements waned in the late 70s, the study of Marx seemed to take on a life of its own. Structuralist, post-structuralist, deconstructed Marxist bloomed in journals and seminar rooms across the US and Europe. These Marxes and their interpreters struggled to interpret the world, and sometimes to interpret Marx himself, losing sight at times of his dictum that the challenge is not to interpret the world but to change it. In 1979, Harry Cleaver tossed an incendiary device called Reading Capital Politically into those seminar rooms. Through a close reading of the first chapter, the author shows that Das Kapital was written for the workers, not for academics, and that we need to expand our idea of workers to include housewives, students, the unemployed, and other non-waged workers. Reading Capital Politically provides a theoretical and historical bridge between struggles in Europe in the 60s and 70s and, particularly, the Autonomia of Italy to the Zapatistas of the 90s. The introduction provides a brilliant and succinct overview of working class struggles in the century since Capital was published.

KEY WORDS: Marx; Work and Learning; Social Change.

16. Cornfield, D. B., & Hodson, R. (2002). *Worlds of work: Building an international sociology of work.* New York: Kluwer Academic/Plenum Publishers.

The advent of transnational economic production and market integration compels sociologists of work to look beyond traditional national boundaries and build an international sociology of work in order to effectively address the human, scientific, and practical challenges posed by global economic transnationalism. The purpose of this volume is to promote transnational dialogue about the sociology of work and help build a truly international discipline in this field.

KEY WORDS: Work; Social Aspects Case Studies; Industrial Sociology Case Studies; Social Change.

17. Dastmalchian, A., & Blyton, P. (2001). Workplace flexibility and the changing nature of work: An introduction. *Canadian Journal of Administrative Sciences, 18*(1), 1-4.

The dominant view of organizational survival and success posits that flexible organizations adapt to change better than their non-flexible counterparts. In recent times, flexibly has been emphasized further as industry deregulation and advances in new technologies heighten the competitive markets and the pace and volatility of change. However, the introduction and maintenance of this flexibly can be problematic.

KEY WORDS: Flexibility; Work Environment; Competition; Human Resources; Changes.

18. Dore, R. (2004). *New forms and meanings of work in an increasingly globalized world.* Geneva: International Labour Organization.

This work is based on the 6th ILO Social Policy Lectures, which are endowed with the ILO's Nobel Peace Prize, held in Tokyo, Japan, in December 2003. In keeping with the topics covered in the lecture series, it focuses on the evolution of work and relations at work with special reference to industrial societies. The book draws attention to a perceived trend in industrial societies towards a rising tolerance of inequalities. Globalization has always been associated with the rise of "market individualism" and a polarization of the workforce. How this trend could be reversed through national economic and social policies is one of the main messages of this volume. Even in this era of globalized markets, each country can still initiate a range of independent policy choices, but as this book points out, the reach and effectiveness of these choices tend to be circumscribed by the economic and cultural hegemony of industrially advanced economies.

KEY WORDS: Globalization; New Economy; Economic Policies; Change Agents; Change.

19. Epstein, C. F., & Kalleberg, A. L. (2001). Time and the sociology of work: Issues and implications. *Work and Occupations, 28*(1), 5-16.

Introduces the articles in this journal issue, which reevaluate the common assumptions about time and the ways in which time interacts with factors such as gender roles, autonomy, and technology. The contributors examine how the hours people work, when they work, how stressed they are, and how they integrate work with life's pleasures and

responsibilities have a direct bearing on society's definition of justice, fairness, skills, gender roles, and the use of authority and power. These articles present a challenge to Schor's thesis and reconceptualize time as expanding and contracting, thereby generating a sense of either a well-balanced or a tense state of being. In addition, recent social science research on time and work is discussed, and how the articles in this issue fit in with these general subjects is briefly demonstrated.

KEY WORDS: Organization Theory; Business Hours; Human Resource Management; Corporate Culture; Community Relations; Time; Change.

20. European Trade Union Confederation. (2003). *Benchmarking working Europe 2003.* Brussels: European Trade Union Confederation (ETUC/ETUI).

Social benchmarking is a useful instrument with which to mould social processes and social policy. To ensure that the benefits of progress are shared more equitably, it is not enough merely to defend minimum standards: rising standards must be promoted through benchmarking. With the reports on Benchmarking Working Europe, the ETUC and the ETUI are seeking to make a genuine contribution to the practical implementation of a social benchmarking process. Succinct texts, accompanied on almost every page by data in graph and table form, give abundant information on seven areas of particular relevance to the world of work in Europe: employment, income distribution and social exclusion, working time, social protection and social infrastructure, lifelong learning and the knowledge society, working environment and occupational health and safety, worker participation, information and consultation, European social dialogue and implementation.

KEY WORDS: Social Policy; Europe; Work; Changing Nature of Work; Health and Safety; Benchmarks; Social Inequality; Change.

21. Ezzy, D. (2001). A simulacrum of workplace community: Individualism and engineered culture. *Sociology, 35*(3), 631-650.

This article outlines the cultural and social consequences of individualism and engineered culture in the workplace. Modern society is increasingly individualistic; it is changing from authoritarian to normative forms of control. Comprised of multiple roles, modern society provides little substantial basis for the self. Modern engineered corporate culture encourages a form of individualistic orientation that has minimal concern for others. Liberty, and more specifically good work, comes from an orientation where workers are not focused on serving corporate interests and their own self-gratification, but on the value of the voice and experience of others. Engineered workplace settings may generate more efficient production of goods, but their effects on workers and social relations are mixed.

KEY WORDS: Business Organizations; Employee Attitudes; Individuality; Sociocultural Factors; Working Conditions; Authoritarianism; Freedom; Social Norms; Organizational Change; Change.

22. Forum, N. R. (2000). *The changing nature of work.* Leabrook, Australia: National Centre for Vocational Education Research.

This publication contains materials from a forum on the changing nature of work (CNW) that brought together researchers and research users to hear how to use findings to improve vocational education and training (VET) in Australia. An overview of the program and biographical information on presenters and panel members follow. The next section reports these research findings on CNW: technology drives globalization which drives the CNW; having higher skill levels is becoming more important; meeting training needs of

existing, older, outsourced, and casual workers is important; and the VET sector needs to do much more for casual and outsourced workers. Overviews of the research presented at this forum cover these four themes: (1) "The 'Big Picture': Globalization, International Trends, and the Nature of Work" (Simon Marginson); (2) "Changes in the Australian Labor Market: Impact on Training Arrangements" (Richard Hall), including "Making the Grade? Globalization and the Training Market in Australia" and "'It's Not My Problem': Growth of Non-Standard Work and Its Impact on VET in Australia"; (3) "Changes at the Workplace: New Management Practices and Enterprise Training" (Andy Smith); and (4) "Provider Perspective" (Peter Waterhouse). Each presentation consists of some or all of the following: background to research; key findings; implications for policy, providers, and teachers and trainers; key issues; and directions for further research.

KEY WORDS: Administration; Adult Education; Developed Nations; Dislocated Workers; Educational Change; Educational Research; Employment Patterns; Employment Practices; Foreign Countries; Global Approach; Job Training; Labor Force Development; Labor Market; Organizational Development; Postsecondary Education; Secondary Education; Technological Advancement; Temporary Employment; Vocational Education; Change.

23. Freeman, R. B., & Rogers, J. (1999). *What workers want.* Ithaca, New York / London: ILR Press.

How would employees design an American workplace? Richard B. Freeman and Joel Rogers contend that such an organization would be jointly run by supervisors and employees. It would be an organization run jointly by employees and supervisors; disputes between labor and management would be resolved through independent arbitration. Based on the most extensive workplace survey in the last twenty years, their groundbreaking book provides a comprehensive account of employees' attitudes about participation, representation, and regulation at work. The authors find that workers want to be heard. They want a greater role at their place of work and they have strong ideas about how their involvement could improve everyone's fortunes. Many nonunion workers are in favor of the formation of unions, and virtually all union workers strongly support their union. Most employees want to see the creation of elected labor-management committees to run the organization and settle conflicts.

KEY WORDS: Job Satisfaction; Employees; United States; Attitudes; Organizational Change; Employment Changes.

24. Frenkel, S. J. (2003). The embedded character of workplace relations. *Work and Occupations, 30*(2), 135-153.

This article describes an embedded framework for analyzing workplace relations. The author argues that the contemporary workplace is embedded to varying degrees in three force-fields: the macro field of globalization and new technology, the meso field of transnational production networks, and the micro field of local political and labor market institutions and organization structure and culture. The article explores the effect of these influences on management, particularly the way flexibility and cost reduction are prioritized, and the consequences of this for workplace structures and relations. This analysis provides a relevant and shared context for the issues explored in the following five articles. These are briefly introduced in the final section of this article.

KEY WORDS: Administrative Organization; Labor Market; Labor Relations; Manufacturing Industry; Networks; Organizational Change; Change.

25. Galarneau, D., Maynard, J.-P., & Lee, J. (2005). Wither the workweek?

Perspectives on Labour and Income, 17(3), 5-17.

The average annual hours that people work has decreased by two weeks. The number of hours worked is influenced by a number of factors. These include population aging, industrial shifts, the business cycle, natural disasters, legislative changes and personal preferences. The survey methodology itself also affects the factors responsible for hours worked. The article also speculates on just how the various factors have contributed to the recent drop in hours of work.

KEY WORDS: Hours of Labor; Canada; Statistics; Employment; Canada; Employment Change.

26. Gallie, D., Felstead, A., & Green, F. (2004). Changing patterns of task discretion in Britain. *Work, Employment and Society, 18*(2), 243-266.

Task discretion has held a central place in theories of work organization and the employment relationship. However, there have been sharply differing views about both the factors that determine it and the principal trends over time. Using evidence from three national surveys, this article shows that there has been a decline in task discretion since the early 1990s. This contrasts with an increase in other forms of employee involvement such as direct participation and consultative involvement. Many of the arguments in the literature about the factors that favour higher task discretion are supported by our evidence – in particular those emphasizing the importance of skill levels and the broader organizational ethos with respect to employee involvement. However, such factors do not account for the decline in task discretion, implying that existing theories fail to address some of the crucial determinants. It is tentatively suggested that it may be necessary also to take account of macro factors such as competitive pressure, public sector reform programmes and the growth of accountability structures.

KEY WORDS: Employee Involvement; Job Control; New Technology; Participation; Quality of Working Life; Skill; Task Discretion; Trade Unions; Organizational Change.

27. Gershuny, J., Bittman, M., & Brice, J. (2005). Exit, voice, and suffering: Do couples adapt to changing employment patterns? *Journal of Marriage and Family, 67*(3), 656-665.

What is the long-term effect of the emerging predominance of the dual-earner family? This study uses data from 3 national household panel surveys - the British Household Panel Survey (N= 16,044), the German Socioeconomic Panel (N= 14,164), and the U.S. Panel Study of Income Dynamics (N= 7,423) which provide, for the first time, clear and direct longitudinal evidence of change in the balance of domestic labor within couples: evidence that women make large adjustments in their domestic work time immediately upon entering full-time paid work and that men exhibit a less obvious pattern of lagged adaptation, showing larger increases in domestic work in successive years.

KEY WORDS: Employment Patterns; Working Hours; Educational Attainment; Change.

28. Gottschalk, P., & Moffitt, R. A. (2000). Job instability and insecurity for males and females in the 1980s and 1990s. In D. Neumark (Ed.), *On the job: Is long-term employment a thing of the past?* (pp. 142-195). New York: Russell Sage Foundation.

This book chapter employs data from the Survey of Income & Program Participation to measure changes in job stability and job security during the 1980s & 1990s. Examination of one-year & monthly separation dates from 1983 to 1995 indicated a decline in monthly

separation dates from the mid-1980s through the early 1990s. Results were also contrasted with those from the more widely used Panel Study of Income Dynamics. The comparison illustrated that neither data set offered evidence of an increase in yearly exit rates during the 1980s & 1990s, illustrating that earlier increases in instability did not continue. This conclusion was supported by similar yearly and monthly patterns. No evidence was found to support either an increase in job insecurity or a worsening of the consequences of job changes.

KEY WORDS: Dismissal; Job Change; Unemployment; Employment Changes; Labor Turnover; Unemployment Rates; Dislocated Workers; Males; Females; Organizational Change.

29. Harcourt, W. (1999). *Women@Internet: Creating new cultures in cyberspace.* London: Zed Books.

The first major analysis of this kind, it documents emerging cultural characteristics of women's activities on the Internet across the globe. Anthropologists, communications experts, development workers and media analysts and women's movement activists ask whether women caught in the net or weaving it themselves. The book traces the social, economic and political biases in which the culture of cyberspace is embedded and the revolutionary potential of women's knowledge of and access to the Internet across the world. It puts forward concrete proposals for increasing women's engagement with the new communication technologies and shows how the Internet can create new spaces for women working within radically different cultural environments. This view rethinks the very idea of culture by looking at the links and discontinuities between the local and the global.

KEY WORDS: Women; Internet; Culture of Cyberspace; Social Change.

30. Hayden, A. (1999). *Sharing the work, sparing the planet: Work time, consumption, & ecology*. London: Zed Books.

This book argues that making ecological sustainability our first economic priority can provide a practical strategy for job creation as well as the expansion of our leisure time. It is a study of the wide range of reduced work-time initiatives that have been implemented in industrialised nations during the last 10 years. Hayden moves beyond pitting the protection of the environment against the protection of jobs and argues the case for a green economic and social vision. Work time reduction is most commonly thought of in terms of a shorter working week, but Hayden covers a much wider range of possibilities including parental or educational leave, phased in or partial retirement, sabbaticals, longer holidays and any number of other ways of reducing work hours over the a human lifetime. These other options allow for flexibility for both employers and employees to work different schedules at different times in their lives. Work time reduction is seen as an ecologically sound response to the employment crisis. Hayden advocates less consumption and more thought about environmental and socially sustainable job creation. He argues that the solutions of frugality and individual life style changes, though needed, cannot be divorced from a larger political project to ensure an equitable sharing of wealth. Hayden also notes that the greatest obstacle to work time reduction is the dominance in industrialised nations, of a culture consumed by growth. This culture has produced a business sector resistance to shorter hours and a state sector focused on reducing welfare. Coupled with falling wage rates, these strategies mean families work longer hours to meet their daily needs.

KEY WORDS: Hours of Labor; Early Retirement; Parental Leave; Environmental Degradation; Consumption (Economics); Economic Change; Organizational Change.

31. Holman, D., Clegg, C., & Waterson, P. (2002). Navigating the territory of job design. *Applied Ergonomics, 33*(3), 197-205.

This paper reviews job design field from 3 paradigmatic perspectives; functionalism, interpretivism and critical theory. Central to job design theory, across all paradigms, is the concerned with the outcomes of job design, the role of key factors such as control, demand, and skill, and how jobs can be changed. In reference to how work is changing, it is argued that although job design still has much to offer (its traditional core concerns are still relevant), it must develop to have a wider appeal and more relevance. Finally, suggestions are presented on how job design can develop as a field. These suggestions are based on the belief that job design theory can progress most fully by drawing on multiple theories from across different paradigms and from grounded studies of the changing nature of work in diverse occupational contexts.

KEY WORDS: Industrial Psychology; Job Analysis; Job Characteristics; Theories; Trends; Employment Change.

32. Horgen, T. (1999). *Excellence by design: Transforming workplace and work practice.* New York; Chichester: John Wiley.

This book reports findings from the Massachusetts Institute of Technology's School of Architecture four-year project. Specifically the book describes how changes in the workplace can improve the quality of production and the lives of workers. The Process Architecture framework is introduced and through examples demonstrates how it can be applied in a wide variety of organizations and industries. The information is accessible to managers and others with no background in architecture or space planning.

KEY WORDS: Work Environment; Work Design; Employment Changes.

33. Huberman, M., & Lanoie, P. (2000). Changing attitudes toward worksharing: Evidence from Quebec. *Canadian Public Policy/Analyse de Politiques, 26*(2), 141-155.

This paper reports on survey results administered to five work sharing opportunities in Quebec since 1994: Bell Canada, Alcan, Scott Paper, Sico, and the Ministere de l'environnement et de la faune. Findings indicate that while previous studies have raised doubts about the likelihood of successful work-sharing initiatives. However, based on the cases studied, participation rates in voluntary work-sharing programs were high, especially where the worker's sacrifice (lost wages) was less than ideal and where workers had previous experience with reduced and flexible work time. Work-sharing initiatives were less successful when they were mandatory. The programs studied point to the importance of labor-supply responses in policy design. It was recommended that governments makes work sharing more attractive to workers, as it would hopefully lead to changes in workers attitudes toward it. The findings are consistent with the recommendations of the federal government's Advisory Group on Working Time.

KEY WORDS: Attitude Change; Quebec; Working Hours; Work; Labor Policy; Flexibility; Government Policy; Employment Changes.

34. Hudson, K. (2001). The disposable worker. *Monthly Review, 52*(11), 43-55.

While the emerging practice of contract employment offers potentially better working conditions than such practices as day labor, it has an ominous potential, since workers

may be doing the same job, in the same industry, firm, and occupation, and yet receive very different compensation. Employers, and employees in the favored primary job market, are motivated to perpetuate the uneven distribution of rewards. Eliminating the two-tiered labor market will require a full commitment from both government and organized labor.

KEY WORDS: Employment Changes; Labor Market; Labor Movements; United States of America.

35. Huws, U. (2003). *The making of a cybertariat: Virtual work in a real world*. New York: Monthly Review Press.

In recent decades by the rise of digital technologies has changed the workplace. Parts of a single labor process can be moved around the world, with implications not only for individual workplaces or firms, but for the working class as a whole. Computer operators in India process medical transcriptions for doctors in the United States at one-eighth of what U.S. computer operators would earn, and at four times the pay of an Indian schoolteacher. Within advanced capitalist countries, the workplace has been made more "flexible" through cellphones, e-mail, freelancing, and outsourcing. The same process often makes the situation of the worker more precarious, as they are required to pay for the tools of their trade, made constantly accessible to the demands of the workplace, and isolated from their fellow-workers. Huws' Making of a Cybertariat examines this process from a number of perspectives. It focuses especially on women in the workplace and at home. It examines changing categories of employment, and modes of organization. It shows how new divisions of race and gender are created in the process, and sets out an agenda for negotiating them. It explores the ways in which traditional forms of organization are being reshaped, and questions how the emerging cybertariat can become conscious of their common interests and stand together to struggle for them.

KEY WORDS: ICT; Labour Process; Technological Determinism; Globalization; Telework; Spatial; Changes in Paid Work.

36. Innes, P. A., & Littler, C. R. (2004). A decade of downsizing: Understanding the contours of change in Australia, 1990-99. *Asia Pacific Journal of Human Resources, 42*(2), 229-242.

This paper seeks to map a decade of organizational downsizing in Australia utilizing a comprehensive longitudinal data set of 4153 firms. Aggregate downsizing measures conceal extensive change within organizations. We seek to assess these processes by comparing a conventional downsizing measure with more specific occupational downsizing measures. The results show the contours of change in Australia over the 1990s; indicate that there are distinctive and contrasting trends; and raise significant issues for future theoretical and empirical research.

KEY WORDS: Australia; Downsizing; Longitudinal Methodology; Occupation; Restructuring; Organizational Change; Employment Change.

37. Jackson, A., Baldwin, B., Robinson, D., & Wiggins, C. (2000). *Falling behind: The state of working Canada, 2000*. Ottawa: Canadian Centre for Policy Alternatives.

This report describes how the poor economic performance and government cutbacks of the 1990s have adversely affected most Canadians. Findings indicate that there has been no increase for more than 20 years in the real annual earnings of Canadian men

working full-time and the average weekly earnings, adjusted for inflation, grew just 2.8% from 1989 to 1998. Yet, despite strong economic growth in 1999, there was no increase in real weekly earnings. Lastly, the average after-tax and after-transfer income of Canadians fell by 5.6% over the 1990s, with poorer families experiencing a decline of 12%.

KEY WORDS: Canada; Economic Conditions; Statistics; Working Class; Economic Policy; Change; Economic Change.

38. Jacobs, J. A., & Gerson, K. (2001). Overworked individuals or overworked families? Explaining trends in work, leisure, and family time. *Work and Occupations, 28*(1), 40-63.

Data from the 1970 and 1997 Current Population Survey demonstrate that, more than changes in working hours, the shift from male-breadwinner to dual-earner and single-parent households has increased concern for family-work balance. Research should focus on combined work schedules of family members rather than changes in individual work patterns.

KEY WORDS: Family-Work Relationship; Work Leisure Relationship; Time Utilization; Dual Career Family; Working Hours; Work and Learning; Employment Changes.

39. Kalleberg, A. L. (2000). Nonstandard employment relations: Part-time, temporary and contract work. *Annual Review of Sociology, 26*, 341-365.

Part-time work, temporary help agency, contract company employment, short-term and contingent work, and independent contracting are all examples of nonstandard employment. These employment arrangements have become increasingly prominent ways of organizing work in recent years. Understanding of these nonstandard work arrangements has been hampered by inconsistent definitions, often-inadequate measures, and the scarcity of comparative research. A review of the emerging research on nonstandard work arrangements emphasizes the multidisciplinary nature of contributions to this field, including research by a variety of sociologists, economists, and psychologists. Cross-national research, which is needed to investigate how macroeconomic, political, and institutional factors affect the nature of employment relations, is also assessed, with areas for future research suggested.

KEY WORDS: Employment Changes; Part-Time Employment; Self Employment; Contracts; Working Hours; Sociology of Work; Sociological Research.

40. Kalleberg, A. L. (2001). Evolving employment relations in the United States. In I. Berg, & Kalleberg, Arne L. (Eds.), *Sourcebook of labour markets: Evolving structures and processes* (pp. 27-31). New York: Kluwer Academic /Plenum.

Scholars, economists, and sociologists throughout the US and other industrialized nations have begun to discuss the changing employment relations with regard to "nonstandard" work arrangements, such as temporary and part-time employment. Employment situations that offer both flexibility and instability. This book brings to light four important issues associated with this scenario: (1) the number of workers in the US who are currently affected by nonstandard employment arrangements; (2) the rationale for nonstandard employment relations trends; (3) the relationship that exists between nonstandard employment arrangements and job quality; and (4) the triangular employment relationship that prompted the development of nonstandard employment

arrangements.

KEY WORDS: Labor Relations; Part Time Employment; Labor Market; Underemployment; Employment Changes; United States of America

41. Kalleberg, A. L. (2001). Farewell to commitment? Changing employment relations and labor markets in the United States. *Contemporary Sociology, 30*(1), 9-12.

Review essay on books by (1) Peter Cappelli, The New Deal at Work: Managing the Market-Driven Workforce (Boston: Harvard Business School Press, 1999); (2) David Marsden, A Theory of Employment Systems: Micro-Foundations of Diversity (Oxford: Oxford U Press, 1999); & (3) Paul Osterman, Securing Prosperity: The American Labor Market: How It Has Changed and What to Do about It (Princeton: Princeton U Press, 1999). The focus of these books is on the new institutional rules between employees and employers. Called the "new deal" by Cappelli, and the "new labor market" by Osterman, these new relations are characterized by a rise in interfirm mobility, the end of the corporation as "family," lay-offs, and corporate reform practices like downsizing and subcontracting. All 3 books are written from an industrial relations perspective and use the firm as the basis for understanding changes in employment relations. Stressed are the inequalities that result from increased job mobility. Cappelli focuses on the impact of changes on employee management practices in the US. Marsden's original institutional theory of labor markets and human resources management offers a way to consider the range of possibilities for the evolution of employment relations. 1 Reference.

KEY WORDS: United States of America; Labor Market; Job Change; Employment Changes; Labor Relations; Employers; Superior Subordinate Relationship; Occupational Mobility.

42. Katz-Fishman, W., Scott, J., & Modupe, I. (2002). Globalization of capital and class struggle. In B. Berberoglu (Ed.), *Labor and capital in the age of globalization* (pp. 179-194). New York: Rowman & Littlefield.

Globalization, fueled by technological revolution & the triumph of neoliberalism over reform, has transformed the labor process & class relations worldwide by exporting production, eliminating many domestic jobs, & hastening the deterioration of work conditions. The chapter offers an overview of the transformation of capitalism & the labor process on the latter decades of the twentieth century. The consequences of economic crisis for labor, especially in terms of mass unemployment & underemployment, have lain the groundwork for global struggle, signs of which are evidenced by increasing labor movement & political activism in the US & internationally. The gradual, collective recognition that the struggle against advanced capitalism's "superexploitation" is at heart a political struggle that suggests the inchoate formation of an international workers' revolution.

KEY WORDS: Globalization; Labor Movements; Forces and Relations of Production; Scientific Technological Revolution; Labor Process; Political Movements; Worker Consciousness; Class Struggle; International Division of Labor; Exploitation; Activism.

43. Koeber, C. (2002). Corporate restructuring, downsizing, and the middle class: The process and meaning of worker displacement in the "new" economy. *Qualitative Sociology, 25*(2), 217-246.

Based on a case study of displaced IBM computer and Link aerospace workers in

Binghamton, NY, this article analyzes the phenomenon of corporate downsizing and the experience of worker displacement as a process of work and employment change that occurs within the context of structural changes in the economy, large firms, and labor markets. Findings suggest that in the new economy, the concept of worker "displacement" should be thought of in more expansive terms than the more narrow and conventional definition that is often associated with it. Workers' experiences of downsizing, displacement, and employment change were not simply associated with loss, but were characterized mainly by the change between objective conditions and subjective meanings of work and of being workers.

KEY WORDS: Dislocated Workers; Corporations; Unemployment; Employment Changes; Organizational Change; Labor Market; Economic Conditions; New York.

44. Kuutti, K. (1999). Activity theory, transformation of work, and information systems design. In Y. Engestroem & R. Miettinen (Eds.), *Perspectives on activity theory. Learning in doing: Social, cognitive, and computational perspectives* (pp. 360-376). New York: Cambridge University Press.

This chapter provides an overview of the information system research discussion. The author analyzes the continued transformation of work organization and compares the need of this changing work with the goals of the new information system research and design approaches. Lastly, some major problems in recent information system research is discussed with comparisons made with the properties of activity theory. The latter is suggested to be an encouraging alternative as a new background theory for information system research and design.

KEY WORDS: Human Machine Systems Design; Information Systems; Theories; Working Conditions; Change.

45. Laviec, J.-P., Horiuchi, M., & Sugeno, K. (Eds.). (2004). *Work in the global economy*. Geneva: ILO.

Globalization has always been connected with the rise of "market individualism" and a polarization of the workforce. As the pace of globalization has quickened in recent years, the outcome has been rising inequality within labour markets. Quite significantly, this is accompanied by a rising acceptance of inequality, notably among the industrialized societies. The lectures in this book discuss whether this trend could be reversed through national economic and social policies.

KEY WORDS: Globalization; Work; New Economy; Social Inequality; Social Change; Economic Change.

46. Lowe, G. S. (2000). *The quality of work: A people-centered agenda*. Don Mills, ON; Oxford: Oxford University Press.

This book examines trends and issues in Canadian workplaces and advocates a people-centered agenda for improving the quality of working life. Chapters 1-9 discuss the following topics: the future of work; the crisis in work; what Canadians want from work; the "new economy"; education, skills, and the knowledge economy; youth and work; "putting people first"; workplace innovation; and unions and the quality agenda. Chapter 10 provides eight principles of higher-quality work for assessing overall work trends, employers' practices, government policies, and the agendas of unions and professional associations.

KEY WORDS: Quality of Work Life; Canada; Work; Social Aspects; Labor Policy; Canada; Economic Changes; Organizational Changes; Employment Changes.

47. Magdoff, F., & Magdoff, H. (2004). Disposable workers: Today's reserve army of labor. *Monthly Review, 55*(11), 18-35.

It has been suggested that the drive to increase profitability of investments has generated large numbers of workers living a precarious existence. Marx called this "reserve army of labor" a basic characteristic of capitalism. It allows the market system to function profitably by keeping costs low. This reserve army includes the unemployed, part-time workers, those working independently but desiring full-time work, as well as individuals not counted in employment statistics that would be available for work under changed circumstances (such as prisoners & the disabled). This paper explores the shifts in the reserve army's composition over time, along with the movement of workers from one segment to another; ways in which the reserve army benefits capital; and the improbability of ever reaching full employment. The future of the reserve army is contingent on labor's response to increased capital pressure.

KEY WORDS: United States of America; Labor Policy; Labor Supply; Capitalism; Marxist Analysis; Workers; Employment Changes; Employment; Economic Conditions.

48. Marlow, S., & Patton, D. (2002). Minding the gap between employers and employees: The challenge for owner-managers of smaller manufacturing firms. *Employee Relations, 24*(5), 523-539.

Using interviews with the owner-manager and employees of 45 manufacturing firms, the way in which labor compliance and control is addressed in smaller manufacturing firms is examined. Findings suggest that there can be blurred divisions between employers and employees. Through necessity or choice, when the owner of the firm also takes the role of co-worker this can create shared social relationships and group working which is advantageous to the owner, but this can have implications for managing labor discipline.

KEY WORDS: Business Organizations; Labor Management Relations; Organizational Behavior; Supervisor Employee Interaction; Employment Changes.

49. National Research Council. (1999). *The changing nature of work: Implications for occupational analysis.* Washington, DC: National Academy Press.

The subject of this book is the changing nature of work and the implications for occupational analysis. The charge to the committee from the Army Research Institute was (1) to review and analyze the research on the environmental forces, organizational factors, and the content of work; (2) to identify key issues in the changing context and content of work that affect the design of occupations in the civilian and military sectors; (3) to evaluate the changes in tools for analyzing the nature of the work environment and developing occupational classification systems that are responsive to current and future needs of the workplace; and (4) to assess the application of methods and tools developed in the civilian sector to occupational classification and analysis in the Army. The current composition of the committee includes experts in the areas of sociology, economics, management, occupational analysis, and industrial and organizational psychology and training. This book is intended to provide decision makers in both public and private organizations, as well as in both the civilian and military sectors, with guidance on how to assess and respond to contemporary debates about changes in work. The intended audience extends far beyond the boundaries of social scientists and

human resource specialists who have a professional interest in understanding changes in work and the adequacy of occupational analysis systems for charting and managing the changes. In particular, the authors hope that decision makers whose choices influence the nature of work - who include senior executives, line mangers, military officers, and designers of technology - will find valuable information in this volume.

KEY WORDS: Diversity in the Workplace; Labor Market; Occupations; Forecasting; Industrial Sociology; Work; Change.

50. Neuwirth, E. B. (2004). Blurring corporate boundaries: Staffing agencies, human resource practices and unions in the new employment relationship. *Dissertation Abstracts International, A: The Humanities and Social Sciences, 65*(6), 2384-A.

Drawing on comparative ethnographic data from 2 different staffing services, a private agency and a non-profit, union-affiliated staffing organization, this research demonstrates how contemporary staffing agencies connect more to organizations, changing the traditional employment relationship. In the dissertation, Neuwirth argues that staffing agencies actively shape labor market dynamics, as opposed to simply reacting to impersonal market forces. The research shows how the staffing agencies played a crucial role inside their client firms, taking on a range of functions once reserved for HR departments and unions. Currently many corporate managers are relying on staffing agencies to recruit and manage a temporary and sometimes permanent workforce. At the same time, many workers are now using staffing agencies to help them navigate the complex terrain of the labor market. Adapting to these changes in the employment relationship, Working Partnerships Staffing Service (WPSS), ventured far beyond familiar territory. Findings show that this organization sought to create an alternative worker-centered staffing service. However, they continually ran the risk of reproducing normative models of staffing. Even so, WPSS innovatively mobilized across the different fields of organized labor, staffing, and workforce development to forge a new model for staffing.

KEY WORDS: Unions; Corporations; Organizational Structure; Organizational Change; Hiring Practices; Interorganizational Networks.

51. Osterman, P. (2000). *Securing prosperity: The American labor market: How it has changed and what to do about it*. Princeton, NJ: Princeton University Press.

This book suggests that the recent US prosperity is built on the ruins of the once reassuring postwar labor market. Today, workers can no longer expect stable, full-time jobs and steadily rising incomes. Instead they face stagnant wages, layoffs, rising inequality, and the increased likelihood of merely temporary work. Osterman attempts to explain why these changes have occurred and lays out an innovative plan for new economic institutions that promises a more secure future. He argues that new policies must engage on two fronts: addressing both higher rates of mobility in the labor market and a major shift in the balance of power against employees.

KEY WORDS: Labor Market; Trade Unions; Industrial Relations; Economic Conditions; Economic Policy; United States; Organizational Change.

52. Osterman, P., Kochan, T. A., Locke, R. M., & Piore, M. J. (Eds.). (2002). *Working in America: A blueprint for the new labor market*. Cambridge, MA: MIT Press.

This book represents nearly three years of deliberation by more than 250 people drawn from business, labor, community groups, academia, and government. It provides a historical context from today's labor-market policy and laws back to the New Deal and to a second wave of social regulation that began in the 1960s. Underlying the current economic system are assumptions about who is working, what workers do, and how much job security workers enjoy. Economic and social changes have made those assumptions invalid and have resulted in mismatches between labor institutions and efficient and equitable deployment of the workforce, as well as between commitments to the labor market and family responsibilities.

KEY WORDS: Labor Market; Manpower Policy; United States; Change.

53. Owens, R. (2002). Decent work for the contingent workforce in the new economy. *Australian Journal of Labour Law, 15*(3), 209-234.

The author examines whether the Australian safety net is an adequate protection of decent work and life. The author focuses primarily on a new regulatory strategy for the protection of basic workplace rights and entitlements, that of providing some casual workers with the opportunity to convert to ongoing employment.

KEY WORDS: Contingent Workers; Australia; Employment Change.

54. Pasi, P. (2003). Knowledge work in distributed environments: Issues and illusions. *New Technology, Work and Employment, 18*(3), 116-180.

Even though Finland has a sophisticated technological infrastructure and is one of the most advanced and competitive economics in the world, only four per cent of Finnish wage earners see themselves as doing telework. Moreover, only four per cent had tried telework. This paper presents empirical evidence of telework.

KEY WORDS: Finland; Telework; Knowledge Workers.

55. Peters, K. (2001). Individual autonomy in new forms of work organization. *Concepts and Transformation, 6*(2), 141-158.

In this article we see new management methods attempting to reproduce the performance dynamics of self-employed entrepreneurs among their "regular" employees. In order for this to be successful, the system of command and control must be replaced by a system of indirect control, which makes the autonomous free will of the individual employee instrumental to the company's purpose. Works councils and trade unions are then confronted with an entirely new situation. These organizations now have to render ineffectual the conventional means of conflict with which they are inclined to react to its negative consequences. The article concludes that to cope with this challenge an agreement must be reached on an understanding of autonomy and the changes it encounters, along with the changes in forms of management itself.

KEY WORDS: Management Styles; Management; Organizational Culture; Work Organization; Worker Control; Autonomy; Organizational Change.

56. Portes, A. (2003). The enduring importance of social class: A nominalist interpretation. *Estudios Sociologicos, 21*(61), 11-54.

This article advocates the use of the concept of social class and constructs a more flexible interpretation based on the usefulness of various definitions for the analysis of

different aspects of social realities. It is a typological illustration of North American class structures based exclusively on the criteria of wealth possession. This typology is applied to the analysis of two specific topics: industrial restructuring processes and labor migration.

KEY WORDS: Social Class; Sociological Theory; Theoretical Problems; Nominalism; Social Structure; Social Stratification; North America; Employment Changes; Labor Migration.

57. Reed, M. I. (2001). Organization, trust and control: A realist analysis. *Organization Studies. Special Issue: Trust and control in organizational relations, 22*(2), 201-228.

This article presents a critical realist analysis of trust/control relations within and between complex organizations. It suggests that trust/control relations are most usefully seen as structures of interrelated "positioned-practices" which generate, shape and constrain the development of contrasting forms of expert power in a number of organizational contexts. The article begins with a general overview of a number of currently influential theoretical perspectives on trust/control relations in social and organizational analysis, and then proceeds to advance a critical realist analysis of trust/control relations as generative mechanisms that govern, but do not determine, the production, reproduction and transformation of expert power. The significance of this realist analysis is demonstrated by the limited number of historical and institutional case studies on expert technologies and practices.

KEY WORDS: Organizations; Realism (Philosophy); Social Control; Trust (Social Behavior); Analysis; Change.

58. Rifkin, J. (2001). *The age of access: The new culture of hypercapitalism, where all of life is a paid-for experience*. New York: Tarcher/Putnam.

Using examples from business and government experiments with just-in-time access to goods and services and resource sharing, this book defines a new society of renters who are too busy breaking the shackles of material possessions to mourn the passing of public property. Are we encouraging alienation or participation? Can we trust corporations with stewardship of our social lives? True to form, the author asks more questions than he answers. If property is theft, leased access is extortion, and this book warns us of the complex changes coming in our relationships with our homes, our communities, and our world.

KEY WORDS: Electronic Commerce; Social Aspects; Electronic Data Interchange; Business; Computer Networks; Internet; Economic Aspects; Social Change; Change.

59. Rikowski, R. (2004). On the impossibility of determining the length of the working-day for intellectual labour. *Information for Social Change, 19*, 52-60.

This article will explore, specifically, the length of the working day for the labourer, and will demonstrate the impossibility of determining the length of the working-day for intellectual labour. The author suggests that the concept of the working-day becomes meaningless in the knowledge revolution. Thus, an appreciation and an understanding of Marx's concept of the working-day is needed, having arrived at this understanding, the authors then need to appreciate the fact that the concept actually starts to lose its meaning and significance in the advanced stage of capitalism that we are now in.

KEY WORDS: Knowledge Workers; Work Quality; Work Day; Intellectual Labour; Organizational Change.

60. Seymour, N. (2002). *Copreneurs. CELCEE Digest.* Kansas City, MO: Ewing Marion Kauffman Foundation, Center for Entrepreneurial Leadership.

"Copreneurship" occurs when couples begin their own business and partner in self-employment ventures. It is the fastest-growing segment of family-based businesses, with husband-and wife teams constituting the most visible and most researched category of copreneurs. Copreneurs tend to be older, more likely to live in suburban or rural areas, and more highly educated than compared with conventional dual-earning couples. Like other self-employed individuals, copreneurs have more flexibility in setting their own schedules, which provides distinct advantages in many aspects of personal life. However, copreneurs tend to work more hours than other couples, and like other entrepreneurs, they have less security than workers in typical corporate or salaried jobs - especially since both partners are self-employed. The most difficult issue for copreneurs is contending with pursuing the parallel life goals of running a successful business and maintaining a successful relationship. Although men most often assume the leading role in copreneurial ventures, increasing numbers of females are assuming the leading role as well. The number of copreneurs is expected to rise as more people strive for greater flexibility in managing work and family, increased jobs satisfaction, and more personal time.

KEY WORDS: Employment Patterns; Dual Career Family; Employed Parents; Employment Problems; Entrepreneurship; Family Financial Resources; Family Life; Foreign Countries; National Surveys; Trend Analysis; Work Environment; Canada; Family Owned Businesses; United States; Employment Change.

61. Smith, V. (1997). New forms of work organization. *Annual Review of Sociology, 23*, 315-339.

This is a review of social science literature on the organizational innovations and staffing practices associated with new flexible forms of work. The review reveals a model of uneven flexibility, characterized by the differential distribution of opportunities across groups of US workers. These opportunities have emerged under conditions in which effort is intensified, control is decentered, and employment is destabilized. This new flexible model is contradictory in that it is both a progressive, enabling, high-performance approach, and a coercive, restrictive, low-performance approach. Although involvement and empowerment are key to the new models, their achievement requires workers to participate in organizational mechanisms of multifaceted and decentered systems of control that reproduce hierarchical features of traditional control systems.

KEY WORDS: Work Organization; Part-Time Employment; Employment Changes; Dislocated Workers; Labor Process; Social Inequality; United States of America; Sociological Research.

62. Smith, V. (2001). *Crossing the great divide: Worker risk and opportunity in the new economy.* Ithaca, NY: Cornell University Press.

The 1990s were years of turmoil and change in American work experiences and employment relationships. Trends including the growth of contingent labor, the reduction of stable employment contracts, the restructuring of jobs and companies, and the emergence of opportunity-enhancing employee participation programs impacted occupations, career paths, and labor market opportunities. The author analyzes this shift,

asking how workers navigated their way across the divide between bad jobs and good jobs, between jobs organized hierarchically and jobs requiring greater worker involvement, and between temporary and stable work.

The author uses original case study data from four diverse organizational settings around the country. She compares the situations of nonunionized, white-collar workers at a photocopy service firm; unionized blue-collar workers in a wood-products processing factory; temporary assemblers and clerical workers in a high-tech firm; and unemployed managers, technical workers, and professionals participating in a job search club.

KEY WORDS: Sociology of Work; Economics & Finance; Changes in Paid Work.

63. Smith, V. (2006). The end of work: The decline of the global labor force and the dawn of the post-market era, updated for the 21st century. *Work and Occupations, 33*(3), 303-306.

Jeremy Rifkin's 1995 book, The End of Work, has recently been reissued, "updated for the 21st century." Rifkin's prediction of how changing technologies will displace workers and lead to massive global unemployment by the mid-21st century has been repeatedly cited by many academics, policy makers, and members of the public. This essay revisits Rifkin's argument, asking, "How well does it stand a decade later?" The author contends that although The End of Work will continue to generate lively debate, it doesn't provide a defensible sociological guide for understanding work trends and, in fact, probably never should have been viewed as one.

KEY WORDS: Business Literature; Teamwork (Workplace); Downsizing (Management); Change.

64. Suchman, L. A. (2002). Practice-based design of information systems: Notes from the hyperdeveloped world. *The Information Society, 18*(2), 139-144.

Reflections on information systems design based in daily practices. From experience in what is name the hyperdeveloped world of industrial research and development in the United States, the author outlines a series of concerns, organized under the themes of information flows, local improvisations, and work practices. The author then offers alternative understandings of change and innovation that underwrite a practice based design approach. These include a view of innovation as indigenous to technologies-in-use, emphasizing investments needed to create sustainable change, & an orientation to artful integration for information systems design.

KEY WORDS: Information Technology; Research and Development; Systems; United States of America; Technological Innovations; Sustainable Development; Change.

65. Thompson, P. (2003). Disconnected capitalism: Or why employers can't keep their side of the bargain. *Work, Employment and Society, 17*(2), 359-378.

One of the central problems for critical materialist analysis is how to reengage with a larger canvas while avoiding both the non-empirical metatheorizing characteristic of much recent post-modern social theory and the teleological and totalizing grand narratives that disfigured previous perspectives. The pursuit of a complete picture of capitalist political economy and its relations with the spheres of work and employment, may, in other words, have inherent limitations and, to the extent that it can be achieved, come, not from a total analysis, but the combination of smaller pictures, and from analyses that start at different

levels. This article has been a contribution to thinking about ways of assembling the tools for creating such a picture.

KEY WORDS: Critical Materialism; Post-modern Theory; Social Theory; Narratives; Capitalist Political Economy; Work and Employment.

66. Vallas, S. P. (1999). Rethinking post-Fordism: The meaning of workplace flexibility. *Sociological Theory, 17*(1), 68-101.

Social scientists increasingly claim that work structures based on the mass production or Fordist paradigm have grown obsolete and they have given way to a more flexible, post-Fordist work structure. There is much disagreement over these claims, however. This article reorients this debate by subjecting the post-Fordist approach to theoretical & empirical critique. In doing so, it identifies several theoretical weaknesses, like for example, its uncertain handling of power & efficiency; its failure to acknowledge multiple responses to the crisis of Fordism, several of which seem at odds with the post-Fordist paradigm; and its tendency to neglect the resurgence of economic dualism & disparity in organizations & industries. A review of the empirical literature suggests that, despite scattered support for the post-Fordist approach, important anomalies exist that post-Fordism seems unable to explain. Despite its ample contributions, post-Fordist theory provides a distorted guide to the nature of workplace change in the US. Two alternative perspectives are sketched - neoinstitutionalist & flexible accumulation models. Both seem likely to inspire more fruitful lines of research on the disparate patterns currently unfolding in US work organizations.

KEY WORDS: Organizational Structure; Organizational Change; Work Organization; Fordism; Flexible Specialization; Theoretical Problems; United States of America; Change.

67. Wardell, M. L., Steiger, T. L., & Meiksins, P. (1999). *Rethinking the labor process*. Albany, NY: State University of New York Press.

While paying tribute to Harry Braverman for launching the research field known as the labor process, this book neither eulogizes nor castigates his work. Rather, it takes stock of the field, showing its blend of qualitative and quantitative methodologies and revealing its diverse contributions to the sociology of work, organizations, and stratification. Both U.S. and British authors use this venue as an opportunity to rethink and reinvigorate the labor process field, yet they maintain an intellectual commitment to the spirit with which Braverman wrote his work. They focus on aspects central to the labor process perspective, including management strategies, technology, innovations in the workplace, the value of labor, and control and resistance.

KEY WORDS: Sex Role in the Work Environment; Employees and Effect of Technological Innovations on Division of Labor; Social Conflict; Industrial Relations; Industrial Sociology; Braverman, Harry; Organizational Change; Managerial Strategies; Management; Equality.

68. Williams, C. C. (2002). A critical evaluation of the commodification thesis. *The Sociological Review, 50*(4), 525-542.

A recurring theme across the social sciences is that noncapitalist production is disappearing, albeit slowly and unevenly, and is being replaced by a commodified economy in which goods and services are produced by capitalist firms for a profit under conditions of market exchange. In this paper, however, I evaluate critically this commodification thesis. Even in the heartland of commoditization, "the advanced

economies" large economic spaces are identified where alternative economic relations and motives prevail. Rather than view them as leftovers of precapitalist formations, this paper argues that they are the result of both the contradictions inherent in the structural shifts associated with the pursuit of commodification as well as the existence of "cultures of resistance." As such, they are viewed as "spaces of hope" that highlight the demonstrable construction and practice of alternative social relations and logic's of work outside profit-motivated market-orientated exchange.

KEY WORDS: Capitalism; Economic Structure; Market Economy; Commodification; Profit Motive; Forces and Relations of Production; Economic Change.

69. Williams, C. C., & Windebank, J. (2003). The slow advance and uneven penetration of commodification. *International Journal of Urban and Regional Research, 27*(2), 250-264.

A common assumption is that commodification - the process by which goods and services are increasingly produced by capitalist firms for a profit under conditions of market exchange - is colonizing, albeit slowly and unevenly, ever more areas of daily life. Yet little evidence has been supplied to show either the extent or unevenness of this penetration. Here, we first draw on secondary data to evaluate the degree to which the advanced economies have been permeated by commodification. This identifies large spaces of non-exchanged work, non-monetized exchange, and non-profit-motivated monetary exchange. To both explain the existence of these spaces as well as the uneven penetration of commodification, we then report case study evidence from the sphere of domestic services in UK urban areas. This displays that although domestic services are slightly more commodified among higher-income populations, the uneven contours of commodification cannot be explained simply in terms of whether populations can afford to use formal service provision. While economic constraints do prevent the advance of commodification, especially in lower-income populations, strong 'cultures of resistance' are also uncovered that impede its deeper penetration. To conclude, therefore, the contrasting roles played by economic and cultural constraints in slowing the advance of commodification and creating its uneven contours are explored.

KEY WORDS: Commodification; Labor; Capitalist Societies; Exchange (Economics); Forces and Relations of Production; Domestics; United Kingdom; Urban Areas; Commodification; Economic Change.

70. Williams, C. C. (2004). The myth of marketization: An evaluation of the persistence of non-market activities in advanced economies. *International Sociology, 19*(4), 437-449.

A recurring theme across the social sciences is that noncapitalist production is disappearing, albeit slowly and unevenly, and is being replaced by a commodified economy in which goods and services are produced by capitalist firms for a profit under conditions of market exchange. In this paper, however, I evaluate critically this commodification thesis. Even in the heartland of commoditization, "the advanced economies" large economic spaces are identified where alternative economic relations and motives prevail. Rather than view them as leftovers of precapitalist formations, this paper argues that they are the result of both the contradictions inherent in the structural shifts associated with the pursuit of commodification as well as the existence of "cultures of resistance." As such, they are viewed as "spaces of hope" that highlight the demonstrable construction and practice of alternative social relations and logic's of work outside profit-motivated market-orientated exchange.

KEY WORDS: Commercialization; Commodification; Informal Sector; Marketization; Resistance; Economic Change.

71. Worrall, L., Cooper, C., & Campbell, F. (2000). The new reality for UK managers: Perpetual change and employment instability. *Work, Employment and Society, 14*(4), 647-668.

Using results from the first three years of a five-year UMIST-Institute of Management study, this paper explores the changing nature of managerial work in the UK and the impact of organizational change on managers' sense of loyalty, morale, and motivation. This article discusses the impact of organizational change on surviving managers where redundancy has been used, compared with organizations where redundancy has not been used. The results suggest that if redundancy is to be continually pursued as a method of change, managers should be aware of the damaging implications not only to individuals, but to the culture of the downsized organization.

KEY WORDS: Employment Changes; Organizational Change; Managers; Redundancy; Work Organization; Management; United Kingdom; Organizational Commitment; Organizational Culture.

72. Yen, I. H., & Frank, J. W. (2002). *Improving the health of working families: Research connections between work and health.* (No. No-302).

These two papers are presented in the context of recent research on the connections among work, family, and health. Chapter 1 focuses on the changing nature of work, the new economy, and recent demographic trends. Chapter 2 examines the health effects of job security, income, work organization, health and pension benefits, work schedules, workplace stress, occupational health, socioeconomic status across the life course, and family and sick leave. Chapter 3 explores policy options by outlining three possible strategies. Lastly, in the second paper policy makers are urged to adopt policies based on the following principles: work redesign; paid leave and family care; reduced hours and flexibility; women in leadership positions, worker voice, community empowerment; and work-family councils.

KEY WORDS: Access to Health Care; Adjustment (to Environment); Child Care; Employment Practices; Family Health; Family-Work Relationship; Government Role; Health Insurance; Income; Job Security; Policy Formation; Population Trends; Public Policy; Retirement Benefits; Social Science Research; Unemployment Insurance; Wellness; Work Environment; Working Poor; Economic Change; Employment Change.

73. Zeytinoglu, I. U. (2004). *Flexible work arrangements: Conceptualizations and international experiences*. New York: Kluwer Law.

In today's world of work, the old standards of fixed hours and location have been substantially weakened. The majority of employers, in fact, prefer to maintain a flexible system of work arrangements that gives them more control over rate of production, assignment of tasks, and economic circumstances. The global development of these new and extensive conditions of employment variously characterized as nonstandard, alternative, peripheral, contingent, or atypical has progressed to a point at which its significance for both employers and employees (as well as for society in general) can be fruitfully analyzed.

KEY WORDS: Work and Learning; Economic Analysis; Workplace Alternatives; Changes in Paid Work.

Section 2.2
Assessments of Knowledge-based Economy

D.W. Livingstone, M. Raykov, K. Pollock, F. Antonelli

1. Alvesson, M. (2004). *Knowledge work and knowledge-intensive firms*. New York: Oxford University Press.

   This book is based on the idea that society is beginning an era characterized by turbulence and rapid technological change. In the following competitive context, information technology has become omnipresent and increasingly important and new organizational forms have surfaced to respond to the new competitive challenges. The "knowledge" intensive firms are one type of these new forms. The increasing significance of this new type of organization relies on the fact that between ten and fifteen percent of the workforce in Europe and North America works in Knowledge Intensive Firms (KIFs). Many scholars and practitioners therefore feel confident in asserting that KIFs have started dictating the world economy.

   KEY WORDS: Knowledge Work; KBE; Knowledge Workers; Knowledge Management.

2. Aneesh, A. (2001). Skill saturation: Rationalization and post-industrial work. *Theory and Society, 30*(3), 363-396.

   The proliferation of new information technologies in the US has brought a shift in work skill requirements. Skill formation is located within the framework of rationalization to demonstrate the shift from industrial to postindustrial information work. The focus is on new information technologies that require the worker to interact primarily with electronic text and graphics. "De-skilling" is discussed, followed by an analysis of "skill saturation"; a distinction is made between saturated and unsaturated skills. Changes characteristic of saturated and unsaturated work are identified, including a loss of spaces for play and creativity and a paradoxical intensification of work, despite a decrease in the physical requirements of work. The way skills move from an unsaturated to a saturated state is described in the context of computer programming, and a history of programming languages and skill saturation is advanced. Possibilities of resisting saturation in postindustrial work world are explored.

   KEY WORDS: Work Skills; Job Characteristics; Information Technology; Postindustrial Societies; Work Organization; Work Environment; Job Requirements; Employment Changes; Rationalization.

3. Baldwin, J. R., & Beckstead, D. (2003). *Knowledge workers in Canada's economy, 1971-2001*. Ottawa: Statistics Canada.

   This article examines the emergence of the knowledge economy by examining the increasing importance of high-knowledge occupations over the period 1971-2001. Contrary to the impression that is sometimes given by reports that just emphasize the recent rapid development of the high-tech information and communications technology sector, a more extensive examination of the presence of knowledge workers shows that the emergence of the knowledge economy has been more widespread and continuous than might otherwise be thought. This paper reports that the importance of knowledge occupations has continuously increased over the last three decades. It also examines differences in the changes that have occurred for different knowledge professions— managers, professionals and technical occupations—and for different industries. It finds that the increase in the proportion of the labour force that is classified to knowledge occupations was widespread. It occurred for professionals, managers, and technical occupations. It occurred across most industries. While there are differences in the rates of growth in some areas, the most important conclusion to emerge from the study is that the growth of skills, as proxied by the importance of knowledge occupations, was widespread and not restricted to narrow areas of interest, such as popularly defined high-tech sectors.

KEY WORDS: Canada; Knowledge Economy; Occupation; Industry; Knowledge Workers; KBE.

4. Beckstead, D., & Vinodrai, T. (2003). *Dimensions of occupational changes in Canada's knowledge economy, 1971-1996*. Ottawa: Ministry of Industry.

This article examines the increasing importance of high-knowledge occupations over the period 1971 to 1996. It also examines changes that have occurred for different knowledge professions, including managers, professionals and technical occupations, by industry and by geographic area.

KEY WORDS: Knowledge Economy; Knowledge Workers; Knowledge Industry.

5. Beckstead, D., & Gellatly, G. (2004). *Are knowledge workers found only in high-technology industries?* Ottawa: Ministry of Industry, Canada.

This paper explores the industrial composition of Canada's Knowledge Economy. It uses a new occupational taxonomy to identify a small set of high-knowledge industries—industries that exhibit proportionately large concentrations of knowledge workers. It then compares these high-knowledge industries with two industrial aggregates that have recently been used to study growth trends in the New Economy: (1) information and communications technology (ICT) industries, and (2) science-based industries. Two basic questions guide our analysis. First, are there industries—beyond those located in science and technology-based environments—that emerge as high-knowledge leaders when statistical estimates of knowledge intensity are based solely on occupational structure? Second, how do the growth and structural characteristics of these high-knowledge industries compare with those that characterize ICT-based environments, sectors that are home to the technology-based firms that develop, deliver and support many of the products and services associated with the New Economy?

KEY WORDS: Knowledge Economy; Knowledge Workers; Canada; Class Analysis; Knowledge Industry.

6. Black, S. E., & Lynch, L. M. (2003). The new economy and the organization of work. In D. C. Jones (Ed.), *New economy handbook* (pp. 545-563). San Diego: Academic Press.

Although considerable research has focused on the role of investments in information and communication technologies in the "new economy," this chapter argues that an additional component of the new economy includes changes in workplace practices. Over the past decade, more firms have adopted "knowledge-based" work processes in which nonmanagerial workers are involved in problem solving and identifying opportunities for innovation and growth. Workplace innovations such as teamwork, incentive-based compensation, employee participation in decision-making, and training have raised the productive capacity of firms, impacted the wages of workers, and affected the demand for skilled labor. This chapter summarizes the empirical evidence on the impact of workplace innovation on a new economy and the implications for public policy.

KEY WORDS: Economic Analysis; Workplace Alternatives; New Economy.

7. Blom, R., Melin, H., & Pyoria, P. (2002). Social contradictions in informational capitalism: The case of Finnish wage earners and their labor market situation. *The Information Society, 18*, 333-343.

Along with the diffusion of information and communication technologies (ICTs), work processes are becoming ever more knowledge intensive. In keeping with this trend, the number of informational (or knowledge) workers in Finland has more than tripled from 12% in 1988 to 39% in 2000. What makes the Finnish case unique and interesting is the exceptional speed with which the information sector of the economy has grown. A few years after facing the most severe economic recession in its history in the early 1990s, Finland is now considered to have an advanced information economy. However, our empirical analysis—based on survey data from 1988, 1994, and 2000—yields a somewhat more critical picture of the Finnish information society than what usually comes across in the mainstream media. The opportunities for social equality offered by the growth of informational work are far more limited than was the case with the transition from agricultural to industrial production.

KEY WORDS: Knowledge; Knowledge Work; Information; Stratification; Class Analysis; KBE; Education; Work.

8. Brint, S. (2001). Professionals and the 'knowledge economy': Rethinking the theory of postindustrial society. *Current Sociology, 49*(4), 101-132.

The author provides evidence that the Scientific-Professional Knowledge (SPK) economy is a sizeable, but far from predominant, part of the larger economy. He criticizes the tendency of most of the early theorists to assume either a linear or 'S-curve' growth in the size and influence of the knowledge economy. He shows that a meaningful conception of the knowledge economy must have a more realistic sense of subsector dynamics to replace the simplistic notions of linearly expanding influence that marred much of the earlier visionary work on the SPK economy. He argues that structural influences on the growth of particular industries in the knowledge economy (including the potential for productivity gains in the different SPK industries, demographic changes related to demand for services, and legal environment-influencing relationships between universities, government and corporations) are necessary features of an adequate social science understanding of this growing sector of the economy. Finally, he differentiates five major subsectors of the SPK economy and show that the conditions and opportunities at work faced by professionals vary greatly by the subsector in which they are employed. In the conclusion of the article, the author uses this reformulation of the knowledge economy idea to discuss why the social changes associated with the coming of a professionally dominated, knowledge-based postindustrial society have not, by and large, come to pass.

KEY WORDS: Knowledge; KBE; Knowledge-Based Economy; Professional; Post-Industrialism; Management; Management Theory.

9. Brown, P. (2000). The globalisation of positional competition? *Sociology, 34*(4), 633-653.

The paper examines the impact of economic globalisation on competition for a livelihood. He suggests that centre-left Modernisers, which include New Labour in Britain and the Democrats in the USA, assume that globalisation has transformed the nature of positional class conflict. These groups argue that the absolute standards of educational achievement, rather than the relative standing of credential holders within local or national labour markets, are of primary importance. Drawing on neo-Weberian theories of social closure, the author argues that the Modernisers' description of the global labour market and its impact on positional class conflict is flawed. He suggests that existing theories of social closure be developed in terms of what is called Positional Conflict Theory.

KEY WORDS: Academic Achievement; Competition; Social Class; Globalization; Sociological Perspectives; Work and Learning.

10. Bryson, J. (2000, October 24-26). *Building a knowledge-based economy and society.* Paper presented at the Conference Capitalising on Knowledge: The Information Profession in the 21st Century, Canberra, Australia. Retrieved December 28, 2006, from http://conferences.alia.org.au/ alia2000/proceedings/ jo.bryson.html.

This paper provides an overview of the forces shaping the future of the knowledge economy and society, including: the speed and type of change that is occurring; the technologies that are propelling it; the technology and information choices that competitors are making; which organizations are in the lead; who has the most to gain and to lose; the investment strategies of competitors vis-a-vis the trends; and the variety of ways these trends may influence customers' demands and needs. The characteristics of a global information economy and society are identified, focusing on the four building blocks of infrastructure provision, lifelong learning, economic growth, and service delivery. National strategies for Singapore, the European Union, and Australia are considered, as is the role of libraries and information services in the global information economy and society.

KEY WORDS: Economic Change; Foreign Countries; Futures of Society; Global Approach; Information Services; Information Technology; Library Role; Lifelong Learning; National Programs; Social Change.

11. Carlsen, A., Klev, R., & von Krogh, G. (2004). Living knowledge: Foundations and frameworks. In A. Carlsen, R. Klev & G. von Krogh (Eds.), *Living knowledge: The dynamics of professional service work* (pp. 1-19). New York: Palgrave Macmillan.

The authors take a fairly conventional approach to knowledge work, or what they specify as professional service work, arguing there are a growing number of jobs that involve non-routine and problem-solving activity. The authors reject the reification of knowledge, rather studying knowledge only through those activity systems where knowledge is applied and acquired.

KEY WORDS: Knowledge Work; Knowledge Workers; KBE; Professional; Knowledge; Knowledge Management.

12. Castells, M. (2004). *The network society: A cross-cultural perspective.* Northhampton, MA: Edward Elgar.

Castells writes that technology cannot be considered independently of its social context. He presents 19 contributed articles inquiring into some key themes in various cultural and institutional contexts. These themes offer theoretical discussion of the network society. Analysis of processes of technological transformation in Silicon Valley, Finland, Russia, China, and the UK are provided. Subsequent chapters discuss the economy, sociability and social structure, the public interest, social movements and politics, and identity, culture, globalization, the hacker ethic, and a historian's view.

KEY WORDS: Information Society; Cross-Cultural Studies.

13. Cortada, J. (Ed.). (1998). *Rise of the knowledge worker*. Boston: Butterworth-Heinemann.

   This book traces the history and evolution of the "knowledge worker," a term coined to describe employees in the Information Age who do mental as opposed to manual labor, and provides insights and conjecture as to the future role of such workers.

   KEY WORDS: Knowledge Workers; Knowledge Management; Intellectual Capital.

14. Cully, M. (2003). *Pathways to knowledge work*. Retrieved March 22, 2006, from http://www.ncver.edu.au/research/proj/nr0022.pdf

   A study examined how the occupational structure of the Australian labor market evolved and how individuals fared in the process. It identified issues in defining skill and knowledge and followed Elias and McKnight (2001) in stating that sufficient evidence showed a very high correlation between job-required cognitive ability and ordinal skill ranking. Prong 1 of an empirical approach examined census data on occupational composition of employment from 1986-2000 and showed that employment grew most rapidly in professional jobs and intermediate clerical, service, and sales jobs, and a very large number of trades were in decline. Prong 2 examined longitudinal data from the 1997 Negotiating the Life Course Survey with work and education histories for over 2,000 people and found that about six in seven changed occupation between their first main job on entering the labor market and their present job, and just over half changed broad skill ranking. The most important determinant of whether a person began working life in a knowledge job and stayed was education. There was little association between people's background characteristics, education, and work experience and whether they moved into knowledge work. Implications for vocational education and training (VET) were that the surest path to knowledge jobs is to obtain post-school qualifications; VET might deliver degree-level courses at the associate professional level where diplomas are often required; and over-education through VET is dangerous if educational attainment outstrips growth of jobs at the top of skill distribution.

   KEY WORDS: Knowledge Workers; Australia.

15. David, P. A., & Foray, D. (2002). An introduction to the economy of the knowledge society. *International Social Science Journal, 54*(171), 9-23.

   This paper reviews the central themes relating to the development of new knowledge-based economies. After placing their emergence into an historical perspective & suggesting a theoretical framework to distinguish knowledge from information, the authors try to grasp what constitutes the specific nature of such economies. They proceed to deal with some of the major issues concerning the new skills & abilities necessary for integration into the knowledge-based economy; the new geography that is developing (where physical distance would cease being such a influential constraint); the conditions controlling access to the knowledge-based economy, not least for developing countries; how the development of knowledge across different sectors of activity has been uneven; problems with intellectual property rights & the privatization of knowledge; and the topics of confidence, memory, & the fragmentation of knowledge.

   KEY WORDS: Economic Change; Economic Systems; Knowledge; Technological Progress; Social Change; Knowledge Utilization; Telecommunications; Work and Learning.

16. Dunning, J. (Ed.). (2000). *Regions, globalization, and the knowledge based economy*. New York: Oxford University Press.

This book presents different disciplinary approaches to the knowledge economy and includes detailed case analysis of its impact in various parts of the world. The book moves between the supra national macro region and the micro cluster, as well as looking at associated infrastructural and policy responses.

KEY WORDS: Knowledge Management; Regional Economics; International Business; Work and Learning.

17. Florida, R. (2002). *The rise of the creative class: And how it's transforming work, leisure, community and everyday life.* New York: Basic Books.

The author looks at the growing influence of today's newest "Creative Class" which derives its identity and values from its role as purveyors of creativity and comprises nearly 40 million Americans and 25 percent of all employed people. The author also offers innovative and practical lessons for businesses and employees.

KEY WORDS: Creative Ability; Work Ethic; Knowledge Workers; Leisure; Social Classes; Technology and Civilization; Human Capital.

18. Frenkel, S., Korczynski, M., Donoghue, L., & Shire, K. (1995). Re-constituting work: Trends towards knowledge work and info-normative control. *Work, Employment & Society, 9*(4), 773-796.

This article examines the impact of three macrotrends in technological change & employment structure on the nature of work in advanced societies: (1) transformation of infrastructure to one based on information technology; (2) growth of occupations requiring reconceptualization & analysis of information; & (3) continued expansion of the service sector relative to the manufacturing sector. These trends are making the conventional classifications of work - manual vs. nonmanual, white- vs. blue-collar, & part- vs. full-time - meaningless & are producing an emphasis in the workplace on knowledge work & people-centeredness. A three-dimensional framework for interpreting the work of several kinds of information- & people-centered workers is provided, & the impact of this trend on management control of the workplace discussed.

KEY WORDS: Technological Change; Employment Changes; Trends; Work; Information Technology; Occupational Structure; Service Industries.

19. Guthrie, J., & Petty, R. (2000). Intellectual capital literature review: Measurement, reporting and management. *Journal of Intellectual Capital, 1*(2), 155-176.

The rise of the "new economy", one principally driven by information and knowledge, is attributed to the increased prominence of intellectual capital (IC) as a business and research topic. Intellectual capital is implicated in recent economic, managerial, technological, and sociological developments in a manner previously unknown and largely unforeseen. Whether these developments are viewed through the filter of the information society, the knowledge-based economy, the network society, or innovation, there is much to support the assertion that IC is instrumental in the determination of enterprise value and national economic performance. First, the authors seek to review some of the most significant extant literature on intellectual capital and its developed path. The emphasis is on important theoretical and empirical contributions relating to the measurement and reporting of intellectual capital. The second part of this paper identifies possible future research issues into the nature, impact and value of intellectual

management and reporting.

KEY WORDS: KBE; Knowledge Management; Intellectual Labour; Intellectual Capital; Intangible Assets; Knowledge Work; Knowledge Workers.

20. Hansen, L. (2001). *The division of labour in post-industrial societies.* Retrieved June 19, 2006, from https://guoa.ub.gu.se/dspace/bitstream/ 2077/131/1/Hansen2001.pdf

This dissertation is a study of how work is distributed in so-called post-industrial societies. The main question it addresses is how the division of labour in complex societies is developing. That is, what occupations are increasing or decreasing their shares within the occupational structure, and how can these changes be understood? For many years it has been argued that advanced Western societies are leaving the industrial era and entering a so-called post-industrial phase. The primary feature of this alleged post-industrial development is a shift from the primacy of goods production to a dominance of service production.

The studies that are presented in this thesis represent attempts to capture the essence of the division of labour in so-called post-industrial societies. Five economically advanced Western countries (Canada, Denmark, Germany, Sweden, and the United States) are studied regarding such aspects as industrial and occupational employment changes, occupational sex segregation, and changes in educational attainment. Also, the conceptual framework for occupational classifications is analysed and discussed. The countries are studied with the help of official statistics, and, in particular, occupational employment data are utilised in a number of ways. Occupational data are presented on several levels of aggregation and organised according to different classifications in order to arrive at a comprehensive understanding of these countries' division of labour.

KEY WORDS: Post-Industrial Society; Division of Labour; Occupational Classification; Occupational Structure; Welfare State; Sex Segregation; Education.

21. Henwood, D. (2003). *After the new economy: The binge...and the hangover that won't go away.* New York: The New Press.

The author dissects the New Economy, arguing that the delirious optimism was actually a manic set of variations on ancient themes, all promoted from the highest of places. Claims of New Eras have plenty of historical precedents; in this latest act, our modern mythmakers maintained that technology would overturn hierarchies, democratizing information and finance and leading inexorably to a virtual social revolution. But, as the author vividly demonstrates, the gap between rich and poor has never been so wide, wealth never so concentrated.

KEY WORDS: New Economy; Classical Economics; Weightless Society; Knowledge Economy; Knowledge Workers; Neoliberalism.

22. Kelloway, K., & Barling, J. (2000). Knowledge work as organizational behaviour. *International Journal of Management Reviews, 2*(3), 287-304.

The authors review and critique the definitions of knowledge work and put forth the idea that it can best be understood as a discretionary behaviour in organizations. The discretionary acts in organizations are understood to compromise the creation of knowledge, the application of knowledge, the transmission of knowledge, and the acquisition of knowledge.

KEY WORDS: Knowledge Workers; Human Capital.

23. Kevatsalo, K. (2001). Confidence and commitment in postindustrial work organizations. *Sosiologia, 38*(4), 260-273.

Many analysts agree that the mid-1970s was a turning point in the organization of production and markets during the last of the industrial age. The period of change that followed has been described as a transition from "Fordism" to "post-Fordism". This period has even been called the information age because of the rapid adoption and diffusion of information technology. This article elaborates on employee commitment to management and trade unions throughout this period of transition.

KEY WORDS: Management; Unions; Workers; Labor Process; Employment Changes; Postindustrial Societies; Flexible Specialization.

24. Kim, S. (2000). The roles of knowledge professionals for knowledge management. *Inspel, 34*(1), 1-8.

This paper starts by exploring the definition of knowledge and knowledge management; examples of acquisition, creation, packaging, application, and reuse of knowledge are provided. It then considers the partnership for knowledge management and especially how librarians as knowledge professionals, users, and technology experts can contribute to effective knowledge management. It is concluded that knowledge professionals will have to move from the background to the center of the organizational stage to jointly hold the reins of knowledge management.

KEY WORDS: Information Professionals; Knowledge Management; Information Management; Information Technology; Librarians; Library Role; Library Services; Organizational Development; Users (Information).

25. Kleinman, D. L., & Vallas, S. P. (2001). Science, capitalism, and the rise of the "knowledge worker": The changing structure of knowledge production in the United States. *Theory and Society, 30*(4), 451-492.

This paper explores the paradox of increasing scientist/engineer autonomy in the private sector versus decreased academic freedom for university researchers in the context of capitalism's growing dependence on scientific/technical expertise. The concept of "asymmetrical convergence" is applied to describe the simultaneous penetration of industrial codes & practice into the academy & emergence of academic norms for knowledge workers in the high-tech sector. In light of problems in existing scholarship on scientific & technical workers, a divergent conceptual model for viewing knowledge work under contemporary capitalism is outlined, demonstrating new knowledge production structures, particularly as the academy aligns more frequently with industry.

KEY WORDS: Science and Technology; Scientists; Engineers; College Faculty; Knowledge; Production; Academic Freedom; Autonomy; Public Sector Private Sector Relations.

26. Kurzman, C., & Owens, L. (2002). The sociology of intellectuals. *Annual Review of Sociology, 28*, 63-90.

The sociology of intellectuals has adopted three fundamentally unique approaches to its subject. The Dreyfusards, Julien Benda, "new class" theorists, and Pierre Bourdieu

treated intellectuals as potentially a class-in-themselves, that is to say, as having interests that distinguish them from other groups in society. Antonio Gramsci, Michel Foucault, and theorists of "authenticity" treated intellectuals as primarily class-bound, representatives of their group of origin. Karl Mannheim, Edward Shils, and Randall Collins treated intellectuals as relatively class-less with the ability to transcend their group of origin to pursue their own ideals. These approaches divided the field at its founding in the 1920s, during its mid-century peak, and in its late-century revival.

KEY WORDS: Intellectuals; Knowledge Workers; New Class; Class Analysis; Professionals.

27. Leadbeater, C. (2000). *The weightless society: Living in the new economy bubble.* New York: Texere.

Today more and more of us make our living from our ideas. The Weightless Society demonstrates why entrepreneurship will become a mass activity, companies will need to be structured as if they were brains, ownership must be broadly spread, networks will become the main way of organizing our knowledge economy, and truth and collaboration will be the new ethics of the new economy. Perhaps most compellingly, the author shows how the same principles are being applied in the public sector. The author argues for a radical overhaul of corporate and government institutions inherited from the industrial era which are ill suited to the knowledge economy, including new approaches to measuring economic value, taxation and social entrepreneurship.

KEY WORDS: New Economy; Knowledge-Based Economy; Weightless Society; Knowledge Work; Knowledge Workers.

28. Machin, S. (2003). Skill-biased technical change in the new economy. In D. C. Jones (Ed.), *New economy handbook* (pp. 565-581). San Diego: Elsevier.

This chapter examines changes in the skill structures of labor demand. It places attention on changes in the relative wages and employment of more skilled–educated workers as compared to their less skilled–educated counterparts. The chapter discusses the main explanations for why relative demand has shifted in favour of the more skilled, arguing that skill-biased technical change has been an important factor behind the observed changes in the organization of work in the new economy. It also examines some of the technology–trade debate, arguing that trade-based explanations are difficult to maintain. It concludes by discussing the possible policy implications that run alongside these changes in labor market structure.

KEY WORDS: Skill; KBE; Knowledge-Based Economy; New Economy.

29. Malhotra, Y. (2002). Is knowledge management really an oxymoron? Unraveling the role of organizational controls in knowledge management. In D. White (Ed.), *Knowledge mapping and management* (pp. 1-13). Hershey, PA: Idea Group.

Many current implementations of organizational knowledge management, although based on the most advanced information technologies, are challenged by the pervading organizational controls. Often, such failures of knowledge management systems implementations come about from incorrect understanding and misapplication of the notion of "controls." Therefore, it is critical to develop a better understanding of information systems related organizational controls so that they can facilitate the success

of knowledge management systems implementations. This chapter fills the critical void of incomplete and commonly incorrect interpretations of organizational controls by developing a better theoretical and conceptual understanding of organizational controls and their pragmatic implications. The chapter proposes an organic model of organizational controls for design of knowledge management systems that can effectively enable creation of new knowledge, renewal of existing knowledge and knowledge sharing.

KEY WORDS: Knowledge Management; Knowledge; Knowledge Work; Discretion; Decision-Making; Management Theory.

30. Meyerson, H. (2006, April 8). *Not your father's Detroit*. Retrieved July, 2006, from http://www.americanprospect.com/web/page.ww?section=root&name =ViewPrint&articleId=11300

The author debunks a number of myths concerning the 'new economy': namely, that wages are improving with productivity and that the future for the US will be a place where the highly educated are richly rewarded. Instead, he argues that offshoring practices will move any and all jobs that can be moved to countries where wages are lower and governments pursue more aggressive, strategic industrial policy. Using statistics from a range of mainstream sources, the author paints a bleak future for the worker in the America and other advanced capitalist economies. He recommends that the US change its industrial policy to provide incentives for corporations to invest and stay in the country, that the US pursue and upgrading policy (unionization) for all service work, especially non-offshorable jobs; and, finally, that corporate governance be changed so that employees and public members have a significant say instead of CEO-dominated boards of governors simply rewarding each other and the shareholder at the expense of employees.

KEY WORDS: Outsourcing; Offshoring; Economics; Restructuring; Industrialism; Globalization.

31. Mokyr, J. (2002). *The gifts of Athena: Historical origins of the knowledge economy*. Princeton, NJ: Princeton University Press.

The increase of technological and scientific knowledge in the past two centuries has been the overriding dynamic element in the economic and social history of the world. Its result is now called the knowledge economy. But what are the historical beginnings of this revolution and what have been its mechanisms? The author constructs an original framework to analyze the concept of "useful" knowledge. He argues that the growth explosion in the modern West in the past two centuries was driven not just by the appearance of new technological ideas but also by the increased access to these ideas in society at large - as made possible by social networks comprising universities, publishers, professional sciences, and kindred institutions. Through a wealth of historical evidence set in clear and lively prose, the author shows that changes in the intellectual and social environment and the institutional background in which knowledge was generated and disseminated brought about the Industrial Revolution, followed by sustained economic growth and continuing technological change.

KEY WORDS: KBE; Knowledge-Based Economy; Knowledge; Post-Industrial.

32. OECD. (2001). *Competencies for the knowledge economy*. Retrieved July, 2006, from http://www.oecd.org/dataoecd/42/25/1842070.pdf

Pressures to increase the role of information and knowledge in national economies have provoked a wide-ranging debate about what kinds of competencies young people and adults now require. The workforce is "upskilling", both in terms of the average educational level of workers and the kinds of job that they are performing. White-collar, high-skilled jobs are driving growth in employment. This is not simply a question of the growth in knowledge "sectors". Work is becoming increasingly skilled across industries and within individual occupations. A group of "knowledge workers" can be viewed as those performing knowledge-rich jobs. Such workers are usually but not universally well educated. Some knowledge workers possess high levels of literacy and lower levels of education, implying that basic skills obtained beyond education are recognised in the knowledge economy. Communication skills, problem-solving skills, the ability to work in teams and ICT skills, among others, are becoming important and harmonizing to basic core or foundation skills. Even more than other workers, knowledge workers depend on workplace competencies. However, further research is required to inform education policy makers about how to develop the right skills for a knowledge economy, rather than assuming that high levels of education alone, as conventionally defined, will be enough.

KEY WORDS: KBE; Knowledge-Based Economy; Competencies; Education; Learning; Skills.

33. Powell, W. W., & Snellman, K. (2004). The knowledge economy. *Annual Review of Sociology, 30*, 199-220.

The authors define the knowledge economy as production and services based on knowledge-intensive activities that contribute to an accelerated pace of technical and scientific advance, as well as rapid obsolescence. The key aspect of a knowledge economy is a greater reliance on intellectual capabilities than on physical inputs or natural resources. The authors provide evidence drawn from patent data to document an upsurge in knowledge production and show that this expansion is driven by the emergence of new industries. The authors then review the contentious literature that assesses whether recent technological advances have raised productivity. Also, the authors examine the debate over whether new forms of work that embody technological change have generated more worker autonomy or greater managerial control. Finally, the paper assesses the distributional consequences of a knowledge-based economy with respect to growing inequality in wages and high-quality jobs.

KEY WORDS: Knowledge; Productivity; Workplace Reform; Distributional Effects of Technological Change.

34. Sam, T. X. (2002). New characteristics of knowledge-based economies. *Nature, Society, and Thought, 15*(4), 469-481.

The scientific & technological revolution led to globalization and this event in turn has become a driving force for the alteration of science into a direct labor force. Knowledge is the decisive element in economic development, & knowledge-based, nonmaterial commodities will soon govern the market. Changing a knowledge-based economy depends on a strong development strategy by a country or business. There is a clear gap between the developed & less-developed capitalist countries. The uneven development of the capitalist transnational corporations situated in the developed capitalist countries are using their domination of the knowledge-based economy to deepen the exploitation of the less-developed nations. The result is that the class struggle becomes more sophisticated while remaining just as fierce.

KEY WORDS: Scientific Knowledge; Economic Models; Development Strategies; North and South; Capitalist Societies; Class Struggle; Economic Underdevelopment; Information Society; Globalization; Work and Learning.

35. Statistics Canada. (2001). *National occupational classification 2001*. Ottawa: Ministry of Supply and Services, Statistics Canada.

Developed in co-operation with Statistics Canada, this report is the standard framework for collecting and analyzing labour market information. The revised NOC 2001 provides accurate and up-to-date descriptions of over 500 occupational groups that cover approximately 30,000 job titles. The Canadian labour market has changed significantly since the 1992 release of the NOC. Technological advancements have created a number of emerging occupations and have transformed many others. The revised NOC 2001 now includes eight new occupational groups for work in the information technology industry. The new skills required in Canada's knowledge-based economy are reflected throughout the NOC 2001. This report is seen as being an indispensable tool for those who use labour market information, plan human resources, conduct labour market research and analysis, assist with career planning and vocational rehabilitation, and provide career information services.

KEY WORDS: Occupations Classification; Occupations Dictionaries; Occupations Terminology; Occupations Canada.

36. Stewart, T. (1997). *Intellectual capital: The new wealth of organizations*. New York: Doubleday.

The author demonstrates that the emergence of the Information Age has changed the nature of wealth and wealth creation, and offers new ways of looking at what companies do and how to lead them. In a knowledge-based economy, intellectual capital - the untapped, unmapped knowledge of organizations - has become a company's greatest competitive weapon. Intellectual capital is found in the talent of the people who work there; the loyalty of the customers it serves and learns from; the value of its brands, copyrights, patents and other intellectual property; the collective knowledge embodied in its cultures, systems, management techniques, and history. However, these vital assets are nowhere found on a balance sheet, only rarely managed, and almost never managed skillfully.

KEY WORDS: Creative Ability in Business; Human Capital; Success in Business.

37. Thompson, P., Warhurst, C., & Callaghan, G. (2000). Human capital or capitalising on humanity? Knowledge, skills and competencies in interactive service work. In C. Prichard, R. Hull, M. Chumer & H. Willmott (Eds.), *Managing knowledge: Critical investigations of work and learning* (pp. 122-140). New York: St. Martin's Press.

This article critically examines the claim that there has been a striking growth in 'knowledge work' in advanced economies. Using the Australian Bureau of Statistics Labour Force Survey, the authors examine occupational change from 1986 to 2000 to evaluate the support for this claim. Researchers usually rely on aggregate level data to justify the presence of a burgeoning knowledge-based workforce, but the authors contend that we must 'get below the surface' of the major occupational groups by disaggregating the data. This enables the authors to demonstrate that a substantial component of the apparent growth in knowledge work is accounted for by an increase in low-level information handling occupations rather than by a growth in knowledge work as it is commonly conceived. The article then develops an interpretive framework that makes sense of the data in a manner that avoids both over-estimating the prevalence of the 'knowledge worker' and underestimating the knowledge-related activities in jobs usually

considered to be low-skilled and bereft of important competencies.

KEY WORDS: Knowledge; Knowledge Work; Knowledge Workers; Skill; Human Capital Theory; Human Capital; KBE.

38. Thurow, L. C. (2000). Globalization: The product of a knowledge-based economy. *The Annals of the American Academy of Political and Social Science, 570*, 19-31.

The shift to an era of manmade brainpower industries is devising the technologies that are creating a global economy. Leaving behind the role of regulator or the function of controlling their national economies, governments are becoming platform builders that invest in infrastructure, education, and research and development to allow their citizens to have the opportunity to earn world-class standards of living. Countries themselves are being put into play, and inequality is rising. The rest of the world sees an invasion of the US system, but in reality, it is a brand new global system. Intellectual property rights have become a central and contentious unresolved issue.

KEY WORDS: Globalization; Knowledge; Property; Property Rights; State Intervention; Economic Development; World Economy; Research and Development; Infrastructure.

39. Thursfield, D. (2000). *Post-Fordism and skill: Theories and perceptions.* Aldershot: Ashgate.

Taking three companies, one from the glass, electronics, and chemical industries, as case studies, the author addresses the trend of general neglect of manager and worker perceptions of skill, and uses that evidence to construct a model to explain subjective perceptions of skill and the causal processes that shape them. Thursfield connects definitions of skill by sociologists to those grounded in the perceptions of those involved.

KEY WORDS: Occupations; Great Britain; Sociological Aspects; Skilled Labor; Ability; Evaluation.

40. Wigfield, A. (2001). *Post-Fordism, gender and work.* Aldershot: Ashgate.

In recent years there has been extensive debate concerning the way in which advanced industrialized nations have encountered economic restructuring, experiencing a shift away from the dominance of Fordism and the emergence of more flexible modes of production. The principal theoretical perspectives in this field, the Institutionalist theory of flexible specialization and the regulationist theory of post-Fordism, fail to adequately incorporate a gender informed analysis into their respective models of economic restructuring. This book redresses the gap in existing post-Fordist literature and is the first of its kind to comprehensively explore gender relations in the post-Fordist economy. The book incorporates a gender dimension into the economic restructuring debate on both a theoretical and a practical level. It also explores the implications of economic restructuring in the workplace for gender relations. Several questions emerge from this discussion relating to issues around numerical flexibility, functional flexibility, and technological change. This book provides an important and original contribution to both post-Fordist and feminist literature, whilst at the same time providing a practical insight into post-Fordist methods of work organization based on the concept of team working.

KEY WORDS: Teams in the Workplace; England; Nottinghamshire; Case Studies; Women; Employment; Feminist Economics; Labor Economics.

Section 2.3
Changes in Paid Work & Employment Statuses

1. Aaronson, D. P., Kyung-Hong; Sullivan, Daniel. (2006). The decline in teen labor force participation. *Economic Perspectives [Chicago], 30*(1), 10-16.

   The pattern of steady decline in teen work from the 1970's is escalating beyond 2000. The authors argue that much of this pattern is due to a significant increase in the rewards of formal education. The study also explores changes to labour demand, crowding out by substitutable workers, the increased work activity of mothers and the rise in wealth as possible explanations.

   KEY WORDS: Labor Market; Demographics; Teenagers; Education; Employment Changes.

2. Anonymous. (2003). A snapshot of Canada's workforce. *Canadian HR Reporter [Toronto], 16*(19), pp.17.

   Three researchers, sociology professor Cynthia Cranford at the University of Toronto at Mississauga, professor Leah Vosko of the School of Social Sciences at York University, and Nancy Zukewich at Statistics Canada, have thoroughly counted the labour force in contingent work. Their results show that the contingent workforce grew in the early 1990s and has stabilized thereafter.

   KEY WORDS: Research; Temporary Employment; Labor Market; Canada; Forecasts; Canada; Changes in Paid Work; Contingent Work.

3. Appelbaum, E. B., Annette; Murnane, Richard J; Weinberg, Jeremy A. (2005). Low-wage employment in America: Results from a set of recent industry case studies. *Socio-Economic Review, 3*(2), 293-230.

   National survey results show the changes that have taken place in the US wage structure over the past 3 decades. These data provide only very limited information about the complex reasons why changes have occurred and why there is significant variation in the wages of workers with similar education levels employed in similar industries. Industry case studies, on the other hand, document how firms' responses to economic pressures have affected working conditions, work rules, productivity pressures, skill requirements, & opportunities for training & advancement for workers with less than a 4-year college education. Reviewed are a series of recent case studies on low-wage employment in America funded by the Russell Sage, Rockefeller Foundations, and examines the pressures to cut costs and how these pressures have affected firms' treatment of frontline workers.

   KEY WORDS: Wages; Employment Changes; Income Inequality; Labor Market; Industry; United States of America; Changes in Paid Work; Survey; Employment Status.

4. Aronowitz, S. (2001). *The last good job in America.* Lanham: Rowman & Littlefield.

   This book argues for the decline of the job as the backbone (along with family) of American society. New economic and global technological changes have enabled an emerging culture of cynicism between workers and their employers that threatens social stability and well being.

   KEY WORDS: New Economy; United States; Changes in Paid Work.

5. Bailey, T. (2001). Changing labor markets and the U.S. workforce development system. In I. Berg & A. L. Kalleberg (Eds.), *Sourcebook of labour markets: Evolving structures and processes* (pp. 429-449). New York: Kluwer Academic /Plenum.

    America's workforce development system and policy during the 80's and 90's is first described. Then, changes in America's economic system and the workplaces are analyzed. These changes are arguably, a basis for an agenda of reform and possible reforms are examined and assessed. Concludes by looking at how the latest economic changes have affected both the workforce development system and education reform.

    KEY WORDS: Labor Market; Labor Policy; Economic Systems; Employment Changes; Labor Supply; Economic Change; United States of America; Educational Reform; Changes in Paid Work.

6. Barker, K., & Christensen, K. (Eds.). (1998). *Contingent work: American employment relations in transition*. Ithaca, NY: ILR Press.

    Contingent work is an umbrella term used to describe a variety of tenuous and insecure employment arrangements. The 1997 successful strike by the Teamsters against UPS, and the overwhelming support the American public gave strikers, highlighted the impact of contingent work. This book considers the consequences for the individual, family, and community of working contingently.

    KEY WORDS: Part-Time Employment; Piece-Work; Contract System (Labor); Labor Laws and Legislation; Temporary Employment; Seasonal Labor; Employee Fringe Benefits; Law and Legislation; Piece-work; United States; Changes in Paid Work; Contingent work.

7. Bernhardt, A., Dresser, L., & Hill, C. (2000). *Why privatizing government services would hurt women workers. Research-in-brief* (No. IWPRC347). Washington, DC: Institute for Women's Policy Research.

    Data from the 1998 Current Population Survey was employed to document job growth in public and private sectors and examine wages and benefits. Findings show both men and women's public sector employment declined from 1979-98, with a somewhat sharper decline among men. In 1998, median public sector earnings were higher than private sector earnings for most workers. Privatization was likely to erode the wages and benefits of women workers; this was particularly the case for African American and Hispanic women and those with less formal education. Unionization was a central factor in understanding why the public sector pays workers more than the private sector. While there was clearly a gender bias in both sectors, women's wages were closer to men's in the public sector. However, the public sector did not generally offer exceptional opportunities for women to hold managerial and professional positions. The bottom line was that privatization and de-unionization were likely to prove detrimental to the economic welfare of women workers.

    KEY WORDS: Adult Education; Blacks; Economics; Employed Women; Government Role; Hispanic Americans; Private Sector; Privatization; Public Agencies; Salary Wage Differentials; Sex Differences; Unions; Wages; Changes in Paid Work.

8. Bernhardt, A., Morris, M., Handcock, M. S., & Scott, M. A. (2000). Trends in job instability and wages for young adult men. In D. Neumark (Ed.), *On the*

job: Is long-term employment a thing of the past? (pp. 111-141). New York: Russell Sage Foundation.

An examination of job stability for young men compares 2-year job separation rates across cohorts of white men, ages 14-22, in the National Longitudinal Surveys (NLS). Advantages & potential problems of using the NLS rather than another data source are discussed. The two cohorts were followed over the periods 1966-1981 & 1979-1994, respectively, with the more recent cohort exhibiting higher separation rates. The marked increase during the 1980s & early 1990s does not disappear when young workers "settle down," & the increase cannot be blamed on less education or shifts to the less stable service sector. Overall, other factors could only explain about half of the overall rise in instability. Although job shopping was once considered a way for young adults to increase their wages, it no longer offers the same benefits, especially for persons with lower educational achievement. It is predicted that this greater inequality in wage growth is apt to persist as these young men grow older.

KEY WORDS: Employment Changes; Job Change; Dismissal; Wages; Males; Young Adults; Youth Employment; Labor Turnover; Unemployment Rates; Changes in Paid Work.

9. Biagi, M. (Ed.). (2001). *Towards a European model of industrial relations? Building on the first report of the European Commission*. New York: Kluwer Law International.

In this volume fifteen notable scholars and policymakers from six European countries explore the territory of industrial relations in Europe as it now stands. The important questions for which they provide in-depth materials include: How far has `Europeanisation' progressed in this field? In what ways does the monetary union affect industrial relations? To what extent is the evolving European policy a `pact' between the national employers and trade union organisations? What subtle variations persist in the theme of worker security versus labour market flexibility? What is the `new style' of collective bargaining? - Is the power of the state government in industrial relations beyond EU intervention? How will the Nice Charter of Fundamental Rights affect industrial relations? What kinds of labour law and social security legislation may be expected in the near future? - How is the globalisation of the market economy affecting wages and working time? and How does the prospect of EU enlargement to the East affect industrial relations policy?

KEY WORDS: Europe; Industrial Relations; Collective Bargaining; Changes in Paid Work.

10. Conley, H. (2002). A state of insecurity: Temporary work in the public services. *Work, Employment and Society, 16*(4), 725-737.

Temporary employment in Great Britain is discussed as a major aspect of job insecurity in the public sector. Though the threat of temporary work is generally considered low (6%), a reanalysis of statistical data suggests this is a more common practice if one compares temporary workers in each sector as a percentage of the total workforce for that sector, rather than relying on a simple head count of temporary workers. It is suggested that the concentration of temporary contracts within certain social groups may offer an inferior type of employment to workers who are already disadvantaged. In-depth case studies, conducted 1996-1998, of two local authorities and their attendant local education authorities support these arguments at both the city and county levels. The human costs to workers associated with state-level decisions to attempt to improve

efficiency and flexibility by shifting to temporary work contracts are explored.

KEY WORDS: Employment Changes; Great Britain; Job Security; Temporary Employment; Public Sector; Government Policy; Changes in Paid Work.

11. Conway, N., & Briner, R. B. (2002). Full-time versus part-time employees: Understanding the links between work status, the psychological contract, and attitudes. *Journal of Vocational Behavior, 61*(2), 279-301.

Research findings comparing the work attitudes of full-time and part-time employees have been inconsistent and inconclusive. Furthermore, empirical studies have tended to be atheoretical, and there are few convincing psychological explanations to explain differences where found. This article tests the psychological contract as an explanatory framework for attitudinal differences across work status (i.e., whether employed on a part-time or full-time basis). The model is tested across samples from two different organizations using structural equation modeling. The analysis reveals that part-time and full-time employees differed on a number of attitudes and that psychological contract fulfillment could be used to explain differences in certain attitudes (e.g., satisfaction) but not others (e.g., affective commitment). Analyses also show that the relationships between psychological contract fulfillment and outcomes were rarely moderated by work status, suggesting that part-time employees will respond in a similar way as full-time employees to adjustments in their psychological contract.

KEY WORDS: Attitudes; Part-Time; Full-time; Psychological Contract Fulfillment; Changes in Paid Work.

12. Deery, M., & Jago, L. K. (2002). The core and the periphery: An examination of the flexible workforce model in the hotel industry. *International Journal of Hospitality Management, 21*(4), 339-351.

The complexities and precariousness of the peripheral workforce in the hotel industry, as defined by Guerrier and Lockwood (Personnel Rev. 18 (1) (1989) are studied in relation to access to the internal labour market. Also examined are the perceptions of employees in relation to the ILM components of training, promotional opportunities and job security. In this study, 287 non-supervisory hotel employees from seven Central Business District (CBD) Melbourne hotels were surveyed. These respondents were grouped into peripheral and non-peripheral clusters according to labour force segmentation criteria. Statistical techniques, including discriminant analysis, were used to assess differences between the clusters in terms of ILM components and employee attitudes. The findings question previous research that proposes clearly defined workforce groups in the hotel sector. Previous research has examined the flexible firm from a range of perspectives such as pay flexibility (British Journal of Industrial Relations 31 (1993) 409), temporal flexibility (Working Paper No. 112, Department of Management & Industrial Relations, University of Melbourne, 1997) and gender segregation (Sociology 25 (4) (1991) 607.

KEY WORDS: Core; Periphery; Workforce Flexibility; Internal Labour Markets; Changes in Paid Work.

13. Dickerson, A., & Green, F. (2004). The growth and valuation of computing and other generic skills. *Oxford Economic Papers, 56*, 371-406.

This article describes a method for measuring job skills using survey data on detailed work activities, and using these measures examines whether the utilisation of skills is growing, and how they are valued in the labour market. We show that between 1997 and

2001 there was a growth in Britain in the utilisation of computing skills, literacy, numeracy, technical know-how, high-level communication skills, planning skills, client communication skills, horizontal communication skills, problem-solving, and checking skills. Computer skills utilisation was growing the fastest, and the use of computers was becoming more sophisticated. The authors re-evaluate the issue of whether computers have affected wages, taking into account existing critiques in the literature. The authors find that both computer skills and high-level communication skills carry positive wage premia, as shown both in cross-section hedonic wage equations that control for many detailed activities, and through a within-cohorts change analysis.

KEY WORDS: Britain; Knowledge Economy.

14. DiPrete, T. A., Goux, D., & Maurin, E. (2002). Internal labor markets and earnings Trajectories in the post-Fordist economy: An analysis of recent trends. *Social Science Research, 31*(2), 175-196.

The "post-Fordist" economy is believed to have changed the structure of work careers in the American work force of the 1990s. Most research examines the implications of post-Fordism for job mobility or for the fraction of the workforce that has a "contingent" employment relationship with the employer. Post-Fordism should also affect the relationship between job rewards and tenure with the employer, which sociologists have stated as a core characteristic of the firm internal labor market. The theory of post-Fordism declares a weaker relationship between tenure and job rewards and a correspondingly stronger relationship between general labor force experience and job rewards for the highly educated workers. Analysis of trends for male workers from the Current Population Surveys for the years 1983-1998 have largely supported these hypotheses. Analysis also suggests that observed trends in the returns to job tenure and experience can be attributed to changes in the production of value rather than from selection mechanisms linked to post-Fordist-induced trends in the structure of job mobility.

KEY WORDS: Post-Fordism; Work Career Structure; American Workforce; Employee and Employer Relations; Changes in Paid Work.

15. Evans, C. F. (2003). The changing nature of employment: How self-employed HR professionals manage their lives, learning and knowledge. *Dissertation Abstracts International, A: The Humanities and Social, 64*(1), 58-C.

The changing landscape of employment and work in late 20th century Britain is informed by the "informational technological paradigm" (Castells, 1996). This research investigates how self-employed human resource professionals are managing their lives, learning and knowledge. Other empirical work has investigated the lives of individuals pursuing nontraditional career models (e.g., "portfolio career", or "lifestyle career"); this research is different. It is based on a broader view of a career, where the term career is seen as applying to all life-areas, not just an individual's working life. Second, this research has adopted a different methodological approach, applying the Life History Methodology. The research sample included twenty-six participants, seventeen male and nine female, identified through non-probability sampling. The research has illuminated how the decisions that these individuals make about their work career is balanced with the needs and demands from other life-areas, e.g., family and learning, together with the availability of key resources. The findings offer a description of the benefits, threats, opportunities and paradoxes associated with the self-employed lifestyle, and the strategies adopted for managing learning and knowledge. Formal learning was found to have an important place in these individuals' lives, at strategic points. However, much of their learning falls into six informal learning categories. The thesis concludes by discussing the implications and opportunities for policy making.

KEY WORDS: Self Employment; Employment Changes; Great Britain; Time Utilization; Professional Workers; Human Resources; Lifestyle; Learning; Family-Work Relationship; Knowledge; Changes in Paid Work.

16. Felstead, A., Jewson, N., & Walters, S. (2005). The shifting locations of work: New statistical evidence on the spaces and places of employment. *Work, Employment & Society, 19*(2), 415-431.

The aim of this paper is to chart with available data, the shifting locations of work – both outside and inside the office – and to identify which types of people and jobs have been most affected. The paper reports on the changing proportions and numbers of people carrying out work away from the conventional physical boundaries of the office or factory.

KEY WORDS: Changing Nature of Work; Health; Changes in Paid Work.

17. Garcy, A. M., Jr. (2003). Part-time and contingent academic employment. *Dissertation Abstracts International, A: The Humanities and Social Sciences, 63*(12).

A study of contingent, part-time and part-time contingent employment was carried out to determine why these employment arrangements had become more prevalent over time. Data from the National Center for Education Statistics 1987 and 1992 National Study of Post-Secondary Faculty and National Survey of Post-Secondary Faculty were used to conduct the 3 levels of analyses: the individual, the academic field and the academic institution. At the Faculty level findings revealed the increased likelihood of working a limited employment status which was related to numerous characteristics that suggested both voluntary and involuntary factors. Age, lack of tenure status, union membership, education and the combined effect of marital status and gender contributed. The field level analysis showed a higher than average growth in limited employment status. This was concentrated in typical education and fine arts fields. Younger faculty were clearly associated with growth in part-time, contingent and part-time contingent employment rates over time. A decrease in the amount of time that average faculty spent on research was noted. Institutions with declining numbers of majors tended to increase their employment levels of part-time/contingent faculty over time. Statistical evidence showed that average public two-year institutions had a higher proportion of faculty who held a limited employment status. Within institutions, those that had raised requirements for research activities diminished their use of such faculty over-time. Compositional changes in the makeup of the institution level faculty workforce were also important. Within institutions, those that increased the proportion of faculty who were younger had growth in the proportion of faculty who were employed part-time/contingently. Finally, there was no statistical evidence to show that fixed or quasi-fixed costs were related to institution level increases in limited status academic employment.

KEY WORDS: Higher Education; College Faculty; Part Time Employment; Temporary Employment; Employment Changes; United States of America; Changes in Paid Work.

18. Gibelman, M. (2005). Social workers for rent: The contingency human services labor force. *Families in Society, 86*(4), 457-469.

Identified and characterized are the trends in the contingency market in social work and articulates advantages and disadvantages from the vantage point of employing organizations and the professional labor force. The author raises questions regarding the accuracy of perceived cost-benefits of these arrangements as well as implications for

professional ethics and values, service quality, accountability, and workplace environment. Monitoring and evaluation of the use of contingent workers are essential to ensure the quality, efficiency, and efficacy of these alternative arrangements on the provision of human services.

KEY WORDS: Human Services; Employment Changes; Working Hours; Social Workers; Labor Force Development; Changes in Paid Work.

19. Giesecke, J., & Gross, M. (2003). Temporary employment: Chance or risk? *European Sociological Review, 19*(2), 161-177.

The paper investigates whether increased labor-market flexibility leads to a reinforcement of the existing segmentation of the labor market or to a dismantling of barriers in the labor market. Using spell data (employment and unemployment periods) from the German Socio-Economic Panel (GSOEP, time period: 1984-1999), both determinants of temporary employment and their consequences (eg, renewed temporary employment, unemployment) are investigated with the help of random-effects logit-models. The results show that respondents' characteristics (amount and type of human capital, previous periods of unemployment), structural variables (industry, firm size), and occupational characteristics (position, marginal employment) influence the risk of finding a temporary job. Further, it is shown that fixed-term contracts increase the risk of finding another temporary job or of becoming unemployed after termination of the contract. These results show that fixed-term contracts are primarily part of the secondary labor market, and they have negative consequences for the employees in this segment. At the same time fixed-term contracts can be seen as providing opportunities in that they are at least an alternative to unemployment.

KEY WORDS: Temporary Employment; Employment Changes; Labor Market Segmentation; Contracts; Employment Opportunities; Employability; Germany; Changes in Paid Work.

20. Giuffre, P. A. (2005). Changing corporate America from inside out: Lesbian and gay workplace rights. *Gender & Society, 19*(6), 868-870.

Book Review: Changing Corporate America from Inside Out: Lesbian and Gay Workplace Rights by Nicole C. Raeburn (2004). Despite offering domestic partner benefits that now include sexual orientation in their antidiscrimination corporate policies, others do not. What contributes to the variation among employers? Under what conditions are we likely to see gay-inclusive policies and benefits emerge? What is the influence of lesbian and gay workplace activists in the development of domestic partner benefits on Fortune 1000 companies? This impressive multimethod approach includes analyses of phone surveys of gay, lesbian, and bisexual networks in Fortune 1000 companies and with vice presidents and human resource directors; print and online sources; organizational documents from three case studies; and field data from conferences and meetings of gay employee activist networks. Interviews with gay employee groups and informants from the Human Rights Commission and the National Gay and Lesbian Task Force were conducted. Scholars interested in policy, sexuality, organizations and organization theory, social movements, activism, sociology of work, and for readers who seek specific strategies would find this an essential read.

KEY WORDS: Homosexuality; Organizations; Working Conditions; Employee Benefits; Lesbianism; Sexual Orientation; Changes in Paid Work.

21. Goyder, J. (2005). The dynamics of occupational prestige: 1975-2000. *The Canadian Review of Sociology and Anthropology, 42*(1), 1-23.

Urban-area data collected in Kitchener-Waterloo, Ontario, twinned with an earlier study from 1975, are used as a vantage point for re-examining the historical stability of occupational prestige. The article proposes that the shape of the prestige distribution has been neglected in favour of statistics describing stability in rank order and that historical change since around 1975 is qualitatively different than for earlier periods. The researcher's hypothesis is that the distribution of occupational prestige has become more equal and that the rank order has shifted noticeably.

KEY WORDS: Occupation; Class Analysis; Stratification; Changes in Paid Work; Employment Status.

22. Green, F. (2004). Work intensification, discretion and the decline in well-being at work. *Eastern Economic Journal, 30*(4), 615-625.

Data from three representative British surveys are used to show that there has been a decline in the overall level of job satisfaction and a rise in the extent of work strain. The rise in work strain is associated with work intensification, while the fall in job satisfaction is associated partly with work intensification but also with the declining amount of discretion that workers have in their daily tasks. However, work intensification may have come to a halt after 1997. The paper also confirms a link between computerised or automated jobs and high work effort.

KEY WORDS: Discretion; Work; Labour Process; Changes in Paid Work.

23. Gunderson, M. (2002). *Rethinking productivity from a workplace perspective. CPRN Discussion Paper*. Ottawa: Canadian Policy Research Networks.

The issue of increasing productivity was examined from an interdisciplinary perspective focusing on the impact of workplace practices on various productivity-related outcomes. First, the following methodological issues were discussed: defining workplace practices that affect productivity; linking employer behavior and organizational performance; dealing with the complexity of interrelated factors; reverse causality; bias from selection into the program; bias from the research and publication process; biases from reverting to normal; the Hawthorne effect; and short-run versus long-run effects. Next, the impacts of the following workplace practices on productivity were analyzed with consideration for those methodological issues: job design; employee involvement; compensation; alternative work time arrangements; training; diversity management; and workplace well-being programs. Most of those workplace practices had positive effects on employees, which in turn positively affected firm performance, productivity, and competitiveness. Success of the workplace practices was enhanced when they were combined in clusters, integrated to fit overall corporate strategy, and supported by managers, supervisors, and unions. The analysis identified 11 barriers to adoption and diffusion of "best" workplace practices, including the following: managerial resistance, employee resistance, union resistance, legislative barriers, short-term focus, workplace practices as a source of competitive advantage, barriers to cooperative actions, and externalities and the fact that trained employees may be lured away by other companies.

KEY WORDS: Adjustment (to Environment); Adoption (Ideas); Adult Education; Compensation (Remuneration); Cooperation; Cultural Differences; Definitions; Educational Policy; Educational Research; Employer Employee Relationship; Employment Patterns; Employment Practices; Federal Legislation; Foreign Countries; Job Performance; Literature Reviews; Organizational Effectiveness; Performance Factors; Personnel Management; Policy Formation; Productivity; Public Policy; Quality of Working Life; Research Design; Research Methodology; Research Problems; Supervisor

Supervisee Relationship; Training; Work Attitudes; Work Environment Best Practices; Canada; Global Economy; Hawthorne Effect; Impact Studies; Changes in Paid Work.

24. Harley, B. (2003). *Class and control revisited: An analysis of occupation, autonomy and pay in the service sector.* Unpublished manuscript, Melbourne.

This paper is concerned with recent debates about the continuing relevance of class as an explanatory category for key aspects of the experience of work in the advanced economies. In particular, it engages with the claim that the growth of service sector employment, and attendant changes in labour processes and contractual arrangements, have changed the nature of work in ways which make previously dominant conceptualisations of class redundant. The paper seeks to elucidate a key issue in the debates – the extent to which associations between occupation on one hand, and discretion, orientation to management and pay on the other, vary systematically between employees working in 'service' industries and other industries. The analysis suggests that occupation remains a key determinant of discretion which is consistent with earlier studies (see Harley 1999, Boreham 1991). It also remains a key predictor of pay. The associations between occupation and views of management remain rather less clear. Moreover, the associations involving occupation appear to hold across industry.

KEY WORDS: Discretion; Class; Decision-Making; Occupation; Work; Service Workers; Changes in Paid Work; Employment Status.

25. Havlovic, S. J., Lau, D. C., & Pinfield, L. T. (2002). Repercussions of work schedule congruence among full-time, part-time, and contingent nurses. *Health Care Management Review, 27*(4), 30-41.

Previous studies on alternative work schedules have focused primarily on the main effects of compressed work weeks and shift work on individual outcomes. The combined effects of alternative and preferred work schedules on nurses' satisfaction with their work schedules, the perceived patient care quality, and interferences with their personal lives is explored. Results show substantial support for the notion of work schedule congruence. Generally, registered nurses who worked simultaneously on both their preferred shifts and preferred work weeks reported more positive work outcomes and less interference with their nonwork activities. Shift congruence yielded less interference with sleep and social activities and higher satisfaction with work arrangement. No benefits were observed for those with only work week congruence.

KEY WORDS: Studies; Regression Analysis; Employee Attitude; Nurses; Flexible Hours; Workforce Planning; Quality of Service; United States; Experimental/Theoretical; Health Care Industry; Human Resource Planning; US; Changes in Paid Work.

26. Hecker, D. E. (2001). Occupational employment projections to 2010. *Monthly Labor Review, 124*(11), 57-84.

Employment in professional and related occupations and service occupations will increase the fastest and add the most jobs from 2000 to 2010. Changes in technology or business operations will cause the largest declines in occupational demand. Occupations requiring a postsecondary award or academic degree will account for 42 percent of total job growth from 2000 to 2010.

KEY WORDS: Demand Occupations; Employment Projections; Employment Qualifications; Job Development; Postsecondary Education; Tables (Data); Changes in Paid Work.

27. Henley, A. (2004). Self-employment status: The role of state dependence and initial circumstances. *Small Business Economics, 22*(1), 67-82.

British longitudinal data is used to model self-employment status. Contrast to prior studies, the modelling approach accounts for state-dependence and unexplained heterogeneity effects. In conclusion, state dependence is an important influence on self-employment choice. Someone self-employed last year is, controlling for observable and unobservable influences, 30% points more likely to be self-employed this year than someone who was in paid employment one year ago. Results show that significant individual heterogeneity in the probability of self-employment, with significant explained influences operating through gender, educational attainment, occupation, spouse's self-employment, and parental and educational background. Significant, though quantitatively smaller influences come though initial financial circumstance and current house price movements. Local labour market shocks do not appear significantly to influence self-employment choice. The authors conclude that the autoregressive nature of self-employment time-series would appear to be a structural rather than a cyclical phenomenon.

KEY WORDS: British Longitudinal Data; Modelling Approach; State Dependence; Self-Employment Choice; Changes in Paid Work.

28. Hjalager, A.-M. (2003). Virtually working: Traditional and emerging institutional frameworks for the contingent workforce. *International Journal of Manpower, 24*(2), 187-206.

The author focuses on virtual working and the ultramobile – contingent - workforce in a Nordic welfare economy. Institutional frameworks for virtual working are investigated and analysed. Danish legal frameworks and collective bargaining arrangements are shown to provide substantial opportunities for flexibility that benefits small and medium-sized enterprises in particular. From the early 1990s, temp and recruiting agency activity has somewhat widened in scope and scale, in accordance with a general deregulation of this labour market service. Restrictions that still exist in many European countries have been abolished in Denmark, but other forces counteract a rapid development of the agency sector. The new opportunities over internet for a flexibilisation of work by expanding geographical and organisational limits and lowering search and promotion costs. Results discussed are the new "meta" organisations. The aim is social protection of virtual workers in an increasingly competitive, globalised and individualised world.

KEY WORDS: Employment Determination; Job Creation; Demand for Labor; Self-Employment; Personnel Economics; Labor Contracting; Outsourcing; Franchising; Other; Human Capital; Skills; Occupational Choice; Labor Productivity; Formal Training Programs; On-the-Job Training; Technological Change; Choices and Consequences; Diffusion Processes; Impact on Production; Welfare; Income Distribution; International Competitiveness; Military Power; Measurement; Case Studies; International Transfer of Technology; Denmark; Changes in Paid Work.

29. Hughes, K. D. (2003). Pushed or pulled? Women's entry into self-employment and small business ownership. *Gender, Work & Organization, 10*(4), 433-454.

The economies of Canada and many other industrialized countries have experienced significant restructuring within the past two decades. This restructuring has encouraged steadily rising levels of self-employment and small business ownership. Women have

been at the forefront of this change. As more women enter self-employment, of interest are the factors fueling its growth. Some argue that women have been pulled into self-employment by the promise of independence, flexibility and the opportunity to escape barriers in paid employment. Others argue that women have been pushed into it as restructuring and downsizing has eroded the availability of once secure jobs in the public and private sector. Existing research on the 'push-pull' debate has not fully answered. Drawing on in-depth interviews with 61 self-employed women in Canada, this paper examines the push-pull debate in greater detail. Overall women's experiences shed further light on the expansion of women's self-employment in the 1990. The research suggests that push factors have been underestimated and challenges the current contours of the 'push-pull' debate.

KEY WORDS: Business; Economy; Entrepreneurship; Females; Self Employment; Changes in Paid Work.

30. International Labour Office. (2004). *World employment report 2004: Employment and poverty reduction*. Geneva: International Labour Office.

This edition of the World Employment Report looks at the concept of labour productivity and the ways in which it is linked to poverty reduction and employment creation in countries at various stages of development around the world. The paper works from the premise that for most of the world's labour force, it is not necessarily the absence of work that is the major challenge for improving living standards, but rather the absence of work that is sufficiently productive for earning a decent income. The paper looks closely at the interdependence of productivity, output and employment. It traces the main sources of productivity growth and pinpoints the principal influences affecting those sources such as technological change, organization and composition of the labour market. The paper provides a thorough definition of productivity and evaluates whether productivity growth alone is enough to eradicate poverty in the future. The implications for labour market policy around the world are also examined.

KEY WORDS: Labour Market; Labour Supply; Unemployment; Changes in Paid Work.

31. International Labour Office. (2003). *Global employment trends 2002.* Geneva: Author.

This report was released by the ILO in 2003 to fill the demand for a timely and comprehensive analysis of current labour market trends. It presents labour market trends and underlines the main employment challenges at the global level and in each of eight regions of the world. The report does not aim at presenting policy recommendations to overcome these challenges. Stress is laid on the growth of employment and unemployment, youth unemployment and the employment of women. Such developments are presented in the light of changes in output growth and in labour market policy.

KEY WORDS: Labor Market; Trends; Growth of Employment; Youth Unemployment; Employment of Women; Unemployment; Changes in Paid Work.

32. Jackson, A. (2005). *Work and labour in Canada*. Toronto: Canadian Scholars' Press.

The thesis is change. Work and Labour in Canada examines changes in the labour market, and in workplaces, with a strong empirical component based upon recent Statistics Canada data. The chapters are tailored to an undergraduate audience. They are masterfully written from a labour perspective - that is, concerned with the impacts of

changes on workers - but also written on the basis of empirical evidence with supporting summaries of the academic research literature.

KEY WORDS: Canada; Work; Global Economy; Academic; Changing Nature of Work; Changes in Paid Work.

33. Jordan, J. W. (2003). Sabotage or performed compliance: Rhetorics of resistance in temp worker discourse. *Quarterly Journal of Speech, 89*(1), 19-40.

Analyzed are the contemporary temporary employment texts and the competing rhetorical definitions that shape the meanings of employment and identity in the contingent economy. Arguing against resistance labor rhetoric that is ill-suited to present conditions of temporary work, the author advocates a rhetoric of "performativity" enabling temporary workers to carve their own definitional territory and seek advantage within an oppressive management culture. Rhetorical tactics of performativity enable resistant practices suited to contingent situations and show promise for new conceptions of identity.

KEY WORDS: Identity; Rhetoric; Workers; Discourse; Changes in Paid Work.

34. Kalleberg, A. L., Reskin, B. F., & Hudson, K. (2000). Bad jobs in America: Standard and nonstandard employment relations and job quality in the United States. *American Sociological Review, 65*(2), 256-278.

Nonstandard jobs are often perceived as bad. The study uses data from the 1995 Current Population Survey to examine the relationship between nonstandard employment (on-call work and day labor, temporary-help agency employment, employment with contract companies, independent contracting, other self-employment, and part-time employment in "conventional" jobs) and exposure to "bad" job characteristics. Of workers age 18+, 31% are in some type of nonstandard work arrangement. To assess the link between type of employment and bad jobs, we conceptualize "bad jobs" as those with low pay and without access to health insurance and pension benefits. About one in seven jobs in the US is considered bad on these three dimensions. Nonstandard employment strongly increases workers' contact to bad job characteristics, net of controls for workers' personal characteristics, family status, occupation, and industry.

KEY WORDS: Employment; United States of America; Labor Market; Work Attitudes; Job Characteristics; Nontraditional Occupations; Changes in Paid Work.

35. Kalleberg, A. L. (2003). Flexible firms and labor market segmentation: Effects of workplace restructuring on jobs and workers. *Work and Occupations, 30*(2), 154-175.

U.S. employers' use of numerical and functional flexibility has created a division between organizational insiders (core) and outsiders (periphery). The latter have nonstandard work arrangements, the consequences of which differ depending on workers' degree of control over skills, autonomy, and transferability.

KEY WORDS: Labor Market; Labor Relations; Organizational Change; Personal Autonomy; Temporary Employment; Work Environment; Working Hours; Changes in Paid Work.

36. Kiger, P. J. (2002). Workers take their jobs on the road. *Workforce, 81*(10), 58-61.

Camping World's Multi-Location Crew member program is an HR four-year initiative enabling employees to work part of the year at one of the organization's thirty stores, take off for traveling, and relocate to another location to resume work. Participants enjoy the freedom to roam and still retain security of a full-time position with health-care and other benefits. Contingent, mobile full-time workers have helped the company cope with what was once a chronic shortage of competent employees in stores during the seasons when the firm did the bulk of its business. The ability to deploy already-trained workers has enabled Camping World to improve productivity and revenues. Recognizing Camping World's astute approach to helping both its employees and its own bottom line, the company is this year's recipient of Workforce's Optimas Award for Quality of Life.

KEY WORDS: Corporate Profiles; Retailing Industry; Honors; Human Resource Management; Work Life Programs; United States; Company Specific; Retailing Industry; Human Resource Planning; United States; US; Camping World; Changes in Paid Work.

37. Kirschenbaum, A., & Weisberg, J. (2002). Employee's turnover intentions destination choices. *Journal of Organizational Behavior, 23*(1), 109-125.

As part of the turnover process, employee's job destination choices reflect options for internal organizational or external labor market moves. A sample of 477 employees in 15 firms was used to consider how bio-demographic, job, plant, and labor market characteristics are related to five alternative job destinations. Multivariate logistic regression and odds-ratio analyses compared the five models confirming that different sets of variables influence each of the destination choices. Coworkers' intentions have a significant impact on all destination options. Findings have implications for present turnover models, career paths, and promotion progression in the firm.

KEY WORDS: Turnover; Empirical Research; Turnover Models; Career Paths; Promotion Progression; Changes in Paid Work.

38. Lanza, B., Maryn, M. R., & Elders, R. J. (2003). Legal status of contingent workers. Compensation and Benefits Review, 35(4), 47-60.

Contingent workers are a vital part of the workforce for many companies. A recent estimate in the United States, has placed the number of contingent workers at 3 million, with about half, or one and one half million, performing the same services for the same company for six months or longer. However, the vast majority of companies using contingent workers have not developed a clear plan for maximizing the benefit of the various categories of contingent workers or for avoiding legal pitfalls. Consequently, many companies never benefit from the significant cost savings and risk-management benefits provided by such a plan. This article raises the strategic, legal and financial issues companies need to think about in working with a contingent workforce. The potential drawbacks and possible solutions for managing the contingent workforce are discussed.

KEY WORDS: Regulatory Compliance; Human Resource Management; Risk Management; Outsourcing; Changes in Paid Work.

39. Lautsch, B. A. (2003). The influence of regular work systems on compensation for contingent workers. *Industrial Relations, 42*(4), 565-588.

Using data from a nationally representative survey of US business establishments, the authors explore features of regular work and the outcomes for contingent workers. Results show that firms combine regular and contingent work in varied ways: Contingent

work may be designed to achieve performance objectives not possible with the regular workforce. In other cases, contingent jobs are created to reinforce the same goals as regular work. In the latter case, contingent workers are more likely to be integrated with regular workers and receive benefits. Benefit provision for contingent workers is also influenced by traditional internal labor market rules, and may be extended to contingent workers once offered to regular workers.

KEY WORDS: Temporary Employment; Benefits; Enterprises; United States of America; Changes in Paid Work; Contingent Work.

40. Loh, K. (2004). Socialization experiences of part-time faculty: A study of socialization programs and employment longevity. *Dissertation Abstracts International, 65-04A*, pp.1199.

Socialization experiences of part-time faculty at a four-year comprehensive university, a survey was administered to part-time faculty that gathered data on (1) their perceptions of their socialization experiences through its processes and outcomes, (2) the professional profile of these part-time faculty, and (3) the factors behind their employment longevity - referred to in the study as non-transient part-time faculty. Part-time faculty who participated in this study had positive perceptions about their socialization experiences and exhibited a strong sense of loyalty and commitment to their institution. However, they did not participate much in socialization programs provided by the institution, and individual socialization efforts were also minimal or limited to informal activities such as lunches or holiday parties. Non-transient part-time faculty at this institution had an average employment tenure of 4.75 years and attributed their employment longevity to intrinsic factors in the process of teaching and interaction with students, professional satisfaction in being associated with an institution of higher learning, and convenience in their flexible teaching schedule. The data did not support the somewhat negative perspectives on part-time faculty employment in the conventional literature. Part-time faculty here chose their employment status willingly and primarily to earn extra income. Many had no desire to seek full-time teaching positions, and a minority indicated that they were teaching part-time due to a lack of more favorable employment options. Highlighted is the importance of customizing and adapting socialization programs to the needs of the institution and the part-time faculty. Also the importance of studying part-time faculty from a human resource perspective, focusing on their deployment as contingent workforce - or contingent faculty with budgetary reductions.

KEY WORDS: Education; Administration; Education; Higher; Changes in Paid Work; Part-Time.

41. Luber, S., & Leicht, R. (2000). Growing self-employment in Western Europe: An effect of modernization? *International Review of Sociology/Revue Internationale de Sociologie, 10*(1), 101-123.

Trends embedded in economic and structural changes toward self-employment in Western European companies. Common explanations to growing self-employment cover cultural & sociodemographic issues, institutional & political arrangements, & structural changes. The 1983-1997 European Labor Force Survey data for Denmark, Germany, France, Italy, the Netherlands, Portugal, Spain, & the UK reveal differences between the North & South that indicate a concentration in trades, restaurants, & hotels in the latter, while the former tended toward professional, modern, & business related services. Changes in self-employment & growth rates are reviewed for each country, as are trends between industry & services. These countries are marked by discontinuity showing that heterogeneous self-employment trends in the European Community are not in alignment

with the expected effects of modernization. New explanations are needed to explain the dissimilarities between countries.

KEY WORDS: Western Europe; Self Employment; Employment Changes; Economic Change; Economic Development; North and South; Denmark; Federal Republic of Germany; France; Italy; Netherlands; Portugal; Spain; United Kingdom; Regional Differences; Changes in Paid Work.

42. Luff, P., Hindmarsh, J., & Heath, C. (2000). *Workplace studies: Recovering work practice and informing system design.* Cambridge, UK, New York: Cambridge University Press.

This book discusses critical issues in the study of the workplace and outlines recent developments in the field. It is divided into two parts. Part I consists of a number of detailed case studies that provide an insight into the issues central to workplace studies including some of the problems involved in carrying out such research. Part II focuses on the interrelationship between workplace studies and the design of new technologies.

KEY WORDS: Technological Innovations; Employee Participation; Management; Communication in Design; Organizational Change; Communication And Technology; Work Environment; Work Design; Changes in Paid Work.

43. McGovern, P., Smeaton, D., & Hill, S. (2004). Bad jobs in Britain: Nonstandard employment and job quality. *Work and Occupations, 31*(2), 225-249.

The rapid growth in nonstandard forms of employment toward the end of the 20th century has fuelled claims about the spread of "bad jobs" within Anglo-American capitalism. Research from the United States indicates that such jobs have more bad characteristics than do permanent jobs after controlling for workers' personal characteristics, family status, and occupation. We apply a version of the bad characteristics approach to British data and find that despite some institutional differences with the United States, (notably, in employer welfare provision), the British case also supports the hypothesis that nonstandard employment (part-time, temporary, and fixed term) increases workers' exposure to bad job characteristics.

KEY WORDS: Job Quality; Nonstandard Employment; Britain; Changes in Paid Work.

44. McLagan, P. A. (2002). Change leadership today. *T+D, 56*(11), 26-31.

Summarizes current research on change leadership and the scope of change in the workplace. Addresses reasons for failure in anticipating and implementing change.

KEY WORDS: Adult Education; Change Agents; Leadership; Organizational Change; Organizational Climate; Training; Changes in Paid Work.

45. Miller, R., & Cangemi, J. (2000). North American employee attitudes in the 1990's: Changing attitudes for changing times. *IFE Psychologia: An International Journal, 8*(2), 104-110.

The study examines the effects of organizational change in the 1990s on attitudes of 9,495 hourly and salaried employees in 45 manufacturing facilities in the US and Canada. Interview data was also collected from 25 organizational leaders of Fortune 500

companies. Employee survey findings are discussed in categories of: communication, idea generation and usage, consistence/favoritism/fairness, shifting rewards, and absenteeism. Interviews with top management in organizations indicated that they felt young workers were: less disposed to working long hours and loyalty, less skilled, more demanding of free time, and less trusting of organizations as companies experience downsizing. These results support the argument that worker attitudes have paralleled organizational changes, wherein the traditional workplace has changed to a more streamlined, self-directed structure with less direct central control.

KEY WORDS: Business and Industrial Personnel; Employee Attitudes; Organizational Change; Attitude Change; Employer Attitudes; Top Level Managers; Changes in Paid Work.

46. Moore, S. (2005). Contractor vs. employee: What's best for you? *Contract Management [McLean], 45*(2), 8-15.

As of September 2004, the U.S. Bureau of Labor Statistics conservatively reported that 10,450,000 Americans nationwide are classified as non-permanent employees, representing 7.5 percent of the nation's entire workforce. Since it is virtually impossible to capture rock-solid data about non-permanent employees, the actual number of "contingent" workers that would include contract consultants, considered by many to be one of the fastest-growing sectors of the economy, is most likely higher. Contract employees have to adapt rapidly to the culture of the office where they're working on a project. It's possible that the permanent employees may be a little jealous or intimidated by your expertise depending on the contract. Despite the facts and statistics, the decision to become an independent contractor rests with each individual.

KEY WORDS: Consultants; Career Development Planning; Consultants; United States; Development; Changes in Paid Work.

47. Moran, A. E. (2004). The contingent workforce: A challenge for benefits managers. *Employee Relations Law Journal, 30*(3), 87-100.

The contingent workforce is resulting in special challenges for HR professionals and for those who counsel them. The "contingent workforce" is made up of people who do not identify themselves as employees but who perform services on a freelance or independent basis, and it is fairly typical that such contingent workers do not get the same employee benefit packages as "permanent employees." Controversies often arise when a worker, the IRS, or a court opts to challenge arrangements for contingent workers by reclassifying the previously agreed-upon status of the worker.

KEY WORDS: Temporary Employees; Legal Status; Independent Contractors; Employee Benefit Managers; Responsibility; Changes in Paid Work.

48. Myerson, J., & Ross, P. (2006). *Radical office design*. New York: Abbeville Press.

Traditional office work, characterized by repetitive clerical tasks, is quickly giving way to "knowledge work," characterized by the creative application and exchange of information. In response, architects around the world are leaving aside the old cubicle grid to design creative, high-tech offices that foster knowledge work and, at the same time, help workers balance the competing demands of colleagues, customers, and family. The forty-three exceptional workplaces profiled in this timely volume have all been completed within the last six years and serve a large variety of organizations, both private and public, small and large. Examples range from the headquarters of an advertising firm

where one enormous table seats all two hundred employees, facilitating communication, to a BMW plant where the factory production line runs through and above the administrative offices, bringing the corporate community together.

KEY WORDS: Knowledge Economy; Knowledge Workers; Public Sector; Private Sector; Changes in Paid Work.

49. Olsen, K. M., & Kalleberg, A. L. (2004). Non-standard work in two different employment regimes: Norway and the United States. *Work, Employment and Society, 18*(2), 321-348.

This article examines organizational use of non-standard work arrangements - fixed-term employees hired directly by the organization, workers from temporary help agencies (THA), and contractors - in the United States and Norway. Our analysis is based on information obtained from surveys of 802 establishments in the US and 2130 in Norway. We find that Norwegian establishments make greater use of non-standard arrangements than the US establishments; we argue that this is due in part to the greater overall restrictive labour market regulations on hiring and firing regular workers, and greater demand for temporary labour resulting from generous access to leaves of absence in Norway. We also find that certain institutional factors have a similar impact in both countries. First, establishments in the public sector are more likely to use direct-hired temporary workers and less apt to use contractors and THAs; this pattern is particularly striking in Norway, but is also evident in the United States. Second, highly unionized establishments tend to have the lowest use of non-standard arrangements in both countries.

KEY WORDS: Human Resource Management; Labor Relations; Regulatory Compliance; Guilds; Changes in Paid Work.

50. Osnowitz, D. (2005). Marketing expertise: The contingent experience of contract professionals. *Dissertation Abstracts International, A: The Humanities and Social Sciences, 66*(6), pp. 2405-A.

Contract professionals represent a segment of nonstandard, "contingent" workers whose ranks have grown in the wake of workforce restructuring. Addressed are contract professionals into 2 occupational groups: (1) writers and editors and (2) programmers and engineers. In both occupations, contractors comprise an external labor market of mobile practitioners who procure and carry out assignments for clients. Lacking organizational positions, contractors work outside a system of standard employment, usually augmenting staffs of employees with standard jobs. From interviews, observations, and documentary evidence, examined are the micro-processes that constitute work relations for these professionals, at the margins of employing organizations. The processes of contracting depend on a labor market structure that facilitates mobility. With contract work well institutionalized, contractors span the boundaries of multiple client firms. Standard jobs, however, had typically demanded excessively long hours and had failed to provide stability, so that contracting, with professional challenge and financial reward, offered an alternative opportunity structure. The choice to contract can thus represent an implicit critique of standard employment in these two occupational groups. Contract work constitutes a parallel system of work relations, outside the social and legal protection that comes with a standard job. Assuming greater labor market risk, contract professionals described managing uncertainty through expert performance. They presented themselves as skilled and authoritative. Exercising discursive control over their work, they depended on social interaction to define and adjust the terms of their employment, displaying competence both to clients, who engage their services, and to colleagues, who might provide referrals

for new assignments. Maintaining distance from organizational conflict, they accounted for "billable time" and patrolled the boundaries of organizational membership, drawing their identity from occupational, affiliation.

KEY WORDS: Contracts; Professional Workers; Self Employment; Writers; Editors; Engineers; Marketing; Labor Relations; Client Relations; Changes in Paid Work.

51. Osnowitz, D. (2006). Occupational networking as normative control: Collegial exchange among contract professionals. *Work and Occupations, 33*(1), 12-41.

With workforce flexibility and nonstandard, "contingent," work have come new mechanisms for labor market mediation and workforce control. Examined are the occupational connection and control in 2 groups of contract professionals. Networking is a mechanism for labor market regulation as well as for finding work. Networking perpetuates occupational norms that demand commitment to work, accountability to clients, and reciprocity among colleagues. Complying with occupational norms, contractors develop reputations to enhance the likelihood of referrals from colleagues for contract assignments. Collegial exchange in an occupational labor market thus exposes contractors to the informal sanctions of formative control.

KEY WORDS: Networking; Contingent Work; Professionals; Changes in Paid Work.

52. Peck, J. A., & Theodore, N. (2002). Temped out? Industry rhetoric, labor regulation and economic restructuring in the temporary staffing business. *Economic and Industrial Democracy, 23*(2), 143-175.

The article develops a conceptualization of the role of the temporary staffing industry (TSI) in the wider economy, with particular reference to the 'home' of temping, the USA. It is suggested that the TSI should be understood as an active agent of labor-market deregulation and restructuring, contrary to the industry's selfrepresentation as a neutral intermediator in the job market and as a mere facilitator of more efficient and flexible employment systems. The article draws attention to the active steps that the industry has taken to establish (and defend) the legally ambiguous 'triangular' employment relationship upon which its very viability depends and, more generally, to make and grow its markets in segments as diverse as light assembly and construction work, health care, accountancy, teaching and a range of clerical occupations. The article argues also for a more finely grained analysis of the ways in which the temporary staffing business has itself transformed and restructured - as an inventive and energetic vendor of labor flexibility in what has been an expanding market since the industry's take-off in the 1970s. In fact, the American TSI has experienced a series of distinctive stages of growth over the past three decades, during which time it has searched but failed to find alternatives to the established business model of narrow margins, price competition and commodification. If there are limits to this industry's growth, then, these may well prove to be internal ones.

KEY WORDS: Labor Relations; Downsizing (Management); Human Resource Management; Regulatory Compliance; Changes in Paid Work.

53. Pupo, N., & Duffy, A. (2000). Canadian part-time work into the Millennium: On the cusp of change. *Community, Work & Family, 3*(1), 81-101.

This paper examines the evolution of part-timer work in the Canadian context and related research on insecure employment. Presented are the major factors implicated in the

expansion of part-time employment and speculation on the further evolution of this form of peripheral employment and its likely implications for women, youth, and older workers. Finally, discussed are the challenges to unions and the state in addressing the question of workers' insecurity and marginalized work.

KEY WORDS: Part-Time Work; Insecurity; Peripheral Employment; Canada; Changes in Paid Work.

54. Rassuli, A. (2005). Evolution of the professional contingent workforce. *Journal of Labor Research [Fairfax], 26*(4), 689-710.

The professional contingent workers (PCW) market has evolved into one of the fastest growing segments of the temporary labor force in the so-called "new economy." To understand the evolution and success of the professional contingent market, the author utilized a new paradigm. Three dimensions are included: First, supply-side characteristics among PCW are analyzed in aggregation. Second, the role and market contribution of intermediaries, such as staffing groups, are stipulated. Finally, interaction among the parties - PCW, staffing groups, and client firms - is viewed as symbiotic. Within the structural framework established by client firms and staffing groups, PCW create value and scale economies for all parties. Empirical results confirm the hypothesis that PCW professionalism assures the vitality of the market.

KEY WORDS: Labor Unions; Temporary Employment; Contract Labor; Labor Supply; Studies; United States; Labor Relations; Experimental/Theoretical; United States; Changes in Paid Work.

55. Rice, E. M. (2004). Capitalizing on the contingent workforce - Outsourcing benefits programs for non-core workers improves companies' bottom line. *Employee Benefit Plan Review, 58*(8), 16-18.

According to the Advisory Council of the Department of Labor, 30 percent of the U.S. labor force is a contingent workforce. This contingent workforce is consists of temporary employees, project consultants, contractors, seasonal workers, freelance workers, and other non-core employees. Outsourcing of benefits programs allows companies to offer a competitive benefits package to contingent staff employees. Discussed are the advantages and considerations to companies that outsource the administrative processes, human resources and benefits program for contingent staff.

KEY WORDS: Contingent Employees; Salaries; Pensions; Employee Health Benefits; Administration; Outsourcing; Changes in Paid Work.

56. Saloniemi, A., Virtanen, P., & Vahtera, J. (2004). The work environment in fixed-term jobs: Are poor psychosocial conditions inevitable? *Work, Employment and Society, 18*(1), 193-208.

This study, which aimed to explore the relations between the psychosocial work environment (PSWE) and the type of employment contract, showed that fixedterm employment indicates neither social exclusion in the working community, nor low job control or high job demands. Moreover, exposure to high strain jobs was more common among permanent than among fixed-term employees, while the latter were more often found in low strain and active jobs. A closer glance at the background variables revealed some significant associations, in particular ageing as a temporary employee appeared to increase the risk of a poor PSWE. All in all, however, the findings do not support

suspicions about the adverse consequences of fixed-term employment.

KEY WORDS: Finland; Temporary Employment; Work Environment; Job Satisfaction; Job Characteristics; Quality of Working Life; Employment Changes; Changes in Paid Work.

57. Silla, I., Gracia, F. J., & Peiró, J. M. (2005). Job insecurity and health-related outcomes among different types of temporary workers. *Economic and Industrial Democracy, 26*(1), 89-117.

The increase in the numbers of flexible workers in past few decades has captured researchers' attention. Traditionally, temporary workers were portrayed as being disadvantaged compared to permanent workers. However, temporary workers cannot be treated as a homogeneous group. The authors compare 4 types of temporaries based on their contract preference and employability level to that of permanent workers. Using a sample of 383 Spanish employees, differences in job insecurity and health-related outcomes were tested. Differences in well-being and life satisfaction were found. The results point out that the temporary workforce is diverse. Therefore, in order to attain a better understanding of the experiences and situations of these workers, it is preferable not to consider them as one homogeneous group.

KEY WORDS: Contingent Employment; Insecurity; Labor Force; Changes in Paid Work.

58. Starks, B. (2003). The new economy and the American dream: Examining the effect of work conditions on beliefs about economic opportunity. *The Sociological Quarterly, 44*(2), 205-225.

Recent decades have seen major changes in economic conditions in the US, including large-scale layoffs and downsizing, erosion of job quality for some workers, and increased reliance on nonstandard workers. Researchers have investigated the objective contours of this new economy, but few have investigated the consequences of these changes for popular attitudes about economic opportunity. Using data from the 1998 Indiana Survey of Workers in a Polarized Economy (N = 853), I investigate this new economic landscape and its effects on people's views about economic opportunity. I find that job deterioration and experiences with layoffs and job threats are creating pessimism about the American Dream among workers.

KEY WORDS: Employment Opportunities; Worker Attitudes; Indiana; Employment Changes; Pessimism; Economic Conditions; Work Attitudes; Changes in Paid Work.

59. Theodore, N., & Peck, J. (2002). The temporary staffing industry: Growth imperatives and limits to contingency. *Economic Geography, 78*(4), 463-493.

Since the 1970s, the temporary staffing industry (TSI) in the U.S. has enjoyed explosive growth during a time in the market when temporary labor has become increasingly complex and diverse. Rather than focus, as has typically been done, on the wider labor market effects of this sustained expansion in temporary employment, this article explores patterns and processes of industrial restructuring in the TSI itself. Results reveal a powerfully recursive relationship among evolving TSI business practices, the industry's strategies for building and extending the market, and urban labor market outcomes as the sector has grown through a series of qualitatively differentiated phases of development or "modes of growth." The distinctive character of the TSI's geographic rollout raises a new set of questions concerning, inter alia, the links between temping and labor market deregulation, the nature of local competition, the scope for and limits of value-adding

strategies, and the emerging global structure of the temp market. This idiosyncratic industry has been a conspicuous beneficiary of growing economic instability - has, throughout the past 3 decades, restructured continuously through a period of sustained but highly uneven growth. In so doing, it has proved to be remarkably inventive in extending the market for contingent labor, but has encountered challenges for expansion in the domestic market. This, in turn, has triggered an unprecedented phase of international integration in the TSI, along with a new mode of development - global growth.

KEY WORDS: Workforce Planning; Temporary Employment; Industry; Labor Market; Changes in Paid Work.

60. Trudeau, G. (2002). Changing employment relationships and the unintentional evolution of Canadian labour relations policy. *Canadian Public Policy/Analyse de Politiques, 28*(1), 149-152.

In Canada, employment relationships have undergone considerable changes. Current labor policy, which was designed to match the postwar Fordist model of employment, leaves many workers without an adequate level of social protection. This paper argues that major innovations in the regulatory framework applying to labor are needed. In addition, current policy regarding collective bargaining and minimum labor standards, new policies aimed at ensuring the well-being and the development of individuals throughout their career should be developed.

KEY WORDS: Labor Relations; Labor Policy; Canada; Economic Change; Changes in Paid Work.

61. Uchitelle, L. (2006). *Retraining laid-off workers, but for what?* Retrieved March 26, 2006, from http://www.nytimes.com/2006/03/26/business/yourmoney/26lou.html?ex=1301029200&en=df0d862210680d0b&ei=5090&partner=rssuserland&emc=rss

Layoffs have been destructive in the lives of millions of Americans over the last 25 years. The cure that these displaced workers are offered - retraining and more education - is heralded as a certain path to new and better-paying careers. However, often that policy prescription does not work, as this book excerpt explains.

KEY WORDS: Offshoring; Outsourcing; Globalization; Unions; Industrial Relations; Changes in Paid Work.

62. VanEvery, J. (1997). Understanding gendered inequality: Reconceptualizing housework. *Women's Studies International Forum, 20*, 411-420.

VanEvery argues that the concepts used in research on housework are inadequate for the task of understanding the links between divisions of labor and inequalities.

KEY WORDS: Gendered Inequality; Housework.

63. Vosko, L. (2000). *Temporary work: The gendered rise of a precarious employment relationship.* Toronto: University of Toronto Press.

Leah Vosko's book presents the history and evolution of the Temporary Help Industry (THI) in Canada and the regulatory system, both national and international, that developed around it. Vosko traces the shift from the Standard Employment Relationship

(SER), which marked the post-World War II period to the current period, where in casualized employment, workers have few rights and can expect or demand little from their employers.

KEY WORDS: Temporary Work; Temporary Help Industry; Standard Employment Relationship (SER); Changes in Paid Work.

64. Wallis, E., Winterton, J., & Winterton, R. (2000). Subcontracting in the privatised coal industry. *Work, Employment and Society, 14*(4), 727-742.

Uses J. Atkinson's (1984) flexible firm model of capitalist restructuring to examine subcontracting in the UK's privatized coal industry. A longitudinal study of the coal mining industry has embraced flexible firm strategies, offering insights into the longevity of such strategies, as well associations with increased subcontracting. The evolution of the coal industry since its 1994 privatization are examined, along with the rationale that subcontracting allows employers to meet temporary labor shortages, hire persons with special skills, and reduce costs. Comparing the current extent of subcontracting in the UK's coal industry to the recent past, shows its continued utilization after privatization, a noticeable decline following the 1997 coal crisis, and a return to extensive use by 1998. The 5 major subcontracting companies are examined by the range of their involvement in collieries, types of contracts utilized, their labor sources, and by their company structures. Implications of current trends and current patterns are discussed.

KEY WORDS: Employment Changes; Contracts; Coal; Mining Industry; Privatization; United Kingdom; Changes in Paid Work.

65. Yu, W.-H. (2002). Jobs for mothers: Married women's labor force reentry and part-time, temporary employment in Japan. *Sociological Forum, 17*(3), 493-523.

This paper explains the increase in middle-aged women reentering the labor force in Japan and their concentration in part-time or temporary employment. Existing explanations attribute women's concentration in part-time employment too narrowly to supply or demand factors. In Japan, both the labor supply of middle-aged women and the demand for part-time workers have increased, but these conditions channel middle-aged women into part-time or temporary employment only when systematic barriers obstruct their access to full-time jobs. Because it plays an important role in women's employment decisions, the rigidity of standard, full-time employment needs greater attention in studies of nonstandard, atypical types of work.

KEY WORDS: Japan; Part Time Employment; Working Women; Middle-Aged Adults; Labor Supply; Labor Force Participation; Sexual Inequality; Changes in Paid Work.

Section 2.4
Changes in Household Work

D.W. Livingstone, M. Raykov, K. Pollock, F. Antonelli

1. Alemani, C. (2004). Domestic workers: Their female employers' anxieties and desires. *Polis, 18*(1), 137-164.

   Drawing on the results of research carried out in Milan and focusing on women's productive and reproductive work in Italy, family transformation, organization of social services, and migration from Eastern Europe & the South, this paper attempts to answer the following questions: Is it simply a meeting between "rich" women working away from home & "poor" women driven back into homes to perform low status tasks? Or can women open a dialogue, since they are all familiar with & suffer from the harshness, difficulties, & contradictions of the labor market? Can cultural & social aphasia about care work transform itself into the challenge of building gender solidarity?

   KEY WORDS: Domestics; Immigrants; Italy; Housework; Childrearing Practices; Sexual Division of Labor; Women's Roles; Sex Roles; Working Women.

2. Alenezi, M., & Walden, M. L. (2004). A new look at husbands' and wives' time allocation. *Journal of Consumer Affairs, 38*(1), 81-106.

   Using 13 years of data from the Panel Survey of Income Dynamics, this paper addresses the direct estimation of effects on time allocation from changes in the prices of market-produced goods and input goods in household production. While many limitations in earlier studies are addressed, numerous findings of earlier studies are reconfirmed. The article concludes that husbands and wives respond alike in their time allocations to changes in input goods prices, but their responses vary to the changes in market goods prices.

   KEY WORDS: Household Management; Husbands; Time Management; Wives; Behavioral Economics; Time.

3. Anxo, D. (2003). The sexual division of tasks. The French and Swedish experiences. *Futuribles, 285*, 33-40.

   This article presents a comparative study of the sexual distribution of time use (professional, domestic, parental) in France and Sweden. The author argue that, even with some changes in recent years, in both countries the division of tasks still has a strong sexual bias, with women spending more time than men on domestic activities and parenting. Nevertheless, Swedish couples appear to be more egalitarian in the sharing of tasks than their French counterparts. The Swedish employment policy, which allows for a "negotiated flexibility" throughout the life cycle, as well as child care arrangements for infants is a plays a key role in this phenomenon. This advantage of Sweden over France regarding the sexual division of activities is also linked to the high level of education and salaries of females in Sweden: total household income and wide differentials in pay scales between men and women heighten the inequalities in this area. The article concludes by suggesting some ways of reducing the highly unequal division of labor between the sexes.

   KEY WORDS: Sexual Division of Labor; Housework; Childrearing Practices; Labor Policy; Sexual Inequality; France; Sweden; Socioeconomic Factors; Sociodemographic Factors; Household Work.

4. Apparala, M. L., Reifman, A., & Munsch, J. (2003). Cross-national comparison of attitudes toward fathers' and mothers' participation in household tasks and childcare. *Sex Roles, 48*(5-6), 189-203.

Data from the Euro-barometer surveys, including over 10,000 respondents from 13 European countries, were used to explore attitudes toward the division of fathers' and mothers' participation in child care /household tasks through a multilevel modeling approach. This article reports respondent attitudes related to several individual- and macrolevel factors. At the individual level, it was determined that respondents were most likely to hold egalitarian attitudes toward household work and child care when they were younger, female, and politically liberal. At the macrolevel, countries' United Nations ratings on women's empowerment, Gross National Product, and cultural individualism were related to egalitarian attitudes. The article concludes with suggestions for future research.

KEY WORDS: Mothers; Fathers; Sexual Division of Labor; Housework; Childrearing Practices; Sex Role Attitudes; Europe; Crosscultural Analysis; Household Work.

5. Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A. (2002). *Shared work, valued care: New norms for organizing market work and unpaid care work.* Washington. DC: Economic Policy Institute.

Until the 1970s, social norms dictated that women provided care for their families and men were employed for pay. The rapid increase in paid work for women has resulted in an untenable model of work and care in which all employees are assumed to be unencumbered with family responsibilities and women who care for their families are dismissed as 'just housewives'. a review of practices in Australia, Germany, Italy, Japan, the Netherlands and Sweden (based on interviews with government officials, academics, managers, employees and representatives of unions and employers' associations) suggested new ways for work and care responsibilities to be reorganized. A new "shared work valued care" model might structure behavior by tempering employers' demands and shaping the aspirations of workers. 'Shared work' means sharing good jobs through reduced hours, flexible hours, job sharing and sharing care duties between men and women; 'valued care' encompasses flexible scheduling and making day and elder care a public-private responsibility. Policies that are needed in the United states to facilitate such as change include: (1) hours-of-work legislation; (2) adjustment-of-hours legislation (3) equal opportunity and non-discrimination; (4) sharing of the cost of care; (5) untying of benefits from individual employers; and (6) updating of income security protections.

KEY WORDS: Adult Day Care; Behavior Standards; Caregivers; Child Care; Employed Women; Employer Employee Relationship; Employment Opportunities; Employment Practices; Family Caregivers; Family Role; Flexible Working Hours; Foreign Countries; Fringe Benefits; Government Role; Homemakers; Males; Occupational Aspiration; Policy Formation; Public Policy; Quality of Life; Sex Role; Social Behavior; Social Services; Sociocultural Patterns; Work Environment; Australia; Germany; Italy; Japan; Netherlands; Household Work.

6. Arai, A. B. (2000). Self-employment as a response to the double day for women and men in Canada. *La Revue Canadienne de Sociologie et d'Anthropologie/The Canadian Review of Sociology and Anthropology, 37*(2), 125-142.

Despite recent increases in domestic work by men, most household work is still performed by women. Women's duties range from child care, cleaning, & cooking to

shopping, financial management, domestic discipline, & counseling. Yet many of these women also have paid jobs. Data from Statistics Canada's Survey of Work Arrangements (N = 11,828 female & 13,766 male respondents) shows that some women are turning to self-employment as a way of coping with conflicts between family and work. However, the same is not true for men.

KEY WORDS: Self Employment; Canada; Working Women; Working Men; Housework; Family-Work Relationship; Sexual Division of Labor; Household Work.

7. Arrighi, B. A., & Maume, D. J., Jr. (2000). Workplace subordination and men's avoidance of housework. *Journal of Family Issues, 21*(4), 464-487.

Increasingly, scholars argue that men's reluctance to do family work is because they associate it with "women's work" & thus a threat to their masculinity. This idea is extended by considering the link between challenges to men's identities in the workplace & their behavior in the home. Data from the 1980 Class Structure & Class Consciousness Survey for 385 US adults indicate that the extent of men's workplace subordination was negatively related to their performance of "feminine" tasks in the home. Moreover, this relationship was stronger in families in which wives' earnings approached those of their husbands. Theoretical implications are discussed, & a call is made for more longitudinal studies to understand the complex & evolving relationship between work & family.

KEY WORDS: Housework; Sexual Division of Labor; Masculinity; Family-Work Relationship; Family Power; Sex Role Identity; Sex Role Attitudes; Subordination; Working Men; United States of America; Working Women; Dual Career Family; Social Power; Household work.

8. Artis, J. E., & Pavalko, E. K. (2003). Explaining the decline in women's household labor: Individual change and cohort differences. *Journal of Marriage and Family, 65*(3), 746-761.

Women's hours of housework have declined, but does this change represent shifts in the behavior of individuals or differences across cohorts? Using data from the National Longitudinal Surveys, individual & cohort change in housework are examined over a 13-year period. Responsibility for household tasks declined 10% from 1974/75 to 1987/88. For individual women, changes in housework are associated with life course shifts in time availability as well as with changes in gender attitudes & marital status, but are not related to changes in relative earnings. Cohort differences exist in responsibility for housework in the mid-1970s & they persist over the 13-year period. Overall, these findings suggest that aggregate changes in women's household labor reflect both individual change & cohort differences.

KEY WORDS: Females; Housework; Social Change; Generational Differences; Sexual Division of Labor; Family Roles; United States of America; Household Work.

9. Auer, M. (2002). The relationship between paid work and parenthood: A comparison of structures, concepts and developments in the UK and Austria. *Community, Work & Family, 5*(2), 203-218.

This paper investigates the consequences of these policies by focusing on working time and time away from employment, when children are very young, and relates these aspects to currently introduced and changed regulatory structures, such as working time regulations and statutory parental leave. The labor market and family policy in Austria, generally, supports the reconciliation of employment and parenthood. However, the male

breadwinner model in Austrian public support structures and low normative support of employed mothers limits the work-family "system". In the UK, the cultural barriers for a more equal distribution of the duties of combining employment and parenthood seem to be lower. The market as the political focus, in general, allows more equal opportunities for (qualified) women in the labor market and within families. But the highly flexible and polarized labor market, passive public policy, and weak legal protection of employed parents creates a difficult relationship between paid work and family life. This is particularly true for many low-skilled, low-paid parents, and above all mothers. These analyses provide the basis for public policy direction that aims at reconciliation of paid work and parenthood.

KEY WORDS: Family-Work Relationship; Family Policy; Labor Policy; United Kingdom; Austria; Employment; Parenthood; Household Work.

10. Batalova, J. A., & Cohen, P. N. (2002). Premarital cohabitation and housework: Couples in cross-national perspective. *Journal of Marriage and the Family, 64*(3), 743-755.

This article examines the effect of premarital cohabitation on the division of household labor in 22 countries. Findings indicate that women do more domestic work than men in all countries. Married couples that cohabited before marriage have a more equal division of housework. Lastly, national cohabitation rates have equalizing effects on couples despite of their own cohabitation experience. However, the influence of cohabitation rates is only observed in countries with higher levels of overall gender equality. In conclusion, the trend toward increasing cohabitation may be part of a broader social movement toward a more egalitarian division of housework.

KEY WORDS: Family Roles; Single Persons; Cohabitation; Housework; Sexual Division of Labor; Opposite Sex Relations; Household Work.

11. Baxter, J. (2000). The joys and justice of housework. *Sociology, 34*(4), 609-631.

This paper explores husbands' and wives' perceptions of fairness of division of domestic labor. Data from a recent national Australian survey indicate that 59% of women report that the division of labor in the home is fair even though they also report responsibility for the bulk of the work. 68% of men report that the division of household labor is fair. Drawing on Thompson's distributive justice framework, the paper analyses the factors underlying these patterns in relation to perceptions of fairness of child care and housework. The results indicate that, for both men and women, the major factor determining perceptions of fairness is the division of tasks between men and women. The amount of time spent on domestic labor is also significant, but is less important than who does what around the home. There is insufficient support for other hypotheses relating to gender-role attitudes, time spent in paid work, and financial power. The article concludes by examining these findings with regards to the distributive justice framework and considers their implications for understanding perceptions of fairness in households.

KEY WORDS: Sexual Division of Labor; Australia; Equality; Distributive Justice; Housework; Husbands; Wives; Household Work.

12. Baxter, J. (2001). The links between paid and unpaid work: Australia and Sweden in the 1980s and 1990s. In J. Baxter & M. Western (Eds.), *Reconfigurations of class and gender.* (pp. 81-104). Stanford, CA: Stanford University Press.

An analysis of links between paid/unpaid work in Australia and Sweden during the 1980s and 1990s builds upon 1990 research by Arne L. Kalleberg and Rachel A. Rosenfeld on the reciprocal interrelationship between the labor market and domestic work to argue that there is a zero-sum relationship between paid and domestic work. Data were obtained from a total of 3,131 surveys conducted in Australia (1986 and 1993) and Sweden (1980 and 1995) as part of the Comparative Project on Class Structure and Class Consciousness. The results showed women in both countries continued to be primarily responsible for domestic labor and changing policies had little impact on these arrangements. Men in both nations consistently spent an average of 43-46 hours/week in paid employment, but the hours Swedish women spent in paid work increased in the 1990s from 31 to 37 hours/week, while Australian women decreased their hours from 36 to 30/week. The gendered nature of the reciprocal links between paid and unpaid work is discussed, noting no significant cross-national differences.

KEY WORDS: Australia; Sweden; Labor Market; Housework; Social Class; Working Women; Labor Force Participation; Sexual Division of Labor; Household Work.

13. Baxter, J. (2002). Patterns of change and stability in the gender division of household labour in Australia, 1986-1997. *Journal of Sociology, 38*(4), 399-424.

Current research in Australia and overseas suggests that we are witnessing the convergence of domestic labor activities for men and women's time on task. Disagreement exists however as to whether this is due to women reducing their time on housework or men increasing their time on housework. Addressed are these issues using national survey data collected in Australia in 1986, 1993 & 1997. Findings show some changes in the proportional responsibilities of men and women in the home with men reporting a greater share of traditional indoor activities. But overall both men and women are spending less time on housework. In particular, women's time on housework has declined by 6 hours weekly since 1986. Hence, while the gender gap between men's & women's involvement in the home is getting smaller, it is not the result of men increasing their share of the load, but is due to the large decline in women's time spent on domestic labor. There is also evidence of change in the relationship between paid and unpaid work for women. Paid labor for women had a greater impact on their involvement in domestic labor in 1997 compared with 10 years earlier. In conclusion, women's increased labor force involvement in combination with changing patterns and styles of consumption is leading to some changes in the gender division of household labor, but not in the direction as previously anticipated.

KEY WORDS: Family Roles; Sexual Inequality; Housework; Sexual Division of Labor; Labor Force Participation; Women's Roles; Working Women; Dual Career Family; Australia; Household Work.

14. Baxter, J. H., Belinda; Western, Mark. (2005). Post-familial families and the domestic division of labour. *Journal of Comparative Family Studies, 36*(4), 583-600.

As a starting point, recent claims by Beck-Gernsheim (2002) that we are living in an era of "post-familial families." Beck-Gernsheim (2002) argues that our lives are no longer structured as they once were by tradition, class, religion and kin. Rather the family has become a transitional phase as people strive for fulfillment of personal goals and personal life projects. The demographic evidence to support these claims is clear in relation to changing patterns of family formation and dissolution, as well as the movement of married women into paid employment. Less evident is a decline in traditional patterns

of gender stratification within families. Recent national data from Australia is used to examine the relationship between post-familial status, as indicated by marital status and employment, and time spent on housework. Findings show gender to be a clear predictor of time spent on housework, but there is evidence that gender inequality may be declining in non-traditional households.

KEY WORDS: Family Life; Sexual Division of Labor; Housework; Social Change; Sex Roles; Australia; Household Work.

15. Beneria, L. (1999). The enduring debate over unpaid labour. *International Labour Review, 138*(3), 287-309.

This paper summarizes the theoretical and practical issues related to the under-estimation of women's work in the labor force and national accounting statistics. It responds to the continuing criticism that women's efforts make no useful impact, unpaid work should not be treated the same as paid work, and efforts are misguided.

KEY WORDS: Employment Statistics; Females; Labor Force; Salary Wage; Differentials; Statistical Bias; Household Work.

16. Berg, C. A., Johnson, M. M. S., Meegan, S. P., & Strough, J. (2003). Collaborative problem-solving interactions in young and old married couples. *Discourse Processes, 35*(1), 33-58.

Explores the importance of conversational processes for understanding collaborative cognitive performance by examining interactions of married couples that facilitate performance on 2 everyday cognitive tasks. Twenty-four adults, 6 young (M age = 29.7 years) and 6 older (M = 70.8 years) married couples, completed a vacation decision-making task and an errand-running task. Couples were asked to speak as they performed the tasks and speech acts were coded as to whether they involved high-affiliation exchanges (between-partner sequences of cooperative and obliging speech acts) or low-affiliation exchanges (between-partner sequences of controlling and withdrawing speech acts). Interactions characterized by high affiliation were associated with greater use of information and the use of feature based search strategies on the decision-making task and shorter routes on the errand-running task. Open-ended interviews show the importance of division of labor and delegating during daily life collaborations. Findings illustrate the diversity present in couples' interactive patterns and approaches to collaboration. Further, the results demonstrate the potential of integrating work on collaborative cognition and conversational processes.

KEY WORDS: Conversation; Marriage Attitudes; Oral Communication; Problem Solving; Spouses; Household Work.

17. Bhatti, M., & Church, A. (2000). "I never promised you a rose garden": Gender, leisure and home-making. *Leisure Studies, 19*(3), 183-197.

This paper investigates the importance of contemporary gardens as leisure locations and argues that leisure in general, and the garden in particular, plays an important role in the process of homemaking. Consideration is given as to how the contemporary garden reflects wider social relations by examining how gender relations permeate gardens and gardening. Particularly, how gender power relations are played out in relation to the gendered meanings of gardens and the garden is highly significant in the social construction of 'home'. Findings show that there are conflicting uses and meanings of gardens.

KEY WORDS: Leisure; Sex; Gardening; Housework; Opposite Sex Relations; Social Power; Social Constructionism; Housing; Household Work.

18. Bianchi, S. M., Milkie, M. A., Sayer, L. C., & Robinson, J. P. (2000). Is anyone doing the housework? Trends in the gender division of household labor. *Social Forces, 79*, 191-228.

Time diary data from representative samples of US adults (total N = 6,740) show that the number of overall hours of domestic labor (excluding child care & shopping) has continued to decline steadily & predictably since 1965. This finding is mainly due to dramatic declines among women (both in & out of the paid labor market), who have cut their housework hours by almost 50% since the 1960s: about half of women's 12-hour-per-week decline can be accounted for by compositional shifts - such as increased labor force participation, later marriage, & fewer children. In contrast, men's housework time has almost doubled during this period (to the point where men were responsible for 33% of housework in the 1990s), & only about 15% of their five-hour-per-week increase can be attributed to compositional factors. Parallel results on gender differences in housework were obtained from the National Survey of Families & Households estimate data, even though these produce figures 50% higher than diary data. Regression results examining factors related to wives' & husbands' housework hours show more support for the time-availability & relative-resource models of household production than for the gender perspective, although there is some support for the latter perspective as well.

KEY WORDS: Sexual Division of Labor; Housework; Sex Differences; Time Utilization; Males; Females; United States of America.

19. Bittman, M. (2000). Now it's 2000: Trends in doing and being in the new millennium. *Journal of Occupational Science, 7*(3), 108-117.

This paper uses information from Australian time use surveys to examine the predictions made in 1983 by Jonathon Gershuny. Gershuny proposes that households have a hierarchy of needs & wants that they wish to satisfy. As societies get richer, they devote a smaller proportion of their national incomes to satisfying the more basic needs & a larger share to the more sophisticated, luxury categories. However, over time, there is an increasing gap in the relative market prices of durable goods & luxury final services. This means that final services bought on the market (eg, opera tickets, theater tickets, even movie tickets) become more expensive compared to the cost of producing these services at home using relatively inexpensive appliances (eg, stereo sound systems, video recorders, & so on). In other words, households turn to "self-service." On this basis, Gershuny predicts a decline in time devoted to paid work & an increase in time spent in unpaid work & in leisure consumption. Fortunately, however, time spent in unpaid work is itself reduced by the increasing productivity of domestic appliance (durables) & an increasingly equitable division of domestic labor. The net result is a society of greater leisure. This paper argues that Gershuny's predictions have gone astray because of two key weaknesses - his failure to consider the effect of labor demand on the distribution of hours of paid work & his neglect of bargaining over the domestic division of labor.

KEY WORDS: Social Change; Work; Leisure; Housework; Sexual Division of Labor; Time Utilization; Australia; Household Work.

20. Bittman, M., & Goodin, R. E. (2000). An equivalence scale for time. *Social Indicators Research, 52*(3), 291-311.

This article reports on analyses of time-use surveys involving 99,137 respondents from

28 surveys in 13 Western countries. Specifically, it proposes an "equivalence scale for time" where information about total working time in both paid and unpaid labor can be derived from information about paid working time and household structure. Different scales are offered for men and women, and an adjustment according to year is also provided.

KEY WORDS: Family Structure; Working Hours; Income; Labor; Housework; Scales; Household Work.

21. Bjonberg, U. (2004). Making agreements and managing conflicts: Swedish dual-earner couples in theory and practice. *Current Sociology, 52*(1), 33-52.

Equality means that individuals have a balance between the articulation of their individual selves & their norms & moral concerns about mutuality. Strategies for balancing mutuality & autonomy in relationships are vital to the process of accomplishing equality. Negotiation styles and conflict management are involved in this process. The author discusses how styles of conflict management maintain inequality or promote gender equality. Drawing on a qualitative study of twenty-two couples in Sweden. Both men and women were interviewed separately to talk about how they share household labour, dispose of and allocate material resources, and relate to youngsters.

KEY WORDS: Dual Career Family; Housework; Sexual Division of Labor; Parent-Child Relations; Sexual Inequality; Conflict Resolution; Marital Relations; Family Power; Sweden; Household Work.

22. Blane, D., Berney, L., & Montgomery, S. M. (2001). Domestic labour, paid employment and women's health: Analysis of life course data. *Social Science and Medicine, 52*(6), 959-965.

This paper reports examines the relationship between the amount of domestic labor performed by a woman during her lifetime and a variety of self-reported and objective measures of her health in early old age. Findings are based on female members (n=155) of a data set which contained considerable life course information, including full household, residential, and occupational histories. Domestic labor, on its own, proved a weak predictor of health. However, the relationship strengthened when domestic labor was combined with the hazards of the formal paid employment that the woman had performed. This finding suggests that it is the combination of domestic labor in addition to paid employment that influences women's health. This finding is supported by its agreement with other studies that reached the same conclusion through an analysis of data with markedly different characteristics.

KEY WORDS: Housework; Health; Working Women; Employment; Women's Health Care; Elderly; United Kingdom; Household Work.

23. Borrell, C., Muntaner, C., Benach, J., & Artazcoz, L. (2004). Social class and self-reported health status among men and women: What Is the role of work organisation, household material standards and household labour? *Social Science & Medicine, 58*(10), 1869-1887.

The objectives of this study are to analyse the association between self-reported health status & social class & to examine the role of work organisation, material standards & household labour as potential mediating factors in explaining this association. Using the Barcelona Health Interview Survey, a cross-sectional survey of 10,000 residents of the

city's non-institutionalised population in 2000. This was a stratified sample, strata being the 10 districts of the city. The present study was conducted on the working population, aged 16-64 years (2,345 men & 1,874 women). Social class position was measured with Erik Olin Wright's indicators according to ownership & control over productive assets. Work organisation & household material standards were associated with poor health status with the exception of number of hours worked per week. Work organisation variables were the main explanatory variables of social class inequalities in health, although material standards also contributed. Among women, only unskilled workers had poorer health status than the referent category of manager & skilled supervisors (aOR: 3.25; 95%CI: 1.37-7.74). Indicators of work organisation & household material standards reached statistical significance, excepting the number of hours worked weekly. Among women, compared with men, the number of hours weekly of household labour was associated with poor health status (aOR: 1.02; 95% CI: 1.01-1.03). Showing a different pattern from men in the full model, household material deprivation & hours of household labour weekly were associated with poor health status among women. Results suggest that among men, part of the association between social class positions and poor health can be accounted for psychosocial, physical working conditions & job insecurity. Among women, the association between the worker (non-owner, non-managerial, & un-credentiated) class positions and health is substantially explained by working conditions, material well being at home and amount of household labour.

KEY WORDS: Health; Social Class; Social Inequality; Work Environment; Sex Differences; Work Organization; Housework; Barcelona and Spain; Household Work.

24. Burns, D. (2000). Practices of citizenship: Inter-linking community, work and family in a national single parent organisation. *Community, Work & Family, 3*(3), 261-277.

Currently, notions of community, work, and family are enmeshing with concepts of citizenship to reconstruct contexts and foundations for welfare reform in the UK. Within debates about welfare reform, paid work has become central to notions of "good" citizenship, "good" parenting, and "strong" communities. Evolving notions are redefining parenting as a nonworking activity. Single mothers claiming welfare benefits are in danger of being positioned as "partial" citizens. Daily practices of citizenship by single mothers lie outside of those recognized by the state, could be rendered invisible. The author exemplifies ways in which the members of a national single parent organization are constructing their own relationships between community, work, and family, and through this process are engaging in building citizenship practices.

KEY WORDS: Citizenship; Welfare Reform; Single Mothers; Organizations (Social); Communities; Family; Work; Welfare Recipients; Family-Work Relationship; United Kingdom; Wages; Household Work.

25. Cameron, J., & Gibson-Graham, J. K. (2003). Feminising the economy: Metaphors, strategies, politics. *Gender, Place and Culture, 10*(2), 145-157.

Within contemporary feminism, common approaches to feminizing the economy involve adding a sphere or sector or attributing a monetary value to women's unpaid labor. Each of these approaches is interested in creating an accurate representation of the real or 'whole' economy. But these representations are in the same lineage as mainstream economic conceptions; the economy remains a bounded entity that can be known by enumerating its parts. The 'adding on' and 'counting in' strategies employed by feminists complete the picture of what is needed to produce social well-being but do not necessarily help us think differently about how goods and services are or might be

produced. In this article, the authors ask how feminist economic theory might contribute to envisioning or enacting alternative economies. They find answers to this question through reading feminist interventions for glimmers of a deconstructive project that opens 'the economy' to difference. Pursuing these glimmers, they attempt to insert the possibility of non-capitalist forms of economy, including economies of generosity, nonprofit businesses, worker collectives, and alternative capitalist enterprises impelled by a social or environmental ethic. In place of the view of the economy as a whole comprised of a pre-established number of parts or sectors, it can begin to be seen as a discursive construct that can be reconstructed to contribute to social transformation.

KEY WORDS: Feminism; Economics; Economic Theories; Theoretical Problems; Household Work.

26. Chronholm, A. (2002). Which fathers use their rights? Swedish fathers who take parental leave. *Community, Work & Family, 5*(3), 365-370.

This research project focuses on fathers who have taken a relatively large share of the total parental leave period available to families in Sweden. Based on a questionnaire to fathers who took at least 120 days of leave in Gothenburg between 1992 & 1999, the study revealed that most of these fathers were the main caregivers of their children during their leave period. Some fathers, though, reported that they had not been the primary caregivers during the leave period. Immigrant fathers were well represented in the sample. Comparison with Swedish-born fathers revealed high levels of unemployment among the partners of the immigrant fathers: most partners of Swedish-born fathers were earning in 1999. Swedish-born fathers were also more likely to report doing more domestic work, in addition to child care, while on leave. This may have occurred because more mothers with Swedish-born partners were working during the time that fathers were taking leave. Majority of fathers in both groups reported the relationship with their child as the primary reason for taking leave.

KEY WORDS: Fathers; Family-Work Relationship; Family Roles; Sweden; Personnel Policy; Public Policy; Immigrants; Household Work.

27. Ciabattari, T. (2004). Cohabitation and housework: The effects of marital intentions. *Journal of Marriage and Family, 66*(1), 118-125.

This study asks how cohabiters' housework patterns vary by their marital intentions. I draw on interactionist theories that view housework as an activity that produces gender & family to hypothesize that cohabiters who are more invested in their relationships will spend more time on housework. Analyzing the 1987-1988 National Survey of Families & Households (N = 348), I find that, controlling for sociodemographic & household differences, men who are least committed to their relationships spend the least time on housework, whereas women's housework time is not affected by marital intentions.

KEY WORDS: Housework; Cohabitation; Sexual Division of Labor; Sexual Inequality; Household Work.

28. Clark, S. C. (2002). Communicating across the work/home border. *Community, Work & Family, 5*(1), 23-48.

This article considers how individuals enact their work and home environments to create balance, by communicating with family about work and with work associates about family. Using a focus group and questionnaire data from a sample of 179 individuals who work and have family responsibilities, factors that influence the amount of communication and the effect of communication on work/family balance were examined. Results indicate that communication with family about work and communication at work about family varies

depending on the permeability of the work and home borders. Individuals who engage in these types of communication demonstrate greater work satisfaction, higher work functioning, higher satisfaction with home & family activities.

KEY WORDS: Family-Work Relationship; Home Environment; Work Environment; Interpersonal Communication; Job Satisfaction; Family Life; Family Stability; Household Work.

29. Cunningham, M. H., Jr. (2000). Housework, gender, and the life course: Intergenerational and longitudinal influences on the allocation of household labor. *Dissertation Abstracts International, A: The Humanities and Social Sciences, 61*(2), 782-A.

Utilizing data from a panel study of mothers and children that spans the thirty-one years from 1962 to 1993 (the Intergenerational Panel Study of Parents and Children), this dissertation examines the gendered division of household labor in an attempt to identify the effects of socialization throughout the life course on attitudes and behaviors with regard to housework and gender. Findings indicate that parental housework allocation, maternal labor force participation, and maternal gender ideology are important factors in the shaping of adult children's housework allocation patterns. Results also show that parental characteristics measured both early in the children's lives (age 1) and during the children's mid-adolescence (age 15) have lasting effects on the children's attitudes and behaviors. Finally, analyses indicate that there are gender differences in socialization processes. Sons' housework allocation is related to parents' housework allocation and maternal gender role attitudes, while housework allocation among daughters is related to maternal labor force participation.

KEY WORDS: Housework; Sexual Division of Labor; Cultural Transmission; Socialization; Sex; Household Work.

30. Daly, K. J. (2002). Time, gender, and the negotiation of family schedules. *Symbolic Interaction, 25*(3), 323-342.

This paper examines the interactive processes by which women and men negotiate family time schedules. Based on 50 interviews with 17 dual-earner couples, it focuses on the ways men and women define time in gendered ways, exert different controls over the way time is used, and align their time strategies in the course of managing everyday family life. The results indicate that there are both continuities and discontinuities with the past: women continue to exert more control over the organization of time in families, but time negotiation itself has become a more complex and demanding activity. The way that couples carry out these negotiations reflects a variety of adaptive strategies, with some couples being very reactive in contending with present demands and others being highly structured and seeking to anticipate and control the future. Although some couples worked to negotiate balance in their time responsibilities, it was wives who maintained control over time and, ultimately, the orchestration of family activity.

KEY WORDS: Family Life; Time; Time Utilization; Sex Differences; Dual Career Family; Working Men; Working Women; Family-Work Relationship; Working Mothers; Household Work.

31. Davies, L., & Carrier, P. J. (1999). The importance of power relations for the division of household labour. *Canadian Journal of Sociology/Cahiers Canadiens de Sociologie, 24*(1), 35-51.

Survey data from 2,577 adults representative of the Canadian labor force in 1982 are drawn on to examine the division of housework in dual-earner households. The hypothesis is that power relations affect household work performed by both women and men. Analysis suggest that paid work hours, sex composition of one's occupation, and decision-making power predict one's contribution to housework. Findings differ depending on whether wives or husbands, and male or female tasks are examined. Findings are interpreted in a framework that recognizes that power relations are implicated in the gendered nature of social life at both the structural and individual levels.

KEY WORDS: Housework; Family Power; Sexual Division of Labor; Dual Career Family; Canada; Working Women; Working Men; Household Work.

32. Dempsey, K. C. (2000). Men and women's power relationships and the persisting inequitable division of housework. *Journal of Family Studies, 6*(1), 7-24.

Wives attempting to exercise power by getting their husbands to do more housework & the degree of success they experience is examined. The authors draw on 1998 scale data from 66 women residing in Victoria, Australia. Although all the wives were engaged in paid work, they were contributing 66+% of the total time to housework. It was predicted that women would be reluctant to ask their husbands to increase their participation in housework either for fear of jeopardizing their access to valued resources the husbands provided or because they believed in the legitimacy of the existing division of tasks. Also predicted was men using their superior resource and definitional power to resist any overtures their wives made. Predictions were only partially confirmed. Women were more willing to ask their husbands to increase their participation in housework and, although men were often resistant, 40+% of women experienced some success. They were more likely to gain help with tasks rather than for husbands to agree to accept responsibility for some of the inside tasks. Results only partially corroborate the claims of those feminists who say men use their superior power to resist as much change as possible to a traditional division of labor. Also suggested is that women's ambivalence about handing over tasks can result in an impediment to change.

KEY WORDS: Family Power; Sexual Division of Labor; Housework; Sexual Inequality; Australia; Household Work.

33. Denuwelaere, M. (2003). Gender inequity in the division of labor: From parents to children. *Mens en Maatschappij, 78*(4), 355-378.

One obvious gap in the literature of domestic labor concerns the participation of children in family chores. While children do have a significant contribution in family chores, surprisingly little research focuses on the role of gender on division of labor. This study examines if there is similarity between the gender equity in the housework allocation of parents and that of their children. The findings indicate that the role-behavior of parents concerning the division of labor influences the way their children divide chores along gender lines. The article concludes that there is an intergenerational transfer of gender inequity in the division of labor.

KEY WORDS: Sexual Division of Labor; Family Roles; Opposite Sex Relations; Parent-Child Relations; Housework; Sexual Inequality; Children; Household Work.

34. Dilworth, J. E. L. (2004). Predictors of negative spillover from family to work. *Journal of Family Issues, 25*(2), 241-261.

Prior research has inconsistently documented the gendered nature of negative spillover between the domains of home & work. Little is known about predictors of negative spillover for employed mothers & fathers. Using the 1997 wave of the National Study of the Changing Workforce, this study's purpose was twofold: to determine if a difference exists in negative spillover for working mothers & fathers & to identify shared & unique predictors of spillover for both groups. Findings reveal that more working mothers than fathers in the sample experienced negative family-to-work spillover. Time spent performing household chores & caring for children by respondent & spouse did not predict negative spillover for mothers, although caring for a sick child was a significant predictor for fathers. Marital satisfaction was not a significant predictor of spillover, whereas family life satisfaction was one of the strongest predictors for both mothers & fathers.

KEY WORDS: Family-Work Relationship; Role Conflict; Dual Career Family; Housework; Working Mothers; Working Men; Fathers; Marital Satisfaction; Life Satisfaction; Household Work.

35. Dixon, J., & Wetherell, M. (2004). On discourse and dirty nappies: Gender, the division of household labour and the social psychology of distributive justice. *Theory & Psychology, 14*(2), 167-189.

The authors evaluate recent developments in research on the domestic division of labour with a focus on the Distributive Justice Framework developed by Thompson (1991) in an extension of Major's (1987) work on the psychology of entitlement. This framework states that in order to explain the persistence of gender inequalities in domestic labour, researchers must consider the factors that determine women's sense of fairness in close relationships. Whilst recognizing its contribution to the field, the article argues that existing work on the Distributive Justice Framework has misconceived important aspects of the social psychology of distributive justice. By way of contrast, an approach is advanced that is grounded in the analysis of everyday discursive practices in the home - the practices through which couples define their contributions to household labour and negotiate ideological dilemmas about gender, entitlement and fair shares. Argued are the investigations of gender inequalities in domestic labour can benefit from the new directions provided by social constructionism, as well as the more complex views of subjectivity, power and social interaction that are now emerging in psychology.

KEY WORDS: Division of Labor; Household Management; Human Sex Differences; Justice; Social Psychology; Household Work.

36. Dodson, L., & Dickert, J. (2004). Girls' family labor in low-income households: A decade of qualitative research. *Journal of Marriage and Family, 66*(2), 318-332.

This article analyzes a decade of qualitative research to identify & explore an overlooked survival strategy used in low-income families: children's family labor. Defined as physical duties, caregiving, & household management responsibilities, children's - most often girls' - family labor is posited as a critical source of support where low wages & absent adult caregivers leave children to take over essential, complex, & time-consuming family demands. We argue that there are lost opportunities when children are detoured from childhood to do family labor & that an intergenerational transfer of poverty is associated with those losses.

KEY WORDS: Children; Females; Housework; Caregivers; Low Income Groups; Household Work.

37. Dolfsma, W., & Hoppe, H. (2003). On feminist economics. *Feminist Review, 75*, 118-128.

   Feminist economics draws increasing attention from professional mainstream economists. In this paper, we discuss methodological issues, some theoretical developments - notably on the household - and issues of economic policy. We point to parallels between feminist economics and institutional economics, and argue that these relations might be strengthened to the benefit of both.

   KEY WORDS: Economics; Feminist Theory; Economic Policy; Households; Household Work.

38. Doucet, A. (2000). 'There's a huge gulf between me as a male carer and women': Gender, domestic responsibility, and the community as an institutional arena. *Community, Work & Family, 3*(2), 163-184.

   Explored is the persistent link between women and domestic responsibility, a heavily documented link and not often theorized. Drawing on a qualitative research project with a "critical case" study sample of couples trying to share housework & childcare in GB in the early 1990s, the author argues that part of this puzzle linking women & domestic responsibility can be addressed by adopting wider definitions of domestic responsibility and community. Domestic responsibility is often conceived as family labor that occurs within families /households, it also has inter-household, inter-institutional, and community dimensions. With regard to a wider conceptualization of the community, argued is that the community is more than a social institution; it is an institutional arena within which families/households, inter-household relations, community-based social networks, and a wide array of community activities occur. Overall findings and implications of the research presented are threefold. First, gendered socially constructed norms and gendered community-based social networks are highlighted as important factors that help to account for the persistent link between women and domestic responsibility. Second, taking cues from research carried out in Third World & low-income Western communities, it is important to shift research agendas on domestic divisions of labor to focus not only on intro-household divisions, but also inter-household & intra-community relations. Third, the need is highlighted for greater attention to the links between socially constructed norms on masculinities, men's friendships & domestic responsibility.

   KEY WORDS: Childrearing Practices; Sexual Division of Labor; Housework; Communities; Social Institutions; Social Constructionism; Social Networks; Norms; Family Roles; Couples; England; Sex Roles; Women's Roles; Household Work.

39. Gazso-Windle, A., & McMullin, J. A. (2003). Doing domestic labour: Strategising in a gendered domain. *Canadian Journal of Sociology/ Cahiers Canadiens de Sociologie, 28*(3), 341-366.

   The authors ask how pragmatic strategies (time availability, time demands, & resources) and patriarchal dynamics (sex & gender ideology [McFarland, Beaujot & Haddad, 2000]) affect the time that men and women spend doing domestic labor. Data from the 1995 General Social Survey show that women spend more time doing domestic labor then men and that pragmatic strategies & patriarchal dynamics are associated with time spent doing housework and child care. Gender ideology is a complex, multidimensional factor that affects the time women & men spend in housework & child care. Results point to the importance of including pragmatic strategies and patriarchal dynamics in assessments of

domestic labor. Findings provide compelling evidence of how the relationships among individual agency, broader ideological assumptions, and time spent doing domestic labor are intricately interwoven.

KEY WORDS: Sexual Division of Labor; Housework; Childrearing Practices; Sex Role Attitudes; Time Utilization; Canada; Household Work.

40. Henthorn, C. L. (2000). The emblematic kitchen: Labor-saving technology as national propaganda, the United States, 1939-1959. *Knowledge and Society, 12*, 153-187.

Chronicles how household technology became a fresh battlefield for social dominance between communism & "commercialized" democracy. This is demonstrated in the analysis of the promotion of new labor-saving devices & technologies in the US home as a means for great social change & housewife liberation from the drudgery of domestic chores. Mass media advertising images of the time portray the middle-class housewife as an emblem of glamour and leisure, attesting to the superiority of US technology & a revolutionized & liberated domesticity. Images also functioned, by extension, as propaganda to demonstrate the country's superior military strength. Beneath this utopian picture, however, a sexual division of progress is evident that relegated women to the domestic sphere while perpetrating myths about how happy and lucky they were to be the recipients of such advanced technology (created by men). Traditional gender roles were reinforced, and women's participation in spheres other than the domestic severely curtailed, following a period during the war when they had dared to work outside the home.

KEY WORDS: Women's Roles; Post World War II Period; United States of America; Cold War; Technological Innovations; Housework; Sexual Division of Labor; Mass Media Images; Propaganda; Union of Soviet Socialist Republics; International Conflict; Technological Progress; Social Reproduction; Sex Roles; Household Work.

41. Heymann, S. J., & Earle, A. (2001). The impact of parental working conditions on school-age children: The case of evening work. *Community, Work & Family, 4*(3), 305-325.

Among non-standard shifts in weekly work schedules, the evening shift is one of the most common. Low-income parents are more likely to be required to work non-standard schedules. Little work has been done to examine the effect of parental evening work on school-age children. Data collected in the US in the National Longitudinal Survey of Youth (NLSY) was used to examine effects of parental evening work on the home environment for 1,133 school children, aged 5-10 years. The Home Observation Measurement of the Environment (HOME) score used has been shown to predict children's school, developmental & health outcomes. Even only one parent working in the evening had a significantly negative effect on the home environment for families living in poverty and those not living in poverty. The effect size, an 11% decrease in HOME scores when mothers worked evenings & an 8% decrease in HOME scores when fathers worked evenings, was of the same order of magnitude as living in poverty. The increase in US and other countries functioning as a 24-hour economy created the demand for evening work. Without changes in public or industrial policies, parents have no choice but to work evenings, whether quality substitute care is available for their children or not, and whether they believe that the benefits of evening work outweigh the costs. Policies that provide parents with a way to see their children after school are important for all families, and are especially important for working parents and children living in poverty. Parents living in poverty often have the least choice about working conditions & the least resources available for finding quality substitute care for their children in the evenings.

KEY WORDS: Working Hours; Family-Work Relationship; Parents; Children; Home Environment; Child Development; United States of America; Household Work.

42. Himsel, A. J., & Goldberg, W. A. (2003). Social comparisons and satisfaction with the division of housework: Implications for men's and women's role strain. *Journal of Family Issues, 24*(7), 843-866.

Contemporary parents lack clear guidelines for the fair & equitable allocation of family work. According to social comparison theory, under conditions of uncertainty, individuals often compare themselves to others to gain a sense of what is "normal." The authors applied social comparison theory to the examination of satisfaction with the division of housework & the experience of role strain. Results of covariance structure analysis indicated that women reported higher levels of satisfaction when they did less housework than their female friends & greater satisfaction & less role strain when their husbands did more than other male comparison referents. In contrast, men were more satisfied when their wives did more housework than their own mothers did. Satisfaction mediated the link between social comparisons & role strain. Interviews with 25 fathers revealed that some men invoke an image of the "generalized other" to make their own contributions to housework seem more noteworthy.

KEY WORDS: Housework; Sexual Division of Labor; Wives; Husbands; Role Conflict; Social Comparison; Dual Career Family; California; Household Work.

43. Hondagneu-Sotelo, P. (2000). *The international division of caring and cleaning work: Transnational connections or apartheid exclusions?* New York: Routledge.

Argues that women from developing countries who work as nannies or housekeepers in the US, and who leave their children, have reshaped the global economy. An international division of labor fulfills reproductive labor in the US while neglecting it in the immigrants' countries of origin and disenfranchises the mostly Caribbean & Latina immigrants by race, class, gender, and citizenship. Data from historical sources, research on Latina domestic workers in Los Angeles, a survey questionnaire completed by 153 Latina immigrant domestic workers, & in-depth interviews with 23 domestic workers, 37 employers, 3 attorneys specializing in issues related to domestic work, and 5 individuals that owned or worked in domestic employment agencies. The emotional costs of transnational motherhood are explored and is contrasted with patterns of contract labor that were common in the Western US in earlier historical periods. Demographic, cultural, and political implications are discussed.

KEY WORDS: Domestics; Child Care Services; Immigrants; Mothers; Latin American Cultural Groups; United States of America; Housework; International Division of Labor; Caribbean Cultural Groups; Household Work.

44. Jefferson, T., & King, J. E. (2001). "Never intended to be a theory of everything": Domestic labor in Neoclassical and Marxian economics. *Feminist Economics, 7*(3), 71-101.

This article is a comparative study of the treatment of domestic labor by neoclassical and Marxian economists. Before 1960, mainstream economics concentrated on production for the market. Serious analysis of housework was confined to a handful of economists, many of whom were marginalized by economics departments but supported by departments of home economics. Later domestic labour was culminated in Gary Becker's "new household economics", yet neglected by Marxist thinkers, who argued that housework was being socialized under capitalism and would disappear altogether under

socialism. However, it was rediscovered again by Marxist-feminists in the late 1960s. Housework continues to pose serious analytical difficulties for both neoclassical & Marxian economists.

KEY WORDS: Housework; Marxist Economics; Economic Theories; Intellectual History; Home Economics; Household Work.

45. Kemmer, D. (2000). Tradition and change in domestic roles and food preparation. *Sociology, 34*(2), 323-333.

This paper provides a discussion on the gendering of domestic food preparation. It argues that findings from research carried out in the late 1970s and early 1980s must be seen in its historical context which outlines structural changes and its impact on women's roles. In addition, the tendency of sociology of food research to focus on the cultural norm of the nuclear family with dependent children ignores more common household structures currently present in Great Britain.

KEY WORDS: Housework; Food Preparation; Women's Roles; Great Britain; Sexual Division of Labor; Family Structure; Norms; Cultural Change; Family Roles; Nuclear Family; Households; Household Work.

46. Kirchler, E., & Venus, M. (2000). Between job and family: Justice and satisfaction with the distribution of housework. *Zeitschrift fur Sozial Psychologie, 31*(2), 113-123.

A total of 109 couples, employed women and men, answered a questionnaire on their contributions to work in the home and the amount of time spent on their paid job. Perceived justice and satisfaction with the division of labor within the household were also indicated. In addition, satisfaction with the partnership, role orientation, and reference point in comparisons of one's own contributions to work in the home and the partner contributions, and sociodemographic data were measured. The results indicate that women and men spend different amounts of time on housework, and they perceive the distribution as just. Women, however, were less satisfied with the distribution than men. Subjective justice for women depends on perceived discrepancies between actual time spent on housework and desired time, partnership satisfaction, role orientation and opportunities to compensate for lower contributions to housework. Men's perception of justice depends only on the presence of children in the household. Satisfaction with the distribution of housework depends mainly on perception of justice.

KEY WORDS: Housework; Sexual Division of Labor; Family-Work Relationship; Working Hours; Distributive Justice; Sex Differences; Perceptions; Working Men; Working Women; Household Work.

47. Klute, M. M., Crouter, A. C., Sayer, A. G., & McHale, S. M. (2002). Occupational self-direction, values, and egalitarian relationships: A study of dual-earner couples. *Journal of Marriage and the Family, 64*(1), 139-151.

This study examines the associations between husbands' & wives' experiences at work & their attitudes about & behaviors in marriage, using a framework informed by the ideas of Kohn (1969, 1977). Specifically, it was hypothesized that experiences of self-direction at work would be associated with greater endorsement of values associated with self-direction. Further, it was predicted that those who value self-direction more would both prefer & adopt more egalitarian arrangements in their marriages. These hypotheses were tested with a sample of 167 dual-earner couples. Results supported the hypotheses &

suggested that values mediate the relationships between occupational self-direction & both attitudes about marital roles & the division of household labor. The pattern of results suggests that this framework is a useful perspective for examining the construct of marital equality.

KEY WORDS: Marital Relations; Social Values; Sex Role Attitudes; Family-Work Relationship; Sexual Division of Labor; Housework; Family Roles; Dual Career Family; Work Values; Working Men; Working Women; Husbands; Wives; Household Work.

48. Lee, C., & Owens, R. G. (2002). Men, work and gender. *Australian Psychologist, 37*(1), 13-19.

Contemporary analyses of work and unemployment need to place psychological findings in the context of society, culture, and gender in understanding the meanings of paid and unpaid work for men and for women. The Australian Psychological Society discussion paper (in this issue) takes a comprehensive view of the literature and places it in the contemporary Australian social context, but fails to consider the extent to which socially constructed gender roles affect individuals' relationships with work. This paper complements the discussion paper by examining men's relationships with work and unemployment from a gendered perspective. Given the centrality of paid work to men's sense of self, there is surprisingly little psychological research on the extent to which patterns of paid and unpaid work, and discrepancies between desired and actual patterns of employment, interact with gender roles and expectations to affect men's physical and emotional wellbeing. This is particularly a concern, given structural changes in patterns of employment. Increasingly, men need to juggle the traditional view that a real man provides financially for his family with contemporary definitions of masculinity that emphasise egalitarianism and flexibility, in the context of rapid changes to work and family structures. The challenge for men is to find new ways of defining themselves and their sense of self-worth, other than exclusively through paid work.

KEY WORDS: Employment Status; Health; Psychology; Society; Working Conditions; Age Differences; Human Males; Human Sex Differences; Sex Roles; Unemployment; Household Work.

49. Lee, Y.-S. (2003). Housework and familial relationships. *Dissertation Abstracts International, A: The Humanities and Social Sciences, 63*(7), 2709-A-2710-A.

This dissertation explores current developments of the literature on housework. Specifically it addresses two research questions: (a) examining various measures of household labor and (b) examining the role of specific familial contexts in two empirical studies. The first study investigates how the frequency of joint performance with parents moderates the effect of time on housework on children's depression levels. The second study explores the importance of time spent with spouses in the perceived appreciation for housework. It identifies three factors - the amount of time spent on housework, gender role attitudes, and options after marriage - that influence recognition of efforts at home. The author concludes that the moderating role of joint performance with parents may add to the debate on the developmental and cognitive implications of household labor for children.

KEY WORDS: Housework; Family Relations; Sexual Division of Labor; Family Roles; Depression (Psychology); Children; Childrearing Practices; Parents; Parent-Child Relations; Marital Relations; Household Work.

50. Levold, N., & Aune, M. (2003). "Cooking gender": Home, gender and technology. *Sosiologisk Tidsskrift, 11*(3), 273-299.

    With a special focus on the construction of gender relations, this article analyses the domestication of a home. In traditional studies of home, material and technological aspects are often ignored. In this article 'domestication,' is used as a metaphor to illuminate the mutual shaping processes of consumption of technology, negotiations of work routines, and construction of gender relations. The study focuses on two cases. A picture is drawn of different ways of negotiating gender in interaction with life at home as well as life at work. The stories told illustrate the ambivalence and paradoxes in a modern woman's life: What is "freedom" for women today? What type of work is demanding? The article, rather than answer these questions, contributes theoretically and empirically to the ongoing discussion within both technology studies and labor studies.

    KEY WORDS: Housework; Sex; Opposite Sex Relations; Everyday Life; Family-Work Relationship; Technology; Households; Females; Household Work.

51. Looker, E. D., & Thiessen, V. (1999). Images of work: Women's work, men's work, housework. *Canadian Journal of Sociology/Cahiers Canadiens de Sociologie, 24*(2), 225-254.

    Interview data gathered from approximately 1,200 17-year-olds in Hamilton, Ontario, and Halifax and rural Nova Scotia were used to discover their attitudes to (1) male- & female-dominated jobs; (2) their mother's job, their father's job, and being a full-time homemaker; and (3) their own expected job, their father's and mother's job, and housework. Findings show that women's work was reported as less desirable than men's work; domestic work was seen as women's work and as less desirable (to all but working-class females) than paid work. Jobs of middle-class fathers were both desirable and described in many ways similar to jobs expected by their sons and middle-class daughters. Working-class females tended to describe their mother's work in positive terms and defined housework as a practical option.

    KEY WORDS: Adolescents; Work Attitudes; Sexual Division of Labor; Housework; Parents; Class Differences; Canada; Life Plans; Ontario; Nova Scotia; Working Mothers; Working Men; Household Work.

52. Maher, J., & Singleton, A. (2003). "I wonder what he's saying": Investigating domestic discourse in young cohabiting heterosexual couples. *Gender Issues, 21*(1), 59-77.

    Using narrative methodology, this article examines domestic labor in heterosexual couple particularly with regard to how changing employment patterns are interacting with domestic work and construction of domestic life in contemporary Western societies. The study revealed the disjunctions between what women and men say and what their descriptions reveal that they do. It demonstrated that young women in heterosexual cohabiting couples do more. They also worry more about how their domestic lives appear and what it suggests about them and their male partners. The narrative method of this study reveals complexity that would not have been apparent in survey or short answer data, even if couple responses had been compared. While both partners often talked of shared domestic burdens, women bore the burden of domestic work. They also carry the burden of the myths of shared involvement that are current in contemporary Western accounts of domestic labor.

    KEY WORDS: Housework; Sexual Division of Labor; Working Men; Working Women; Cohabitation; Couples; Narratives; Household Work.

53. Mattingly, M. J., & Bianchi, S. M. (2003). Gender differences in the quantity and quality of free time: The U.S. experience. *Social Forces, 81*(3), 999-1030.

Newly collected time diary data was used to assess gender differences in both quantity and quality of free time. Measures of contamination of free time by nonleisure activities such as household chores, the fragmentation of free time, and how frequently children's needs must be accommodated during free-time activities were also included. Findings suggested that men and women do experience free time very differently. Men tend to have more of it. Marriage and children exacerbate the gender gap and market work hours erode men's and women's free time in different ways. Findings also revealed that despite gains toward gender equality in other domains, discrepancies persisted in the experience of free time.

KEY WORDS: Sex Differences; Time Utilization; Leisure; Sexual Inequality; United States of America; Household Work.

54. Mortelmans, D., Ottoy, W., & Verstreken, M. (2003). A longitudinal view on the gendered division of household labor. *Tijdschrift voor Sociologie, 24*(2-3), 237-260.

Based on empirical data from a panel study of Belgian Households (PSBH), this article addresses the stability of the household-labor in partner-relations over time from the viewpoint of "task load" of individuals. The longitudinal database offers the opportunity to combine a cross-sectional analysis with a longitudinal dimension. The results show that at the end of the 1990's women were not only doing most of the household labor, they were often predominantly, if not exclusively, responsible for the household labor.

KEY WORDS: Belgium; Females; Housework; Sexual Division of Labor; United States of America; France; Household Work.

55. Natalier, K. (2003). 'I'm not his wife': Doing gender and doing housework in the absence of women. *Journal of Sociology, 39*(3), 253-269.

Share households composed solely of men are a site in which masculine identities in the home are disembedded from marital ideologies. This allows us to unravel the connections between housework, power and what it means to be a man. The study finds that the domestic labour practices of men who reside with their peers reflect those traditionally associated with husbandhood, although the bases for these interactions, and the associated play of power, differ in the absence of a wife. It is evident that gender continues to be an important organizing principle of domestic labour outside marital homes.

KEY WORDS: Gender; Housework; Masculinity; Share Households; Household Work.

56. Nordenmark, M., & Nyman, C. (2003). Fair or unfair? Perceived fairness of household division of labour and gender equality among women and men: The Swedish case. *The European Journal of Women's Studies, 10*(2), 181-209.

This study analysed how time use, individual resources, distributive justice and gender ideology influenced perceptions of fairness concerning housework and gender equality.

Swedish couples were surveyed and interviewed in the study. The quantitative results show that it is only factors connected to time use that are significantly correlated to both perceptions of fairness concerning division of household labour and gender equality. In addition, the qualitative results illustrated the complexity of concepts like fairness and equality.

KEY WORDS: Housework; Sexual Division of Labor; Distributive Justice; Sex Role Attitudes; Equity; Sexual Inequality; Leisure; Time Utilization; Sweden; Household Work.

57. Nordenmark, M. (2004). Does gender ideology explain differences between countries regarding the involvement of women and men in paid and unpaid work? *International Journal of Social Welfare, 13*(3), 233-243.

Women spend more time doing household work than men, and men spend more time working at paying jobs outside the home than women. But studies also show that there are major differences between countries regarding the degree to which women and men involve themselves in different kinds of labor activity. The main aim of the article is to analyze the significance of gender ideology when studying differences between countries regarding the involvement of women and men in paid and unpaid work. The analysis is based on national random samples from ten OECD countries that were collected within the framework of ISSP 1994. The conclusions are: (a) gender ideology has an impact in all the studied countries on the degree to which women and men involve and engage themselves in labor and (b) gender ideology partially explains the differences between countries regarding women's and men's involvement in paid and unpaid work.

KEY WORDS: Sex; Sex Roles; Housework; Employment; Crosscultural Differences; Sex Differences; Sexual Division of Labor; Household Work.

58. Pilcher, J. (2000). Domestic divisions of labour in the Twentieth Century: 'Change slow a-coming'. *Work, Employment and Society, 14*(4), 771-780.

A review essay on books by (1) Rosalind Barnett & Caryl Rivers, She Works, He Works, How Two-Income Families Are Healthy and Thriving (Cambridge, MA: Harvard U Press, 1998); (2) Francine Deutsch, Halving It All. How Equally Shared Parenting Works (Cambridge, MA: Harvard U Press, 1999); & (3) Richard Layte, Divided Time. Gender, Paid Employment and Domestic Labour (Aldershot: Ashgate, 1999). These books focus on the distribution of household/caring work among heterosexual couples in the UK. An examination of pre-1990 research, as well as several nationally representative studies of the early 1990s, revealed continuing gender inequality in the distribution of domestic work in spite of the increasing number of women employed outside the home. Layte uses SCELI data to demonstrate why many women do not consider these unequal arrangements unfair. Barnett and Rivers offer an academic study of 300 working, married couples with children and a self-help manual for two-income families. Deutsch's study of 150 dual-earner parents focuses on couples who have created truly equal families. These books confirm the unequal distribution of domestic/parenting work and suggest approaches couples can use to negotiate their solutions for more equitable distribution of domestic work.

KEY WORDS: Sexual Division of Labor; Twentieth Century; Housework; Dual Career Family; Sexual Inequality; Household Work.

59. Powers, R. S. (2003). Doing the daily grind: The effects of domestic labor on professional, managerial, and technical workers' earnings. *Gender Issues, 21*(1), 3-23.

Using two data sets from the National Survey of Families and Households, this paper examined how domestic labor tasks, including daily grind tasks, female-type and male-type tasks, affected the earnings of workers in professional, managerial, and technical occupations in both the short and long term. Domestic labor explained an additional 19% of the gap between the earnings of women and men in professional, managerial, and technical occupations. These results suggest that despite having jobs that offer higher pay and more autonomy, the time spent doing the daily domestic labour negatively affects earnings, especially for women in professional, managerial, and technical occupations.

KEY WORDS: Housework; Everyday Life; Working Men; Working Women; Family-Work Relationship; Professional Workers; Income Inequality; Sexual Division of Labor; United States of America; Household Work.

60. Riley, A. L., & Keith, V. M. (2003). Work and housework conditions and depressive symptoms among married women: The importance of occupational status. *Women & Health, 38*(4), 1-17.

Using the American Changing Lives Survey, this research examines housewives' subjective evaluations of their housework and the subjective evaluations of paid employment among three groups of married women: professionals, sales-clerical, and service-blue collar wives. The research assessed the usefulness of disaggregating employed women by occupational status. Depressive symptoms were regressed on five work conditions - autonomy, physical and time demands, boredom, and feeling appreciated - along with sociodemographic characteristics. The results indicate professional wives report fewer symptoms of depression than homemakers, sales-clerical, and service-blue collar wives. Differences between professionals and homemakers are largely accounted for by professional women's more advantaged economic position. Nonprofessional employed women are more depressed than professionals even when their disadvantaged working conditions are controlled. The findings are discussed in view of research on the stress of combining full-time employment with homemaking and argue that balancing these two roles may be more difficult for some employed women than for others.

KEY WORDS: United States of America; Working Women; Homemakers; Housework; Depression (Psychology); Occupational Status; Household Work.

61. Sabattini, L., & Leaper, C. (2004). The relation between mothers' and fathers' parenting styles and their division of labor in the home: Young adults' retrospective reports. *Sex Roles, 50*(3-4), 217-225.

The authors report on an investigation into the relation between young adults' retrospective reports of their mothers' and fathers' division of household labor (egalitarian or traditional) and parenting styles (authoritative, permissive, authoritarian, or disengaged). Participants' own gender attitudes were also tested in relation to parents' division of labor and parenting. The participants were 294 women and men (M =19-years old) who were raised in 2-parent households and came from a range of ethnic backgrounds. For the mothers' parenting, permissive parenting was more likely among those from egalitarian households whereas authoritarian parenting was more likely among those from traditional households. For the fathers' parenting, authoritative parenting was more likely among participants from egalitarian households and disengaged parenting was more likely among those from traditional households. The association between fathers' parenting style and division of labor was specific to the division of childcare (rather than housework). Participants' gender attitudes were not related to parents' division of labor or parenting style.

KEY WORDS: Childrearing Practices; Division of Labor; Household Management; Parenting Style; Sex Role Attitudes; Child Care; Parental Permissiveness; Household Work.

62. Sauve, R. (2002). *Connections: Tracking the links between jobs and family. Job, family and stress among husbands, wives and lone-parents 15-64 from 1990 to 2000. Contemporary family trends.* Ottawa: Vanier Institute of the Family.

Noting that most reports on work-family relationships are based on limited data, this report attempts to establish a foundation for ongoing analysis of job and family patterns in Canada based on both historical and current labor force data and other sources. The report tracks and charts the connections between paid work and family trends for husbands, wives, and lone or single parents in Canada from 1990 to 2000. The focus of the report is on three types of trends: (1) participation of husband, wives, and single parents in the paid workforce; (2) how participation in the paid work force relates to job and family responsibilities; and (3) levels of stress reported by spouses and single parents. Part 1 of the report provides a summary of the major findings and policy implications, a review of the data sources, and an introduction to the topic. Data are derived from Statistics Canada sources. Part 2 of the report has been constructed as a chart book documenting 42 trends. Tables and charts provide a graphical or tabular presentation of the more important topics with comments included for each trend to help interpret the trend and to add additional insights. Findings are presented for wives with children, husbands with or without children, wives without children, and lone-parents. Among the main findings is that spouses share in the responsibilities for paid work and unpaid work. Husbands remain the main source of incomes from paid employment. More wives now work at jobs outside the home but they also retain the major responsibilities for child and family care, especially when young children are present. Wives work more total hours than their husbands do. The majority of spouses and single parents are not under severe stress but many are.

KEY WORDS: Comparative Analysis; Family Environment; Family Relationship; Family-Work Relationship; Foreign Countries; One Parent Family; Public Policy; Spouses; Stress Variables; Trend Analysis; Canada; Household Work.

63. Scott, D. B. (2001). The costs and benefits of women's family ties in occupational context: Women in corporate-government affairs management. *Community, Work & Family, 4*(1), 5-27.

This article explores gender differences in the family relationships of corporate-government affairs managers. In particular, it looks at how women's family status influences the context and character of their interactions with key people in business and government. While women may have made tremendous gains in corporate public affairs management in the US, these positions call for employees to form successful networks with clients, the public, other managers in the corporation, and other professionals outside the corporation. There is little research that documents the effects of family on work relations on women who occupy positions where the potential for "personal" & "professional" overlap is high. This research suggests that the family relations of women corporate-government relations managers inhibit the development of certain kinds of ties. However, the findings are not all negative. The research revealed that while family relations may be burdensome, they can be also be instrumental in extending women's connections and enhancing their opportunities.

KEY WORDS: Sex Differences; Family-Work Relationship; Social Networks; Public

Sector Private Sector Relations; Professional Women; Managers; Public Relations; Family Relations; Washington, DC; New York City; Household Work.

64. Sikic-Micanovic, L. (2001). Some conceptualizations and meanings of domestic labor. *Drustvena Istrazivanja, 10*(45(54-55)), 731-766.

This article suggests that the definitions and conceptualizations of domestic labor should emphasize that it is productive, involving many different types of work, and that it is also about constructing "proper" and "appropriate" gender relations. An overview of studies, show that unpaid domestic labor is persistently segregated by gender and continues to be, in practice, mainly "women's work." The implications, and consequences of this are outlined in the paper. In addition, a number of explanations are provided that elucidate why inequitable divisions of labor within the home are considered to be fair. It is concluded that the gendered division of domestic labor should be viewed as a way to "do gender" that also produces appropriate gender relations, rather than based on a static agreement between individuals. These relations as interpersonal processes in combination with dominant discourses (in the media, community, & government policies) constitute, maintain, and enhance a gendered division of labor within a particular context. As household tasks convey social meanings about masculinity and femininity, it is important to avoid generalizations but rather, understand that conceptualizations, meanings, and values vary according to historical, sociocultural contexts such that a universalizing framework is inappropriate.

KEY WORDS: Housework; Sexual Division of Labor; Women's Roles; Opposite Sex Relations; Social Reproduction; Sexual Inequality; Household Work.

65. Sousa-Poza, A., & Widmer, R. (1998). The determinants of the allocation of time to paid and unpaid labour in Switzerland: A preliminary empirical analysis. *Schweizerische Zeitschrift fur Soziologie/Revue Suisse de sociologie, 24*(2), 269-289.

This study discusses the role of gender and, to a lesser extent, cultural differences in time allocation for paid and unpaid labor in the German-, French-, and Italian-speaking areas of Switzerland, applying the economic conceptual framework "new home economists," which recognizes the value of unpaid labor, to explain individual behavior to 1995 survey data from 31,827 individuals, ages 18-65. It was found that employed individuals reacted more to changes in socioeconomic variables, and effects of home ownership, education levels, and the presence of children varied across cultures. Future research concentrating on sociological explanations of cross-cultural differences and extension of the empirical model to capture joint decision problems is advocated.

KEY WORDS: Switzerland; Labor; Time Utilization; Crosscultural Analysis.

66. Spitze, G., & Loscocco, K. A. (2000). The labor of Sisyphus? Women's and men's reactions to housework. *Social Science Quarterly, 81*(4), 1087-1100.

Considerable attention has been given to the division of household labor in male-female couple households & to assessments of its equity. While women's experience of housework has been characterized as either tedious & thankless or a more positive expression of love & care, there is very limited empirical evidence about how women (or men) actually experience the work. We assess these reactions & investigate how they are influenced by women's & men's household & paid work contexts & the content of the housework performed. Data are from married & cohabiting men & women respondents to

the 1987/88 wave of the National Survey of Families & Households. Results show that while women's reactions to housework are slightly less positive than men's, both are similar & are more positive than negative. There is also similarity across gender in the factors explaining these attitudes. The unpleasantness of housework (especially for women) may be less a reflection of the qualities of the work itself than of the consequences of its allocation for women's ability to perform outside roles & for their sense of marital equity.

KEY WORDS: Females; Males; Housework; Sexual Division of Labor; Marital Relations; Cohabitation; Household Work.

67. Strazdins, L., & Broom, D. H. (2004). Acts of love (and work): Gender imbalance in emotional work and women's psychological distress. *Journal of Family Issues, 25*(3), 356-378.

Family members do work to meet people's emotional needs, improve their well-being, and maintain harmony. When emotional work is shared equally, both men and women have access to emotional resources in the family. However, like housework and child care, the distribution of emotional work is gendered. This study examines the psychological health consequences of gender divisions in emotional work. Quantitative and qualitative data from a sample of 102 couples with young children show that the gender imbalance affected women's, but not men's, experience of love and conflict in their marriage. Through this erosion of the marriage, the gender imbalance posed a health risk to women and helped explain gender differences in psychological distress. Couples preserved a sense of mutuality by accounting for the gender imbalance as something beyond men's choice or control, or in terms of women's excess emotional needs, thus entrenching gender differences in the performance and consequences of emotional work.

KEY WORDS: Marriage; Females; Intimacy; Gender Differences; Gender Issues; Foreign Countries; Psychological Patterns; Emotional Response; Marital Instability; Spouses; Interpersonal Relationship; Household Work.

68. Stro, S. (2002). Unemployment and gendered divisions of domestic labor. *Acta Sociologica, 45*(2), 89-106.

Using data from the Swedish Longitudinal Study among the Unemployed, 1992/93, and the Swedish Level of Living Survey, 1990, this study focuses on whether unemployment is associated with alterations in the gendered division of domestic labor among Swedish men and women. Levels of domestic labor activity during periods of unemployment are investigated, as well as the question of whether any associations persist after the individual reenters the workforce. The results indicate that although gender is the best predictor of levels of domestic labor activity, labor market status also has an effect. For instance, women are more active than men, but the unemployed are more active than the employed. The hypothesis that male unemployment is associated with a more equal division of domestic labor is supported. For women, the hypothesis that unemployment is related to an exacerbated unequal division of domestic labor is supported, although it is questionable whether unemployment has any permanent effects on activity in domestic labor, since the re-employed decrease their domestic labor activity.

KEY WORDS: Unemployment; Sexual Division of Labor; Housework; Labor Force Participation; Sweden; Household Work.

69. Sullivan, C. (2000). Space and the intersection of work and family in

homeworking households. *Community, Work & Family, 3*(2), 185-204.

The introduction of paid work into the home challenges our conceptualizations of work and family as spatially distinct. Research specifically examining spatial experiences within homeworking households is limited and does not include family members' own accounts. This paper examines spatial arrangements in homeworking households, potential problems and conflicts, gendered patterns, and the link between space and the psychological work-family boundary. Interviews with homeworkers and their families reveal a range of consequences for the entire family. Conflicts can arise over entitlement to, and use of, space. A complex relationship between physical and psychological boundaries is uncovered.

KEY WORDS: Home Workplaces; Space; Spatial Analysis; Family-Work Relationship; England; Family Relations; Household Work.

70. Sullivan, O. (2000). The division of domestic labour: Twenty years of change? *Sociology, 34*(3), 437-456.

Using nationally represented time-use diary data for 1975, 1987, & 1997, 1,284 couples in Great Britain participated in a study that examined the nature and pattern of change in the domestic division of labor. Acknowledging that in 1997 women still performed the bulk of domestic work, it was found that, in relation to changes in time use in other areas of life, the increase in men's participation in domestic work (at least as measured in terms of time contributed) should be regarded as significant. In support of this, there had been (1) a reduction in gender inequality in the participation of some of the normatively feminine-associated household tasks; (2) a larger proportional increase in the time contributed to domestic work by men from lower socioeconomic status, to a position of near equality with men from higher socioeconomic positions; and (3) a substantial increase in egalitarian couples.

KEY WORDS: Sexual Division of Labor; Housework; Great Britain; Time Utilization; Sex Differences; Household Work.

71. Torr, B. M., & Short, S. E. (2004). Second births and the second shift: A research note on gender equity and fertility. *Population and Development Review, 30*(1), 109-130.

It has been recently proposed that the decline from replacement-level fertility to low fertility is linked to a combination of high levels of gender equity in individual-oriented institutions, such as education and market employment, and low levels of gender equity in the family and family-oriented institutions. The "second shift," or the share of domestic work performed by formally employed women, forms a critical piece of current cross-national explanations for low fertility. The paper explores whether there is empirical evidence at the individual level for a relationship between gender equity at home, as indicated by the division of housework among working couples with one child, and the transition to a second birth. Results from a sample of US couples, indicate a U-shaped relationship between gender equity and fertility. Both the most modern and the most traditional housework arrangements are positively associated with fertility. This empirical test elaborates the family-fertility relationship and underscores the need to incorporate family context, including gender equity, into explanations for change in fertility.

KEY WORDS: Fertility; Sexual Inequality; Sexual Division of Labor; Housework; Dual Career Family; Household Work.

72. Verma, S., & Larson, R. W. (2001). Indian women's experience of household labour: Oppression or personal fulfillment. *The Indian Journal of Social Work, 62*(1), 46-66.

This article examines the time spent by urban middle-class women in household work with accompanying subjective states. Participants carried beeper watches for one week and reported their time spent in different activities with their subjective states, when signaled at random times. The findings reveal that women spend much more time doing household labor than their husbands, but they experience choice over these activities and do not experience them as aversive. Women often report feeling hurried, but do not feel less in control. Their emotional states neither suggest a high rate of distress, nor a high feeling of self-fulfillment while doing family work.

KEY WORDS: Housework; Sexual Division of Labor; Females; Sex Stereotypes; Choices; Stress; Household Work.

73. Wallace, C. (2002). Household strategies: Their conceptual relevance and analytical scope in social research. *Sociology, 36*(2), 275-292.

The article considers the idea of 'household strategies' as a concept that takes into account the motivations and agency of actors in society. In particular, it considers household strategies as a method of analysis through looking at the intersection of different economies in household behaviour and as a unit of analysis, with a focus on households rather than individuals. Although the concept of household strategies has limitations in each of these dimensions, it has nevertheless remained an important empirical tool of investigation. In fact, household strategies have become perhaps even more salient under conditions of social change such as post-Communism or post-Fordism. An over-emphasis on agency implied by this approach can be counteracted by considering structural factors that have emerged in empirical studies and which restrict the formation and deployment of household strategies. However, such restrictions are not just objective but also culturally defined. Viewed in this manner, household strategies can be used for comparative research and can help to elucidate the social factors underlying economic behaviour. The article concludes by suggesting certain conditions under which household strategies are likely to become especially important.

KEY WORDS: Households; Strategies; Informal Sector; Housework; Household Work.

74. Warren, T. (2003). Class- and gender-based working time? Time poverty and the division of domestic labour. *Sociology, 37*(4), 733-752.

Through an approach of class and gender, this article connects two major research themes; variation in time poverty & the organization of the domestic division of labour, to the study of couples' working time. Links are drawn between these two research themes through review of debates in key studies and an analysis of dual-earner couples from different classes in the British Household Panel Survey. In conclusion, the article suggests that a class-based analysis is necessary to reveal how the different dimensions of time poverty intermesh and play out on the daily lives of families, and the resulting ways in which families' caring and paid working lives are managed on a day-to-day basis.

KEY WORDS: Time Utilization; Sexual Division of Labor; Sex; Housework; Dual Career Family; Family-Work Relationship; Class Differences; Social Class; United Kingdom; Household Work.

75. Wharton, A. S. (2000). Feminism at work. *The Annals of the American Academy of Political and Social Science, 571*, 167-182.

This paper examines the contributions of feminist research to the study of work, occupations, and organizations. Three themes in the literature are investigated: (1) characteristics of housework and so-called women's work more generally; (2) economic inequality between men and women; & (3) structural and institutional bases of gender in the workplace. The direction of feminist research on these themes has been shaped by feminist activists. This research, in turn, has influenced feminist activists' strategies and orientations. The article concludes with a discussion of future challenges for feminist research on the study of work.

KEY WORDS: Feminism; Work; Housework; Work Environment; Sex; Social Science Research; Sexual Inequality; Activism; Occupations; Organizational Research; Sociology of Work; Household Work.

76. Wheelock, J., Oughton, E., & Baines, S. (2003). Getting by with a little help from your family: Toward a policy-relevant model of the household. *Feminist Economics, 9*(1), 19-45.

Recent decades have seen dramatic changes in the ways in which households in developed Western economies gain their livelihoods, with marked elements of a return to old ways of working. There has been a shift from reliance upon one family wage to the need for family employment as well as growing reliance on self-employment and small business. These changes mean that child care for working parents, and the promotion of new small enterprise, are key areas of policy concern. Drawing on original English empirical research around both these themes, this article shows the ways in which UK households draw on redistribution between the generations as a - generally decommodified - contribution to livelihoods and "getting by." We argue that these results confound widely utilized models of how people behave and take particular issue with how economists and policymakers model the household and its boundaries as the institutional context for individual decisions.

KEY WORDS: Households; Economic Models; Family Businesses; Small Businesses; Family-Work Relationship; Labor Force Participation; Boundaries; Policy Analysis; Methodological Problems; Household Work.

77. Youm, Y., & Laumann, E. O. (2003). The effect of structural embeddedness on the division of household labor: A game-theoretic model using a network approach. *Rationality and Society, 15*(2), 243-280.

This article proposes a game-theoretic model in which the structural embeddedness of the partners is the key concept predicting family members' behavior. Under the condition of strong embeddedness, partners behave as if they share a unitary utility function because they can safely assume their partners' gain will be their own gain. With weak embeddedness, however, partners can no longer assume a flow of future fair rewards and thus are in a bargaining situation. They try to decrease their share of housework by using their resources (options outside marriage/cohabitation) as threats in their bargaining with their partners. A representative sample from the Chicago Health & Social Life Survey is analyzed as illustrative evidence for this model.

KEY WORDS: Housework; Sexual Division of Labor; Game Theory; Network Analysis; Negotiation; Chicago, Illinois; Household Work.

Section 2.5
Changes in Community Volunteer Work

D.W. Livingstone, M. Raykov, K. Pollock, F. Antonelli

1. Becker, P. E., & Dhingra, P. H. (2001). Religious involvement and volunteering: Implications for civil society. *Sociology of Religion, 62*(3), 315-335.

   This paper examines the role of congregations in civil society by examining the relationship between religious involvement and volunteering. We draw on a survey and interviews with respondents from upstate New York to analyze a set of inter-related questions: how does congregational involvement lead people into volunteering and influence the meaning of volunteer activity? How do church members choose a volunteer site? What role do congregations play in generating civic engagement and social capital? We find no liberal/conservative differences either in the likelihood of volunteering or in choosing between secular and religious volunteer opportunities. Rather, we find that social networks and impressions of organizational identity draw people into volunteering and into particular organizations, and that there is a competition between congregations and other civic groups for members' time. We conclude that congregations foster both "loose" and strong connections to civic life for members at different stages of the life course.

   KEY WORDS: Volunteers; Church Attendance; Social Networks; USA; New York; Volunteer Work.

2. Blackstone, A. (2004). "It's just about being fair": Activism and the politics of volunteering in the breast cancer movement. *Gender & Society, 18*(3), 350-368.

   Constructions of women's activism as social service, volunteer, or charity work contribute to the relative invisibility of these forms of activism. The author did field research at an affiliate office of the Susan G. Komen Breast Cancer Foundation. The author analyzed how these women volunteers resist the label "activist" in conjunction with their engagement in activities that resemble activism. She also examines the reasons for their resistance to the term. Her analysis shows implicit connections between constructions of activism and gender shape the extent to which volunteers think of their work either as political or as activism. In light of Komen's heteronormative gender ideology, she concludes by raising questions about the relationships among gender, activism, and civic participation.

   KEY WORDS: Activism; Breast Cancer; Human Females; Prosocial Behavior; Volunteer Work.

3. Burden, J. (2000). Community building, volunteering and action research. *Loisir et Societe/ Society and Leisure, 23*(2), 353-370.

   This paper describes an action research project that took place in a small community theater setting run by older volunteer women in Brisbane, Australia. To assist with the study, a series of planning workshops were facilitated by the researchers to assist the women in organizing and managing the processes of their group. The overall findings pointed to the significance of a development perspective in theorizing volunteering. While personal change and growth is important in sustaining volunteering as a leisure activity, of equal significance is the maintenance of the self-directing community. The author argues that it is the element of personal and community self-direction that aligns volunteering with leisure rather than work. The article concludes that to maintain the social connections that build healthy communities and social capital, governments must support both economic and social infrastructures that enable volunteers to experience their volunteer work as freely chosen.

KEY WORDS: Volunteers; Social Networks; Leisure; Brisbane, Australia; Elderly Women; Community Organizations; Cultural Capital; Organizational Development; Volunteer Work.

4. Camino, L., & Zeldin, S. (2002). From periphery to center: Pathways for youth civic engagement in the day-to-day life of communities. *Applied Developmental Science, 6*(4), 213-220.

This article presents 5 modern pathways for youth civic engagement. These pathways are described as: public policy/consultation, community coalition involvement, youth in organizational decision making, youth organizing and activism, and school-based service learning. Three overarching qualities found with all pathways are also discussed: youth ownership, youth-adult partnership, and facilitative policies and structures.

KEY WORDS: Citizenship; Political Participation; Prosocial Behavior; Age Differences; Civic Engagement.

5. Chau-wai Yan, E., & So-kum Tang, C. (2003). The role of individual, interpersonal, and organizational factors in mitigating burnout among elderly Chinese volunteers. *International Journal of Geriatric Psychiatry, 18*(9), 795-802.

First, exploratory factor analysis was performed to find out the underlying dimensions of burnout. Correlation analyses were then conducted to explore links among the major variables. Lastly, hierarchical regression analyses were executed to uncover the relative contribution of various factors in predicting burnout among elderly volunteers. The results indicated that a 2-factor structure of burnout, namely lack of personal accomplishment and emotional depletion, was found.

KEY WORDS: Demographic Characteristics; Emotional Content; Gerontology; Self Efficacy; Volunteers; Volunteer Work.

6. Choi, L. H. (2003). Factors affecting volunteerism among older adults. *The Journal of Applied Gerontology, 22*(2), 179-196.

This study explores whether employment status has an effect on a person's decision to volunteer and the number of hours volunteered. The data are from the 1993 Asset & Health Dynamics Among the Oldest Old (AHEAD) study. As fewer people remain in the workforce among the older population, demographic and socioeconomic characteristics are used to determine the rate of volunteering in relation to employment status. A logistic regression analysis was carried out to examine the relationship between respondents who did or did not volunteer within the past 12 months. Results from a regression analysis suggested that part-time work, age, education, importance of religion, and health status are significantly related to volunteer hours. Although only a small number of respondents are currently working, the number of volunteer hours contributed is higher in comparison to past studies.

KEY WORDS: Elderly; Volunteers; Employment; Volunteer Work; Employment Status.

7. Chou, K.-L., Chow, N. W. S., & Chi, I. (2003). Volunteering aspirations of Hong Kong Chinese soon-to-be-old adults. *Activities, Adaptation & Aging, 27*(3-4), 79-96.

Using a representative randomized sample of 1,866 adults aged between 45 and 59, this paper attempts to assess the volunteering aspiration of these adults after their retirement or when they become 60 years old. Also this study explored reasons why they planned or did not plan to be volunteers and attempted to identify socio-economic characteristics of these adults who planned to be volunteers. Approximately 38% of these respondents planned to be volunteers after retirement. In addition, lack of knowledge as well as relevant skills were cited as barriers to volunteerism. Results showed that soon-to-be-old adults who intended to do volunteer work were more likely to have higher levels of education, have higher income level, and be protected by a retirement plan, and less likely to be financially supported by their adult children and receive welfare than those who did not.

KEY WORDS: Aspirations; Retirement; Volunteers; Aging; Socioeconomic Status; Volunteer Work; China; Hong Kong.

8. Cockram, J. (2003). The impact of compulsory community participation on the not for profit sector in Western Australia. *Australian Journal on Volunteering, 8*(1), 5-14.

Australia's Voluntary Work Initiative is designed to assist welfare recipients who were required to perform volunteer work. 32 volunteer program administrators were interviewed. Findings from the interview analysis indicated that although volunteering helped overcome isolation and develop job skills, low levels of commitment and short stays (especially among younger participants) and potential exploitation were concerns.

KEY WORDS: Adults; Attitudes; Foreign Countries; Nonprofit Organizations; Unemployment; Volunteers; Welfare Recipients; Volunteer Work; Australia.

9. Colby, A., Sippola, L., & Phelps, E. (2001). Social responsibility and paid work in contemporary American life. In A. S. Rossi (Ed.), *Caring and doing for others* (pp. 463-505). Chicago, IL: University of Chicago Press.

This chapter presents the attempts to map out various patterns of social responsibility exhibited in a representative group of middle-aged American women and men. A mid US sub-sample of 94 people (aged 34-65 yrs) were interviewed. These participants were asked to talk about their life histories and what they do for their families, friends, and communities; about their paid work and volunteer work; and their financial contributions to charities and directly to other people. Results indicated that numerous people's paid employment interfered with their social responsibility and it is suggested that jobs should provide employees with some means of forming a moral engagement with their work.

KEY WORDS: Charitable Behavior; Job Characteristics; Money; Responsibility; Social Behavior; Volunteer Work.

10. Curtis, J. E., Baer, D. E., & Grabb, E. G. (2001). Nations of joiners: Explaining voluntary association membership in democratic societies. *American Sociological Review, 66*(6), 783-805.

Using data from surveys of nationally representative samples of adults from the 1990s in the US, this article compares the levels of voluntary association membership for 33 democratic countries. Four explanations of national differences in association involvement are identified and tested: economic development, religious composition, type of polity, and years of continuous democracy. The analysis includes total working

association memberships, both including and excluding unions and religious associations. Americans volunteer at rates above the average for all nations on each measure, but they are often matched and exceeded by those of several other countries, notably the Netherlands, Canada, and a number of Nordic nations, including Iceland, Sweden, and Norway. Hierarchical linear models indicate that voluntarism tends to be particularly high in nations that have: (1) multidimensional Christian or predominantly Protestant religious organizations, (2) prolonged and continuous experience with democratic institutions, (3) social democratic or liberal democratic political systems, and (4) high levels of economic development. With some exceptions for working memberships, these factors, both separately and in combination, are clearly important predictors of cross-national variation in voluntary association membership.

KEY WORDS: Political Systems; Membership; Associations; Economic Development; Democracy; Crosscultural Differences; Religions; Volunteer Work.

11. Erbaugh, E. B. (2002). Women's community organizing and identity transformation. *Race, Gender & Class, 9*(1), 8-32.

This paper documents how women's community organizing alters participants' relationships to dominant social and political institutions. Utilizing participant observation and interviews, the study was conducted in a multiethnic, working-class organization that combines two community organizing models. Findings indicated that members of the organization critiqued dominant ideologies and public policies about welfare and engaged in dialogue with political authorities about economic issues. Members' political motivation and sense of empowerment was increased through their experiences of collective identity formation and personal identity transformation. The article contends that identity formation and transformation are important in evaluating the success of community organizing efforts.

KEY WORDS: Females; Mobilization; Working Class; Group Identity; Ideological Struggle; Dominant Ideologies; Community Organizations; Class Identity; New Mexico; Community Work.

12. Erlinghagen, M. (2000). Unemployment and volunteer work in longitudinal perspective. An analysis of the West German subsample from the German Socioeconomic Panels [SOEP] for the Years 1992 and 1996. *Kolner Zeitschrift fur Soziologie und Sozialpsychologie, 52*(2), 291-310.

This study utilizes longitudinal data on the West German subsample of the German Socioeconomic Panel for 1992 & 1996 to investigate the effects of unemployment on the probability to volunteer. Logistic regression analyses offer no evidence for the likelihood of taking up or maintaining volunteer work among the unemployed. On the other hand, the prospect of volunteering increases with a higher educational degree or secure family circumstances. Educational qualifications are in demand, and they also enable successful participation in the regular labor market. Among the homeless, particularly those who have little education, volunteering is not considered an adequate activity.

KEY WORDS: Federal Republic of Germany; Unemployment; Volunteers; Educational Attainment; Labor Force Participation; Homelessness; Work Orientations; Economic Crises; Volunteer Work.

13. Erlinghagen, M. (2003). The individual returns of volunteer work. A contribution to a theory of unpaid and nondomestic private production. *Kolner Zeitschrift fur Soziologie und Sozialpsychologie, 55*(4), 737-757.

In the debate on the future of voluntary work & honorary appointments, the question of the individual benefits assumes a special interest. It is obvious that an unpaid voluntary activity has to be regarded as work because of the expectation to yield a personal gain. Combining a sociological & a microeconomic perspective, this article shows that volunteering is part of the production process within the private household. Volunteers acquire benefits by reducing transaction costs in economies of scale & economies of scope.

KEY WORDS: Volunteers; Benefits; Social Participation; Private Sphere; Labor Process; Volunteer Work.

14. Frank-Alston, M. M. (2001). The influence of community service/volunteer work on perceptions of job satisfaction, job motivation, and organizational commitment on employees in a manufacturing plant. *Dissertation Abstracts International Section A: Humanities & Social Sciences, 61*(12-A), 4642.

This study explores the relationship between community service/volunteer work and perceptions of job satisfaction, motivation, and organizational commitment. The research focused on employees in a manufacturing firm in central Pennsylvania that sponsors a corporate volunteer program. Results support previous research which points to the effect these programs have on worker productivity issues of job satisfaction, organizational commitment, and motivation. Findings also extend previous findings associated with the attraction and retention of workers and building work force skills and attitudes that foster organizational commitment, company loyalty and job satisfaction. Also, it was found that volunteer activities provide employees with personal and professional growth.

KEY WORDS: Community Services; Job Satisfaction; Motivation; Organizational Commitment; Volunteers; Business and Industrial Personnel; Volunteer Work.

15. Fuertes, F. C., & Jimenez, M. V. (2000). Motivation and burnout in volunteerism. *Psychology in Spain, 4*(1), 75-81.

This study explores motivation in Spanish voluntary workers in the fields of AIDS and cancer. Results indicate the importance of other-oriented motivations for the permanence of volunteers in organizations. Data also show that the degree of burnout in volunteers in work is low.

KEY WORDS: Acquired Immune Deficiency Syndrome; Motivation; Cancer; Occupational Stress; Volunteers; Volunteer Work.

16. Gagnon, E., & Sevigny, A. (2000). Permanence and changes in voluntarism. *Recherches Sociographiques, 41*(3), 529-544.

Voluntarism can take many forms. Public policy influences the nature & mode of its organization. However, a definition of voluntarism must also take into account the meaning that volunteers ascribe to their work and how their aspirations may be fulfilled through their activity. From this perspective, such elements as freedom to undertake the commitment, meaningful experience, and proximity between volunteers and those whom they assist are central in today's volunteer movement. This view give rise to a definition of volunteer work as a privileged moment for recognition of oneself and of others, and through the valuing of a situation or a form of conduct.

KEY WORDS: Work Attitudes; Work Orientations; Volunteers; Volunteer Work.

17. Gottlieb, B. (2002). Older volunteers: A precious resource under pressure. *Canadian Journal on Aging, 21*(1), 5-9.

   From the literature on the extensive investment older adults make in volunteering, and on the findings of a study of 19 not-for-profit agencies that rely heavily on older adults to provide a variety of community services, This paper identifies several significant changes in the character of the clients who are served by elder volunteers in not-for-profit agencies and in government health policies affecting the delivery of community services. It offers suggestions for research and policy development that look to optimize the contribution that older volunteers make to society and the contribution that volunteering makes to the health and well-being of older adults.

   KEY WORDS: Aging; Behavior Change; Clients; Community Services; Volunteers; Policy Making; Volunteer Work.

18. Grossman, J. B., & Rhodes, J. E. (2002). The test of time: Predictors and effects of duration in youth mentoring relationships. *American Journal of Community Psychology, 30*(2), 199-219.

   This study examines the effects and predictors of duration in youth mentor relations. Participants include 1,138 young, urban adolescents (10-16 yrs old), who have all applied to Big Brothers Big Sisters programs. They were randomly assigned to the treatment or control group, and given questions at baseline and 18 months later. Findings indicate that hose in relationships that lasted one year or longer reported the largest number of improvements. Those with progressively fewer effects emerged among youth who were in relationships that ended earlier. Those adolescents who were in short term relationships reported decrements in several indicators of functioning. Older adolescents, those who had been referred for services, and those who had sustained emotional, sexual or physical abuse were most likely to be in early terminating relationships. So were married volunteers between the ages of 26 and 30 and those with lower incomes. Others factors including race, gender and relationship quality were also found to be related to earlier terminations.

   KEY WORDS: Interpersonal Interaction; Mentor; Prediction; Program Evaluation; Volunteer Work.

19. Hall, M., McKeown, L. E., & Roberts, K. (2001). *Caring Canadians, involved Canadians: Highlights from the 2000 National Survey of Giving, Volunteering and Participating*. Ottawa: Statistics Canada.

   The National Survey on Giving, Volunteering and Participating (NSGVP) provides a 'snapshot' of the state of voluntary and civic action in Canada and offers a means of tracking changes in giving, volunteering and participating over time. Every three years, the NSGVP lets us assess the extent to which individual Canadians are moved to support their fellow citizens, their communities and their environment with voluntary contributions of time and money. The 2000 NSGVP shows that the support Canadians provide is dynamic and has been changing since the first benchmark NSGVP survey in 1997.

   KEY WORDS: Voluntarism; Canada; Statistics; Charities; Social Participation; Volunteer Work.

20. Hopkins, S. (2000). *VET and the voluntary sector: Dealing with ambiguities. Working Paper*. Australia; Victoria: Australian National Training Authority, Melbourne.

Data from the Australian Bureau of Statistics 1994-95 survey indicate that about one-fifth of the adult population volunteers and an estimated value of their work is 3% of the gross national product, $12.5 billion. Because volunteer training is neglected in the National Strategy for Vocational Education and Training (VET), a seminar was conducted to identify volunteer training issues. Participants presented a number of insights such as, ideally, organizations should have a mix of volunteers and paid personnel and that volunteer experience is a valuable indicator of employability. It was also indicated that better delivery of training would improve satisfaction. Constraints around volunteer training include cost, loss of investment when volunteers leave, tensions between paid and unpaid workers, and lack of capacity. Lastly, there was strong anecdotal support found for volunteer work as a significant path to paid work. Participants demonstrated a support for national Training Packages, if used selectively and sensitively. The choice of undergoing formal assessments involved in the Training Packages should be left to the volunteer.

KEY WORDS: Access to Education; Employment Potential; Foreign Countries; Government Role; Job Training; Personnel Management; Policy Formation; Public Service; Service Learning; Student Evaluation; Vocational Education; Volunteer Training; Volunteers; Work Experience; Volunteer Work.

21. Huang, Y.-Y. (2001). Women's contradictory roles in the community: A case study of the Community Development Project in Taiwan. *International Social Work, 44*(3), 361-373.

This article explores women's positioning in the Taiwanese Community Development Project. It examines the qualitative changes in styles of women's community involvement from the 1960s to present-day. In particular, it analyses how the state uses community work as a means of social control. For example, community involvement can be used to reinforce patriarchal family relations, and to manipulate women as a reserve army of labor intended to meet the need for cheap labor in the export-oriented industrialization process of the 1970s.

KEY WORDS: Community Development; Human Females; Sex Roles; Social Control; Trends; Volunteer Work.

22. Hustinx, L., & Lammertyn, F. (2003). Collective and reflexive styles of volunteering: A sociological modernization perspective. *Voluntas: International Journal of Voluntary and Nonprofit Organizations, 14*(2), 167-187.

This paper examines the changing nature of volunteering through the lens of sociological modernization theories. It is argued that volunteer involvement should be recognized as a biographically embedded reality, and a new analytical framework of collective and reflexive styles of volunteering can be constructed along the lines of the ideal-typical biographical models that are outlined by modernization theorists. Approaches of volunteering can be understood as basically multidimensional, multiform, and multilevel in nature. Both structural-behavioral and motivational-attitudinal volunteering characteristics are explored with regard to six different dimensions: the biographical frame of reference, the motivational structure, the course and intensity of commitment, the organizational environment, the choice of (field of) activity, and the relation to paid work.

KEY WORDS: Changing Nature of Volunteering; Voluntarism; Styles of Volunteering; Volunteer Work.

23. Itzhaky, H., & York, A. S. (2002). Showing results in community organization. *Social Work, 47*(2), 125-131.

> This article begins by describing a community organization program that lasted for 6 years in a stigmatized neighborhood in the center of Israel. The program focused on increasing the autonomy of the community, empowering its residents, and collaborating among the human services workers and between them and the resident leaders. Results indicated a large increase in community activists; strong and statistically significant increases in self-esteem and mastery of surroundings; increase in family, service delivery, and community empowerment among the activists, and the participation of residents and outsiders to build their own homes.

> **KEY WORDS:** Communities; Community Services; Cooperation; Empowerment; Program Evaluation; Community Work.

24. Kim, S., & Feldman, D. C. (2000). Working in retirement: The antecedents of bridge employment and its consequences for quality of life in retirement. *Academy of Management Journal, 43*(6), 1195-1210.

> Using a continuity theory of aging, this article utilizes survey responses from 371 (mean age 59 yrs) retiring professors to examine bridge employment. The acceptance of bridge employment was positively associated with excellent health, organizational tenure, and having working spouses and dependent children. Findings indicated that age and salary were inversely related to accepting bridge employment. Bridge employment was strongly linked to retirement satisfaction and overall life satisfaction. Volunteer work and leisure activity complemented bridge employment in assisting with the transition to retirement.

> **KEY WORDS:** Occupations; Quality of Life; Retirement; Volunteer Work.

25. Lam, P.-Y. (2002). As the flocks gather: How religion affects voluntary association participation. *Journal for the Scientific Study of Religion, 41*(3), 405-422.

> Using data from Queen's U's (1996) "God & Society in North America" survey, this study investigates the relationship between different dimensions of religiosity & voluntary association participation. It explores the participatory, devotional, affiliative, & theological dimensions of religiosity & examines the affects on voluntary association participation at three different levels: membership, volunteering, & serving on a committee. The findings demonstrate that all four religious dimensions have distinctive influences on secular voluntary association participation.

> **KEY WORDS:** Religiosity; Volunteers; Associations; Social Participation; Membership; Committees; Volunteer Work.

26. Lamoureux, H. (2002). The danger of a diversion of meaning. The scope and the limits of volunteer work. *Nouvelles Pratiques Sociales, 15*(2), 77-86.

> In this article, the author attempts to evaluate the meaning that we give to voluntary help when this practice is subjected to a double tension. On the one hand, in a context of market globalization and investments, the liberal state restructures its spheres of intervention: it is "less providential." On the other hand, in mass consumption societies, the family tends not to be the first source of aid in times of difficulties. In such a context, is it possible to think of voluntary commitment as the object of a diversion of meaning?

KEY WORDS: Volunteers; Meaning; State Society Relationship; Welfare State; Volunteer Work.

27. Lichter, D. T., Shanahan, M. J., & Gardner, E. L. (2002). Helping others? The effects of childhood poverty and family instability of prosocial behavior. *Youth and Society, 34*(1), 89-119.

This article explores the relationship between poverty and family instability during childhood on prosocial behavior - volunteerism - during late adolescence. Because the 1996 Young Adult supplements of the National Longitudinal Survey of Youth (NLSY) are linked to mother and family records from the 1979-1996 the main NLSY sample was used. Specifically, life history records spanning childhood and adolescence were utilized. Findings indicate that adolescent males from single-parent households are less likely than those growing up in married-couple households to be involved in volunteer work. Volunteerism is more strongly linked to time spent in poverty among females than males. The results support a mediational model, where negative effects of childhood social and economic disadvantages on later prosocial behavior occur indirectly through effects on socioemotional development and life experiences during adolescence. These findings inform current concerns about putative declines in a civil society and the elevation of individualism over communalism among today's young people.

KEY WORDS: Poverty; Volunteers; Adolescents; Childhood Factors; Family Stability; Social Background; Adolescent Development; Disadvantaged; United States of America; Volunteer Work.

28. Luoh, M.-C., & Herzog, A. R. (2002). Individual consequences of volunteer and paid work in old age: Health and mortality. *Journal of Health and Social Behavior, 43*(4), 490-509.

This paper employs data from Waves 3 & 4 of the Asset & Health Dynamics among the Oldest Old (AHEAD) Study to (1) investigate the impact on health measured as self-reported health & activities of daily living (ADL) functioning limitations & to (2) explore possible causes. Using multinomial logistic regression analysis, volunteer & paid work over at Wave 3 were related to poor health & death, controlling for health measured at Wave 2 & for other predictors of poor health & death. Findings indicate that performing more than 100 annual hours of volunteer and paid work have significant protective effects against subsequent poor health & death. Subsequent analyses also suggest that volunteer and paid work over 100 annual hours is not related to health outcomes. Moreover, physical exercise and mental health measured explain not entirely overlapping parts of the relationship between productive activities & health.

KEY WORDS: Elderly; Volunteers; Employment; Health; Activities of Daily Living; Volunteer Work.

29. MacLeod, M. W. (2000). Quiet power: Women volunteer leaders. *Dissertation Abstracts International, A: The Humanities and Social Sciences, 61*(5), 2064-A.

This study explores power and gender in the lives of women leaders of elite nonprofits in Boston during the mid 1980's. This was a period characterized by great transition, changing definitions of acceptable female behavior, and financial pressure on those nonprofit organizations dependent on fundraising from traditional upper class sources. Alternate definitions of power were derived from the attitudes and practices of the older generation of volunteers. An effective leadership style referred to as "quiet power"

emerges because it encourages high levels of participation and consensus building. Employing this leadership style, upper class and upper middle class leaders were able to both reinforce and make flexible the boundaries of class. At the same time, their private family lives reveal the power inherent in the caring activities of the dependent and deferential in these settings. Serious volunteer work provides these women with the means and opportunity to play out a kind of integrative form of power which is foundational to both familial and community life. Extensive interview and observation data illustrate the range of apparently contradictory perspectives that are ultimately resolved by making visible the quiet forms of power.

KEY WORDS: Volunteers; Females; Leadership; Social Power; Nonprofit Organizations; Boston, Massachusetts; Volunteer Work.

30. Martin, F. (2003). The changing configurations of inequality in post-industrial society: Volunteering as a case study. *Alternate Routes, 19*, 79-108.

This paper explores the relationship between volunteer work and postindustrial society focusing on a homeless assistance program in Melbourne, Australia. The influence of structural adjustment on welfare policy is evaluated, bringing attention to the emergence of nongovernmental organizations. Reasons for volunteering and perspectives on the assistance program are surveyed. The transition of the welfare state from one of state responsibility to one that emphasizes individualism is examined with examples of Australia's policy reforms.

KEY WORDS: Welfare Reform; Volunteers; Nongovernmental Organizations; Social Programs; Homelessness; Postindustrial Societies; Australia; Volunteer Work.

31. Mattis, J. S., Jagers, R. J., Hatcher, C. A., Lawhon, G. D., Murphy, E. J., & Murray, Y. F. (2000). Religiosity, volunteerism, and community involvement among African American men: An exploratory analysis. *Journal of Community Psychology, 28*(4), 391-406.

Social activists contend that African American males must play a prominent role as volunteers in social programs that affect the African American community. One hundred and seventy-one African American men aged 17-79 yrs participated in this study. This paper examined the relative effectiveness of social capital, communalism, and religiosity variables as predictors of volunteerism, membership in community-based as well as political and social justice organizations, and the number of hours males were dedicated to volunteer work each year. Church involvement was linked to a greater likelihood of volunteering and a greater likelihood to be a member of a community-based organization. Men scoring higher on communalism, and men who were more involved in church life dedicated more time to volunteering in each year. A multifaceted relationship emerged between age, education, and the various participation outcomes.

KEY WORDS: Blacks; Communities; Human Males; Religiosity; Volunteers; Activism; Involvement; Prosocial Behavior; Volunteer Work.

32. Mattis, J. S., Beckham, W. P., Saunders, B. A., Williams, J. E., McAllister, D. Y., Myers, V., et al. (2004). Who will volunteer? Religiosity, everyday racism, and social participation among African American Men. *Journal of Adult Development, 11*(4), 261-272.

This article investigated the relative importance of everyday racism, empathic concern, communalism, and religiosity as predictors of pro-social involvement of a sample of

African American men (N=151). Findings indicated that Involvement in church was a positive predictor that African American men were involved in volunteer work as well as the number of hours that they devoted to volunteer work. Communalism positively predicted the amount of time (in hours per year) that men were engaged in volunteer work. Subjective religiosity and the stress of everyday racism were associated with a greater probability of being a member of a political-social justice organization.

KEY WORDS: Blacks; Human Males; Political Participation; Racism; Religiosity; Community Involvement; Empathy; Volunteers; Volunteer Work.

33. Merkes, M., & Wells, Y. (2003). Women of the Baby Boom generation and unpaid work: What are the indications for the future? *Australasian Journal on Ageing, 22*(4), 186-190.

This article explores the indications for changes in the provision of unpaid work in the future, in particular, the potential future contribution of unpaid work carried out by women of the baby boom generation. Data from the Healthy Retirement Project were used to assess the views of 1,359 women from the baby boom generation concerning voluntary work in retirement. Focus groups explored in more depth the views of female baby boomers regarding paid and unpaid work after the age of 65. A large proportion of female baby boomers plan to provide unpaid caring and community work after their retirement. Women in the baby boom generation were just as likely as their predecessors to be volunteers and to be looking forward to having more time for voluntary work in retirement. Women were more likely to anticipate having more time for voluntary work in retirement if they were previously involved in voluntary work and in good health. The provision of unpaid work in Australia is expected to increase, as the proportion of older people in the population increases.

KEY WORDS: Females; Caregivers; Australia; Retirement; Volunteers; Middle Aged Adults; Volunteer Work.

34. Miller, K. D., Schleien, S. J., Rider, C., Hall, C., Roche, M., & Worsley, J. (2002). Inclusive volunteering: Benefits to participants and community. *Therapeutic Recreation Journal, 36*(3), 247-259.

This article examines the benefits of volunteerism for people with disabilities as well as their non-disabled peers and the organization in which they served. Participants in this study were college students who were matched with adolescents from a local school for students with disabilities. After two semesters of volunteer work for a local museum, participants reported the benefits which were then evaluated. The article concludes by highlighting the benefits for all participants.

KEY WORDS: College Students; Developmental Disabilities; Higher Education; Program Effectiveness; Program Evaluation; School Community Relationship; Special Education; Student Volunteers; Volunteer Work.

35. Moen, P., Fields, V., Meador, R., & Rosenblatt, H. (2000). Fostering integration: A case study of the Cornell Retirees Volunteering in Service (CRVIS) program. In K. Pillemer (Ed.), *Social integration in the second half or life* (pp. 247-265). Baltimore, MD: Johns Hopkins University Press.

This chapter discusses the issues relating to the growing numbers of American retirees who are spending more years in retirement and the need to design more effective social opportunities and roles for this population. The authors propose that, since retirees are

now younger, healthier, and more capable than ever in history, they are creating a new life stage. This population represents an important untapped reserve of human capital that can support community service. The authors recommend that fostering integration in retirees in relation to volunteering is not only advantageous to society, but also promotes the social integration of this growing segment of the population. Challenges arise when considering how to give volunteer work the same sense of purposive activity, collegiality, and salience it accords to paid work. The chapter concludes by suggesting corporate retiree volunteer programs, which offer strategies to move from paid work for their company to volunteer services as they retire, may be one solution to the problem.

KEY WORDS: Employee Assistance Programs; Retirement; Social Integration; Volunteers; Volunteer Work.

36. Morrow-Howell, N., Hinterlong, J., Rozario, P. A., & Tang, F. (2003). Effects of volunteering on the well-being of older adults. *Journals of Gerontology: Series B: Psychological Sciences & Social Sciences, 58B*(3), S137-S145.

This article explores the effects of volunteering on the well-being of older adults. Older adults who volunteer and who engage in more hours of volunteering describe higher levels of well-being. This positive effect of higher levels of well-being was not moderated by social integration, race, or gender. Also, there was no effect on the number of organizations for which the older adult volunteered, the type of organization, or the perceived benefit of the work to others. The author's work contributes to a knowledge base that supports the development of social programs and policies that maximize the engagement of older adults in volunteer roles. Results suggest that targeting efforts may not be needed, in that there are not differential benefits according to personal characteristics of the volunteer.

KEY WORDS: Adult Development; Psychosocial Factors; Volunteers; Well-Being; Goals; Mental Health; Personality Traits; Volunteer Work.

37. Musick, M. A., Wilson, J., & Bynum, W. B., Jr. (2000). Race and formal volunteering: The differential effects of class and religion. *Social Forces, 78*(4), 1539-1570.

Panel survey data (initial N = 3,617 respondents, ages 25+) collected in 1986 and 1989 indicate that whites volunteer more than blacks. This article explores whether this tendency is due to the way human capital is distributed in the population. The authors develop a resource theory which acknowledges that, besides human capital, social and cultural resources play a role in making volunteer work possible. Findings suggest that Black Americans tend to be better endowed with these kinds of resources than whites, which partially compensates for their shortage of human capital. However, blacks are less likely than whites to be asked to volunteer and less likely to accept the invitation if offered. In considering racial differences in pathways to volunteering, it is found that, for all kinds of volunteering except the entirely secular, black volunteering is more influenced by church attendance than is white volunteering. This can be a reflection of the more prominent role of the black church in its community, while socioeconomic differences have a smaller impact on black volunteering. Among volunteers for secular activities, church attendance has a negative effect on volunteering, but only for whites.

KEY WORDS: Black White Differences; Volunteers; Class Differences; Human Capital; Sociocultural Factors; Human Resources; Black Americans; Whites; Church Attendance; Black Community; United States of America; Volunteer Work.

38. Musick, M. A., & Wilson, J. (2003). Volunteering and depression: The role of psychological and social resources in different age groups. *Social Science and Medicine, 56*(2), 259-269.

There are a number of reasons why volunteering might yield mental health benefits, especially in the elderly. For instance, volunteer work increases access to social and psychological resources, which are known to counter negative moods such as depression and anxiety. This article reports on analysis of three waves of data from the Americans' Changing Lives data set (1986, 1989, and 1994). It reveals that volunteering can lower depression levels for those over 65, while prolonged exposure to volunteering benefits both populations. Some of the effect of volunteering on depression among the elderly is attributable to the increased social integration, but the intervening effect of psychological resources is very small. Volunteering for religious reasons is more beneficial for mental health than volunteering for secular causes but, again, the effect is confined to the elderly.

KEY WORDS: Volunteers; Depression (Psychology); Elderly; Mental Health; United States of America; Volunteer Work.

39. Mustillo, S., Wilson, J., & Lynch, S. M. (2004). Legacy volunteering: A test of two theories of intergenerational transmission. *Journal of Marriage and Family, 66*(2), 530-541.

Sociological theory suggests two reasons why volunteering runs in families. First, parents act as role models. Second, parents who volunteer pass on the socioeconomic resources needed to do volunteer work. In this study, panel data from two generations of women (N = 1,848) were analyzed to determine the influence of family socioeconomic status & mother's volunteering on daughter's volunteer careers. Findings indicate that more highly educated women & women whose mothers volunteered more hours initially, but only family socioeconomic status increases volunteering over the life course.

KEY WORDS: Volunteers; Role Models; Parental Influence; Socioeconomic Status; Mothers; Daughters; Volunteer Work.

40. Mutchler, J. E., Burr, J. A., & Caro, F. G. (2003). From paid worker to volunteer: Leaving the paid workforce and volunteering in later life. *Social Forces, 81*(4), 1267-1293.

Numerous role shifts occur between the ages of 55 & 74 as individuals typically relinquish paid work & some family roles & make choices about how to use their expanding discretionary time. Using data from the first two waves of the Americans' Changing Lives survey, this study examines the association between paid work status & formal & informal volunteer activity. It employs data from the first two waves of the Americans' Changing Lives survey. Findings indicate that there is no relationship between paid work status & informal volunteering. This suggests that helping friends, neighbors, & relatives occurs independent of paid work. There is a relationship with formal volunteering, however. Individuals who were not volunteering for formal organizations at the time of the first interview, part time workers, those who did not work in either wave, and those who stopped work between interviews were significantly more involved in volunteering than were full time workers.

KEY WORDS: Volunteers; Retirement; Middle Aged Adults; Elderly; Labor Force Participation; Working Hours; Time Utilization; Volunteer Work.

41. Naples, N. A. (2002). Activist mothering and community work: Fighting oppression in low-income neighborhoods. In D. Kurz, F. Cancian, A. London, R. Reviere & M. Tuominen (Eds.), *Child care and inequity: Re-thinking carework for children and youth* (pp. 207-221). New York: Routledge.

This chapter explores how community workers challenge conventional definitions of mothering in the sense that community care work becomes "activist mothering" to secure economic and social justice for community members. While it focuses on the experiences of resident community workers many of the nonresident community workers, especially the women of color and White women from working-class backgrounds, also described many of these patterns. The chapter goes on to outline key dimensions of the community workers' activist mothering and explore how racism and class oppression contributed to their community work and the strategies they developed to fight against discrimination. The author also discusses the tensions between family-based labor and community work, concluding that community workers defied dominant definitions of mothering and politics through their activist community care taking.

KEY WORDS: Caregivers; Communities; Justice; Social Issues; Activism; Community Work.

42. Nunn, M. (2002). Volunteering as a tool for building social capital. *Journal of Volunteer Administration, 20*(4), 14-20.

The article outlines strategies for volunteer administrators to strengthen their commitment while building social capital. They include expanding networking opportunities, increasing understanding of issues, incorporating concepts of service learning, and bridging to civic and political participation.

KEY WORDS: Voluntarism; Volunteer Administrators; Networking; Volunteer Work.

43. Okun, M. A., & Schultz, A. (2003). Age and motives for volunteering: Testing hypotheses derived from socioemotional selectivity theory. *Psychology & Aging, 18*(2), 231-239.

Following a meta-analysis of the relations between age and volunteer motives (career, understanding, enhancement, protective, making friends, social, and values), this study tested hypotheses regarding the effects of age on these volunteer motives. 523 volunteers from 2 affiliates of the International Habitat for Humanity completed the Volunteer Functions Inventory. Multiple regression analyses showed that as age increases, career and understanding volunteer motivation decreases while social volunteer motivation increases. Contrary to expectations, age was shown not to predict enhancement, protective, and values volunteer motivations. Also the relation between age and making friends volunteer motivation was nonlinear.

KEY WORDS: Aging; Hypothesis Testing; Motivation; Theories; Volunteers; Volunteer Work.

44. Oliker, S. J. (2000). Grassroots warriors: Activist mothering, community work, and the war on poverty. C*ontemporary Sociology, 29*(1), 254-255.

Accounts of programs and activism during the War on Poverty have predominantly highlighted grassroots male activism and leadership. The author extends the historical

record, emphasizing the roles of over two million female volunteers and paid workers who led and staffed the efforts of community-based organizations. Using in-depth interviews with 64 women who had been longtime paid employees of organizations supported by the federal Office of Economic Opportunity during the War on Poverty, Naples explores experiences of community work and civic leadership, and the identities and careers of the women workers. She pays particular attention to the ways gender, class, and race-as well as policy-shaped those experiences.

KEY WORDS: Grass Roots Movement; Activism; Poverty; Community Service; Volunteer Work.

45. Payne, S. (2002). Dilemmas in the use of volunteers to provide hospice bereavement support: Evidence from New Zealand. *Mortality, 7*(2), 139-154.

This study explored the tension between professionalization and volunteerism in health care. It focused on the role of volunteers who provide bereavement support and palliative care services within hospices. Data about the role of bereavement support workers were generated from interviews with 34 female and 3 male co-ordinators, and questionnaires completed by 113 female and 8 male volunteers, from 26 hospices. Tensions revolved around the differences in the perspectives of co-coordinators and volunteers and professionalizing ethos and lay understandings of bereavement. Broader social factors influence how bereavement support services are planned and implemented. This paper recommends that a better conceptual understanding of the role of volunteers in helping others deal with loss and grief is needed.

KEY WORDS: Grief; Hospice; Palliative Care; Professional Personnel; Volunteers; Social Support; Volunteer Work.

46. Perez Perez, G. (2000). Volunteers between liberty and social need. *Cuadernos de Relationes Laborales, 17*, 123-137.

The growth of volunteering as a component of non-remunerated work is part of an underlying debate focusing on the crisis in remunerated work as an essential means of distributing income and status. Some estimates of the volume of non-remunerated volunteer work are put forward as well as the conditions of freedom for those receiving salaries. The need for this type of work is also analyzed.

KEY WORDS: Volunteers; Work; Income Distribution; Volunteer Work.

47. Postigo, H. (2003). Emerging sources of labor on the internet: The case of America online volunteers. *International Review of Social History, 48*(supplement 11), 205-223.

Postigo draws on sociological literature addressing the post-industrial shift and emerging kinds of work in the technologies of post-industrialism to consider the result of Internet service provider AOL's response to increased membership and a lawsuit filed by an ex-volunteer for back wages. Postigo demonstrates how AOL manages to control the volunteer work process helping to define volunteers as workers producing a valued commodity. The revealing of non-remunerated work that is hidden behind the rhetoric of hobby or leisure is viewed as a positive step in occupational formation. It is concluded that AOL volunteers, in grasping the ephemeral nature of cultural production, will reveal new sources of value in post-industrial media through position and situation.

KEY WORDS: Internet; Volunteers; Labor Process; Labor Relations; Value (Economics); Occupational Classifications; Postindustrial Societies; Volunteer Work.

48. Ramirez-Valles, J. (2001). "I was not invited to be a [CHW]...I asked to be one": Motives for community mobilization among women community health workers in Mexico. *Health Education & Behavior, 28*(2), 150-165.

Despite health educators' renewed interest in community mobilization for health, their motives have received minimal attention. Ramirez-Valles analyzes the motivating of female health workers (CHWs) who are members of a community-based organization in Mexico. Guided by critical feminist and social-constructivist theories, the authors identify categories of motives used by CHWs to realize how these motives are created. Analysis suggests that mobilization for health may be improved by addressing both the personal satisfaction of individuals and the accomplishments of public goods. Understanding motive may be useful for the recruiting of participants in community mobilization efforts.

KEY WORDS: Community Development; Health Education; Human Females; Motivation; Participation; Community Work.

49. Reitsma-Street, M., Maczewski, M., & Neysmith, S. (2000). Promoting engagement: An organizational study of volunteers in community resource centres for children. *Children & Youth Services Review, 22*(8), 651-678.

The authors discuss how people living in poor communities speak of their volunteer experiences in multicultural-community-resource centers for children and, how they understand the organizational conditions that promote or discourage meaningful volunteer work. Experiences in community resource centers geared to the development of children and neighborhoods are explored in focus groups. Volunteer hours accumulated over 3 yrs compliment the qualitative data along with participant observation and documents. It is noted that volunteering is fostered through conscientious finance, good building maintenance, and the maintaining of community governance.

KEY WORDS: Attitudes; Child Welfare; Community Services; Volunteers; Community Development; Poverty Areas; Multiculturalism; Volunteer Work.

50. Rossi, A. S. (Ed.) (2001). Caring and doing for other: Social responsibility in the domains of family, work, and community. Chicago, IL: University of Chicago Press.

Rossi explores the extent to which adults give their time to care-giving and social support, the extent of their financial assistance to family members, the time given to volunteer work, and financial contributions to a variety of causes, charities, and organizations. Time and effort affect these contributions. Based on a national survey of more than 3,000 Americans aged 25 to 74 yrs, this book is supplemented by interviews with Blacks, Puerto Ricans, and Dominicans in New York City. Also Included is an eight-day time budget study devoted to daily contact and in-depth interviews on what social responsibility means in respondents' lives.

KEY WORDS: Adult Attitudes; Charitable Behavior; Responsibility; Social Behavior; Caregivers; Communities; Family; Money; Occupations; Social Support; Volunteer Work.

51. Shaw, M., & Martin, I. (2000). Community work, citizenship and democracy: Re-making the connections. *Community Development Journal, 35*(4), 401-413.

This paper attempts to do four things: first, to review key phases in the post-war development of community work and to identify the discourses of citizenship implicit within them (i.e. social democracy: the problem of the inactive citizen; the structuralist critique: the problem of citizen action; marketization: the problem of the citizen as customer; democratic renewal: the challenge of active citizenship); second, to argue that the contemporary context requires new ways of thinking about the relationship between community work, citizenship, and democracy; third, to assess the significance of the recent history of community work for this task; finally, to consider the extent to which the current interest in democratic renewal presents opportunities for reconstructing this relationship. At a time when community work seems to be increasingly incorporated within state policy, it is all the more important to reflect upon and evaluate the efficacy of community work. The main elements of the argument are brought together in a summary table at the end of the text.

KEY WORDS: Community Development; Citizen Participation; Democracy; Community Work.

52. St John, C., & Fuchs, J. (2002). The heartland responds to terror: Volunteering after the bombing of the Murrah Federal Building. *Social Science Quarterly, 83*(2), 397-415.

Volunteering is examined in the relief effort brought about by the bombing of the Murrah Federal Building. Two issues are key: (1) the extent of the volunteering and its forms; (2) whether or not Wilson & Musick's (1997a) "integrated theory of volunteer work" helps to explain variation in volunteering in this disaster situation. Data is used from the 1996 Oklahoma City Survey based on a random sample of the adult population of Oklahoma City and was administered 10 months after the bombing. Nearly 75% of the sample respondents volunteered to support the relief effort in giving money and donating non-professional goods or services. Socio-economic status, knowing someone killed or injured in the bombing, belonging to voluntary organizations before the bombing, and being affiliated with a religious denomination were predictors of volunteering, depending on the type of volunteer activity considered. The magnitude of volunteering after the Murrah Building bombing was in line with volunteer efforts after other disasters. The integrated theory of volunteer work is a useful framework for studying volunteering after disasters.

KEY WORDS: Volunteers; Terrorism; Oklahoma; Disaster Relief; Volunteer Work.

53. Stefan, S. (2002). The work experience of people with psychiatric disabilities. In S. Stefan (Ed.), *Hollow promises: Employment discrimination against people with mental disabilities*. Washington, DC: American Psychological Association.

This document describes the centrality of work to almost every American and the significance of employment in dividing the two worlds of Americans with psychiatric disabilities. The authors describe the discrimination faced by Americans with severe emotional difficulties, psychiatric diagnoses, or histories of treatment. Individuals who are successfully employed are often compelled to keep their diagnoses secret and face discounting or disbelief if they reveal their struggles. People who are publicly labeled as mentally ill cannot get competitive jobs and are consigned to volunteer work, part-time work, or work that makes little use of their skills and strengths. Also summarized and critiqued is the existing research on the relationship between work and psychiatric disabilities.

KEY WORDS: Employment Discrimination; Mental Disorders; Disability Discrimination; Disabilities; Volunteer Work.

54. Tastsoglou, E., & Miedema, B. (2003). Immigrant women and community development in the Canadian Maritimes: Outsiders within? *Canadian Journal of Sociology/Cahiers Canadiens de Sociologie, 28*(2), 203-234.

This paper argues that immigrant women make important contributions to community development, thereby improving their own individual lives and those of others in Canadian society. Forty semistructured interviews were conducted in two major Maritime cities. Drawing from these interviews, the authors define what community means for immigrant women from the organizations in which they participate and the issues that they embrace. Using a broad definition of community development to encompass not only community-development-motivated actions but also other-motivated, nonpaid organizational participation, our findings reveal that even if the immigrant women's motives for organizing are individualistic, driven by narrow, practical needs, their involvement with others in groups and organizations has broader social consequences. Further, some Maritime immigrant women's stories demonstrate that individualistic motives may, over time, evolve into addressing gender, ethnic/race, class, and immigrant status inequalities and collective organizing for social change.

KEY WORDS: Immigrants; Females; Community Development; Mobilization; Political Participation; Canada; Community Work.

55. Taylor, R. F. (2003). Rethinking voluntary work: Configurations of class, gender and career. *The Sociological Review, 53*(s2), 219.

Sociological interpretations of voluntary work are based on definitions of work that emphasizes a dichotomy between public employment and private domestic labour. As a result, unpaid labour in the public sphere is seldom examined within the sociology of work, and little research has analyzed social class and gender differences in volunteering. This thesis challenges these prevailing attitudes, and argues that voluntary work is socially and historically constructed. Voluntary work by individuals must be understood in the context of class and gender identities on the one hand; and structures of the marketplace, families and welfare systems on the other. Twelve case studies selected from qualitative interviews (n = 29) with paid workers and volunteers in two voluntary organisations are explored. Findings indicate that individual's work practices are circumscribed by the institutional hierarchies of power and authority which structure the organisation of labour in the fields of healthcare and community work. Through exploring both the individual's understanding of their labour and the structural boundaries that define it, the research develops a broader perspective on participation in voluntary work. Lastly, attention is drawn to the different meanings voluntary work holds for diverse social groups revealing its role both in reproducing social inequalities, and effecting social change.

KEY WORDS: Volunteers; Public Sector Private Sector Relations; Work Orientations; Nonprofit Organizations; Class Differences; Sex Differences; Community Organizations; London, England; Volunteer Work.

56. Theolis, M., & Thomas, D. (2002). On the true worth of voluntary work. *Nouvelles Pratiques Sociales, 15*(2), 17-24.

This article summarizes the contributions to this journal issue that together constitute a report of voluntary work in the world today. Interviews with volunteers who support the

necessity of volunteer work consistently express the need to maintain quality connections between themselves and those whom they help. Research demonstrates that volunteers do not engage in their charitable efforts for profit or glory. The volunteer gives without guarantee of results in order to maintain and, sometimes, renew the social connection. The voluntary sector has existed in a fairly autonomous arena with its own set of characteristics. Assessing the worth of volunteering is not reduced to a single element; rather, volunteer work shares common characteristics with the business, state, and domestic sectors of society.

KEY WORDS: Volunteers; Charities; Volunteer Work.

57. Thoits, P. A., & Hewitt, L. N. (2001). Volunteer work and well-being. *Journal of Health and Social Behavior, 42*(2), 115-131.

Using two waves of panel data (N = 2,681) from Americans' Changing Lives (House 1995), this article examines the relationships between volunteer work in the community and six aspects of personal well-being: happiness, life satisfaction, self-esteem, sense of control over life, physical health, and depression. Prior research has predominantly explored the effects of voluntary memberships rather than volunteer work, has used cross-sectional rather than longitudinal data, and, when longitudinal, has emphasized social causation over selection effects. The antecedents of human agency are overlooked when the focus is only on the consequences of volunteer work. People with more personality resources and better physical and mental health should be more likely to seek (or to be sought for) community service. The authors examined both selection and social causation effects. Results indicated that volunteer work indeed enhances all six aspects of well-being and, conversely, people who have greater well-being invest more hours in volunteer service. Explaining how positive consequences flow from volunteering may offer a useful counterpoint to stress theory, which has focused mainly on negative life experiences.

KEY WORDS: Volunteers; Well-Being; Happiness; Life Satisfaction; Self Esteem; Locus of Control; Health; Depression (Psychology); United States of America; Volunteer Work.

58. Uslaner, E. M. (2002). Religion and civic engagement in Canada and the United States. *Journal for the Scientific Study of Religion, 41*(2), 239-254.

This study examines the influence of different religious traditions on volunteering - is examined. It draws on comparative 1996 survey data from the US, Francophone Canada (Quebec), & Anglophone Canada (N = 3,023, 700, & 2,700 respondents, respectively). Results indicate that fundamentalists in both countries are most likely to volunteer for both religious & secular causes. Catholics volunteer at the same rates as other denominations, except in Anglophone Canada. Although church structures differ in the two countries, conservative religious values have similar effects on volunteering. Also assessed is the impact of generalized vs. particularized trust on voluntarism. Results indicate only moderate effects, which are compounded by religious conservatism. Generally, there are more similarities than differences between Anglophone Canada & the US. Even though Quebec appears to have a unique culture of voluntarism, this cannot be definitely linked to the hierarchical structure of the Catholic Church there.

KEY WORDS: Volunteers; Citizen Participation; Religious Beliefs; Religious Cultural Groups; United States of America; Canada; Church Membership; Crosscultural Analysis; Volunteer Work.

59. van de Vliert, E., Huang, X., & Levine, R. V. (2004). National wealth and thermal climate as predictors of motives for volunteer work. *Journal of Cross-Cultural Psychology, 35*(1), 62-73.

Multilevel analyses of World Values Survey data from 13,584 inhabitants of 33 countries reveals a pattern of cross-cultural differences in balancing self- and other-directed helping motivations. Voluntary workers' self-serving and altruistic motivations are positively linked in higher income countries with uncomfortably cold or hot climates. They are also unrelated in higher and lower income countries with comfortable climates and in lower income countries with uncomfortably hot climates. Finally, they are negatively linked in lower income countries with uncomfortably cold climates.

KEY WORDS: Cross Cultural Differences; Income (Economic); Motivation; Temperature Effects; Volunteers; Prediction; Volunteer Work.

60. Van Emmerik, I. J. H., & Stone, T. H. (2002). Engagement in high- and low-status volunteering. *The Netherlands' Journal of Social Sciences, 38*(3), 239-251.

This study examined the hypotheses that the engagement in high- & low-status volunteering can be explained by the different goals of volunteers and time and energy constraints. Data were generated from a Dutch sample of 455 volunteers. Correlations & regression analyses revealed that men spent more hours in both high-status & low-status volunteering than women. The results of this study showed that the different goals of the volunteers are related to different kinds of behavior. This followed naturally from the idea that it is important that an individual's ultimate goals are matched with a particular volunteering situation.

KEY WORDS: Volunteers; Social Status; Netherlands; Goals; Constraints; Sex Differences; Volunteer Work.

61. Van Willigen, M. (2000). Differential benefits of volunteering across the life course. *Journals of Gerontology: Series B: Psychological Sciences & Social Sciences, 55B*(5), S308-S318.

Using nationally representative panel data, this study explored the long-term impacts of volunteering on the life satisfaction and perceived health of persons aged 60 yrs and over. It then compared ordinary least squares regression results for seniors with those for younger adults (aged 25-59 yrs). Findings indicated that older volunteers experienced more life satisfaction over time as a consequence of their volunteer hours than did younger volunteers, especially at high rates of volunteering. Older adults also experienced greater positive changes in their perceived health than did younger adult volunteers. Part of the reason for this different may be the type of volunteer work in which both older and younger adults engage. The context in which older and younger adults volunteer and the meaning of their voluntarism constitute more likely explanations. The author encourages researchers to take into account volunteer commitment when studying volunteering's effect on well-being.

KEY WORDS: Age Differences; Health; Life Satisfaction; Volunteers; Well-Being; Volunteer Work.

62. Vromen, A. (2003). Community-based activism and change: The cases of Sydney and Toronto. *City & Community, 2*(1), 47-69.

This article presents findings from case studies in two community development organizations based in Sydney, Australia, & Toronto, Canada. 40 in-depth interviews were conducted with activists in the late 1990s. The activists describe the present

realities for community development activism and what they conceptualize as the future for political action. The author argues that appreciating how activists substantiate the relevance of community development activism in periods of economic, political, & social change, we are able to build an inclusive notion of participation that is supportive rather than critical of, everyday activist experiences.

KEY WORDS: Community Development; Activism; State Society Relationship; Political Action; Community Organizations; Sydney, Australia; Toronto; Ontario; Community Work.

63. Wilson, J., & Musick, M. (2003). Doing well by doing good: Volunteering and occupational achievement among American women. *The Sociological Quarterly, 44*(3), 433-450.

This study tests the popular assumption that volunteer work helps people get good jobs. In doing so, it uses panel data from the Young Women's Module of the National Longitudinal Survey of Labor Market Experience. Results indicate that volunteering while a young adult has no effect on whether women will be working for pay 18 years later. However, it has a positive effect on the occupational status of those who do eventually work. The length of time spent in the labor force between early adulthood & middle age suppresses the positive effect of volunteering on occupational status. The same positive effect of volunteer work on occupational status is evident in a separate analysis of women who display more commitment to working for pay by being in the labor force in both 1973 & 1991.

KEY WORDS: Volunteers; Labor Force Participation; Work Experience; Working Women; Occupational Status; Employment Opportunities; Career Patterns; Occupational Achievement; Volunteer Work.

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