

- I. Interview with work-family and gender scholar Dr. Mara Yerkes
- II. Call for future newsletter submissions
- III. Recent publications by work-family and gender SIG members
- IV. Upcoming conference of interest to members
- V. Recent successes of SIG members

---

I. Interview with Dr. Mara Yerkes

In each newsletter, we feature an interview with one of our SIG members about their current and future work. This newsletter interview is with Dr. Mara Yerkes. She is an Associate Professor in the Department of Interdisciplinary Social Science at Utrecht University in the Netherlands.



Photo by Ed van Rijswijk

**1. Please tell us about the CAPABLE project. How will it help us better understand how gender shapes work-family issues?**

The CAPABLE project is a five-year research project funded by the European Research Council (ERC) Consolidator Grant scheme. The project focuses on the role of national and local work-life policies across Europe and how these affect men and women's real opportunities to 'balance' their work with their private lives. The CAPABLE project developed from my desire to understand how gender inequality in work, family and private lives continues to exist despite the advancements made in work-family policies in recent decades. Work-family research has produced key insights in this area but work-family theories fail to sufficiently explain the tenacity of gender inequality. By adopting a multi-dimensional approach that captures differences in capabilities and how individuals are embedded in diverse community and social contexts, I hope to generate fundamentally new knowledge on how work-life balance policies impact men and women's capability to live the life they have reason to value. Additionally, the CAPABLE project aims to produce key insights into how sustainable work-life policies addressing gender inequality in work-life can be developed at national and local levels.

**2. You recently co-authored a manuscript in the *Journal of Homosexuality* entitled “Attitudes toward Parenthood, Partnership, and Social Rights for Diverse Families: Evidence from a Pilot Study in Five Countries?” What are some of the key findings from this study?**

Our article in the *Journal of Homosexuality* was based on a pilot study we conducted in five European countries about attitudes towards the social and civil rights of diverse families. While there is a substantial body of literature addressing attitudes towards LGBT+ individuals or families, few studies provide cross-national evidence about attitudes towards the *rights* of diverse families. A key finding of our study is that there is a polarization of attitudes between students in countries with more ‘traditional’ family values (i.e. Italy and Croatia) and less traditional ones (Spain and the Netherlands). In Italy and Croatia, the rights of married heterosexual couples are privileged over other family forms more so than in non-traditional countries. Two further key findings relate to the distinction we made between social rights (e.g. the right to work (full employment), income protection, housing, education and healthcare, in essence those rights which ensure a minimum standard of living) and civil rights (those rights guaranteeing an individual’s right to equality by due process of law). Our survey revealed that equality in social rights is generally more widely accepted than equality in civil rights, particularly in relationship to parenthood rights in more traditional countries. Lastly, we found general agreement that married couples are more entitled to social rights - such as housing benefits and economic support for a dependent partner - than cohabitating couples.

**3. Some of your research takes a comparative perspective. How does such a perspective enhance our understanding of gender, work, and family?**

From my point of view, taking a comparative perspective can be crucial when trying to understand gender, work and family. Taking a comparative perspective allows us as researchers to challenge our ideas about how the world works, and how gender – and dominant ideas about work and family – have developed across cultures and across time. For example, having grown up in the US, I might be inclined to think that it’s ‘normal’ for both mothers and fathers to work and for children to go to daycare full-time. In the Netherlands, where I now live, this is certainly not the case. Despite major social developments in recent decades such as an increase in women’s employment, women are much more likely to work part-time than full-time. This part-time work pattern is related to the care for children. Most children attend daycare only 2-3 days a week, with parents (and primarily mothers) caring for them the remaining days. Similar examples exist if we look to other countries as well. By comparing these countries (or regions, or localities, or even groups within countries) we increase our understanding of how gender shapes and is shaped by these varying work and family constellations.

**4. What do you view as promising future directions in the gender and work-family area of study?**

Wow, that’s a tough question to answer. I think there are a number of promising future directions. I suppose one of the first ones I think about is the issue of technology in relation to gender, work and family issues. Technology affects so many aspects of work and family. There has long been interest in how smartphones and other technological advancements help or

inhibit the ways in which work and family coincide, for example. Increasingly, with the ageing of the population, there is a need for understanding how technology affects the way we care. Key technological advancements in elder care can improve the care provided (e.g. automated systems for reminding elderly living at home to take medication). These advancements also affect employment in gendered ways. Women continue to provide more care than men, both in formal paid employment and informally. What do these technological advancements mean for formal and informal caregivers? This is an important question to be addressed in the future. Second, and this is something I hope to address with the research project CAPABLE, is the issue of incorporating local policies. A growing group of scholars is focusing on the interactions between national and local level policies. Incorporating this local level will be crucial in future work-family policy research given the decentralization of government responsibility to local governments, as well as the increased emphasis on public-private partnerships.

**5. Can you tell us about a few gender and work-family publications that have been especially influential in your work?**

There have been too many key publications for me to mention them all. But one of the first ones for me was Jane Lewis's study of gender in relation to the welfare state (Lewis, Jane. (1992) Gender and the Development of Welfare Regimes. *Journal of European Social Policy* 2(3): 159–173.) Her critique of existing welfare state typologies and her clarification of the role of gender heavily influenced my thinking as a young researcher. On a similar topic, the work of Chiara Saraceno has been invaluable for thinking about gender in relation to work and family, also in relation to class (e.g. Saraceno, Chiara. (2010) Social inequalities in facing old-age dependency: a bi-generational perspective. *Journal of European Social Policy* 20(1): 32–44.). Various articles from Barbara Risman have also been influential in my understanding of gender, gender theory and gender as a social structure (e.g. Risman Barbara J. (2004) Gender As a Social Structure: Theory Wrestling with Activism. *Gender & Society* 18(4): 429–450).

---

II. Call for Future Newsletter Submissions

- **Please submit items for our next newsletter.** The deadline for submissions is **November 16, 2018**. We would love to share your recent publications (e.g., books and articles) and recent successes (promotions, honors, and so forth) with other SIG members.
  - **We would also love to hear about any upcoming work-family and gender related conferences or special issues of journals.**
  - **If you'd like to write an essay for a future newsletter, please contact us with your idea! Send ideas to Krista Lynn Minnotte at [krista.minnotte@und.edu](mailto:krista.minnotte@und.edu)**
-

III. Recent publications by Work-Family and Gender SIG members

- Gu, Chien-Juh. 2018. Gender Morality and Emotion Work in Taiwanese Immigrant In-law Relations. *Gender, Place and Culture* 25(2): 248-267.
- Howes, S. S., Henning, J. B., Mills, M. J., & Huffman, A. H. (2018). Yes Virginia, there is a gender disparity problem – and it goes beyond STEM. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 318-323.
- Kim, R., Roberson, L., Russo, M., & Briganti, P. (forthcoming). Language Diversity, Nonnative Accents and their Consequences at Workplace: Recommendations for Individuals, Teams, and Organizations. *The Journal of Applied Behavioral Science*.
- McCrate, E. (2018). Unstable and on call work schedules in the United States and Canada. Conditions of work and employment series No. 99. International Labour Organization. Available at [http://www.ilo.org/travail/info/working/WCMS\\_619044/lang--en/index.htm](http://www.ilo.org/travail/info/working/WCMS_619044/lang--en/index.htm)
- Mills, M. J., Pervez, A., & Mandeville, A. M. (2018). We're not there yet: Gender and the work-family interface in the modern workscape. In J. Nicklin (Ed.) *Work-Life Balance in the 21st Century: Perspectives, Practices, and Challenges* (pp. 17-54). New York, NY: Nova Science Publishers.
- Mills, M. J., & Torte, L. M. (2018). Fighting for family: Considerations of work-family in military service member parents. *Research in Occupational Stress and Well-Being*, 16, 91-116.
- Morandin, G., Russo, M., & Ollier-Malaterre, A. (2018). Put down that phone! Smart use of Smartphones for Work and Beyond. *Journal of Management Inquiry*, 27(3), 352-356.
- Russo, M., Ollier-Malaterre, A., Kossek, E.E., & Ohana, M. (forthcoming). Boundary Management Permeability and Relationship Satisfaction in Dual-Earner Couples: The Asymmetrical Gender Effect. *Frontiers in Psychology*, doi: 10.3389/fpsyg.2018.01723
- Johnson, K. J., & Johns, E. (2018). A new minimum benefit in social security to help vulnerable retirees. *Public Policy and Aging Report*, 28, S41-S45.
- Kaufman, G. 2018. Barriers to equality: Why British fathers do not use parental leave. *Community, Work & Family*, 21, 3, 310-325. <https://www.tandfonline.com/doi/full/10.1080/13668803.2017.1307806>
- Knight, K. & Alberts, J. K. (2018). Response Thresholds and Demand/Withdraw Communication in Domestic Labor Conflict, *Journal of Family Communication*, 18:2, 110-123, DOI: 10.1080/15267431.2018.1427588
- Kraak, J., Russo, M. & Jimenez, A. (forthcoming). Work-life balance psychological contract perceptions for older workers. *Personnel Review*. <https://doi.org/10.1108/PR-10-2017-0300>

- Milkie, Melissa A., Kei Nomaguchi and Scott Schieman. 2018. "Time Deficits with Children: The Link to Parents' Mental and Physical Health." *Society and Mental Health*
- Riva, E., Lucchini, M., & Russo, M. (forthcoming). Societal Gender Inequality as Moderator of the Relationship Between Work–Life Fit and Subjective Well-Being: A Multilevel Analysis Across European Countries. *Social Indicators Research*, doi: 10.1007/s11205-018-1986-0
- Twamley K & Schober P (Online First) [Shared parental leave: exploring variations in attitudes, eligibility, knowledge and take-up intentions of expectant mothers](#) *Journal of Social Policy*
- Weinschenker, Matthew. 2018. "Shift Work, Father Engagement, and the Cognitive Development of Young Children." *Community, Work, and Family*, 21:133-150. DOI: 10.1080/13668803.2018.1428171
- Wynn, Alison T. 2018. "Misery Has Company: The Shared Emotional Consequences of Everwork Among Women and Men." *Sociological Forum* 33(3): 712-734. <https://onlinelibrary.wiley.com/doi/abs/10.1111/socf.12440>
- Wynn, Alison T., Magali Fassiotto, Caroline Simard, Jennifer Raymond, and Hannah Valantine. 2018. "Pulled in Too Many Directions: The Causes and Consequences of Work-Work Conflict." *Sociological Perspectives*, available online. <http://journals.sagepub.com/doi/full/10.1177/0731121418774568>
- Wynn, Alison T. and Shelley J. Correll. 2018. "Combating Gender Bias in Modern Workplaces." *Handbook of the Sociology of Gender*, edited by Barbara Risman, Carissa Froyum, and William Scarborough. New York: Springer Press. [https://link.springer.com/chapter/10.1007/978-3-319-76333-0\\_37](https://link.springer.com/chapter/10.1007/978-3-319-76333-0_37)

#### IV. Upcoming conference of interest to SIG members

- The 8<sup>th</sup> International Community, Work and Family Conference will take place on May 23 – 25, 2019 at the University of Malta. The theme is "Community, Work, and Family in Diverse Contexts and Changing Times." More information can be found at <https://www.um.edu.mt/events/cwf2019>

#### V. Recent success of SIG members

- Chien-Juh Gu's new book, *The Resilient Self: Gender, Immigration, and Taiwanese Americans* (Rutgers University Press, 2017) was featured at the RC32 Women in Society "Author Meets Critic" session at the 2018 International Sociological Association World

Congress in Toronto, Canada, as a recent publication that makes significant contributions to sociology with a focus on women. This book examines how international migration creates gendered work-family contexts for middle-class Taiwanese women, who, in turn, negotiate and resist the social and psychological effects of the process of immigration and settlement.

For more information about this book, please see

<https://www.rutgersuniversitypress.org/the-resilient-self/9780813586052>