ROSABETH MOSS KANTER AWARD FOR EXCELLENCE IN WORK-FAMILY RESEARCH

Brad Harrington, Director
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BACKGROUND

Begun in 2000

Named for Rosabeth Moss Kanter because of her leadership in framing the modern work-family research agenda

Work-family community is:
  ◦ Interdisciplinary (good) & fragmented (bad)

Corporate practitioners:
  ◦ interested in research but …
  ◦ hard to find / access
  ◦ hard to wade through

Photograph from www.guardian.co.uk
Kanter Award 10th Anniversary

The “Academy Award” of Work-Family Research!
GOALS

- To find and promote the “best of the best”

- To increase and extend the impact of the research

- To foster discussions about quality – of research and of programs
PROCESS

- International jury
  
  **65 scholars, 8 countries, many fields**

- Round #1: Journals reviewed
  
  **78 journals, over 2500 articles**

- Round #2: Nominees selected
  
  **20-30 nominees, each rated by 3 reviewers**

- Round #3
  
  **Top 7 papers rated by all reviewers**
Thank you to our Sponsors!
1. Vacuuming
2. Sweeping
3. Dusting
4. Tidying and straightening
5. Cleaning surfaces in kitchen and bath
6. Gather up dirty laundry
7. Do laundry
8. Iron
9. Empty wastebaskets
10. Take out trash
11. Clean bathroom
12. Cook dinner
13. Make lunch for school
14. Mow grass/shovel snow
15. Do dishes
16. Pet care (walking, grooming, feeding)
Do Australian Teenagers Work?  
(Miller)

- Time vs. money
- Who works?
- ‘Useless’ teenagers – but only in some social classes?
- Children as employees vs. investments
- In one study, almost half the children did 10 minutes or less of domestic work
- ‘Domestically useless sons’? But not daughters?
- Rise of the ‘housework-free’ child?
• How often do coworkers, supervisors, managers, customers, or clients contact you about work-related matters outside normal work hours? Include telephone, cell phone, beeper, and pager calls, as well as faxes and email that you have to respond to.

• How often do you try to work on job tasks and home tasks at the same time while you are at home?

• How often do you think about things going on at work when you are not working?

  Never
  Less than once a month
  Once a week
  Several times a week
  One or more times a day
Role Blurring
(Glavin & Schieman)

- Whose roles blur?
- Is boundary permeability between work and family helpful or not?
• More blurring = more work-family conflict
• LESS the case when workers have decision-making latitude and some schedule control (although not maximum schedule control).
• MORE the case when workers have a lot of job pressures.
Gendered Patterns in Union Contracts
(Crocker & Clawson)

- How do union contracts make it difficult to implement flexibility?
• Firefighters: Accept invariant schedules (though with work options), ensure equal access to overtime, ignore part-time workers, emphasize ‘fair’ allocation of vacation

• Nurses: Emphasize schedule flexibility, part-time work, ensure no mandatory overtime, emphasize allocation of ‘prime’ vacation time

• Breadwinning vs. caregiving
The State, the Workplace and the Family (Abendroth, van der Lippe & Maas)

- 26 countries in Europe
- Mothers’ labor force participation and work hours
- State supports (public child care, parental leave, child benefits, part-time work)
- Workplace supports (pace and organization of work)
- Family supports (household help from partner, supportive role models)
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