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Blanche Grosswald
University of California, Berkeley

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Forming Nation, Framing Welfare has strengths and weaknesses. Its attempt to apply multiple analytic themes can be confusing; the social control interpretations in some sections of the book are heavy-handed and insufficiently supported. On the other hand, the "interactive text" features such as vignettes and accompanying questions and analyses should prove interesting and helpful to students. Finally, discussions of the race concept as applied to the Irish, the coverage of topics such as the history of public education and responses to emerging family forms, and references to social welfare developments in several of the British colonies are informative and useful for those with a general interest in the formation and role of social welfare in modern societies.

Leslie Leighninger
Louisiana State University

Dana Vannoy and Paula J. Dubeck (Eds.), *Challenges for Work and Family in the Twenty-First Century*. Hawthorne, NY: Aldine de Gruyter, 1998. \$43.95 hardcover, \$21.95 papercover.

Both work and family have changed dramatically during the last 50 years. Globalization of the economy and the elimination of many jobs through technology have increased competition for jobs, reduced job security, and decreased wages. The entrance of women into the workforce has had repercussions both for workplaces and for families. Today, 75% of mothers with children age 6–17 work, an increase from 39% in 1960. In addition, changing demographics have resulted in longer life expectancies and responsibilities of working adults for elderly, disabled relatives.

As a result, a literature known as "work-family." has developed during the last 20 to 25 years, centering on several themes. One is the need for policies and programs to facilitate the dual roles of worker and family member such as childcare, family and medical leaves, and flexible work arrangements. Another involves the impact work organization has on family health and the effects of family characteristics on work outcomes such as

absenteeism and productivity. Still other research explores gender differences in work and family participation. Attempts to examine which theoretical model best explains the nature of the relationship between work and family comprise a good deal of the literature. Accompanying the academic literature on the subject is an ongoing political debate concerning work and family issues, often framed in terms of "family values."

Challenges for Work and Family in the Twenty-First Century is a welcome addition to the literature and a progressive response to this debate. Vannoy and Dubeck have brought together a superb selection of papers focusing on an array of topics within the work and family domain. An unusually broad interpretation of "work-family" results in inclusion of relevant essays on subjects more commonly associated with the field of labor economics: the impact on families of downsizing and unemployment, the unequal distribution of health care, and the socioeconomic roots of family diversity. These accompany pieces on the more traditional work-family areas of parental involvement with children, elder caregiving, shift work, and the glass ceiling faced by women in the labor force.

Two chapters, introducing and then commenting on the collection, are written by each of the editors, respectively. The 13 chapters in between function well as a composite but each also stands alone. The book is divided into three main parts. The first part describes the U.S. status quo. It includes chapters on gender, downsizing, shiftwork, and race.

The second part of the book examines coping strategies families are using to accommodate the changing times. It consists of chapters on race; structural and cultural barriers facing managers who wish to work part-time; the devastation that corporate layoffs can cause; and approaches used by professional working parents who prioritize family involvement, to cut back on work time and income.

The third and final part of the book looks to the future. Discussed here are the impact of "welfare reform" on children; suggested interventions for improving reading ability of inner-city children; the glass ceiling women seeking promotions face; the decreasing access workers have to job-based health care; and

the conflicts employees with caregiving obligations to disabled elderly relatives confront.

While all papers in this volume are excellent, some stand out as meriting special mention for their challenges to accepted paradigms. Baca-Zinn makes a compelling case for adopting a multiracial research framework to clarify that racism, along with other social and economic factors are much more significant predictors of family structures than any "family values". Perrin's chapter is especially captivating in its depiction of the non-financial damage downsizing in a company town can inflict on a community. The author posits that the anger and depression people experience, are symptoms resulting from a declining sense of community. He advocates government policies to facilitate community organizing and a shift in the mainstream ideology purporting that corporations have the right to do what is most profitable, regardless of the cost to communities. Finally, Maume's empirical study supports an interesting aspect of the glass ceiling model, namely, that women who work in female-dominated professions are significantly less likely to receive promotions than women in jobs that are male-dominated. Moreover, men who hold jobs in primarily female professions, experience a glass "escalator," moving into management at a faster rate than either their male peers in other job categories or their female peers in principally female occupations. Thus, discrimination is against the combination of women and female-oriented jobs.

The chapters form a good blending of empirical research, both quantitative and qualitative, reviews, and analyses based on existing research of contemporary work and family issues. They are well researched, cogent, and critically analytical. Most provide convincing arguments against the family values rhetoric and propose reasonable solutions to obstacles confronting U.S. working families.

The only aspect of the book that could have improved the flow is the organization. Rather than divide the book into three parts based on the editors' criteria, it might have been more useful to group together the chapters on race, the ones on downsizing, the studies concerning management and those on children.

This book is an important contribution to the work-family literature. It should appear on every work and family class syllabus,

and be read by practitioners and researchers in the policy, sociology, and social welfare professions.

Blanche Grosswald
University of California, Berkeley

J. W. Green. (1999). *Cultural Awareness in the Human Services: A Multi-Cultural Approach* (3rd ed). Needham Heights, MA: Allyn and Bacon. \$33.95 papercover.

This textbook is designed for researchers, students, and professionals in a broad range of human service fields. The author draws on current research and thinking to elaborate on the cultural determinants of behavior. The book examines the intricate and delicate relationship between culture, language, and communications in human service delivery. It uses case examples to elucidate the conception and contents discussed in the chapters. Each chapter also contains a follow-up section including recommendations for exercises, skill development, self evaluation and further research.

The first half of the book focuses on cultural diversity and social services. Chapter one examines the conception of race and ethnicity, and provides a model for culturally competent practice as a guide for social service providers working in increasingly diverse communities. It presents a review of current literature and incorporates the emerging perspective of postmodernism.

Chapter two discusses the cultural construction of care and help-seeking behavior. Effective cross-cultural helping requires both familiarity of culturally-specific "local knowledge" and understanding of history. Specifically, Dr. Kleiman's "help seeking behavior model" was adopted and illustrated as the key procedure for cross-cultural discovery and as a guide. The chapter emphasizes the importance of integrating both client culture and the professional subculture throughout the service delivery process. The chapter also examines the cross-cultural implication of DSM-IV and presents four case examples of different cultural groups.

Chapter three makes the case that professional cross-cultural competence remains lacking among social service providers throughout the helping process (i.e., relationship building, assessment, planning, service delivery, and evaluation.) Public and