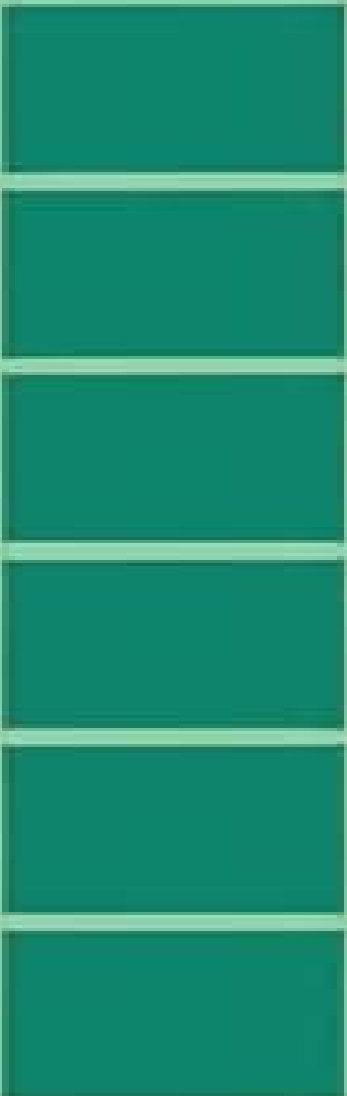
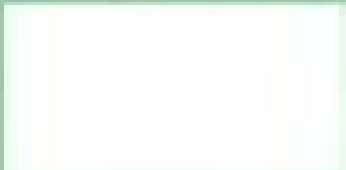


Balancing Work and Caregiving for Children, Adults, and Elders

Margaret B. Neal
Nancy J. Chapman
Berit Ingersoll-Dayton
Arthur C. Emlen



Family
Caregiver
Applications
Series
Volume 3

Balancing Work And Caregiving For Children Adults And Elders

Margaret B. Neal



Balancing Work And Caregiving For Children Adults And Elders:

Balancing Work and Caregiving for Children, Adults, and Elders Margaret B. Neal, Nancy J. Chapman, Berit Ingersoll-Dayton, Arthur C. Emlen, 1993-02-01 Published in Cooperation with the Center for Practice Innovations Mandel School of Applied Social Sciences Case Western Reserve University How do working parents balance their work and child care responsibilities What if an employee has responsibilities for adult or elderly family members or friends How similar or distinct are these dependent care responsibilities in their rewards and their consequences What about employees who have multiple caregiving roles In *Balancing Work and Caregiving for Children Adults and Elders* the authors explore how employees with caregiver roles juggle the responsibilities of work and family They suggest that in our current socio economic reality dependent care needs to be addressed as a corporate family and community concern Drawing from literature in the field as well as their large scale study they present a thorough discussion of the stressors experienced by workers caught in the often conflicting demands of dual roles The authors consider multiple factors that contribute to the experience of stress and work related outcomes such as absenteeism These factors include employee characteristics demands of caregiving and work roles and the resources available within the workplace and family Policies benefits and services are reviewed along with the advantages and disadvantages of each for both the employee and the employer The authors also analyze methods for assessing employee needs and provide recommendations for national and local policies along with directions for further research *Balancing Work and Caregiving for Children Adults and Elders* will be essential reading for students and professionals in family studies management studies social work sociology aging and public health *Balancing Work and Caregiving for Children Adults and Elders* is the most complete and informative book on caregiving I have read It has a combination of attributes not found to my knowledge in any other text on caregiving It looks not only at people with one caregiving role but also at those with multiple roles it provides not only a thorough overview of the research but also a review of a major study on caregiving and it examines the personal characteristics demands resources and sources of stress in each caregiver category As a result the research is extended in an interesting and exciting manner enabling the authors to draw important comparisons *Industrial and Labor Relations Review* This book provides excellent documentation from an extremely comprehensive empirical study by the authors and an exhaustive review of previous research for the need for more extensive support for employee caregivers The issues addressed in the book are clearly laid out The empirical work is sophisticated and provides important information It also presents suggestions about how employers and communities can provide assistance *Monthly Labor Review* This is an interesting and important new book which for the first time assembles in one place the most up to date information regarding the needs of employees with dependent care responsibilities Unlike previous volumes this book adopts a life cycle approach to dependent care including the separate and overlapping demands of caring for children young and middle aged adults and elderly persons In so doing it integrates existing knowledge and new

research regarding the disparate fields of child care elder care physical disabilities developmental disabilities and chronic mental illness The authors provide human resource professionals policy makers and counselors with the tools to develop realistic cost effective policies and programs that have the potential to enhance productivity alleviate role strain and improve the quality of life for our children our elders and ourselves Andrew E Scharlach Eugene and Rose Kleiner Professor of Aging University of California Berkeley This volume is without question a very impressive addition to the literature in this domain The authors Margaret Neal Nancy Chapman Berit Ingersoll Dayton and Arthur Emlen represent a multidisciplinary team that has produced one of the most integrative and informative books on the issue of caregiving in the work family context in the last decade This book is unique in two important dimensions First the findings and implications are based on a relatively large sample of employees about 10 000 and secondly the authors examine the critical issue of those working family members who occupy multiple caregiving roles This book fills an obvious niche in the literature by comparing employees with responsibilities for the dependents of different age groups e g children adults and elders the first two sections alone are incredibly rich in information regarding the impact of family caregiving on work responsibilities and are well worth the price of the book but the third and fourth sections of the book are indispensable and should be required reading for those involved in studying and implementing kinship care programs in the corporate sector The entire investigation is couched in solid theoretical framework and the methodological design is clear and concise this volume represents a quantum leap forward in understanding the complex dynamics of multiple role responsibilities for family caregivers The entire presentation of the material from cover to cover is presented in a seamless fashion and could well serve as a text for a graduate level course in family policy Journal of Marriage and the Family The results of their research and their analysis present a vital element in furthering our understanding of the interface between work and home The book deserves a wide audience and should be a reference not least to management students Ageing Society

Balancing Work and Caregiving for Children, Adults, and Elders Margaret B. Neal, 1993-02 Exploring how caregivers juggle their responsibilities of work and family the authors of this volume suggest that dependant care needs to be addressed as a corporate family and community concern Drawing from literature as well as from their own extensive research they present a thorough investigation of the stress factors experienced by workers caught between the frequently conflicting demands of these two roles Policies benefits and services reviewed range from approaches that intervene in the caregiving process to those that change the world of work with such alternatives as flexible working hours child care facilities and tax credits for dependant care

Balancing Work and Caregiving for Children, Adults, and Elders Margaret B. Neal, Nancy J. Chapman, Berit Ingersoll-Dayton, Arthur C. Emlen, 1993-02-01 Exploring how caregivers juggle their responsibilities of work and family the authors of this volume suggest that dependant care needs to be addressed as a corporate family and community concern Drawing from literature as well as from their own extensive research they present a thorough investigation of the stress factors experienced by workers

caught between the frequently conflicting demands of these two roles Policies benefits and services reviewed range from approaches that intervene in the caregiving process to those that change the world of work with such alternatives as flexible working hours child care facilities and tax credits for dependant care Family Disintegration Anton Purcell,2002 The contemporary family is being distracted disturbed and distraught by societal pressures from every direction The nuclear family concept believed crucial to child rearing is becoming pass according to census data Or has the wave of disruption to families crested It is hoped that this bibliography will serve as a useful tool to researchers seeking further information on families and the pressures being exerted upon them in the 21st century *Grandmothers as Caregivers* Meredith Minkler,Kathleen M. Roe,1993-02-01 Based on the first major study of black grandmothers who as a consequence of the cocaine epidemic raise young grandchildren this volume examines the social and cultural contexts within which grandparent caregiving takes place the roles and responsibilities of grandparents how the role of caregiver changes their lives the cost of caregiving in terms of health economics and employment and the role of social support networks **Working Couples Caring for Children and Aging Parents** Margaret B. Neal,Leslie B. Hammer,2017-09-25 As the baby boomer generation approaches midlife many dual earner couples are struggling with issues of simultaneously caring for children while tending to aging parents This timely book uncovers the circumstances faced by these workers known as the sandwiched generation and identifies what they need in order to fulfill their work and family responsibilities Authors Margaret B Neal and Leslie B Hammer suggest the workplace as an arena for change proposing that it adapt to the situations of today s workers by providing flexibility and understanding the needs and priorities of families Based on a four year national study funded by the Alfred P Sloan Foundation *Working Couples Caring for Children and Aging Parents* examines employer and governmental initiatives affecting work and family life in the United States supports provided to working caregivers in countries other than the United States the effects of being sandwiched on work family fit well being and work and changes in work and family roles and outcomes over time This book will interest a broad audience including students policymakers family care practitioners IO psychologists work life professionals gerontologists sociologists human resource managers and occupational health psychologists **Handbook of Social Work in Health and Aging** Barbara Berkman,2006-02-09 The Handbook of Social Work in Health and Aging is the first reference to combine the fields of health care aging and social work in a single authoritative volume These areas are too often treated as discrete entities while the reality is that all social workers deal with issues in health and aging on a daily basis regardless of practice specialization As the baby boomers age the impact on practice in health and aging will be dramatic and social workers need more specialized knowledge about aging health care and the resources available to best serve older adults and their families The volume s 102 original chapters and 13 overviews written by the most experienced and prominent gerontological health care scholars in the United States and across the world provide social work practitioners and educators with up to date knowledge of evidence based practice guidelines for

effectively assessing and treating older adults and their families new models for intervention in both community based practice and institutional care and knowledge of significant policy and research issues in health and aging A truly monumental resource this handbook represents the best research on health and aging available to social workers today

Military Life Thomas W. Britt, Carl Andrew Castro, Amy B. Adler, 2005-12-30 With global commitments and combat duty our armed forces face life threatening challenges on a daily basis However less visible threats also impact the mental health of our military men and women Experts examine challenges on the battlefield such as women coming to terms with life after being prisoners of war or soldiers dealing with mistakenly killing civilians But life in the armed forces presents less dramatic daily challenges Away from the front lines soldiers have to raise their families sometimes as single parents Children have to learn what it s like to be in a military family and to make sense of war Gay or lesbian officers cope with a don t ask don t tell policy An unprecedented range of contributors military officers medical doctors psychologists psychiatrists and professors take us onto the bases and the battlefields and inside the minds of military personnel who face far greater challenges than most of us ever see in the headlines These volumes also highlight factors that make members of the military resilient and stable as well as programs and practices that can ease the psychological burdens of military personnel families and children Readers can better understand how society views our military and military operations and how each one of us can play a role in supporting our armed forces

The Family Track Constance Coiner, Diana Hume George, 1998 At a time when the academy is an ever more demanding arbiter and shaper of the lives of those it employs this book discusses the challenges and benefits of balancing a rewarding professional life with the competing needs to nurture children care for aging parents and engage in other personal relationships

Hearts of Wisdom Emily K. Abel, 2009-06-30 The image of the female caregiver holding a midnight vigil at the bedside of a sick relative is so firmly rooted in our collective imagination we might assume that such caregiving would have attracted the scrutiny of numerous historians As Emily Abel demonstrates in this groundbreaking study of caregiving in America across class and ethnic divides and over the course of ninety years this has hardly been the case While caring for sick and disabled family members was commonplace for women in nineteenth and early twentieth century America that caregiving the caregivers experience of it and the medical profession s reaction to it took diverse and sometimes unexpected forms A complex series of historical changes Abel shows has profoundly altered the content and cultural meaning of care *Hearts of Wisdom* is an immersion into that world of care Drawing on antebellum slave narratives white farm women s diaries and public health records Abel puts together a multifaceted picture of what caregiving meant to American women and what it cost them from the pre Civil War years to the brink of America s entry into the Second World War She shows that caregiving offered women an arena in which experience could be parlayed into expertise while at the same time the revolution in bacteriology and the transformation of the formal health care system were weakening women s claim to that expertise

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historical review of female caregiving within families as a transformative experience identifies conditions that make this form
of human connectedness rewarding and meaningful J E Thompson Choice This is a breathtaking work in terms of its depth
and its breadth Emily Abel s research is impressive in its time frame wide range of topics and wonderful source material
What she has given us for the first time is a full length study of the female support network not only for childbirth but for a
whole range of health issues With her pleasing writing style and clear readable prose she gives us much more than mere
glimpses of anonymous people she provides the reader with a sense of the texture of human lives Susan L Smith University of
Alberta The reader of Hearts of Wisdom is surprised by the topic and content but is left with the sense that the most central
story of human possibility has been left out of all other history books The work offers a substantive contribution to history
feminist scholarship caregiving professions and informal caregivers Patricia Benner R N Ph D University of California San
Francisco

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