



# Employment and the Family: The Reconfiguration of Work and Family Life in Contemporary Societies

*Rosemary Crompton*

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Rates of employment amongst mothers of young children have risen rapidly in recent years. Attitudes to gender roles have changed, and both employers and governments have had to adjust to new realities. But some argue that recent changes in employment relations are making work more family 'unfriendly'. What are the real consequences of change? Rosemary Crompton explores the origins and background of this radical shift in the gendered division of labour. Topics covered include the changing attitudes to gender roles and family life, the gendered organisational context, and recent changes in employment relations and their impact on work-life articulation. A comparative analysis of Britain, France, Norway, Finland, the United States and Portugal provides an assessment of the varying impact of state policies, and the changing domestic division of labour. Crompton draws on original research and situates her findings within contemporary theoretical and empirical debates.

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