

## Bibliography

---

- Ackers, P. (2003), 'The work–life balance from the perspective of economic policy actors', *Social Policy and Society*, **2**(3), 221–229.
- Adams, K.L. (2006), 'Defining away discrimination', *Australian Journal of Labour Law*, **19**, 263–282.
- Adler, N.J. (2007), 'One world: women leading and managing worldwide', in D. Bilimoria and D. Pollitt (eds), *Handbook on Women in Business and Management*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar, 330–355.
- Agell, A. (1998), 'Should and can family law influence social behaviour?', in J. Eekelaar and T. Nhlapo (eds), *The Changing Family: Family Forms and Family Law*, Oxford: Hart Publishing.
- Aliaga, C. (2005), 'Gender gaps in the reconciliation between work and family life', *Eurostat Statistics in Focus – Population and Social Conditions*, No. 4/2005.
- Andrades, C. (2009), 'Intersections between “general protections” under the Fair Work Act 2009 (Cth) and anti-discrimination law: questions, quirks and quandaries', Working Paper No. 47, Melbourne: Centre for Employment and Labour Relations Law, University of Melbourne.
- Anon (1992), 'Maternity directive gets last minute go-ahead', *Crew Reports*, **12**(10), 3–5.
- Arpino, B., C. Pronzato and L. Tavares (2010), 'All in the family: informal childcare and mothers' labour market participation', Institute for Social and Economic Research Working Paper No. 2010–24.
- Arts, W. and J. Gelissen (2002), 'Three worlds of welfare capitalism or more? A state-of-the-art-report', *Journal of European Social Policy*, **12**(2), 137–158.
- Ashamalla, M. (1992), 'A Swedish lesson in parental leave policy', *Boston University International Law Journal*, **10**(24), 242.
- Association des Femmes de l'Europe Méridionale (AFEM) (ed.) (2005), 'Concilier vie familiale et vie professionnelle pour les femmes et les hommes: du droit à la pratique', Athens/Brussels: Sakoulas/Bruylant.
- Australian Bureau of Statistics (ABS) (2007), 'Forms of employment', Australia, Cat. No. 6359.0, November 2006 (Reissue).
- Australian Bureau of Statistics (ABS) (2010a), 'Labour force', Australia, Cat. No. 6202.0, August 2010.
- Australian Bureau of Statistics (ABS) (2010b), 'Employee earnings, benefits and trade union membership', Australia, Cat. No. 6310.0, August 2009.
- Australian Institute of Family Studies (AIFS) (2010), 'Families then and now – 1980–2010', <http://www.aifs.gov.au/institute/pubs/factsheet/fs2010conf/fs2010conf.pdf> (accessed 1 October 2010).
- Backett-Milburn, K., S. Cunningham-Burley and D. Kemmer (2001), *Caring and Providing: Lone Partnered Working Mothers in Scotland*, London: Family Policy Studies Centre.
- Bainham, A. (2010), 'Rowing back from *Re G?* Natural parents in the Supreme Court', *Family Law*, 394–402.

- Baird, M. (2009), 'A slow revolution: maternity leave, women and work', The Annual Clare Burton Lecture, Curtin University, Bentley, Western Australia, 16 October 2009.
- Barbera, M. (2004), 'The unsolved conflict: reshaping family work and market work in the EU legal order', in T. Hervey and J. Kenner (eds), *Economic and Social Rights under the EU Charter of Fundamental Social Rights: A Legal Perspective*, Oxford: Hart Publishing, 2003, 140–160.
- Bardasi, E. and J.C. Gornick (2000), 'Women and part-time employment: worker's "choices" and wage penalties in five industrialised countries', Working Paper of the Institute for Social and Economic Research (Paper 20–11), University of Essex.
- Barlow, A., S. Duncan, G. James and A. Park (2005), *Cohabitation, Marriage and the Law: Social Change and Legal Reform in the 21st Century*, Oxford: Hart Publishing.
- Barnes, M. and C. Bryson (2004), *Keep Time for Children: the Incidence of Weekend Working*, London: NatCen and Relationships Foundation.
- Barnett, H. (1997), *Sourcebook on Feminist Jurisprudence*, London: Cavendish.
- Barton, J. (1994), 'Choosing to work at night: a moderating influence on individual tolerance to shift work', *Journal of Applied Psychology*, **79**(3), 449–454.
- Barton, J. and S. Folkard (1991), 'The response of day and night nurses to their work schedules', *Journal of Occupational Psychology*, **64**, 207–18.
- Bauman, Z. (2001), *The Individualized Society*, Cambridge: Polity.
- Beechey, V. and T. Perkins (1987), *A Matter of Hours: Women, Part-time Work and the Labour Market*, Cambridge: Polity Press.
- Bell, M. (2002), 'We are family? Same-sex partners and EU migration law', *The Maastricht Journal of European and Comparative Labour Law*, **9**, 335–355.
- Beveridge, F. and S. Velluti (eds) (2008), *Gender and the Open Method of Coordination: Perspectives on Law, Governance and Equality in the EU*, Aldershot: Ashgate.
- Biggart, L. and M. O'Brien (2009), *Fathers' working hours: parental analysis from the third work–life balance employee survey and maternity and paternity rights and benefits survey of parents*, Department for Business, Innovation and Skills, Employment Relations Occasional Paper, November 2009.
- Bishaw, A. and J. Semega (2008), 'Income, earnings and poverty data from the 2007 American community survey', American Community Survey Reports, ACS-09, US Department of Commerce, US Census Board, <http://www.census.gov/prod/2008pubs/acs-09.pdf> (accessed 20 January 2011).
- Björnberg, U. (2002a), 'Ideology and choice between work and care: Swedish family policy for working parents', *Critical Social Policy*, **22**(1), 33–52.
- Björnberg, U. (2002b), 'Working and caring for children: family, policies and balancing work and family in Sweden', in A.H. Carling, S. Duncan and R. Edwards (eds), *Analysing Families: Morality and Rationality in Policy and Practice*, London: Routledge.
- Blundell, S. (1995), *Women in Ancient Greece*, Cambridge: Cambridge University Press.
- Bock, G. and P. Thane (1990), *Maternity and Gender Policies: Women and the Rise of the European Welfare State, 1880s–1950s*, London: Routledge.
- Borg, K. (1993), 'Family life and flexible working hours', in S. Carlsen and J. Larsen (eds), *The Equality Dilemma*, Copenhagen: The Danish Equal Status Council, 67–78.

- Boulin, J. (2007), 'Local time policies in Europe', in D. Perrons, C. Fagan, L. McDowell, K. Ray and K. Ward (eds), *Gender Divisions and Working Time in the New Economy: Changing Patterns of Work, Care and Public Policy in Europe and North America*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Brennan, D. (2007), 'Babies, budgets, and birthrates: work/family policy in Australia 1996–2006', *Social Politics: International Studies in Gender, State & Society*, **14**, 31–57.
- British Chamber of Commerce (2007), *Work and Life: How Business is Striking the Right Balance*, London: British Chamber of Commerce.
- Buckner, L. and S. Yeandle (2007), *Valuing Carers – Calculating the Value of Unpaid Care*, London: Carers UK.
- Burchardt, T. and P. Vizard (2007), 'Definition of equality and framework for measurement: final recommendations of the Equalities Review steering group on measurement', CASE Paper 120, London: LSE.
- Burchell, B., D. Cartron, P. Csizmadia, S. Delcampe, M. Gollac, M. Illesy, E. Lorenz, C. Mako, C. O'Brien and A. Valeyre (2009), *Working Conditions in the European Union: Working Time and Work Intensity*, Dublin: European Foundation for the Improvement of Living and Working Conditions.
- Bureau of Labor Statistics (2009), 'American time use survey – 2008 results', Washington DC: Bureau of Labor Statistics, <http://www.bls.gov/news.release/atus.toc.htm> (accessed 20 January 2011).
- Burri, S. (2010), 'Le point sur la conciliation e la vie professionnelle et la vie privée dans le droit communautaire' ['Reconciliation of work and private life in EU law: state of affairs'], *ERA Forum*, **11**(1), 111–127.
- Busby, N. (2011), *A Right to Care? Unpaid Work in European Employment Law*, Oxford: Oxford University Press.
- Business Link (2006), Work-Life Balance and Flexibility information, <http://www.businesslink.gov.uk/bdotg/action/layer?topicId=1074409708> (accessed April 2006).
- Callister, P. and R. Didham (2008), 'Sub-replacement fertility: is this an issue for New Zealand?', *Policy Quarterly*, **3**(4), 4–10.
- Callister, P. and J. Galtry (2009), '“Baby bonus” or paid parental leave – which one is better?', *Social Policy Journal of New Zealand*, **34**, 1–11.
- Campbell, I. (2008), 'Australia: institutional changes and workforce fragmentation', in S. Lee and F. Eyraud (eds), *Globalization, Flexibilization and Working Conditions in Asia and the Pacific*, Oxford: Chandros Publishing, 115–152.
- Campbell, I. and S. Charlesworth (2004), 'Background Report: Key Work and Family Trends in Australia', Melbourne: Centre for Applied Social Research, RMIT University.
- Caracciolo di Torella, E. (2006), 'The principle of gender equality, the goods and services directive and insurance: a conceptual analysis', *The Maastricht Journal of Comparative*, **13**(3), 339–350.
- Caracciolo di Torella, E. (2007), 'New Labour, new dads – the impact of family friendly legislation on fathers', *Industrial Law Journal*, **36**, 316–326.
- Caracciolo di Torella, E. and A. Masselot (2010), *Reconciling Work and Family life in EU Law and Policy*, London: Palgrave Macmillan.
- Carers' Association (2010), 'Pre-budget submission, equality and justice for family carers', Tullamore: Carers' Association.
- Carers UK (2007), 'Out of pocket: the financial impact of caring', London: Carers UK.

- Carers UK (2009), 'Facts about carers, policy briefing', London: Carers UK.
- Carter, C. (2007), 'Migration and diversity directions in New Zealand', address to the 12th International Metropolis Conference: Migration, Economic Growth and Social Cohesion, Melbourne, Australia, 11 October 2007, <http://www.beehive.govt.nz/speech/migration+and+diversity+directions+new+zealand> (accessed 28 July 2010).
- Castles, F.G. (2003), 'The world turned upside-down: below replacement fertility, changing preferences, and family-friendly public policy in 21 OECD countries', *Journal of European Social Policy*, **13**(3), 209–227.
- Central Statistics Office (2009), 'Quarterly national household survey – carers', Dublin: CSO.
- Chalmers, J., I. Campbell and S. Charlesworth (2005), 'Part-time work and caring responsibilities in Australia: towards an assessment of job quality', *Labour & Industry*, **15**(3), 41–66.
- Chamberlayne, P. (2004), 'Women and the state: changes in roles and rights in France, West Germany, Italy and Britain, 1970–1990', in J. Lewis (ed.), *Women and Social Policies in Europe: Work, Family and the State*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Chapman, A. (2007), 'Uncovering the normative family of parental leave: Harvester, law and the household', *Hecate*, **33**(1), 28–42.
- Chapman, A. (2008), 'Care responsibilities and discrimination in Victoria: The Equal Opportunity Amendment (Family Responsibilities) Act 2008 (Vic)', *Australian Journal of Labour Law*, **21**(2), 200–207.
- Chapman, A. (2009), 'Employment entitlements to carer's leave: domesticating diverse subjectivities', *Griffith Law Review*, **18**(2), 453–474.
- Charlesworth, S. (2003), 'The overlap of the federal sex discrimination and industrial relations jurisdictions: intersections and demarcations in conciliation', *Australian Journal of Labor Economics*, **6**(4), 559–577.
- Charlesworth, S. (2005), 'The work/family debate: working for or against gender equality in the workplace?', *Fabian Society*, <http://www.fabian.org.au/873.asp> (accessed 28 July 2010).
- Charlesworth, S. (2010), 'The Sex Discrimination Act: advancing gender equality and decent work?', in M. Thornton (ed.), *Sex Discrimination in Uncertain Times*, Canberra: ANU E-Press, 133–151.
- Charlesworth, S. and I. Campbell (2008), 'Right to request regulation: two new Australian models', *Australian Journal of Labour Law*, **21**(2), 1–21.
- Charlesworth, S. and F. Macdonald (2007), *Hard Labour? Pregnancy, Discrimination and Workplace Rights*, a report to the Office of Workplace Rights Advocate, Melbourne: Office of the Workplace Rights Advocate.
- Charlesworth, S., L. Strazdins, L. O'Brien and S. Sims (2011), 'Parents' jobs in Australia: Gender equality and the consequences of work hours for contracts and job quality', *Australian Journal of Labour Economics*, **14**(1), 35–37.
- Child Poverty Action Group (New Zealand), Press Release, 2008.
- Choudhry, S. and H. Fenwick (2005), 'Taking the rights of parents and children seriously: confronting the welfare principle under the Human Rights Act', *Oxford Journal of Legal Studies*, **25**, 453–492.
- Clark, H. (2005), 'Moving towards a better NZ future', *New Zealand Herald*, 1 February.
- Clark, H. (2006), 'Action plan to increase choices for parents and carers', 31 August 2006, <http://www.beehive.govt.nz/node/26966> (accessed 28 July 2010).

- Clarke, J., A. Cochrane and C. Smart (1992), *Ideologies of Welfare: From Dreams to Disillusion*, London: Routledge.
- Clegg, N. (2010), Speech to Barnardo's on Supporting Families and Children, 17 June 2010, <http://www.libdems.org.uk>.
- Collier, R. (2001), 'A hard time to be a father? Reassessing the relationship between law, policy and family (practices)', *Journal of Law and Society*, **28**(4), 520–545.
- Collins, H. (2001), 'Regulating the employment relationship for competitiveness', *Industrial Law Journal*, **30**(1), 17–47.
- Collins, H. (2003), 'Discrimination, equality and social inclusion', *Modern Law Review*, **66**, 16–43.
- Collins, S. (2010), 'Working for families scheme takes 1200 out of workforce', *NZ Herald*, 19 July, [http://www.nzherald.co.nz/nz/news/article.cfm?c\\_id=1&object\\_id=10659723](http://www.nzherald.co.nz/nz/news/article.cfm?c_id=1&object_id=10659723) (accessed 28 July 2010).
- Commission on Leave (1996), 'A workable balance: report to congress on family and medical leave policies', Women's Bureau (DOL), [http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1002&context=key\\_work\\_place](http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1002&context=key_work_place) (accessed 20 January 2011).
- Conaghan, J. (2005), 'Work, family, and the discipline of labour law', in J. Conaghan and K. Rittich (eds), *Labour Law, Work and Family*, Oxford: Oxford University Press, 19–42.
- Confederation of Family Organisations in the EU (COFACE) (2006), 'Men and families: men's changing family roles in Europe', Brussels: COFACE.
- Connolly, S. and M. Gregory (2007), 'Part-time employment can be a life-time setback for earnings: a study of British women 1975–2001', Institutional Study of Labor (IZA) Discussion Paper 3101, <ftp://repec.iza.org/RePEc/Discussionpaper/dp3101.pdf> (accessed July 2010).
- Connor, T. (2011), 'Discrimination by association: a step in the right direction', *Journal of Social Welfare and Family Law*, **32**, 59–69.
- Constitution Review Group (1996), 'Report of the Constitution Review Group', Dublin: Government Stationery Office.
- Cooney, S., J. Howe and J. Murray (2006), 'Time and money under Work Choices: understanding the new Workplace Relations Act as a scheme of regulation', *University of New South Wales Law Journal*, **29**, 215–241.
- Craig, S. (1995), 'The Family and Medical Leave Act of 1993: a survey of the Act's history, purposes, provisions, and social ramifications', *Drake Law Review*, **44**(1), 51.
- Cretney, S., J. Masson and R. Bailey-Harris (2003), *Principles of Family Law (Seventh Edition)*, London: Sweet & Maxwell.
- Crompton, R. (ed.) (1999), *Restructuring Gender Relationships and Employment: The Decline of the Male Breadwinner*, Oxford: Oxford University Press.
- Crompton, R. (2002), 'Employment, flexible working and the family', *British Journal of Sociology*, **53**(4), 537–558.
- Crompton, R. (2006), *Employment and the Family: The Reconfiguration of Work and Family Life in Contemporary Societies*, Cambridge: Cambridge University Press.
- Crompton, R. and F. Harris (1999), 'Attitudes, women's employment, and the changing domestic division of labour: a cross-national analysis', in R. Crompton (ed.), *Restructuring Gender Relations and Employment: the Decline of the Male Breadwinner*, Oxford: Oxford University Press, 105–127.

- Crompton R. and C. Lyonette (2005), 'The new gender essentialism – domestic and family "choices" and their relation to attitudes', *British Journal of Sociology*, **56**(4), 601–620.
- Crompton, R. and C. Lyonette (2006), 'Work–life "balance" in Europe', *Acta Sociologica*, **49**, 379–393.
- Crompton, R. and C. Lyonette (2007), *Women's career success and 'work–life balance' in the accountancy and medical professions in Britain*, GENET Working Paper 26.
- Crompton, R. and C. Lyonette (2008), 'Who does the housework? The division of labour within the home', in A. Park, J. Curtice, K. Thomson, M. Phillips and M. Johnson (eds), *British Social Attitudes: the 24th Report*, London: Sage.
- Crompton, R. and C. Lyonette (2010), 'Family, class and gender "strategies" in maternal employment and childcare', in J. Scott, R. Crompton and C. Lyonette (eds), *Gender Inequalities in the 21st Century*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Crompton, R. and C. Lyonette (2011), 'Women's career success and work-life "balance" in the accountancy and medical professions in Britain', *Gender, Work and Organisation*, **18**(2): 231–254
- Crompton, R., M. Brockmann and C. Lyonette (2005), 'Attitudes, women's employment and the domestic division of labour: a cross-national analysis in two waves', *Work, Employment and Society*, **19**(2), 213–233.
- Crompton, R., M. Brockmann and R.D. Wiggins (2003), 'A woman's place ... employment and family life for men and women', in J. Curtice, K. Thomson, L. Jarvis and C. Bromley (eds), *British Social Attitudes Survey: the 20th Report*, London: Sage.
- Crompton, R., S. Lewis and C. Lyonette (eds.) (2007), *Women, Men, Work and Family in Europe*, Basingstoke: Palgrave MacMillan
- Daly, M. and J. Lewis (2000) 'The concept of care and the analysis of contemporary welfare states', *British Journal of Sociology*, **51**, 281–298.
- Day, S. and G. Brodsky (1996), 'The duty to accommodate: who will benefit?' *Canadian Bar Review*, **75**, 433–473.
- de La Porte C. and P. Pochet (2003) 'The OMC intertwined with the debates on governance, democracy and social Europe: research on the Open Method of Co-ordination and European integration', Observatoire Sociale Européen/ European Trade Union Institute, Brussels, report prepared for Frank Vandenberghe, Belgian Minister for Social Affairs and Pensions, June 2003.
- Deakin, S. and J. Browne (2003), 'Social rights and market order: adapting the capability approach', in T. Hervey and J. Kenner (eds), *Economic and Social Rights under the EU Charter of Fundamental Rights*, Oxford: Hart Publishing, 27–44.
- Deakin, S. and P. Sarkar (2008), 'Assessing the long-run economic impact of labour law systems: a theoretical reappraisal and analysis of new time series data', *Industrial Relations Journal*, **36**(6), 453–487.
- Decreto Legislativo 11 April 2006, n.198 'Codice delle Pari Opportunita' tra Uomo e Donna, a Norma dell' Articolo 6 della Legge 28 Novembre 2005, n. 246', *Gazzetta Ufficiale* n. 125 del 31 maggio 2006, Supplemento Ordinario n.133.
- Decreto Legislativo 26 Marzo 2001, n.151 'Testo Unico delle Disposizioni Legislative in Materia di Tutela e Sostegno della Maternita' e della parternita', a norma delle' articolo 15 della legge 8 Marzo 2000, n. 53', *Gazzetta Ufficiale* n. 96 del 26 Aprile 2001, Supplemento Ordinario n. 93.

- Del Boca, D. and S. Pasqua (2002) 'Labour Market Participation of Mothers in Italy: facts, studies and public policies', CHILD Working Paper, CHILD N. 04/2002, <http://www.child-centre.it>.
- Del Boca, D. and D. Vuri (2006), 'The mismatch between employment and child care in Italy: the impact of rationing', Centre for Household, Income, Labour and Demographic Economics, CHILD Working Paper, CHILD N. 08/2006, <http://www.child-centre.it>.
- Del Boca, D., M. Locatelli and D. Vuri (2004), 'Child care choices by Italian households', *IZA Discussion Paper Series*, IZA DP No. 983, <http://www.iza.org>.
- Del Boca, D., M. Locatelli. and D. Vuri (2005) 'Child-care choices by working mothers: the case of Italy', *Review of Economics of the Household*, 3, 453–477.
- Del Boca, D., S. Pasqua and C. Pronzato (2003), 'Analyzing women's employment and fertility rates in Europe: differences and similarities in northern and southern Europe', Centre for Household, Income, Labour and Demographic Economics, CHILD Working paper, published 29 May 2003, <http://www.child-centre.it>.
- Dembe, A.E. (2005), 'The impact of occupational injuries and illnesses on families', in S. Bianchi, L.M. Casper and R. Berkowitz King (eds), *Work, Family, Health and Well-being*, New Jersey: Lawrence Erlbaum Associates.
- Department for Trade and Industry (DTI) (United Kingdom) (2003), Employment Relations website, <http://www.DTI.gov.uk/er/individual/flexible-p15-16.htm> (accessed December 2003).
- Department of Justice, Equality and Law Reform (2007), *National Women's Strategy 2007–2016*, Dublin: Government Stationery Office.
- Department of Labor (DoL) (United States) (2002), *Balancing the needs of families and employers: family and medical leave surveys*, Department of Labor, <http://www.dol.gov/asp/archive/reports/fmla/toc.htm> (accessed 20 January 2011).
- Department of Labour (New Zealand) (2003), *Perceptions and attitude towards work–life balance in New Zealand: a qualitative study*, Wellington: Department of Labour.
- Department of Labour (New Zealand) (2007), *Parental leave in New Zealand 2005/2006 evaluation*, Wellington: Department of Labour.
- Department of Labour (New Zealand) (2008), *Work–life balance in New Zealand*, available at: <http://www.dol.govt.nz/worklife/index.asp> (accessed 28 July 2010).
- Department for Work and Pensions (United Kingdom) (2007) *Health, disability, caring and employment*. Research Report No. 461, <http://www.dwp.gov.uk> (accessed 25 January 2011).
- Dermott, E. (2006), 'What's parenthood got to do with it? Men's hour of paid work', *The British Journal of Sociology*, 57, 619–634.
- Dermott, E. (2008), *Intimate Fatherhood*, London: Routledge.
- Desforges, C. and A. Abouchar (2003), *The Impact of Parental Involvement, Parental Support and Family Education on Pupil Achievement and Adjustment: A Literature Review*, Department for Education and Skills; Queen's Printer.
- Deutsch, F.M. (1999), *Halving it All: How Equally Shared Parenting Works*, Cambridge, MA: Harvard University Press.
- Dewe, P. and M. Kompier (2008), *Foresight Mental Capital and Wellbeing Project. Wellbeing and Work: Future Challenges*, London: The Government Office for Science.
- Dex, S. (2003), *Families and Work in the Twenty-First Century*, York: Joseph Rowntree Foundation.

- Di Iorio, T. (2006), 'Le politiche. Il punto sui congedi parentali in Italia', in D. Gilli, V. Cardinali and G. Scarpetti (eds), *Maternità, lavoro, discriminazioni*. ISFOL, Rubettino: Rome, <http://www.lavoro.gov.it> (accessed 7 July 2011).
- Disability Rights Commission (DRC) (2006), *Initial Submission to the Discrimination Law Review*, London: DRC.
- Discrimination Law Review (2007), *A Framework for Fairness: Proposals for a Single Equality Bill for Great Britain*, London: HMSO.
- Donà, A. (2006), *Le pari opportunità. Condizione femminile in Italia e integrazione europea*, Bari: Laterza.
- Donà, A. (2009), 'Why is it so difficult to gender-mainstream the Italian Welfare State? The case of work-family reconciliation policies', Paper presented at the European Conference on Politics and Gender, Queen's University, Belfast, January 2009, <http://www.essex.ac.uk/ecpr/standinggroups/documents/Dona.pdf> (accessed 10 January 2011).
- Duffield, M. (2002), 'Trends in female employment 2002', in *Labour Market Trends*, November 2002.
- Duyvendak, J.W. and M. Stavenuiter (2004), *Working Fathers, Caring Men: Reconciliation of Working Life and Family Life*, The Hague and Utrecht: Verwey-Jonker Institute.
- Economic and Social Research Institute (ESRI) (2008), *Gender Inequalities in Time Use: The Distribution of Caring, Housework and Employment Among Women and Men in Ireland*, Dublin: ESRI.
- Eekelaar, J. (1986), 'The emergence of children's rights', *Oxford Journal of Legal Studies*, **6**, 161–182.
- Eekelaar, J. (2002), 'Beyond the welfare principle', *Child and Family Law Quarterly*, **12**, 237–249.
- Eisenstein, Z. (1981), *The Radical Future of Liberal Feminism*, London: Longman.
- Ellis, E. (1994), 'The Definition of discrimination in European Community sex equality law', *European Law Review*, **19**, 563–580.
- Equal Employment Opportunities Trust (EEOT) (2009), *People Management in Tough Economic Times: Employers' Responses to Recession*, Auckland: EEO Trust.
- Equal Opportunities Ombudsman (2006), *Parenthood and Parental Insurance, the Current Situation in Sweden*, Stockholm: The Equal Opportunities Ombudsman.
- Equality and Human Rights Commission (EHRC) (2009a), *Fathers, Families and Work: Contemporary Perspectives*, London: Equalities and Human Rights Commission.
- Equality and Human Rights Commission (EHRC) (2009b), *Working Better*, London: Equalities and Human Rights Commission.
- Eriksson, R. (2005), *Parental Leave in Sweden: the Effects of the Second Daddy Month*, Working Paper 9/2005, Stockholm University: Swedish Institute for Social Research (SOFI).
- Esping-Andersen, G. (1990), *The Three Worlds of Welfare Capitalism*, Cambridge: Polity.
- Esping-Andersen, G. (2002), *Why We Need a New Welfare State*, Oxford: Oxford University Press.
- Estrade, M-A., D. Méda and R. Orain (2001), 'Les effets de la réduction du travail sur les modes de vie: Qu'en pensent les salariés un an après?', *Première Synthèse*, **21**(1).



- Eurobarometer (2004), *Europeans' Attitudes to Parental Leave*, European Commission, Special Eurobarometer 189/Wave 59.1, European Opinion Research Group EEIG.
- European Commission: Employment and Social Affairs (2002), *Family Benefits and Family Policies in Europe*, Brussels: European Commission.
- European Commission (2010), *Flexible Working Time Arrangements and Gender Equality: A Comparative Study of 30 Countries*, Luxembourg: Publications Office of the European Union.
- European Foundation for the Improvement of Living and Working Conditions (Eurofound) (2007), *Extended and Unusual Working Hours in European Companies: Establishment Survey on Working Time 2004–2005*, Dublin: Eurofound.
- European Foundation for the Improvement of Living and Working Conditions (Eurofound) (2009), *The European Company Survey*, Dublin: Eurofound.
- Eurostat (2007), *The flexibility of working time arrangements for women and men, Statistics in focus, 96/2007*, Luxembourg, Office for Official Publications of the European Communities, [http://stats.oecd.org/wbos/Index.aspx?DatasetCode=AVE\\_HRS](http://stats.oecd.org/wbos/Index.aspx?DatasetCode=AVE_HRS) (accessed 7 July 2011).
- Eurostat (2008), *The life of women and men in Europe*, available at: [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF) (accessed 7 July 2011).
- EU Commission (2005a), *Green Paper: Confronting Demographic Change: A New Solidarity Between the Generations*, COM(2005) 94 final.
- EU Commission (2005b), *Report on Equality Between Women and Men*, COM(2005) 44 final.
- EU Commission (2006), *Roadmap for Equality Between Women and Men 2006–2010*, COM(2006) 92 final.
- EU Commission (2008), *Communication: A Better Work–life Balance: Stronger Support for Reconciling Professional, Private and Family Life*, COM(2008) 635.
- EU Commission (2008), *Report: Implementation of the Barcelona Objectives Concerning Facilities for Pre-School-Age Children*, COM(2008) 638.
- EU Council (2000), 'Resolution of 29 June 2000 on the balanced participation of women and men in family and working life', [2000] OJ C218/5.
- EU Parliament (2010), Draft report on the role of women in an ageing society, 1 June 2010.
- European Women Lobby (2011), 'EWL calls for paternity leave as a precondition for more work–life balance for both women and men', February 2011, <http://www.womenlobby.org/spip.php?article1246> (accessed 8 March 2011).
- Ewing, K. (1995), 'Democratic socialism and labour law', *Industrial Law Journal*, 24(1), 103.
- Fagan, C. (2001), 'Time, money and the gender order: work orientations and working-time preferences in Britain', *Gender, Work and Organization*, 8(3), 239–266.
- Fagan, C. (2004), 'Gender and working time in industrialised countries', in J. Messenger (ed.), *Working Time and Workers Preferences in Industrialised Countries: Finding the Balance*, Oxford: Routledge, 108–146.
- Fagan, C. and B. Burchell (2002), *Gender, Jobs and Working Conditions in the European Union*, Brussels: Office for Official Publications of the European Communities.
- Fagan, C., A. Hegewisch and J. Pillinger (2006), 'Out of time: why Britain needs a new approach to working-time flexibility', Research Paper: TUC.

- Fagnani, J. and T. Letablier (2004), 'Work and family life balance: the impact of the 35-hour laws in France', *Work, Employment and Society*, **18**(3), 5551–5572.
- Fair Work Ombudsman (FWO) (2009), *FWO Discrimination Policy*, Guidance Note 6, <http://www.fairwork.gov.au/guidancenotes/GN-6-FWO-Discrimination-Policy.pdf> (accessed 11 October 2010).
- Fair Work Ombudsman (FWO) (2010), Media Release 'Helping women avoid pregnancy discrimination', <http://www.fairwork.gov.au/media-centre/media-releases/2010/07/pages/20100707-Pregnancy-discrimination-campaign.aspx> (accessed 25 July 2010).
- Fair Work Ombudsman (FWO) (2011), 'Overview of Discrimination Function 2009–10', <http://www.fairwork.gov.au/Publications/Discrimination%20overview/Overview-of-discrimination-function-2009-10-Fair-Work-Ombudsman-pdf.pdf> (accessed 10 March 2011).
- Featherstone, B. (2009), *Contemporary Fathering: Theory, Policy and Practice*, Bristol: Policy Press.
- Fenwick, R. and M. Tausig (2001), 'Scheduling stress: family and health outcomes of shift work and schedule control', *American Behavioral Scientist*, **44**(7), 1179.
- Ferudi, F. (2002), *Paranoid Parenting: Why Ignoring the Experts May be Best for your Child*, Chicago: Chicago Review Press.
- Fineman, M.A. (1995), *The Neutered Mother, The Sexual Family and Other Twentieth Century Tragedies*, New York: Routledge Press.
- Fineman, M.A. (2000), 'Contract and care' *Chicago Kent Law Review*, **76**, 1403–1440.
- Fineman, M.A. (2004), *The Autonomy Myth: A Theory of Dependency*, New York: The New Press.
- Försäkringskassan (2008), *Social Insurance in Figures 2008*, Stockholm: Försäkringskassan.
- Forsyth, A. and A. Stewart (eds) (2009), *Fair Work: The New Workplace Laws and the Work Choices Legacy*, Sydney: Federation Press.
- Fortin, J. (1999), 'The HRA's impact on litigation involving children and their families', *Child and Family Law Quarterly*, **11**, 237–255.
- Fortin, J. (2006), 'Accommodating children's rights in a post human rights era', *Modern Law Review*, **69**, 299–326.
- Fraser, N. (1994), 'After the family wage', *Political Theory*, **22**, 591–618.
- Fredman, S. (1997), *Women and the Law*, Oxford: Oxford University Press.
- Fredman, S. (2000), 'Affirmative action and the European Court of Justice: A critical analysis', in J. Shaw (ed.), *Social Law and Policy in an Evolving European Union*, Oxford: Hart Publishing, 171.
- Fredman, S. (2002), *Discrimination Law*, Oxford: Oxford University Press.
- Fredman, S. (2004a), 'Disability equality: a challenge to the existing anti-discrimination paradigm?', in C. Gooding and A. Lawson (eds), *Disability Rights in Europe*, Oxford: Hart Publishing.
- Fredman, S. (2004b), 'Women at work: the broken promise of flexicurity' *Industrial Law Journal*, **33**, 299–313.
- Fredman, S. (2009), 'Disability equality: a challenge to the existing anti-discrimination paradigm', in A. Lawson and C. Gooding (eds), *Disability Rights in Europe: From Theory to Practice*, Oxford: Hart Publishing, 199–218.
- Freeman, M. (1992), 'Taking children's rights more seriously', *International Journal of Law and the Family*, **6**, 52–71.

- Freeman, M. (1997), 'The best interests of the child? Is the best interests of the child in the best interests of children?', *International Journal of Law, Policy and the Family*, **11**, 360–388.
- Frone, M.R. (2000), 'Work-family conflict and employee psychiatric disorders: the national comorbidity survey', *Journal of Applied Psychology*, **85**(6), 888.
- Fudge, J. and R. Owens (2006) (eds), *Precarious Work, Women and the New Economy: the Challenge to Legal Norms*, Oxford: Hart Publishing.
- Fursman, L. (2008), *Working Long Hours in New Zealand: A Profile of Long Hours Workers Using Data from the 2006 Census*, Wellington: Department of Labour and the Families Commission.
- Fursman, L. (2009), 'Parents' long work hours and the impact on family life', *Social Policy Journal of New Zealand*, **35**, 55–67.
- Fursman, L. and N. Zodgekar (2009), 'Making it work: the impact of flexible working arrangements on New Zealand families', *Social Policy Journal of New Zealand*, **35**, 43–54.
- Future Foundation/Brother (2005), 'The Future of Teleworking'.
- Gatenby, R. (2004), *Married only at the weekends? A study of the amount of time spent together by spouses*, London: Office for National Statistics.
- Gaze, E. (2005), 'Quality part-time work: can law provide a framework?', *Labour & Industry*, **15**(3), 89–111.
- Gaze, E. and R. Hunter (2009), 'Access to justice for discrimination complainants: courts and legal representation', *University of New South Wales Law Journal*, **32**, 699–724.
- Giullari, S. and J. Lewis (2005), 'The adult worker model family, gender equality and care: the search for new policy principles, and the possibilities and problems of a capabilities approach', Social Policy And Development Programme Paper, No. 19 (April 2005), United Nations Research Institute.
- Glass, J. and T. Fujimoto (1994), 'Housework, paid work, and depression among husbands and wives', *Journal of Health and Social Behavior*, **35**(2), 179–191.
- Glendenning, C. and P. Kemp (eds) (2006), *Cash and Care: Policy Challenges in the Welfare State*, Bristol: Policy Press.
- Glucksmann, M. (1995), 'Why work? Gender and the "total social organisation of labour"', *Gender Work and Organisation*, **70**(2), 63–75.
- Gobbi, D. (2009), 'Conciare famiglia e lavoro: un aiuto dal fondi articolo 9 della legge 53/2000', *Collana Focus Isfol*, no. 2009/2, <http://www.isfol.it> (accessed 25 July 2011).
- Governo Italiano, Ministero del Lavoro, della Salute e delle politiche Sociali (2003), *Libro Bianco sul Welfare – Proposte per Una Societa' Dinamiche e Solidale*. Rome, Febbraio 2003.
- Governo Italiano, Presidenza del Consiglio dei Ministri (2009a), 'Protocollo D'Intesa tra il Ministro per la Pubblica Amministrazione e L'Innovazione e Il Ministro per le Pari Opportunita' e Il sottosegretario Delegato per le Politiche della Famiglia per la Realizzazione di Nidi Aziendali Presso le Pubbliche Amministrazioni', <http://www.innovazionepa.gov.it> (accessed 25 July 2011).
- Governo Italiano, Ministero del Lavoro, della Salute e dell politiche Sociali (2009b), *Italia 2020: Programme di Azioni per l'Inclusione delle Donne ne Mercato del Lavoro*, 1 December 2009.
- Graham, H. (1983), 'Caring: a labour of love', in J. Finch and D. Groves (eds), *A Labour of Love: Women, Work and Caring*, London: Routledge.

- Gregory, A. and S. Milner (2009), 'Editorial: work–life balance: a matter of choice?', *Gender, Work and Organization*, **16**(1), 1–13.
- Guadagnini, M. and A. Donà (2007), 'Women's policy machinery in Italy between European pressure and domestic constraints', in J. Outshoorn and J. Kantola (eds), *Changing State Feminism*, Basingstoke: Palgrave.
- Guerrina, R. (2002), 'Mothering in Europe: feminist critique of European policies on motherhood and employment', *European Journal of Women's Studies*, **9**(1), 49–68.
- Guerrina, R. (2005), *Mothering the Union*, Manchester: Manchester University Press.
- Haas, L. and P. Hwang (1999), 'Parental leave in Sweden', in P. Moss and F. Devan (eds), *Parental Leave: Progress or Pitfall?*, Brussels: NIDI CBGS Publications.
- Hadj-Ayed, S. and A. Masselot (2004), 'Reconciliation between work and family life in the EU: reshaping gendered structures?' *Journal of Social Welfare and Family Law*, **26**, 325–338.
- Hakim, C. (1996), 'The sexual division of labour and women's heterogeneity', *British Journal of Sociology*, **47**(1), 178–188.
- Hakim, C. (1998), 'Developing a sociology for the twenty-first century: preference theory', *British Journal of Sociology*, **49**(1), 137–143.
- Hakim, C. (2000), *Work-lifestyle choices in the 21st century: preference theory*, Oxford: Oxford University Press.
- Hakim, C. (2004), *Key Issues in Women's Work: Female Diversity and the Polarisation of Women's Employment*, London: GlassHouse Press.
- Hammer, T.H., P.O. Saksvik, K. Nytro, H. Torvatn and M. Bayazit (2004), 'Expanding the psychosocial work environment: workplace norms and work–family conflict as correlates of stress and health', *Journal of Occupational Health Psychology*, **9**(1), 83–97.
- Hantrais, L. (1995), *Social Policy in the European Union*, Basingstoke: Palgrave.
- Hantrais, L. (ed.) (2000), *Gendered Policies in Europe: Reconciling Employment and Family Life*, London: Macmillan.
- Hantrais, L. (2004), *Family Policy Matters: Responding to Family Change in Europe*, Bristol: Policy.
- Hantrais, L. (2005), *Social Policy in the European Union*, Basingstoke: Palgrave.
- Hantrais, L. and P. Ackers (2005), 'Women's choices in Europe: striking the work–life balance', *Journal of Industrial Relations*, **11**(2), 197–212.
- Harris, A. and J. Goodall (2007), Engaging parents in raising achievement: do parents know they matter?, (DCSF Report RW004) London: DCSF.
- Harris-Short, S. (2005), 'Family law and the Human Rights Act 1998 – restraint or revolution?', *Child and Family Law Quarterly*, **17**, 329–362.
- Hausmann, R., L. Tyson and S. Zahidi (2009), *Global Gender Gap Report, 2009*, Switzerland: World Economic Forum.
- Hayek, F. (1982), *Law, Legislation and Liberty*, London: Routledge and Kegan Paul.
- Hays, S. (1996), *The Cultural Contradictions of Motherhood*, New Haven: Yale University Press.
- Hepple, B. (1995), 'The future of labour law', *Industrial Law Journal*, **24**(4), 303–322.
- Hepple B., M. Coussey and T. Choudhury (2000), *Equality: A New Framework, Report of the Independent Review of the Enforcement of UK Anti-discrimination Legislation*, Oxford: Hart Publishing.

- Herring, J. (1999), 'The Human Rights Act and the welfare principle in family law – conflicting or complementary?', *Child and Family Law Quarterly*, **11**, 223–235.
- Hooker, H., F. Neathey, J. Casebourne and M. Munro (2007), *Third Work Life Balance Employees' Survey*, London: Department of Trade and Industry.
- Hufton, O. (1995), *The Prospect before Her: a History of Women in Western Europe, Vol.1, 1500–1800*, London: Harper Collins.
- Hughes, E.L. and K.R. Parkes (2007), 'Work hours and well-being: the roles of work-time control and work-family interference', *Work & Stress*, **21**(3), 264–278.
- Hunt, S.A. (ed.) (2009), *Family Trends: British Families since the 1950s*, London: Family and Parenting Institute.
- James, G. (2009), *The Legal Regulation of Pregnancy and Maternity in the Labour Market*, London: Routledge-Cavendish.
- James, J. (2009), 'Facilitating fertility and paid work: contemporary family-friendly policy initiatives and their social impacts in Australasia', *Social Policy Journal of New Zealand*, **34**, 25–39.
- Jansen, N., I.J. Kant, T.S. Kristensen and F. Nijhuis (2003), 'Antecedents and consequences of work–family conflict: a prospective cohort study', *Journal of Occupational and Environmental Medicine*, **45**, 479–491.
- Jolls, C. (2001), 'Antidiscrimination and accommodation', *Harvard Law Review*, **115**, 642–699.
- Kahu, E. and M. Morgan (2007), 'A critical discourse analysis of New Zealand government policy: women as mothers and workers', *Women's Studies International Forum*, **30**, 134–146.
- Kammerman, S.B. (2000), 'Parental leave policies: an essential ingredient in early childhood education and care policies', *Social Policy Report*, **14**(2), 3–15.
- Kelloway, E.K., B.H. Gottlieb and L. Barham (1999), 'The source, nature, and direction of work and family conflict: a longitudinal investigation', *Journal of Occupational Health Psychology*, **4**, 337–346.
- Kemkes-Grottenthaler, A. (2003), 'Postponing or rejecting parenthood? Results of a survey among female academic professionals', *Journal of Biosocial Science*, **35**(2), 213–226.
- Kiernan, K. (1989), 'Who remains childless?', *Journal of Biosocial Science*, **21**(4), 387–398.
- Kittay, E.F. (1999), *Love's Labor, Essays on Women, Equality and Dependency*, New York: Routledge.
- Kittay, E.F. (2001), 'A feminist public ethic of care meets the new communitarian family policy', *Ethics*, **111**(3), 523.
- Knijn, T. and I. Ostner (2008), 'The "meaning" of children in Dutch and German family policy', in A. Leira, C. Saraceno (eds), *Childhood: Changing Context*, UK: Elsevier Science, 25.
- Knijn, T. and A. Smit (2009), 'Investing, facilitating or individualising the reconciliation of work and family life: three paradigms and ambivalent policies', *Social Politics: International Studies, Gender, State & Society*, **16**(4), 484–518.
- Kosich, J. (1992–1993), 'Swedish parental leave policy and its lessons to the US', *Dickson Journal of International Law*, **11**, 163–185.
- Kristensen, T.S., L. Smith-Hansen and N. Jansen (2005), 'A systematic approach to the assessment of the psychological work environment and the associations with family-work conflict', in S.M. Bianchi, L.M. Casper and R.B. King (eds), *Work, Family, Health and Well-being*, New Jersey: Lawrence Erlbaum Associates.

- La Salandra, M. (2007), 'Gender and career development – Italy', *EIROOnline*, Publication Date: 18 May 2007, <http://eurofound.europa.eu/> (accessed 29 December 2010).
- La Valle, I. (2009), *Progressing Towards Good Quality Childcare For All*, NatCen Research Findings, August 2009.
- La Valle, I., S. Arthur, C. Millward, J. Scott and M. Clayden (2002), *Happy Families? Atypical Work and its Influence on Family Life*, Bristol: The Policy Press.
- Lacey, N. (1998), 'From individual to group? A feminist analysis of the limits of anti-discrimination legislation', in N. Lacey (ed.), *Unspeakable Subjects: Feminist Essays in Legal and Social Theory*, Oxford: Hart Publishing, 19–45.
- Land, H. (1999), 'The changing worlds of work and families', in S. Watson and L. Doyal (eds), *Engendering Social Policy*, Buckingham: Open University Press.
- Lawson, A. (2008), *Disability and Equality Law in Britain: The Role of Reasonable Adjustment*, Oxford: Hart Publishing.
- Layard, R. (2005), 'Mental Health: Britain's Biggest Social Problem?', Paper presented at the No. 10 Strategy Unit Seminar on Mental Health, United Kingdom, 20 January 2005.
- Lee, S. and D. McCann (2006), 'Working time capability: towards realizing individual choice', in J.-Y. Boulou, M. Lallement, J. Messenger and F. Michon (eds), *Decent Working Time: New Trends, New Issues*, Geneva: International Labour Organization.
- Lee, S., D. McCann and J. Messenger (2007), *Working Time Around the World: Trends in Working Hours, Laws and Policies in a Global Comparative Perspective*, London: Routledge.
- Legge 26 Agosto 1950, n. 860 'Tutela Fisica ed Economica delle Lavoratrici Madri', *Gazzetta Ufficiale*, n. 235 del 3 Novembre 1950.
- Legge 30 Dicembre 1971, n. 1204 'Tutela delle Lavoratrici Madri', *Gazzetta Ufficiale*, n. 14 del 18 Gennaio 1972.
- Legge 9 Dicembre 1977, n. 903 'Parità di Trattamento tra Uomini e Donne in Materia di Lavoro', *Gazzetta Ufficiale*, n. 343 del 17 Dicembre 1977.
- Legge 10 April 1991, n. 125 'Azioni Positive per la realizzazione della parità uomo-donna nel lavoro', *Gazzetta Ufficiale*, n. 88 del 15 April 1991.
- Legge 8 Marzo 2000, n. 53 'Disposizioni per il Sostegno della Maternità' e della Partenerità', per il Diritto alla cura e all formazione e per il coordinamento dei tempi delle Città' *Gazzetta Ufficiale*, n. 60 del 13 Marzo 2000.
- Legge 14 Febbraio 2003, n. 30 'Delega al Governo in materia di occupazione e mercato del lavoro', *Gazzetta Ufficiale*, n. 42 del 26 Febbraio 2003.
- Legge 24 Dicembre 2007, n. 247 'Norme di attuazione del Protocollo del 23 Luglio 2007 su previdenza, lavoro e pometitivita' per favorire l' equita' e la crescita sostenibili, nonch' ulteriori norme in materia di lavoro e previdenza sociale', *Gazzetta Ufficiale*, n. 301 del 29 December 2007.
- Leira, A. (2002), *Working Parents and the Welfare State, Family Change and Policy Reform in Scandinavia*, Cambridge: Cambridge University Press.
- Levitas, R. (2005), *The Inclusive Society: Social Exclusion and New Labour*, Basingstoke: Palgrave Macmillan.
- Lewis, J. (1992), 'Gender and the development of welfare regimes', *Journal of European Social Policy*, 2(3), 159–173.
- Lewis, J. (2001), 'The decline of the male breadwinner model: implications for work and care', *Social Politics*, 8(2), 152–169.

- Lewis, J. (2006), 'Work/family reconciliation, equal opportunities and social policies: the interpretation of policy trajectories at the EU level and the meaning of gender equality', *Journal of European Public Policy*, **13**(3), 420–437.
- Lewis, J. (2009a), *Work–Family Balance, Gender and Policy*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Lewis, J. (2009b), 'Balancing "time to work" and "time to care": policy issues and the implications for mothers, fathers and children', *Child and Family Law Quarterly*, **21**(4), 443–461.
- Lewis, J. and M. Campbell (2007), 'UK work/family balance policies and gender equality, 1997–2005', *Social Politics: International Studies in Gender, State & Society*, **14**(1), 4–30.
- Lewis, S. and C. Cooper (1987), 'Stress in two earner couples and stage in the life cycle', *Journal of Occupational Psychology*, **60**, 289–303.
- Lewis, J. and S. Giullari (2005), 'The adult worker model family, gender equality and care: the search for new policy principles and the possibilities and problems of a capabilities approach', *Economy & Society*, **34**(1), 76–104.
- Lombardo, E. and P. Meier (2008) 'Framing gender equality in the European Union political discourse', *Social Politics: International Studies in Gender, State and Society*, **15**(1), 101–129.
- Longo, V. and M. Sangiuliano (2007), 'Issue histories Italy: series of timelines of policy debates', QUING Project: Institute for Human Sciences (IWM), [http://www.quing.eu/files/results/ih\\_italy.pdf](http://www.quing.eu/files/results/ih_italy.pdf) (accessed 29 December 2010).
- Lynch, K. (2007), 'Love labour as a distinct and non-commodifiable form of care labour' *The Sociological Review*, **55**, 550–570.
- Lynch, K. and M. Lyons (2008), 'The gendered order of caring', in U. Barry (ed.), *Where Are We Now? New Feminist Perspectives on Women in Contemporary Ireland*, Dublin: Tasc, New Island, 163–183.
- Lynch, K., J. Baker and M. Lyons (2009), *Affective Equality: Love, Care and Injustice*, Basingstoke: Palgrave MacMillan.
- Lynch, K., M. Lyons and S. Cantillon (2009), 'Time to Care, Care Commanders and Care Footsoldiers', in K. Lynch, J. Baker, and M. Lyons (eds), *Affective Equality: Love, Care and Injustice*, Basingstoke: Palgrave Macmillan, 132–57.
- Lyonette, C. and M. Clark (2009), *Unsocial Hours: Unsocial Families? Working Time and Family Wellbeing*, Cambridge: Relationships Foundation.
- Lyonette C., B. Baldauf and H. Behle (2010), *Quality Part-time Work: A Review of the Evidence* London: GEO.
- Macpherson, S. (2009), *Equality Issues in Scotland: a Review of Research, 2000–2008*, Manchester: Equality and Human Rights Commission.
- McAllister, F. and L. Clarke (1998), *Choosing Childlessness*, London: Family Policy Studies Centre.
- McCann, D. (2007), 'Temporal autonomy and the protective individualisation of working-time law: the case of overtime work', *Labour & Industry*, **17**(3), 29–43.
- McColgan, A. (2000a), 'Family friendly frolics? The Maternity and Parental Leave etc. Regulations 1999', *Industrial Law Journal*, **29**(2), 125–144.
- McColgan A. (2000b), 'Missing the point? The Part-time Workers (Prevention of Less Favourable Treatment Regulations 2000)' *Industrial Law Journal*, **29**(3), 260–267.
- McColgan, A. (2005), *Discrimination Law: Text, Cases and Materials*, Oxford: Hart Publishing, 2nd edn.

- McGlynn, C. (2000), 'Ideologies of motherhood in European Community sex equality law', *European Law Journal*, **6**, 29–44.
- McGlynn, C. (2005), 'Family reunification and the free movement of persons in European Union law', *International Law FORUM du Droit International*, **7**(3), 159–166.
- McGlynn, C. (2006), *Families and the European Union; Law, Politics and Pluralism*, Cambridge: Cambridge University Press.
- McGlynn, C. and C. Farrelly (1999), 'Equal pay and the protection of women within family life', *European Law Review*, **24**(2), 202–207.
- McOrmand, T. (2004), 'Changes in working trends over the past decade', *Labour Market Trends*, January 2004, 25–35.
- McRae, S. (2003), 'Constraints and choices in mother's employment careers: a consideration of Hakim's preference theory', *British Journal of Sociology*, **53**(3), 317–338.
- Maher, J. (2007), 'Fertile field of policy? Examining fertility decision-making and policy settings', *Social Policy and Society*, **7**(2) 159–172.
- Maidment, S. (1984), *Child Custody and Divorce – The Law in Social Context*, London: Croom Helm.
- Malin, M.H. (1994), 'Fathers and parental leave', *Texas Law Review*, **72**, 1047–1095.
- Marshall, T.H. (1950), *Citizenship and Social Class and other Essays*, Cambridge: Cambridge University Press, reprinted 1992.
- Maume, D.J. and M.L. Bellas (2001), 'The overworked American or the time bind? Assessing competing explanations for time spend in paid labor', *American Behavioural Scientist*, **44**(7), 1137–1156.
- Méda, D. and R. Orain (2002), 'Transformation du travail et du hors-travail: La formation du jugement des salaires sur la RTT', *Travail*.
- Ministry of Health and Social Affairs (2010), *The Swedish family policy*, August 2010, <http://www.sweden.gov.se/sb/d/12092/a/129907> (accessed 20 January 2011).
- Ministry of Social Development (2004), *New Zealand families today. A briefing for the Families Commission*, Wellington: Ministry of Social Development.
- Ministry of Social Development (2008), *Working for families*, <http://www.workingforfamilies.govt.nz/> (accessed 28 July 2010).
- Ministry of Women's Affairs (2008a), *Briefing to the incoming Minister 2008*, <http://www.mwa.govt.nz/news-and-pubs/publications/briefing-to-the-incoming-minister-2008-1> (accessed 28 July 2010).
- Ministry of Women's Affairs (2008b), *Working for families tax credits: a review of the in-work tax credit and the parental tax credit*, Internal policy document, <http://www.msd.govt.nz/documents/about-msd-and-our-work/publications-resources/evaluation/working-for-families-tax-credits-review/wff-tax-credits-review.pdf> (accessed 28 July 2010).
- Ministry of Women's Affairs (2009), *Mothers' labour force participation*, Wellington: Ministry of Women's Affairs.
- Ministry of Women's Affairs (2010), *Indicators for Change 2009, tracking the progress of New Zealand women*, Wellington: Ministry of Women's Affairs.
- Mistry, R.S., E.A. Vandewater, A.C. Huston and V.C. McLoyd (2002), 'Economic well-being and children's social adjustment: the role of family process in an ethnically diverse low-income sample', *Child Development*, **73**, 935–951.
- Mnookin, R. (1975), 'Child custody adjudication', *Law and Contemporary Problems*, **39**, 226–293.



- Montgomery, J. (1988), 'Children as property?', *Modern Law Review*, **51**, 323–342.
- Moon, G. (2006), 'From equal treatment to appropriate treatment: what lessons can Canadian equality law on dignity and on reasonable accommodation teach the United Kingdom?', *European Human Rights Law Review*, **6**, 695–721.
- Moon, G. and Allen R. (2006), 'Dignity discourse in discrimination law: a better route to equality?', *European Human Rights Law Review*, **6**, 610–649.
- Mooney, G. (ed.) (2004), *Work: Personal Lives and Social Policy*, Bristol: Policy Press.
- Morris, L. (1991), 'Women's poor work' in P. Brown and R. Scase (eds), *Poor Work: Disadvantage and the Division of Labour*, Buckingham: Open University Press.
- Moss, J. (2009), 'Juggling acts: how parents working non-standard hours arrange care for their pre-school children', *Social Policy Journal of New Zealand*, **35**, 68–78.
- Murray, J. (2005a), 'Work and care: new legal mechanisms for adaptation', *Labour & Industry*, **15**(3), 66–87.
- Murray, J. (2005b), 'The AIRC's test case on work and family provisions: the end of dynamic regulatory change at the federal level?', *Australian Journal of Labour Law*, **18**, 325–343.
- Murray, J. and R. Owens (2009), 'The safety net: labour standards in the new era', in A. Forsyth and A. Stewart (eds), *Fair Work: The New Workplace Laws and the Work Choices Legacy*, Sydney: Federation Press, 40–74.
- New Zealand Council of Trade Union (NZCTU) (2008), 'Get a life', <http://union.org.nz/campaigns/get-a-life> (accessed 28 July 2010).
- New Zealand Families Commission (2008), 'Give and take: family's perceptions and experience of flexible work in New Zealand', Research report 4/08, Wellington: Families Commission.
- Nussbaum, M. (1999), *Sex and Social Justice*, New York: Oxford University Press.
- Nussbaum, M. (2000), *Women and Human Development: The Capabilities Approach*, Cambridge: Cambridge University Press.
- Nussbaum, M. (2003), 'Capabilities as fundamental entitlements: Sen and social justice', *Feminist Economics*, **9**(2/3), 33–59.
- O'Brien, M. and I. Shemilt (2003), *Working Fathers: Earnings and Caring*, Manchester: Equal Opportunities Commission.
- O'Donovan, K. (1984), *Sexual Divisions in Law*, London: Weidenfeld and Nicolson.
- O'Reilly, J. and C. Fagan (eds) (1998), *Part-time Prospects: International Comparisons of Part-time Work in Europe, North America and the Pacific Rim*, London: Routledge.
- Office for National Statistics (United Kingdom) (2009), *Social Trends 39*, London: HMSO.
- Office for the Deputy Prime Minister (ODPM) (2004) *Breaking the cycle: taking stock of progress and priorities for the future. A report by the Social Exclusion Unit*, London: HMSO.
- Okin, S.M. (1989), *Justice, Gender and the Family*, New York: Basic Books.
- Olsen, F. (1992), 'Children's rights: some feminist approaches to the UNCROC', *International Journal of Law and the Family*, **6**(1), 192–220.
- Organisation for Economic Co-operation and Development (OECD) (2002), *Babies and bosses – reconciling work and family life (Vol. 1): Australia, Denmark, The Netherlands*, Paris: OECD.

- Organisation for Economic Co-operation and Development (OECD) (2003), *Babies and bosses – reconciling work and family life (Vol. 2): Austria, Ireland and Japan*, Paris: OECD.
- Organisation for Economic Co-operation and Development (OECD) (2004), *Babies and bosses – reconciling work and family life (Vol. 3): New Zealand, Portugal, Switzerland*, Paris: OECD.
- Organisation for Economic Co-operation and Development (OECD) (2005a), *Babies and bosses – reconciling work and family life (Vol. 4): Canada, Finland, Sweden and the United Kingdom*, Paris: OECD.
- Organisation for Economic Co-operation and Development (OECD) (2005b), Family database, [www.oecd.org/els/social/family/database](http://www.oecd.org/els/social/family/database) (7 July 2011).
- Organisation for Economic Co-operation and Development (OECD) (2007), *Babies and bosses – reconciling work and family life: a synthesis of findings for OECD countries*, Paris: OECD.
- Organisation for Economic Co-operation and Development (OECD) (2009), *Family-friendly workplace practices*, <http://www.oecd.org/dataoecd/1/52/43199600.pdf> (accessed 7 July 2011).
- Organisation for Economic Co-operation and Development (OECD) (March 2010), *Gender Brief*, Social Policy Division, <http://www.oecd.org/dataoecd/23/31/44720649.pdf> (accessed 7 July 2011).
- Parent-Thirion, A., E. Fernandez Macias, J. Hurley and G. Vermeylen (2007), *Fourth European Working Conditions Survey*, Luxembourg: European Foundation for the Improvement of Living Conditions, Office for Official Publications of the European Communities.
- Parker, S. (1994), 'The best interests of the child – principles and problems', *International Journal of Law and the Family*, **8**, 26–41.
- Pascall, G. (2008), 'Gender and New Labour: after the male breadwinner model?', in *Social Policy Review 20*, Bristol: Policy Press.
- Pateman, C. (1983), 'Feminist critique of the public /private dichotomy', in S. Ben and G. Gaus (eds), *Public and Private in Social Life*, New York: St Martin Press.
- Pateman, C. (1991), *The Sexual Contract*, Cambridge and Oxford: Polity Press.
- Pelletier, A. (2006–2007), 'The Family and Medical Leave Act of 1993 – why does parental leave in the United States fall so far behind Europe?', *Gonzaga Law Review*, **42**(3), 547.
- Perrons, D. (2003), 'The new economy and work-life balance: conceptual explorations and a case study of new media', *Gender, Work and Organization*, **10**(1), 65–93.
- Perrons, D., C. Fagan, L. McDowell, K. Ray and K. Ward (eds) (2007), *Gender Divisions and Working Time in the New Economy: Changing Patterns of Work, Care and Public Policy in Europe and North America*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Perry-Jenkins, M., A.E. Goldberg, C.P. Pierce and A.G. Sayer (2007), 'Shift work, role overload, and the transition to parenthood', *Journal of Marriage and Family*, **69**(1), 123–138.
- Peter, F. (2003), 'Gender and the foundations of social choice: the role of situated agency', *Feminist Economics*, **9**(2/3), 13–32.
- Piper, C. (2000), 'Assumptions about children's best interests', *Journal of Social Welfare and Family Law*, **22**(3), 261–276.

- Plantenga, J. (2004), 'Investing childcare: the Barcelona targets and the European social model', key note speech presented at the conference 'Child care in a changing world', 10 October 2004, Groningen.
- Plantenga, J. and C. Remery (2009), *The Provision of Childcare Services – a Comparative Review of 30 European Countries*, Brussels: EU Commission, March 2009
- Pocock, B. (2005), 'Work–care regimes: institutions, culture and behaviour and the Australian case', *Gender, Work and Organization*, **12**(1), 32–49.
- Population Trends (1998), *Birth statistics: recent trends in England and Wales*, Winter 1998, Office for National Statistics.
- Pringle, R. (1989), *Secretaries Talk*, London: Verso.
- Prosser, T. (2008), 'Regulatory agencies, regulatory legitimacy and European private law', in F. Cafaggi and H. Muir-Watt (eds), *Making European Private Law: Governance Design*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Purcell, K., T. Hogarth and C. Simm (1999), *Whose Flexibility?: The Costs and Benefits of 'Non-Standard' Working Arrangements and Contractual Arrangements*, York: Joseph Rowntree Foundation.
- Rawls, J. (1972), *A Theory of Justice*, Oxford: Oxford University Press.
- Rawls, J. (1996), *Political Liberalism*, New York: Columbia University Press.
- Reece, H. (1996), 'The paramountcy principle: consensus or construct?', *Current Legal Problems*, **49**, 267–304.
- Riva, E. (2010), 'Lavoro e tempi di vita, l' articolo scomparso' *ingenerere: donne e Uomini per la Societa' che Cambia*, Newsletter, <http://www.ingenerere.it/articoli/lavoro-e-tempi-di-vita-larticolo-scomparso> (accessed 7 July 2011).
- Robson, M. and A. Wedderburn (1990), 'Women's shift work and their domestic commitments', in G. Costa, G. Cesana, K. Kogi and A. Wedderburn (eds), *Shiftwork: Health, Sleep and Performance*, Frankfurt am Main: Peter Lang.
- Rostgaard, T. (2002), 'Caring for children and older people in Europe – a comparison of European policies and practice', *Policy Studies*, **23**, 51–68.
- Rubery, J., M. Smith and C. Fagan (1997), 'Explaining working-time patterns by gender: societal and sectoral effects', in D. Meulders, G. Bosch and F. Michon (eds), *Working Time: New Issues, New Norms, New Measures*, Brussels: Université Libre de Bruxelles.
- Sainsbury, D. (1999), 'Gender and social-democratic welfare states', in D. Sainsbury (ed.), *Gender and Welfare State Regimes*, Oxford: Oxford University Press.
- Sargeant, M. (2008), 'Age Discrimination and the need for reasonable accommodation' *International Journal of Discrimination and the Law*, **9**(3), 163–180.
- Sawyer, C. (2006), 'The child is not a person: family Law and other legal cultures', *Journal of Social Welfare and Family Law*, **28**(1), 1–14.
- Schultz, V. (2000), 'Life's work', *Columbia Law Review*, **100**, 1881–1964.
- Scott, J., S. Dex and H. Joshi (eds) (2008), *Women and Employment, Changing Lives and New Challenges*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar.
- Sen, A. (1984), *Rights and Capabilities in Resources, Values and Development*, Cambridge MA: Harvard University Press.
- Sen, A. (1987), *Commodities and Capabilities*, New Delhi: Oxford University Press.
- Sen, A. (1993), 'Capability and well-being', in M. Nussbaum and A. Sen (eds), *The Quality of Life*, Oxford: Clarendon Press.

- Sen, A. (1997), 'Editorial: human capital and human capability', *World Development*, **25**(12), 1959.
- Sen, A. (1999), *Development as Freedom*, New York: Knopf.
- Sen, A. (2009), *The Idea of Justice*, London: Allen Lane.
- Senate Report No.103-3 (1993), *Family and Medical Leave Act 1993*.
- Smart, C. (1996), 'Deconstructing motherhood', in E. Silva (ed.), *Good Enough Mothering? Feminist Perspectives on Lone Motherhood*, London: Routledge.
- Smith, B. (2006), 'Not the baby and the bathwater: regulatory reform for equality laws to address work-family conflict', *Sydney Law Review*, **28**(4), 689-732.
- Smith, B. (2010), 'Fair and equal in the world of work: two significant federal developments in Australian discrimination law', *Australian Journal of Labour Law*, **23**(3), 199-219.
- Smith, D.J., S. McVie, R. Woodward, J. Shute and L. McAra (2001), 'The Edinburgh Study of Youth Transitions and Crime: Key Findings at Ages 12 and 13', Edinburgh Study of Youth Transitions and Crime Research Digest No. 1.
- Smithson, J. and E.H. Stokoe (2005), 'Discourses of work-life balance: negotiating "genderblind" terms in organizations', in *Gender, Work and Organization*, **12**(2), 147-168.
- Sorrenti, R. (2009), 'Diversity ,anagement & work-family balance, vie possibili tra equilibrio personale e competitività aziendale', in C. Panetta, C. and M.T. Romita (eds), *Gender Diversity e Strategie Manageriali per la Valorizzazione delle Differenze. Interviste HRC Academy a donne-manager di successo*, Milan and Rome: Franco Angeli.
- Spiliotopoulos, S. (2003), 'L'article 33 de la Charte des droits fondamentaux de l'UE (vie familiale et vie professionnelle) correspond-il à l'acquis communautaire?', in AFFJ/EWLA (ed.), *L'égalité entre femmes et hommes et la vie professionnelle. Le point sur les développements actuels en Europe*, Paris: Dalloz, 143-150.
- Spiliotopoulos, S. (2008), 'The Lisbon Treaty and the Charter of Fundamental Rights: maintaining and developing the *acquis* in gender equality', *European Gender Equality Law Review*, **1**, 15-24.
- Stalford, H. (2010), 'EU law and children's rights: a case study of EU family law', *Contemporary Issues in Law*, **10**, 1-24.
- Stalford, H. and E. Drywood (2009), 'Coming of age? Children's rights in the European Union', *Common Market Law Review*, **46**, 143-172.
- Statistics New Zealand (2002), *Innovation in New Zealand 2001*, Wellington: Statistics New Zealand.
- Statistics New Zealand (2010), *Births and deaths: March 2010 quarter*, Wellington: Statistics New Zealand.
- Statistics Sweden (2010), *Women and men in Sweden, facts and figures 2010*, Stockholm: Statistics Sweden.
- Stefán-Makay, Z. and A. Caporali (2010), 'Interconnections between mothers' working patterns after childbirth and fertility intentions. A comparison between France, Hungary and Italy', Paper presented at the European Population Conference, 1-4 September 2010, <http://epc2010.princeton.edu/> (accessed 7 July 2011).
- Stewart, A. (2009), 'A question of balance: Labor's new vision for workplace regulation', *Australian Journal of Labour Law*, **22**(1), 3-50.
- Stevens, J., J. Brown and C. Lee (2004), *The Second Work-Life Balance Study: Results from the Employees' Survey*, London: Department of Trade and Industry: Employment Relations Research Series, no. 27.

- Stiell B., L. Shipton and S. Yeandle (2006), *Caring for Sick or Disabled Children: Parents' Experiences of Combining Work and Care*, London: Carers UK.
- Stratigaki, M. (2004), 'The cooptation of gender concepts in EU policies: the case of "reconciliation of work and family"', *Social Politics*, **11**(1), 30–56.
- Strazdins, L., M. Clements, R.J. Korda, D.H. Broom and R.M. D'Souza (2006), 'Unsociable work? Nonstandard work schedules, family relationships, and children's well-being', *Journal of Marriage and the Family*, **68**, 394–410.
- Sudre, F. (2002), 'La "construction" par le juge européen du droit au respect de la vie familiale', *Droit et Justice*, Acte du colloque des 22 et 23 mars 2002 organisé par l'institut de droit européen des droits de l'homme, Brussels: Bruylant.
- Supiot, A. (2001), *Beyond Employment: Changes in Work and the Future of Labour Law in Europe*, Oxford: Oxford University Press.
- Szoke, H. (2011) 'Amendments to the Equal Opportunity Act 2010' News Release, Victorian Human Rights and Equal Opportunity Commission, 5 May 2011, [http://www.humanrightscommission.vic.gov.au/index.php?option=com\\_k2&view=item&id=1380:amendments-to-the-equal-opportunity-act-2010-5-may-2011&Itemid=3](http://www.humanrightscommission.vic.gov.au/index.php?option=com_k2&view=item&id=1380:amendments-to-the-equal-opportunity-act-2010-5-may-2011&Itemid=3) (accessed 21 July 2011).
- Taylor, R. (2002), *The Future of Work-Life Balance*, ESRC Future of Work Programme Seminar Series.
- Thewlis, M., L. Miller and F. Neathey (2004), *Advancing Women in the Workplace: Statistical Analysis*, London: IRS Research.
- Thornton, M. (ed.) (2010), *Sex Discrimination in Uncertain Times*, Canberra: ANU E-Press.
- Travis, M. (2005), 'Recapturing the transformative potential of employment discrimination law', *Washington and Lee Law Review*, **62**, 3–92.
- Tritt, P. (2005), 'Can legislating work-life balance really work?', *Employment Law Bulletin*, **6**, 2–5.
- UK Government (2008), *The Equality Bill – Government Response to the Consultation*, Cmd 7454, London: HMSO.
- Ungerson, C. (1987), *Policy is Personal: Sex, Gender and Informal Care*, London: Tavistock.
- UNICEF (2007), *Child poverty in perspective: An overview on child well-being in rich countries*, <http://www.unicef-irc.org/publications/445> (accessed 7 July 2011).
- van Egmond, M., J. Baxter, S. Buchler and M. Western (2011), 'A stalled revolution? Gender role attitudes in Australia 1986–2005', *Journal of Population Research*, **27**(3), 147–168.
- Valentini, C. (1997), *Le donne fanno paura*, Milan: Il Saggiatore.
- Valentini, C. (2010), 'Questo non è un Paese per Mamme', *L'Espresso*, 1 July 2010, 74–76.
- Velluti, S. (2008), 'Gender equality and mainstreaming in the re-articulation of labour market policies in Denmark and Italy', in F. Beveridge and S. Velluti (eds), *Gender and the Open Method of Coordination: Perspectives on Law, Governance and Equality in the EU*, Bristol: Ashgate.
- Victorian Equal Opportunity and Human Rights Commission (VEOHRC) (2010), *Annual Report 2009–2010*, Melbourne: VEOHRC.
- Vogel, L. (1995), 'Considering difference: the case of the US Family and Medical Leave Act of 1993', *Social Politics*, **2**(1), 111–120.
- Vosko, L. (2007), 'Precarious part-time work in Australia and in transnational labour regulation: the gendered limits of SER-centrism', *Labour & Industry*, **17**(3), 45–70.

- Waddington, L. and Hendriks, A. (2002), 'The expanding concept of employment discrimination in Europe: from direct and indirect discrimination to reasonable accommodation discrimination', *International Journal of Comparative Labour Law and Industrial Relations*, **18**(3), 403–437.
- Waddington, L. (2007), 'Case C-13/05, Chacon Navas v Eurest Colectividades SA', *CML Rev.* **44**(2), 487–499.
- Walby, S. (1990), *Theorising Patriarchy*, Oxford: Blackwell.
- Walby, S. and W. Olsen (2002), *The Impact of Women's Position in the Labour Market on Pay and Implications for UK Productivity*, London: Department of Trade and Industry.
- Warin, J., Y. Solomon, C. Lewis and W. Langford (1999), *Fathers, Work and Family Life*, York: Joseph Rowntree Foundation.
- Warren, T. (2004), 'Working part-time: achieving a successful "work-life" balance?', *British Journal of Sociology*, **55**(1), 99–122.
- Watson, I. (2005), 'Contented workers in inferior jobs? Re-assessing casual employment in Australia', *Journal of Industrial Relations*, **47**(4), 371–392.
- Wells, J. (2010), 'Flexible work in 2010 – the impact of the Fair Work Act 2009 on employer control of, and employee access to, flexible working hours', paper presented to the 3rd National Women and Industrial Relations Conference, Darwin, 12–13 August 2010.
- Wise, S. (2003), *Work-Life Balance: Literature and Research Review*, DTI and Fair Play.
- Women & Equality Unit (United Kingdom) (2004), *Women and Equality Unit Gender Briefing*, London: HMSO.
- Work Smart (TUC), [http://www.worksmart.org.uk/rights/what\\_are\\_the\\_restrictions\\_on\\_sunday\\_working](http://www.worksmart.org.uk/rights/what_are_the_restrictions_on_sunday_working) (accessed 28 February 2011).
- Yeandle, S., C. Bennett, L. Buckner, L. Shipton and A. Suokas (2006), *Who Cares Wins: The Social and Business Benefits of Supporting Working Carers*, London: Carers UK.
- Yeandle, S., C. Bennett, G. Fry and C. Price (2007), *Managing Caring and Employment*, London: Carers UK.

