

# Index

---

- Accommodating care *see* Care-giving  
America *see* United States of America (USA)
- Anti-discrimination
- care-giving–work reconciliation in Ireland: protection against family status discrimination 153–154, 168–169
  - accommodation of worker's caring responsibilities 157–160
  - discrimination on grounds of family status 161–163
  - indirect discrimination and family status 163–167
  - meaning of family status under employment equality legislation 160–161
  - gendering of derivative dependency 155–157
  - recognizing public dimensions of care work 154–155
- carers: UK
- existing law 141–144
  - extension of law 144–147
- work and care: Australia
- 92–94
  - remodelling anti-discrimination regulation 100–101
- Atypical working in Europe 6, 31–32, 35–36, 48–49
- comparative European analysis 36–40
- impact on work–family reconciliation 42–48
- UK-specific research 40–41
- variations in national-level policies 32
- childcare 33
  - family-friendly employment 32–33
  - working hours and European Working Time Directive 33–34
- Australia
- work–care reconciliation 7, 86–88, 101–102
  - law's engagement with work and care 90–91
  - anti-discrimination law's response 92–94
  - labour law's direct response 91–92
  - recent legal initiatives 94
  - better resourced enforcement 96–98
  - employer's duty to reasonably accommodate worker–carers 98–99
  - Fair Work regime 95–96
  - remodelling anti-discrimination regulation 100–101
  - working time regime 3, 88–89
- Breastfeeding
- New Zealand: Employment Relations (Breaks, Infant Feeding, and Other Matters) Amendment Act 2008 77–78
- Care
- EU strategy 62–63
  - family care model *see* Work–family typology classification model
  - work–care reconciliation:
    - Australia 86–88, 101–102
    - law's engagement with work and care 90–91
    - anti-discrimination law's response 92–94
    - labour law's direct response 91–92

- recent legal initiatives 94
  - better resourced enforcement 96–98
  - employer's duty to reasonable accommodate worker-carers 98–99
  - Fair Work regime 95–96
  - remodelling anti-discrimination regulation 100–101
  - working time regime 88–89
- Care-giving 1–5
  - reconciling with work in
    - Ireland 3–4, 8, 153–154, 168–169
    - accommodation of worker's caring responsibilities 157–160
    - discrimination on grounds of family status 161–163
    - indirect discrimination and family status 163–167
    - meaning of family status under employment equality legislation 160–161
  - gendering of derivative dependency 155–157
  - recognizing public dimensions of care work 154–155
- United Kingdom (UK)
  - employment and family care-giving
    - context 26–29
    - current trends 15–19
    - developing a policy rhetoric 24–26
    - preferences and choices: achieving gender equality 21–24
    - social and demographic change 19–21
  - reasonable adjustment 8, 137–139, 150–152
    - better model for reconciliation of work and family life 147–150
  - employment rights and flexible working 139–141
  - existing discrimination law provisions 141–144
    - extension of anti-discrimination law 144–147
    - unpaid care-giving–paid work reconciliation *see* Unpaid care-giving–paid work reconciliation
- Carers *see* Care; Care-giving
- Childcare
  - EU strategy 62–63
  - variations in national-level policies 33
- Child welfare
  - work–family reconciliation policies 9, 173–175, 187–188
  - 'child welfare' principle approach 179
    - absolute principle: children's welfare paramount 179–185
    - qualified welfare principle or right 185–187
  - right's based approach 175–179
- Dependent adults
  - EU care strategy 62–63
- Discrimination *see* Anti-discrimination
- Employment and family
  - care-giving 6, 13–14, 29–30
  - context 26–29
  - current trends 15–19
  - developing a policy rhetoric 24–26
  - preferences and choices: achieving gender equality 21–24
  - social and demographic change 19–21
- Employment rights
  - carers 139–141
- Europe
  - work–family reconciliation *see* Work–family reconciliation
- European Working Time Directive
  - working hours 33–34
- Family care-giving *see* Care-giving; Employment and family care-giving

- Family care model *see* Work–family  
typology classification model
- Family-friendly employment  
variations in national-level  
policies 32–33
- Family leave  
United States of America  
(USA) 116  
work–family legislation 119–121  
work–family typology  
classification model *see*  
Work–family typology  
classification model
- Family status discrimination  
protection against, care-giving–work  
reconciliation in Ireland  
153–154, 168–169  
accommodation of worker’s  
caring responsibilities  
157–160  
discrimination on grounds of  
family status 161–163  
indirect discrimination and  
family status 163–167  
meaning of family status under  
employment equality  
legislation 160–161  
gendering of derivative  
dependency 155–157  
recognizing public dimensions of  
care work 154–155
- Flexible working hours  
carers, employment rights 139–141  
New Zealand: right to request  
78–80
- Gender equality 5  
analysis of current challenges/future  
directions for UK policy *see*  
Employment and family  
care-giving  
parental leave rights in Italy 7–8,  
104–107, 114–115  
institutionalization of gender  
contract 107–109  
reconciliation policies 109–114
- Ireland  
care-giving–work reconciliation  
3–4, 8, 153–154, 168–169  
accommodation of worker’s  
caring responsibilities  
157–160  
discrimination on grounds of  
family status 161–163  
indirect discrimination and  
family status 163–167  
meaning of family status under  
employment equality  
legislation 160–161  
gendering of derivative  
dependency 155–157  
recognizing public dimensions of  
care work 154–155
- Italy  
parental leave rights and reconciling  
gender ideologies 7–8,  
104–107, 114–115  
institutionalization of gender  
contract 107–109  
reconciliation policies 109–114
- Leave *see also* Family leave; Parental  
leave  
EU reconciliation measures  
59–61  
right to 4
- New Zealand  
work–life balance 5, 7, 69–72,  
84  
contextual/conceptual  
backgrounds shaping legal  
and policy framework  
72–74  
critical analysis 81–84  
*rationae materiae* 75  
Employment Relations (Breaks,  
Infant Feeding, and Other  
Matters) Amendment  
Act 2008 77–78  
(paid) Parental Leave and  
Employment Protection  
Act 1987 75–77  
right to request flexible working  
hours 78–80  
Working for Families  
scheme 80–81

- Parental leave *see also* Family leave;  
 Leave  
 Italy, rights and reconciling gender  
 ideologies 104–107, 114–115  
 institutionalization of gender  
 contract 107–109  
 reconciliation policies 109–114  
 limitation provisions 4  
 New Zealand 75  
 (paid) Parental Leave and  
 Employment Protection  
 Act 1987 75–77  
 Sweden 4, 116  
 work–family legislation 119–121  
 work–family typology  
 classification model *see*  
 Work–family typology  
 classification model
- Place of work  
 modification, EU reconciliation  
 measures 61–62
- Sweden  
 parental leave 4, 116  
 work–family legislation 8,  
 119–121  
 work–family typology  
 classification model *see*  
 Work–family typology  
 classification model
- United Kingdom (UK)  
 atypical working in Europe and  
 impact on work–family  
 reconciliation *see* Atypical  
 working in Europe  
 care-giving and reasonable  
 adjustment 8, 137–139,  
 150–152  
 better model for reconciliation of  
 work and family life  
 147–150  
 employment rights and flexible  
 working 139–141  
 existing discrimination law  
 provisions 141–144  
 extension of anti-discrimination  
 law 144–147
- employment and family care-giving  
 – reconciliation policy 13–14,  
 29–30  
 context 26–29  
 current trends 15–19  
 developing a policy rhetoric  
 24–26  
 preferences and choices: achieving  
 gender equality 21–24  
 social and demographic  
 change 19–21
- United States of America (USA)  
 family leave 116  
 work–family legislation 8,  
 119–121  
 work–family typology  
 classification model *see*  
 Work–family typology  
 classification model
- Unpaid care-giving–paid work  
 reconciliation 5, 9, 189–192,  
 203  
 capabilities approach 200–203  
 enhanced status for unpaid  
 care-giving 192–193  
 greater personal autonomy for  
 all 197–200  
 labour market: spontaneous force  
 or result of political  
 choice 195–196  
 moral dimension of care  
 193–195  
 using social rights to correct  
 market distortion 196–197
- Work–care reconciliation  
 Australia 7, 86–88, 101–102  
 law’s engagement with work and  
 care 90–91  
 anti-discrimination law’s  
 response 92–94  
 labour law’s direct  
 response 91–92  
 recent legal initiatives 94  
 better resourced  
 enforcement 96–98  
 employer’s duty to reasonably  
 accommodate  
 worker–carers 98–99

- Fair Work regime 95–96
  - remodelling anti-discrimination regulation 100–101
  - working time regime 3, 88–89
- Work–family conflicts 2, 5
  - comparative lessons – Swedish parental leave vs American family leave 8, 116
  - work–family legislation in Sweden and USA 8, 119–121
  - work–family typology
    - classification model *see* Work–family typology classification model
- Work–family reconciliation 4–7
  - atypical working in Europe *see* Atypical working in Europe
  - balancing work and family life in New Zealand *see* New Zealand
  - child welfare 9, 173–175, 187–188
  - ‘child welfare’ principle
    - approach 179
    - absolute principle: children’s welfare paramount 179–185
    - qualified welfare principle or right 185–187
    - right’s based approach 175–179
  - employment and family care-giving – UK policy 13–14, 29–30
  - context 26–29
  - current trends 15–19
  - developing a policy rhetoric 24–26
  - preferences and choices: achieving gender equality 21–24
  - social and demographic change 19–21
  - fundamental right in EU 52–53, 63–64
  - care strategy 62–63
  - leave measures 59–61
  - time provisions 61–62
  - women’s issue 53–59
- Work–family typology classification model 8, 116–118
  - comparative classifications and lessons 131–133
  - family care model
    - care situations 125–126
    - rights holder 122–124
  - gender roles 128–131
  - working family model 126–128
- Working hours
  - Australian working time regime 88–89
  - European Working Time Directive 33–34
  - modification, EU time provisions 61–62
- Work–life balance
  - New Zealand 5, 7, 69–72, 84
  - contextual/conceptual
    - backgrounds shaping legal and policy framework 72–74
  - critical analysis 81–84
  - rationae materia* 75
  - Employment Relations (Breaks, Infant Feeding, and Other Matters) Amendment Act 2008 77–78
  - (paid) Parental Leave and Employment Protection Act 1987 75–77
  - right to request flexible working hours 78–80
  - Working for Families scheme 80–81

