(Re)Constructing the Framework of Work/Family

Nancy E. Dowd
University of Florida Levin College of Law

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Models and Assumptions

Defining “family”

Ecological/developmental model
Functional Families as the Core: the Microsystem
Ecological Model of Work/Family

- Macrosystem
- Exosystem
- Microsystem
Unpacking our Assumptions

Work

Family

Marriage

“Disconnection”
(Re)Constructing the Framework: A New Model of Work/Family

- Functional families/children as the focus
- Equality/attentiveness to race, class and gender inequalities and asymmetries
- Economic needs met for families to nurture children
- Work/family balance
- Bringing the margin to the center: prioritize families with the greatest needs ("ask the other question")
(Re)Constructing Family Law

- Family and employment law dialogue
- Economic support of families as crucial
- Less attention to marriage, more attention to the plurality of family forms (families instead of family)
- Greater visibility of children/children’s rights within traditional family law
- Explicit equality perspective: race, gender and class as essential lenses to consider, analyze and critique family law rules and policies
Ecological Model of Work/Family

MACRO: PLURALISM, EQUALITY, SOLIDARITY OF ALL FAMILIES

LAW: LINKING AND SUPPORTING ECOSYSTEM FOR ALL FAMILIES

EXO: POLICIES OF SUPPORT

MESO: POSITIVE SUPPORT

MICRO: FUNCTIONAL FAMILIES