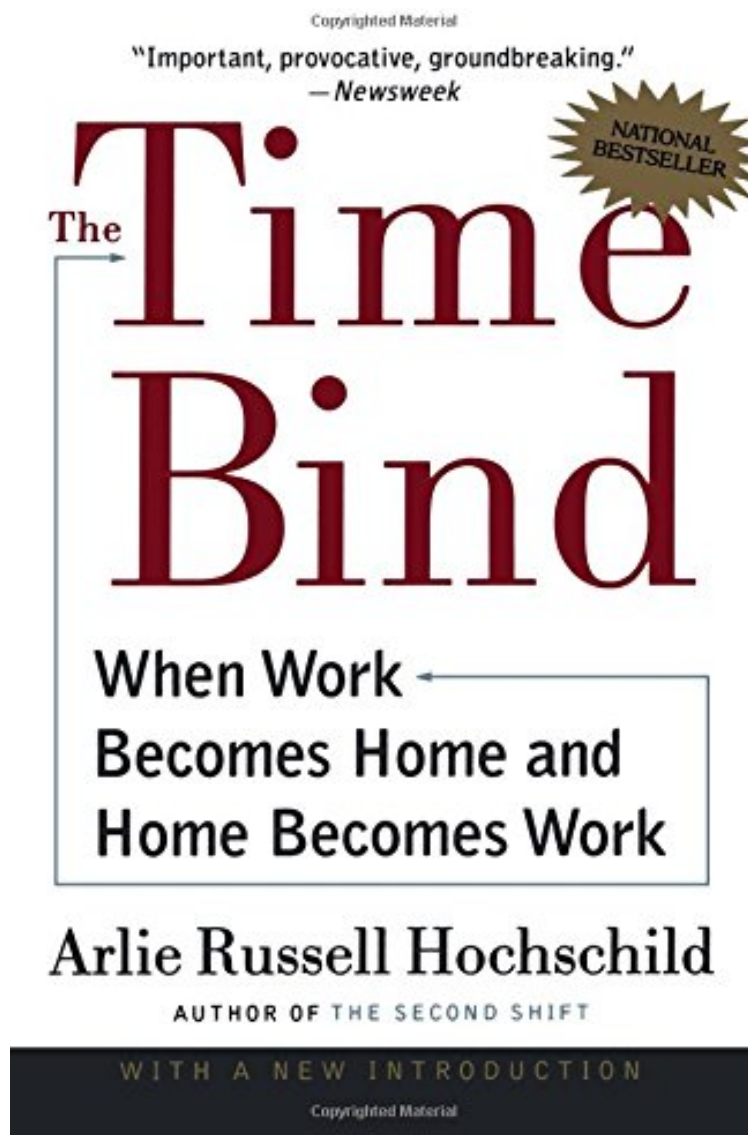


The Time Bind: When Work Becomes Home and Home Becomes Work

Arlie Russell Hochschild

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The national bestseller that put "work/family balance" in the headlines and on the White House agenda, with a new introduction by the author. When *The Time Bind* was first published in 1997, it was hailed as the decade's most influential study of our work/family crisis. In the short time since, the crisis has only become more acute. Arlie Russell Hochschild, bestselling author of *The Second Shift*, spent three summers at a Fortune 500 company interviewing top executives, secretaries, factory hands, and others. What she found was startling: Though every mother and nearly every father said "family comes first," few of these working parents questioned their long hours or took the company up on chances for flextime, paternity leave, or other "family friendly" policies. Why not? It seems the roles of home and work had reversed: work was offering stimulation, guidance, and a sense of belonging, while home had become the place in which there was too much to do in too little time. Today Hochschild's findings are more relevant than ever. As she shows in her new introduction, the borders between family and work have become even more permeable. With the Internet extending working hours at home and offices offering domestic enticements -- free snacks, soft music -- to keep employees later at their jobs, *The Time Bind* stands as an increasingly important warning about the way we live and work.

.com In the early 1990s Arlie Hochschild exposed *The Second Shift*, revealing the housework and childcare inequities of working couples. In this book Hochschild exposes the disturbing time bind of American families: parents are putting more hours in at work to support their families, which creates more stress at home, which pushes parents into seeking more work time to escape the tension at home. The result of this time crunch is the unsettling development of the "third shift"--the time parents spend repairing the damage left in the wake of their compulsion to work. Hochschild's solution? Parents of America unite! The final chapters discuss how parents can start a "Time Movement," liberating themselves from work-driven tyranny.
From Library Journal
Hochschild, coauthor of the acclaimed *The Second Shift* (LJ 4/15/89), here reports on a study she conducted of a large company (name changed) to see why employees were not taking advantage of the "family friendly" options it offered. She found that employees were the "working scared"; despite options, management had conveyed the sense that employee devotion to the company was based on the number of hours at work. The hourly production workers who did not have access to the family benefits still opted for overtime and double shifts. They wanted to keep their jobs secure, although in the end, the employer laid off half the employees through downsizing. The author also contends that for many employees work was more rewarding than home life and a pleasant escape for parents, and they did not want to give it up. Hochschild gives some attention to the plight of the workers' children, but she could have gone into greater depth. Still, this is a valuable study. Recommended for business collections.
?Peggy Odom, Texas Lib. Assn., Waco
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From Booklist
With *The Second Shift* (1989), Hochschild helped popularize that title phrase as she investigated attempts to share household duties and child-care responsibilities in two-job marriages. One of her claims was that more and more couples had less and less time to do the things they said they wanted to do. This new book is an attempt to find out why, and it makes a surprising discovery. Although Hochschild's sample was small and all her subjects worked for the same company, she found that both mothers and fathers were choosing work over home. She spent three summers doing field research at a company identified only as a Fortune 500 firm that had also been credited on several different surveys as being one of America's 10 most "family-friendly" corporations. The couples she observed regularly chose not to take advantage of the company's policies, and they had come to find the workplace more comforting than the tensions of home and family. Hochschild suggests reasons for this and looks at the implications of her observations. David Rouse