DUAL-CAREER COUPLES**

1. General


Working couples are revealed as a powerful force in the present economy. This article focuses on who the two-paycheck couple is and what and why they buy. Using the latest data from the Census Bureau and Department of Labor, a profile of the two-income family is presented and analyzed.


Using hundreds of case histories, interviews and analyses of polls, statistics, biographies, events, and current research, Bird's comprehensive report documents the dramatic movement of wives into the labor force and the impact of dual-career marriages on family life, jobs, markets, politics, childbearing and parenting decisions, schooling, and on the self-concepts and values of American men and women. Bird speculates on the future shapes and directions of two-paycheck marriages and on social support systems that must evolve in response to these changes.

"Dual-career couples." A special issue of Psychology of Women Quarterly (Human Sciences Press, 72 Fifth Ave., New York, N.Y. 10011), Fall, 1978. 120 pp. Rates are available on request from the Publisher.

This issue brings together a substantive body of research by several authors on the topic. Articles include: "I will follow him: myth, reality or forced choice—job seeking experiences of dual-career couples"; "Continuous dual-career families: a case study"; "The employment pattern of professional couples and their distribution of involvement in the family"; "Family size, satisfaction, and productivity in dual-career couples"; and "A study of dual-career and traditional career families".

Hall, Francine S. and Douglas T. Hall. "Dual careers—how do couples and companies cope with the problems?" Organizational Dynamics (AMACOM, 135 West 50th St., New York, N.Y. 10020), Spring, 1978. pp. 57-77. $6.75.

* Prepared by Kevin Barry, Librarian, Industrial Relations Library.
** Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
This article contains recommendations for couples and companies to follow for effective management of dual-careers. The authors look at common characteristics and conflicts experienced by couples at different life and career stages. The impact of dual-career couples on organizations, particularly in the areas of relocation, recruiting, work scheduling, and job development, is discussed. Strategies for companies to take to assist couples while also promoting company objectives include developing flexible career development tracks and involving spouses in career planning.


This article examines past and current trends in the growth of multi-worker families and the benefits, problems and special concerns that are the result of this increase. Families with two workers or more rose over the 1950-75 period from 36 to 49 percent.


This investigation based on the responses of twenty-eight dual-career couples to a questionnaire examines: the potential areas and degrees of interrole conflicts as reported by spouses; the levels of stress resulting from these conflicts; and the relationship of interrole conflict to such factors as gender, parenthood, career aspirations, and attitudes toward the roles of women.


The research in this volume reports on questions relating to the prospective lifetime work involvement of young adult women. Several factors that may affect these women are explored. Among these factors are: levels of educational attainment; amount of on-the-job training; occupational preferences; withdrawal from and reentry into the labor force following pregnancy; labor mobility concerns facing young families; and the causes and consequences of marital disruption and disintegration.


Five detailed case studies of dual-career marriages in Great Britain are presented and analyzed. They are selected from a series of sixteen intensive interviews with couples representative of families able to successfully incorporate careers with family life. The authors report on the structure of these families, common characteristics, behavioral variations, motivational syndromes, social pressures, and personal victories. This volume is an updated edition of the same study published in 1971 and includes discussions of arguments raised in reviews of the first edi-
tion. The reexamination is impacted upon by scholarly research conducted during the last decade and by subsequent economic and social changes. Several new policy issues are raised.


Rice, a marriage therapist, documents common themes and problem areas in dual-career marriages. Focusing on the psychological make-up of individuals in such relationships, he uses case studies and describes therapeutic techniques used in attempting to resolve problems that arise.


A series of essays details the expansion and diversification of the female labor force, examines the outlook for women entering the labor market, and looks at various problem areas. Changing roles, contributions, and demands of working women are compelling policy makers to reexamine traditional social policies and practices. Specific chapters study the participation rates, occupations, earnings, opportunities, work schedules, and unemployment problems of women. The impact of working women on marriage, children and the standard of living is explored. Policy recommendations regarding the federal income tax system and the social security system are formulated and discussed.


Thomas provides a fine descriptive and statistical overview of this increasingly powerful economic group.


This article gives an account of the areas of dilemma faced by individuals in two-career marriages and emphasizes the fact that this style is a demanding one requiring time consuming organization and other skills to make the relationship work.


Authors from a variety of disciplines contribute articles focusing on working women and family life. The difficulties experienced by women moving into the labor force are examined, as are ways to alleviate or overcome these problems. Topics discussed include: job-sharing couples; new directions for day-care centers; non-traditional work schedules for women; househusbands; and new perceptions of family roles.

Several marriages involving geographically separated couples from varying life styles and schedules are surveyed. The phenomenon is most apparent in the cities. Couples share their insights into the coping mechanisms and special arrangements they apply to keep their arrangements productive ones. A commuting marriage appears to work best if one of the individuals is self-employed or in a position that allows for a good deal of independence.


Frank predicts the distribution of female professionals hired by employers (in the absence of discrimination) located in markets of unequal size, and concludes that the proportional guidelines used in the Affirmative Action program discriminate against employers in small labor markets.


The dual-career couple is faced with unique problems when promotion or career development opportunities necessitate a transfer. The authors offer several policy suggestions and options available to personnel officers seeking to develop suitable resolutions to this recurrent dilemma.


Mincer uses an economic definition of family ties in order to examine their effects on the likelihood of family migration, on the resulting changes in the employment and earnings of family members, and on marital and family stability.


Sandell develops an economic model to explain the family’s decision to migrate and documents the effects of migration on the labor market earnings of men and women. Although family earnings are shown to increase as a result of migration, husbands’ earnings rather than wives’ earnings tend to increase.