

feel less safe than their white counterparts in discussing non-work issues in the workplace, and often report that their immediate supervisors are more critical of their efforts to balance work and non-work concerns.

Organizational values and sensitivity are needed in conjunction with family policies to bring about effectiveness in balancing the demands of work and home life. The foundational argument here, and perhaps the book's most valuable message, is that eliminating barriers to success implies an understanding that childcare is everyone's business. Another important issue is the lack of role models for women at the leadership level. There is also a need for quality part-time jobs, especially at the professional level, where often there is a stigma associated with part-time employment and remuneration is not proportional to the full-time rate. As paid employment is rarely optional, few families with children can afford to own a home with only one wage earner. The book's final premise is thus to redefine the research agenda: it is time to shift the negative focus (for example, the view that mothers who work full-time neglect their children) to the systematic investigation of conditions that facilitate the work-family balance. To that end, Halpern and Murphy suggest the introduction of cafeteria-style benefit programs that allow employees to craft their benefits package to meet specific family needs. Other methods are job sharing, alternative job arrangements, telecommuting, and on-site day care facilities.

## **Couples and Pregnancy: *Welcome, Unwelcome, and In-Between***

Barbara Jo Brothers, ed.  
Binghamton, NY: Haworth Press, 1999.

### **Reviewed by Gina Wong-Wylie**

*Couples and Pregnancy: Welcome, Unwelcome and In-Between*, published simultaneously as volume eight of the *Journal of Couples Therapy*, includes seven articles and one commentary on topics such as men's experience of grief after abortion, a therapist's awareness of a client's unwelcome pregnancy, dealing with the death of a baby, and Virginia Satir's perspective that "We are not creators of life; we are only activators" (1).

A major strength of this book is the inclusion of many case studies of couples and clients seen in therapy and clinical settings. Cultural diversity and divergent views of "family" are not included here, however. For the most part, the articles reinforce dominant perceptions and Schoenewolf's article, "Of Breasts and Men: Three Generations of Vampire Coupling," promulgates an

especially sexist, racist, patriarchal, and pejorative view of women.

Informative articles are presented that invite readers to consider significant issues such as the psychological impact of pregnancy and birth as they relate to a couple's developmental level and history of coping with change. Lynch provides a critical reminder to therapists to explore a couple's previous unwanted pregnancies and decisions around these significant events. Kleinplatz provides a thorough review of how fertility is understood and conceptualized in North America. She respectfully suggests that infertility is "perhaps ... deep within ... not linked to biomedical approaches alone" (18).

Unfortunately, Schoenewolf's contribution mars an otherwise useful volume. Replete with expert and pathologizing language, he links the Vampire myth to fantasies of passive-aggressive males and case histories of couples enacting this fantasy. Schoenewolf's description of a fantasy/dream involving a "black girl" and a white male who inserts a syringe into the girl's neck and sucks her blood is disturbing and racist. Further, his Freudian psychoanalysis connects these fantasies to phobia about women's breasts. In fact, this article perpetuates a disparaging view of women and men alike, and I am not convinced by the rationale provided for its inclusion despite objections by three members of the editorial board. An article on grief after miscarriage or identity development of new parents would have been a more meaningful addition to this resource.

Overall, *Couples and Pregnancy* provides practical guidance to therapists working with couples and individuals around issues of fertility. I would recommend this book to counselors, social workers, and psychologists, but would advise them to skip the article by Schoenewolf and seek out resources that embrace cultural diversity and offer more balanced views of family systems.

## **Work and Life Integration: Organizational, Cultural, and Individual Perspectives**

Ellen Ernst Kossek and Susan J. Lambert, eds.  
Mahwah, NJ: Lawrence Erlbaum Associates, 2005.

### **Reviewed by Cayo Gamber**

This volume is comprehensive in that the researchers have studied a broad range of individual workers (differing in age, gender, sexual orientation, race, ethnicity, and skill level—from managerial and professional workers to lower-level wage earners), companies, geographical locations (both domestic and international), and types of studies (from individual case studies to multi-method studies). The organizational scholars chosen to contribute to this work bring well-considered research, insightful theoretical perspectives, and sound praxis to their individual contributions. Given that American workers not only work the longest work