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Single or Multiple Common Gardens, One or More Environmental Factors Varied"; ""3.5 Natural Selection in the Common Garden"; ""3.6 Questions and Considerations in Using Common Garden Experiments"; ""3.6.1 What to Use: Seeds, Seedlings or Ramets?"; ""3.6.2 Can and Will Potential Maternal Effects be Controlled?"; ""3.6.3 How Many Gardens Will be Used and Where Should They be Placed?"; ""3.6.4 Given Space and Time Limitations, What Sample Sizes (Number of Individuals, Populations, and so on) Can be Used?"; ""3.6.5 How Can Blocks be Used to Control Statistically for Environmental Heterogeneity Within the Garden?"; ""3.6.6 Will Naturally Occurring Vegetation in a Field Garden be Left Intact or Will the Garden be Weeded?"; ""3.6.7 Will Environmental/Climate Data be Obtained for the Sites of the Source Populations?"; ""3.6.8 Will any Environmental Variables be Purposely Manipulated?"; ""3.7 Utility and Applications of the Common Garden Approach""

""4 Reciprocal Transplant Experiments""""4.1 Introduction""; ""4.2 A Brief Aside on Adaptation""; ""4.3 Testing Hypotheses with the Standard Design""; ""4.4 Diversity of Reciprocal Transplant Approaches""; ""4.4.1 Manipulating the Planting Site""; ""4.4.2 Comparing Planting Site Conditions""; ""4.4.3 Modification and Expansion of Reciprocal Transplant Designs""; ""4.4.4 Long-Term Experiments""; ""4.5 Selection Coefficients and Selection Gradients""; ""4.6 Reasons for the Lack of Local Adaptation""; ""4.7 Reciprocal Transplant Experiments: Where Do We Go from Here?""

""5 Molecular Approaches""

Sommario/riassunto

Plant evolutionary ecology is a rapidly growing discipline which emphasizes that populations adapt and evolve not in isolation, but in relation to other species and abiotic environmental features such as climate. Although it departs from traditional evolutionary and ecological fields of study, the field is connected to branches of ecology, genetics, botany, conservation, and to a number of other fields of applied science, primarily through shared concepts and techniques. However, most books regarding evolutionary ecology focus on animals, creating a substantial need for scholarly literature wi

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CHANGING WORKPLACE -- The Modern Era Through World War II -- Post World War II -- Related Developments -- EMPLOYMENT AND EARNINGS -- Sex, Race, and Education -- Family Status -- Single Earners -- Dual Earners -- Occupation -- Industry and Unionization -- Explanations for Race and Sex Differences -- Unemployment -- FUTURE EMPLOYMENT TRENDS -- CONCLUSIONS -- 3 Linkages Between Work and Family -- EFFECTS OF WORK ON FAMILY -- Income and Identity -- Health -- Marital Satisfaction -- Children's Well-Being -- Other Dependents -- Minority Families -- Work Characteristics -- Schedules -- Job Demands -- Employer Support -- EFFECTS OF FAMILY ON WORK -- Labor Force Participation -- Absenteeism and Tardiness -- Other Effects on Work -- CONCLUSIONS -- 4 How Adults Cope: Dependent Care -- CARE FOR THE ELDERLY -- Types of Care -- Nursing Home Care -- Paid Home and Community Care -- Unpaid Home Care -- CARE FOR CHILDREN -- Types of Child Care -- Care by Parents -- Relative and Nanny Care -- Family Day Care -- Center Care -- Child Care Availability and Need -- Costs of Child Care -- Quality of Child Care -- CARE FOR THE WORKING-AGE DISABLED -- CONCLUSIONS.

5 Standard Employee Benefits -- EVOLUTION OF NONWAGE BENEFITS -- BENEFITS ESTABLISHED BY LAW -- Federal Programs -- State Programs -- VOLUNTARY BENEFITS -- Pension Plans -- Health Insurance -- Disability Insurance -- Life Insurance -- Paid Time Off -- COVERAGE AMONG WORKERS -- Health Insurance Coverage -- Cost, Availability, and Participation -- The Uninsured -- Paid Time Off -- CONCLUSIONS -- 6 New Family-Related Benefits -- EMPLOYER-SPONSORED PROGRAMS -- Paid and Unpaid Leave -- Scope of the Problem -- Impact on Employers -- Alternative Schedules and Locations -- Part-Time Work -- Flexible Schedules -- Alternative Locations -- Legal Constraints -- Family Support Services -- Dependent Care -- Resource and Referral Services -- Counseling -- Other Family-Oriented Policies -- Flexible Benefit Programs -- EMPLOYERS WHO PROVIDE BENEFITS -- Employer Size -- Industry and Occupation -- Women Employees -- Unionization -- Workplace Culture -- Business Conditions -- NEW GOVERNMENT PROGRAMS -- Tax Credits and Incentives -- Employer-Based Tax Incentives -- Proposed Legislative Initiatives -- Equal Employment Opportunity and Family Leave -- Policies for the Working Poor -- CONCLUSIONS -- 7 Family-Oriented Programs in Other Countries -- PERSPECTIVES ON SOCIAL POLICY -- Social Insurance Provisions -- Social Welfare Expenditures -- PROGRAMS ESTABLISHED BY LAW -- Holidays and Vacations -- Maternity and Family Leaves -- VOLUNTARY PROGRAMS -- Part-Time Work -- Alternative Work Schedules -- Alternative Work Sites -- GOVERNMENT CHILD CARE PROGRAMS -- ECONOMIC PERFORMANCE AND QUALITY OF LIFE -- Economic Performance -- Quality of Life -- CONCLUSIONS -- 8 Findings and Conclusions -- GENERAL FINDINGS -- Consequences for Families -- Consequences for Workplaces -- CONCLUSIONS -- Terms of Employment -- Leave Policy -- Part-Time Work -- Flexible Schedules -- Flexible Locations. Direct Provision of Services -- Information and Counseling -- Dependent Care -- Health Insurance -- Flexible Benefits -- Program Development, Implementation, and Dissemination -- Data Collection and Research -- ALTERNATIVE PUBLIC POLICIES -- SUMMARY -- References -- Appendix A Background Materials -- PAPERS -- Family Perspectives -- Employer and Union Initiatives -- International Comparisons -- EXPERTS IN RELATED AREAS -- Appendix B Data Needs and Research Agenda -- DATA NEEDS -- Data on Individuals and Families -- Establishment-Level Data -- A RESEARCH AGENDA --

Sommario/riassunto

The United States has seen a dramatic increase in the number of dual-earner and single-adult families. This volume reviews accompanying changes in work and family structures and their effects on worker productivity and employer practices. It presents a wide range of approaches to easing the conflicts between work and family, exploring appropriate roles for business, labor, and government. Work and Family offers up-to-date information, looking at how the family and the workplace arrived at their current relationship and evaluating the quality and the cost of care for dependents in this nation. The volume describes the advantages and disadvantages of being part of a working family and takes a critical look at the range of benefits provided, including existing and proposed employer programs for families. It also presents a comparative review of family-related benefits in other countries.