Krista Brumley is an Assistant Professor in the Department of Sociology. She uses qualitative methods to study gender, work, organizations, social movements, and globalization in Mexico. She conducted ethnographic field research at a Mexican multinational company. Prior to this study she conducted an extensive case study of non-governmental organizations and political participation in Monterrey, Mexico. Based on these two research projects, she has a forthcoming article in the *Journal of Contemporary Ethnography* that examines collective identity over the life course of the debtors’ movement in Monterrey, Mexico and another article in the *Journal of Family Issues* that examines women’s perceptions of work-family practices at the multinational Corporation.

In an economic climate of instability and uncertainty, employers are paying attention to what factors and conditions promote workplace commitment. Scholarship identifies individual and job characteristics as well as the workplace context as factors that influence organizational commitment. The purpose of this presentation is to examine the link between work-family policies and worker commitment over the life course at a Mexican-owned multinational company. Using qualitative data from fieldwork, I explore how employees come to characterize the workplace as a caring and respectful setting. In return, they describe how they are more productive, loyal, and committed to the company. I present three findings. First, women and men perceive the wide array of family-friendly policies offered by the company is an indication that management cares about them and their families. Second, they also believe management values a family-friendly work environment because conditions exist at the company to include their family. But, third, the meanings women and men attach to specific policies and programs vary over the life course stages, particularly if they are married and/or have children. In sum, employees perceive management’s actions promote a family-friendly environment, but their distinct interpretations of the family-friendly policies reveal how the *gendered life course* shapes women’s and men’s experiences in the workplace.