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Reshaping the Work-Family Debate-Jean C. Williams 2012-01-01 The United States has the most family-hostile public policy in the developed world. Despite what is often reported, moms don’t Opt Out of work. They are Opting Out of a specific policy regime. The Renewal Agenda for Family Policy, by leading scholar Jean C. Williams, is a game changer. The book calls on policy makers to unwind the myth of the ideal worker, and gendered aspects of work-family guilt reflect significant changes in society and process that are important for understanding the cases and a glossary where students can look up unfamiliar

The Work-Family Balance in Light of Globalization and Technology-Mirna Las Heras 2017-08-21 Technology is changing the way we integrate work and family life today. In an age in which information technology has brought the promises of autonomy and control by allowing asynchronous communications; in which work is no longer tightly bound to physical places; and in which non-work boundaries have as a result been blurred, the work and family interface needs to be reconsidered. This collection of essays from the International Conference on Work and Family held in late 2015 at the International Centre for Work and Family organized by the International Center for Work and Family at ISESE Business School, Spain. It has a focus on technology, management, globalization, and gender; and contributes analysis of the state in Africa, America, Asia, and Europe. Here is an innovative approach to measure and analyze how network technology, globalization, managers and gender issues are affecting the dynamics of work and family balance around the world. As such, this book will help practitioners and policymakers to make better decisions, to stay up to date on current developments, and to think critically about these fascinating and complex topics. What Women Want-Deborah L. Rhode 2014 American women fare worse than men on virtually every major indicator of well-being. This book provides fresh insights into the legal, policy, and practice issues facing women in all aspects of their lives. It is unique in its broad perspective, well-edited cases, notes, interdisciplinary materials, and problems that highlight issues of gender, sexualities, and race, and class. Integrating legal developments with perspectives from history, psychology, sociology, medicine, and social work, the book provides up-to-date information on the key legal issues and provides a rich source of primary materials—such as narratives, epilogues, personal communications, social science perspectives, and comparative materials. Gender and the Work-Family Experience of the United States has the most family-hostile public policy in the developed world. Despite what is often reported, moms don’t Opt Out of work. They are Opting Out of a specific policy regime. The Renewal Agenda for Family Policy, by leading scholar Jean C. Williams, is a game changer. The book calls on policy makers to unwind the myth of the ideal worker, and gendered aspects of work-family guilt reflect significant changes in society and process that are important for understanding the cases and a glossary where students can look up unfamiliar

Hidden Inequalities in the Workplace-Caroline J. Malin 2011-01-14 Extraordinary changes in patterns of family life—and family realities with interdisciplinary and cross-cultural awareness and research-based insight. Besides reviewing the

Gender Law and Policy-Katherine T. Bartlett 2020-09-15 Gender Law and Policy provides the theoretical foundations, legal cases, and policy background necessary for analyzing a broad range of gender issues in the workplace. It is an ideal text for undergraduate courses in Women’s Studies, Political Science, and other fields focusing on gender roles and experiences, policy intervention and thought-provoking dialogue

Gender and the Work-Family Experience-Maureen J. Mills 2014-12-20 Conflict between work and family has been a topic of discussion since the beginning of the women’s movement, but recent changes in family structures and norms, and advances in technology and transportation have added to the complexity of the challenge. This book addresses three primary questions: To what extent has the powerful but mostly hidden dimension of time. Differences in daily rhythms, personal pace, punctuality, time

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Engaged Fatherhood for Men, Families and Gender Equality—Marc C. (Policy scientist) 2021 This aim of this open access book is to launch an international, cross-disciplinary conversation on fatherhood engagement. By integrating research across disciplines, such as Sociology, Gender Studies, and Political Science, the book will provide novel perspectives on the effects of engaged fatherhood for men, for families, and for gender equality. The chapters are crafted to support practitioners and organizational leaders, healthcare practitioners and fellow scholars, as well as families and their loved ones.

Engelman Law Outlines for Families—Kelly Weinberg 2014-04-17 The most trusted name in law school outlines, and a student favorite! It's the only outline that has a gap between sections, so you must first approach each course from the point of view of the student. Inviable for use throughout your course and a great way to review for exams. Engelman Law Outlines are highly condensed and written to help you break down the material into bite-size chunks. Sophisticated yet easy to understand, each guide includes both capsule and detailed explanations of critical issues, topics, and black letter law you must know to master the course. Quiz Yourself Quizzes, Essay Outlines, and Class Notes are written by law students, professors, bar exam experts, and practitioners to give you the knowledge you need to succeed on your exams. Every title in the series is frequently updated and reviewed against new developments and recent cases covering the most current issues and laws. Engelman Law Outlines are designed to make your studying more efficient, not more daunting. This collection presents a fresh perspective on what changes are needed to create the family-friendly workplace. This book includes a collection of millions of people who have proven to be a potent political force. For anyone stunned by the rise of populist, anti-establishment forces around the world, this book is a must-read. In taking their family life in a completely new direction, these superdads challenge the way we think about family. Sociologists, anthropologists, linguists, and legal scholars, examine the many ways we communicate our class relationships and how social class shapes our daily lives, why it is so pervasive, and what can be done to alleviate its effects.

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The Marriage Buyout—Cynthia Lee Starnes 2014-05-14 From divorce court to popular culture, alimony is a dirty word. Unpopular and rarely ordered, the awards are frequently inconsistent and unpredictable. The institution itself is often viewed as an historical relic that harks back to a gendered past in which women lacked the economic independence to free themselves from economic support by their spouses. In short, critics of alimony claim it has no place in contemporary visions of marriage as a partnership of equals. But as Cynthia Lee Starnes argues in The Marriage Buyout, alimony is often the only practical tool for ensuring that divorce does not treat today's primary caregivers as if they were suckers. Her solution to radically reconceptualize alimony as a marriage buyout. Starnes's buyout draws on a partnership model of marriage that reinforces communal norms of marriage, providing a gender-neutral alternative to alimony that assumes equality in spousal contribution, responsibility, and right. Her quantification framework support new default rules that make buyouts more certain and predictable than their current alimony counterparts. Looking beyond alimony, Starnes outlines a new vision of marriages with children, describing a co-parenting partnership between committed couples, and the conceptual basis for income sharing between divorced parents of minor children. Ultimately, under a partnership model, the focus of alimony is on gain rather than loss and equality rather than power; a spouse with disparately low earnings isn't a sucker or a victim dependent on a fixed alimony payment, but rather an equal stakeholder in marriage that is entitled at divorce to share any gains the marriage produced.

Women's Rights to Social Security and Social Protection—Beth Goldblatt 2014-10-23 This collection examines the human rights to social security and social protection from a women’s rights perspective. The contributors stress the need to address women’s poverty and exclusion within a human rights framework that takes account of gender. The chapters unpack the rights to social security and protection and their relationship to human rights principles such as gender equality, participation and dignity. Alongside conceptual insights across the field of women’s social security rights, the collection analyses recent developments in international law and in a range of national settings. It considers the ILO’s Social Protection Floor Recommendation and the work of UN treaty bodies. It explores the different approaches to expansion of social protection in developing countries (China, Chile and Bolivia). It also discusses conditonalities in cash transfer programmes, a central debate in social policy and development, through a gender lens. Contributors consider the position of poor women, particularly single mothers, in developed countries (Australia, Canada, the United States, Ireland and Spain) facing the damaging consequences of welfare cuts. The collection engages with shifts in global discourse on the role of social policy and the way in which ideas of crisis and austerity have been used to undermine rights with harsh impacts on women.

The New Feminist Agenda—Madeline M. Kunin 2012 Links at the current status of women’s rights in the United States, highlighting the difficulty of juggling career and family, and focusing on the gap between American women and women in other nations around the world.

One Nation Under Stress—Dana Becker 2013-02-21 Stress has long been considered the price Americans must pay for their way of life. Analyzing and interpreting both popular and academic accounts of stress in cultural terms, this book follows the development of the stress concept into an important vehicle for defining, expressing and containing middle-class anxieties.

Caring and the Law—Jonathan Herring 2013-04-12 'Caring and the Law' considers the law's response to caring. It explores how caring is valued and recognized, how it is regulated and restricted and how the values of caring are reflected in the law. It does this by examining the law's interaction with caring in a wide range of fields including family, medical, welfare, criminal and tort law. At the heart of the book is the claim that the law has failed to recognize the importance of caring in many areas and in doing so led to the costs and burdens of caring falling on those who provide it, primarily women. It has also meant that the law has failed to protect those who receive care from the abuse that can take place in a caring context. The book promotes an ethos of caring as providing an ethical and conceptual framework for the law to respond to caring relationships.

Seeking Solutions—National Research Council 2013-12-17 Seeking Solutions: Maximizing American Talent by Addressing Work and Family Challenges is a summary of a 2010 Workshop on Career in Academe: Addressing the Challenges Facing Women held by the Committee on Women in Science, Engineering and Medicine of the National Research Council to discuss the current status of women in science and engineering, and medicine and to identify strategies to increase representation of women at all levels of the academic workforce. While the number of women, including minority women, pursuing higher education in science, engineering and medicine has grown, the number of minority women faculty in all institutions of higher education has remained small and has grown less rapidly than the numbers of nonminority women or minority men. Seeking Solutions reviews the existing research on education and academic career patterns for minority women in science, engineering, and medicine to enhance understanding of the barriers and challenges to the full participation of all minority women in STEM disciplines and academic careers. Additionally, this report identifies reliable and credible data sources and data gaps, as well as key aspects of exemplary policies and programs that are effective in enhancing minority women's participation in faculty ranks. Success in academia is predicated on many factors and is not solely a function of talent. Seeking Solutions elucidates those other factors and highlights ways that institutions and the individuals working there can take action to create institutional cultures hospitable to people of any gender, race, and ethnicity.

Dangerously Sleepy—Alan Derickson 2013-10-00 Workers in the United States are losing sleep. In the global economy a growing number of employees hold jobs—often more than one at once—with unpredictable hours. Even before the rise of the twenty-four-hour workplace, the relationship between sleep and industry was problematic: sleep is frequently cast as an enemy or a weakness, while constant productivity and flexibility are glorified at the expense of health and safety. Dangerously Sleepy is the first book to track the long-term association of overwork and sleep deprivation from the nineteenth century to the present. Health and labor historian Alan Derickson charts the cultural and political forces behind the overworkification—and macropoliticalization—of wakefulness in the United States. Since the nineteenth century, men at all levels of society have toiled around the clock by necessity: steel workers coped with rotating shifts, Pullman porters grappled with ever-changing timetables and unreliable on-call status, and long-haul truckers dealt with chaotic life on the road. But the dangerous realities of exhaustion were minimized and even glamorized when the entrepreneurial drive of public figures such as Thomas Edison and Donald Trump encouraged American men to deny biological need in the name of success. For workers, resisting sleep became a challenge of masculine strength. This lucid history of the wakeful work ethic suggests that for millions of American men and women, sustainable work schedules have been the main factor leading to sleep loss, newer ailments such as shift work sleep disorder, and related morbidity and mortality. Dangerously Sleepy places these public health problems in historical context.

Work and Family in the New Economy—Samatha K. Amos 2015-02-25 This volume will focus on innovative research examining how the nature of paid work intersects with family and personal life today. This collection of cutting-edge research will be instrumental in shaping the next wave of work-family scholarship.

Gender—Lisa Bruno 2016-12-10 Gender: Psychological Perspectives synthesizes the latest research on gender to help students think critically about the differences between research findings and stereotypes, providing them to examine and revise their own preconceptions. The text examines the behavioral, biological, and social context in which women and men express gendered behaviors. The text's unique pedagogical program helps students understand the portriat of gender in the media and the application of gender research in the real world. Headlines from the news open each chapter to engage the reader. Gendered Voices present true personal accounts of people's lives. According to the Media lenses highlight gender-related coverage in newspapers, magazines, books, TV, and movies, while According to the Research boxes offer the latest scientifically based research to help students analyze the accuracy and fairness of gender images presented in the media. Additionally, Considering Diversity sections emphasize the cross-cultural perspective of gender. This text is intended for undergraduate or graduate courses on the psychology of gender, psychology of sex, psychobiology of women or men, gender issues, sex roles, women in society, and women's or men's studies. It is also applicable to sociology and anthropology courses on diversity. Seventh Edition Highlights: 12 new headlines on topics ranging from gender and the Flynn effect to gender stereotyping that affects men Coverage of gender in aging adults and transgendered individuals Expanded coverage of diversity issues in the US and around the globe including the latest research from China, Japan, and Europe More tables, figures, and photos to provide summaries of text in an easy-to-absorb format End-of-chapter summaries and glossary Suggested readings for further exploration of chapter topics Companion website at www.routledge.com/978041573 containing both instructor and student resources.

Mothers, Mothering, and COVID-19-Fiona J Green 2021-02-28 There has been little public discussion on the devastating impact of Covid-19 on mothers, or a public acknowledgement that mothering is frontline work in this pandemic. This collection of 45 chapters with 70 contributors is the first to explore the impact of the pandemic on mothers' care and wage labour in the context of employment, schooling, communities, families, and the relationships of parents and children. With a global perspective and from the standpoint of single, partnered, queer, racialized, Indigenous, economically disadvantaged, disabled, and birthing mothers, the volume examines the increasing complexity and demands of childcare, domestic labour, elder care, and home schooling under the pandemic protocols; the intracacies and difficulties of performing wage labour at home; the impact of the pandemic on mothers' employment; and the strategies mothers have used to manage the competing demands of care and wage labour under COVID-19. By way of creative art, poetry, photography, and creative writing along with scholarly research, the collection seeks to make visible what has been invidious and render audible what has been silenced: the care and crisis of motherwork through and after the COVID-19 pandemic.

Overload—Erica L. Kelly 2021-01-05 Why too much work and too little time is hurting workers and companies—and how a proven workplace redesign can benefit employees and the bottom line Today's ways of working are not working—even for professionals in "good" jobs. Responding to global competition and pressures from financial markets, companies are asking more of employees, ever more, so that productivity and efficiency metrics such as "24/7" job expectations. In Overload, Erica L. Kelly and Phyllis Moen document how this new intensification of work creates chronic stress, leading to burnout, attrition, and underperformance. "Flexible" work policies and corporate lip service about "work-life balance" don't come close to fixing the problem. But this unhealthy and unsustainable situation can be changed—and Overload shows how. Drawing on five years of research, including hundreds of interviews with employees and managers, Kelly and Moen tell the story of a major experiment that they helped design and implement at a Fortune 500 firm. The company adopted creative and practical work redesigns that gave workers more control over how and where they worked and encouraged managers to evaluate performance in new ways. The result? Employees' health, well-being, and ability to manage their personal and work lives improves—and the company benefits. In this groundbreaking book, Kelly and Moen show, such changes can—and should—be made on a wide scale. Complete with advice about ways that employees, managers, and corporate leaders can begin to question and fix one of today's most serious workplace problems, Overload is an inspiring account about how thinking and redesigning work could transform our lives and companies.