

Gender And Work In Today's World A Reader

The FixSpain is DifferentMigrant Women and WorkEncyclopedia of Women in Today's WorldThe Oxford Handbook of Employment RelationsA Matter of Life - When Gender Doesn't WorkGender, Work and SpaceGender and ParenthoodMarket Friendly or Family Friendly?Handbook of Gender and WorkMainstreaming Informal Employment and Gender in Poverty ReductionFamilies in Today's WorldWomen, Gender and Everyday Social Transformation in IndiaThe Multimedia Encyclopedia of Women in Today's WorldUnpeaceful MetaphorsWomen, Work and ComputerizationChanging SocietiesDoing Justice, Doing GenderGender And Work In Today's WorldThe Oxford Handbook of Gender in OrganizationsA Beginner's Guide to Language and GenderWomen Migrant Workers in China's Economic ReformWomen and WorkGender, Work and PropertyUnpaid Work and the EconomyManaging Diversity in Today's Workplace: Strategies for Employees and Employers [4 volumes]Handbook of Research on Gender and Economic LifeUnfinished BusinessGender Divisions and Working Time in the New EconomyReadings in Ethnic PsychologyWhat Works for Women at WorkWomen, Work and ComputerizationBaby BustDouble Burden: Black Women and Everyday RacismWomen, Work, and HealthLean InGender and the OrganizationGender and Private Security in Global PoliticsWork and the WorkplaceWomen's Colleges and Universities in a Global Context

The Fix

The pace of socioeconomic transformation in India over the past two and a half decades has been formidable. This volume sheds light on how these transformations have played out at the level of everyday life to influence the lives of Indian women, and gender relations more broadly. Through ethnographically grounded case studies, the authors portray the contradictory and contested co-existence of discrepant gendered norms, values and visions in a society caught up in wider processes of sociopolitical change. 'Women, Gender and Everyday Social Transformation in India' moves the debate on gender and social transformation into the domain of everyday life to arrive at locally embedded and detailed, ethnographically informed analyses of gender relations in real-life contexts that foreground both subtle and not-so-subtle negotiations and contestations.

Spain is Different

Now in an updated second edition Seven years after the publication of the first edition, Spain is still different, but it is changing, too - modernizing rapidly and participating as an active member of the European Union. While thoroughly updating her original work, Helen Wattley-Ames has maintained her focus in describing the uniqueness of both the Spanish people and their culture and on examining what effect the differences have on the way the Spaniards and Americans relate to and interact with

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each other. She looks at how Spain has evolved from a travel destination, as source of "sun and cheap wine," to a dynamic modern society. She depicts a people proud of their accomplishments, yet working hard to maintain valued traditions in the face of increased buying power and more European and American influence. The author begins by looking into Spain's past and at critical dimensions of present day American-Spanish relations. She then explores certain aspects of culture important in cross-cultural interactions: society and the individual; relationships; language and communication; work and play. She ends each chapter with an "encounter" - a critical incident that illuminates a situation which may cause misunderstanding, embarrassment or conflict. With extensively updated and revised sections on women (in the workplace in particular), and new sections on minorities and immigrants, and ethics and corruption, the new edition of *Spain is Different* will be welcomed by anyone looking for clear guidance on how to be most effective in the encounter with the people and culture of Spain.

Migrant Women and Work

The #1 international best seller *In Lean In*, Sheryl Sandberg reignited the conversation around women in the workplace. Sandberg is chief operating officer of Facebook and coauthor of *Option B* with Adam Grant. In 2010, she gave an electrifying TED talk in which she described how women unintentionally hold themselves back in their careers. Her talk, which has been viewed more than six million times, encouraged

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women to “sit at the table,” seek challenges, take risks, and pursue their goals with gusto. Lean In continues that conversation, combining personal anecdotes, hard data, and compelling research to change the conversation from what women can't do to what they can. Sandberg provides practical advice on negotiation techniques, mentorship, and building a satisfying career. She describes specific steps women can take to combine professional achievement with personal fulfillment, and demonstrates how men can benefit by supporting women both in the workplace and at home. Written with humor and wisdom, Lean In is a revelatory, inspiring call to action and a blueprint for individual growth that will empower women around the world to achieve their full potential.

Encyclopedia of Women in Today's World

In the vein of #Girlboss and Nice Girls Don't Get the Corner Office, discover how to thrive at work from the head of the Global Innovation Coalition for Change at UN Women with this “passionate, practical roadmap for addressing inequality and finally making our workplaces work for women” (Arianna Huffington). For years, we've been telling women that in order to succeed at work, they have to change themselves first—lean in, negotiate like a man, don't act too nice or you'll never get the corner office. But after sixteen years working with major Fortune 500 companies as a gender equality expert, Michelle King has realized one simple truth—the tired advice of fixing women doesn't fix anything. The truth is that workplaces are gendered; they were designed by men for men.

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Because of this, most organizations unconsciously carry the idea of an “ideal worker,” typically a straight, white man who doesn’t have to juggle work and family commitments. Based on King’s research and exclusive interviews with major companies and thought leaders, *The Fix* reveals why denying the fact that women are held back just because they are women—what she calls gender denial—is the biggest obstacle holding women back at work and outlines the hidden sexism and invisible barriers women encounter at work every day. Women who speak up are seen as pushy. Women who ask for a raise are seen as difficult. Women who spend hours networking don’t get the same career benefits as men do. Because women don’t look like the ideal worker and can’t behave like the ideal worker, they are passed over for promotions, paid less, and pushed out of the workforce, not because they aren’t good enough, but because they aren’t men. In this fascinating and empowering book, King outlines the invisible barriers that hold women back at all stages of their careers, and provides readers with a clear set of takeaways to thrive despite the sexist workplace, as they fight for change from within. Gender equality is not about women, and it is not about men—it is about making workplaces work for everyone. Together, we can fix work, not women.

The Oxford Handbook of Employment Relations

The issue of gender in organizations has attracted much attention and debate over a number of years.

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The focus of examination is inequality of opportunity between the genders and the impact this has on organizations, individual men and women, and society as a whole. It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case, challenging notions that senior and/or influential organizational and political roles remain a masculine domain. The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field. The Handbook comprises four sections. The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations. The second section focuses on leadership and management and the gender issues arising in this field; contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome. The third section considers the gendered nature of careers. Here the focus is on querying traditional approaches to career, surfacing embedded assumptions within traditional approaches, and assessing potential for alternative patterns to evolve, taking into account the nature of women's lives and the changing nature of organizations. In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm. In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines, sub-

disciplines, and conceptual perspectives, the Handbook provides a comprehensive view of both contemporary thinking and future research directions.

A Matter of Life - When Gender Doesn't Work

"For two hundred years the provision of military security has been a central and defining function of the modern nation-state. The increasing reliance on private military and security companies in contemporary conflict marks a fundamental transformation in the organization of military violence, and it raises issues of accountability and ethics that are of particular concern to feminists. This privatization of force not only enables states to circumvent citizens' democratic control over questions of war and peace, but also undermines the claims for greater inclusion in the military sphere made by women and minority groups over the past decades. *Gender and Private Security in Global Politics* brings together key scholars in the emerging research area of "critical gender studies in private security." These scholars contend that the privatization of military security is a deeply gendered process, with gendered underpinnings and effects. Consequently, they employ a variety of feminist perspectives, including critical, postcolonial, poststructuralist, and queer feminist perspectives, as well as a wide range of methodological approaches such as ethnography, participant-observation, genealogy, and discourse analysis, in order to consider answers to questions about how to reform

and regulate private forces"--

Gender, Work and Space

Poverty among the elderly is sharply gendered—women over sixty-five are twice as likely as men to live below the poverty line. Older women receive smaller Social Security payments and are less likely to have private pensions. They are twice as likely as men to need a caregiver and twice as likely as men to be a caregiver. Recent efforts of some in Washington to reduce and privatize social welfare programs threaten to exacerbate existing gender disparities among older Americans. They also threaten to exacerbate inequality among women by race, class, and marital status. Madonna Harrington Meyer and Pamela Herd explain these disparities and assess how proposed policy reforms would affect inequality among the aged. *Market Friendly or Family Friendly?* documents the cumulative disadvantages that make it so difficult for women to achieve economic and health security when they retire. Wage discrimination and occupational segregation reduce women's lifetime earnings, depressing their savings and Social Security benefits. While more women are employed today than a generation ago, they continue to shoulder a greater share of the care burden for children, the disabled, and the elderly. Moreover, as marriage rates have declined, more working mothers are raising children single-handedly. Women face higher rates of health problems due to their lower earnings and the high demands associated with unpaid care work. There are also financial

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consequences to these family and work patterns. Harrington Meyer and Herd contrast the impact of market friendly programs that maximize individual choice, risk, and responsibility with family friendly programs aimed at redistributing risks and resources. They evaluate popular policies on the current agenda, considering the implications for inequality. But they also evaluate less discussed policy proposals. In particular, minimum benefits for Social Security, as well as credits for raising children, would improve economic security for all, regardless of marital status. National health insurance would also reduce inequality, as would reforms to Medicare, particularly increased coverage of long term care. Just as important are policies such as universal preschool and paid family leave aimed at reducing the disadvantages women face during their working years. The gender gaps that women experience during their work and family lives culminate in income and health disparities between men and women during retirement, but the problem has received scant attention. *Market Friendly or Family Friendly?* is a comprehensive introduction to this issue, and a significant contribution to the debate over the future of America's entitlement programs. A Volume in the American Sociological Association's Rose Series in Sociology

Gender and Parenthood

Studies of contemporary black women are rare and scattered, and are often extensions of a legacy beginning in the 19th century that characterized

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black women as domineering matriarchs, prostitutes, or welfare queens, negative characterizations that are perpetuated by both white and non-white social scientists. Based on over 200 interviews, this book departs from these conventions in significant ways, and, using a "collective memory" conceptual framework, shows how black women cope with and interpret lives often limited by racial barriers not of their making.

Market Friendly or Family Friendly?

'The structure of the book does mean chapters or sections can be read in isolation, and discrete themes investigated using the indexes. This is where it succeeds as a reference work for scholars. At the same time there is much readable material for those with a general interest in the subject' - Career Guidance The Handbook of Gender and Work is a comprehensive synthesis of current literature and knowledge regarding gender in organizations. A multinational group of leading scholars and researchers from across the disciplines examines the influence of gender (on its own and with other factors) on the conduct of work and the roles and experience of people in the workplace. Amongst the topics inclu

Handbook of Gender and Work

An international textbook designed as a quick introduction for students from around the world studying sociology of family, this text provides comprehensive coverage of the major topics in the

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sociology of family life. Written in an easy access style it opens with a chapter on defining family and family structures. It then moves on to discuss over a dozen major topics; from interaction and meaning in families to sexuality. David Cheal provides coverage of these topics by drawing on a variety of international material. Most of the studies focus on contemporary family life but Cheal also presents information on historical changes which have shaped family life as it is known today. This book an incredibly valuable teaching tool as it presents diversity in family patterns through thinking about family life from a global perspective.

Mainstreaming Informal Employment and Gender in Poverty Reduction

Educating girls and women is a powerful route to improving societies worldwide. When women receive more education, literacy rates in children rise, maternal and infant death rates drop, and women enjoy an increased earning capacity. Yet in parts of the developing world, women's education is considered a low priority at best and a dangerous countercultural activity at worst. In Europe and North America, the number of women's colleges is shrinking yet women-only institutions are growing in size and number in many other regions of the world, where they provide access to female students who are prevented for legal, cultural, religious, or practical reasons from attending coeducational universities. *Women's Colleges and Universities in a Global Context* is the first book to provide a

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comprehensive comparative analysis of the increasing significance of single-sex higher education institutions for women around the world. Based on Kristen A. Renn's on-site study of thirteen women's colleges and universities in ten different countries—Australia, Canada, China, India, Italy, Japan, Kenya, South Korea, the United Arab Emirates, and the United Kingdom—this timely and provocative volume combines interviews of campus leaders, faculty, and students with extensive online and archival research. Renn provides an overview of each country's political, economic, and educational situation, then explores the theoretical and practical themes she uncovers in their educational institutions for women. In the end, this volume addresses not only the role of women's colleges in their own countries but also what these institutions can teach us that would benefit higher education worldwide.

Families in Today's World

Proceedings of the 6th International IFIP-Conference
Bonn, Germany, May 24 - 27, 1997

Women, Gender and Everyday Social Transformation in India

This four-volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century, including issues of gender, race, generation, disability, sexual orientation, national origin, and age.

The Multimedia Encyclopedia of Women in Today's World

This e-only volume expands and updates the original 4-volume Encyclopedia of Women in Today's World (2011), offering a wide range of new entries and new multimedia content. The entries reflect such developments as the Arab Spring that brought women's issues in the Islamic world into sharp relief, the domination of female athletes among medal winners at the London 2012 Olympics, nine more women joining the ranks of democratically elected heads of state, and much more. The 475 articles in this e-only update (accompanied by photos and video clips) supplement the themes established in the original edition, providing a vibrant collection of entries dealing with contemporary women's issues around the world.

Unpeaceful Metaphors

In economics, the voluntary sector is surprisingly understudied. In order to fully understand economics, unpaid and voluntary work needs to be taken into account and afforded the same status as paid activities. This book constitutes a rigorous economic analysis with special emphasis on gender issues and covers every conceivable angle of unpaid work and all its ramifications for the modern economy. The unified vision offered by this group of leading contributors ensures this book is a work of excellent quality. There is every chance it will become a seminal study on unpaid work and as such will provide a useful

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reference for students and academics involved in gender studies, econometrics, and consumption studies.

Women, Work and Computerization

Lean in. Opt out. Have it all. None of the above. A new book based on a groundbreaking cross-generational study reveals both greater freedom and new constraints for men and women in their work and family lives. Stew Friedman, founding director of The Wharton School's Work/Life Integration Project, studied two generations of Wharton college students as they graduated: Gen Xers in 1992 and Millennials in 2012. The cross-generational study produced a stark discovery - the rate of graduates who plan to have children has dropped by nearly half over the past 20 years. At the same time, men and women are now more aligned in their attitudes about dual-career relationships, and they are opting out of parenthood in equal proportions. But their reasons for doing so are quite different. In his new book, *Baby Bust: New Choices for Men and Women in Work and Family*, Friedman draws on this unique research to explain why so many young people are not planning to become parents. He reveals good news, that there is a greater freedom of choice now, and bad, that new constraints are limiting people's options. In light of these present realities, he offers ideas for what we can do as a society, in our organizations, and for ourselves to make it easier for men and women to choose the lives they want. In this book, Friedman addresses: + How views about work and family have

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changed in the past 20 years + Why men and women have different reasons for opting out of parenthood + How family has been redefined + Why we are all now part of a revolution in work and family + What choices we face in our social and educational policy + How organizations and individuals - especially men - can spur cultural change In the debates on work and family, people of all generations are calling for a reasoned, thoughtful, research-driven contribution to the discussion. In *Baby Bust*, Friedman offers just that: an astute assessment of how far we have come and where we need to go from here.

Changing Societies

Why do young men born in many small villages in Spain tend, at the end of the twentieth century, to stay there to live, often remaining unmarried, while young women from the same villages tend to leave? In *Gender, Work, and Property*, Nancy Konvalinka explores this phenomenon using the case of one small village in northwestern Spain, and she extrapolates her findings there to understand similar processes elsewhere in Europe. The changes in this village are analyzed and documented through long-term ethnographic research, participant observation, interviews, kinship diagrams, life-course models, and archive study in order to help bring the village alive for the reader.

Doing Justice, Doing Gender

Changing Societies offers a fresh, timely approach to

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sociology. Based upon nested theory, the book explains sociology through processes of global and local change--showing how social change occurs in larger global or national structures and influences events that happen in students' immediate personal and social environments. At the same time, *Changing Societies* emphasizes that social change is a two-way street--that we can influence the world in addition to being affected by it. Racial, ethnic, and gender differences are themes that are woven into every chapter of the book, showing how they affect stratification and inequality, and the workings of particular social institutions and processes. A concluding chapter not only explains agency and social movements, but involves students in activities that help them to think about and plan social action.

Gender And Work In Today's World

This book is about unpeaceful metaphors used in various social contexts. It is the outgrowth of a summer 2002 seminar on language and peace held at American University's School of International Service. The focus is on those figures of speech based on perceived similarity between distinct objects or certain actions that are employed to undermine stability, solidarity, democracy, human rights, and equality.

The Oxford Handbook of Gender in Organizations

Includes a new afterword by the author • "Slaughter's

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gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home.”—Arianna Huffington

NAMED ONE OF THE BEST BOOKS OF THE YEAR BY THE WASHINGTON POST, NPR, AND THE ECONOMIST

When Anne-Marie Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position in Washington, D.C., with the responsibilities of her family life in suburban New Jersey. Her husband and two young sons encouraged her to pursue the job; she had a tremendously supportive boss, Secretary of State Hillary Clinton; and she had been moving up on a high-profile career track since law school. But then life intervened. Parenting needs caused her to make a decision to leave the State Department and return to an academic career that gave her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for *The Atlantic*, “Why Women Still Can’t Have It All,” created a firestorm, sparked intense national debate, and became one of the most-read pieces in the magazine’s history. Since that time, Anne-Marie Slaughter has pushed forward, breaking free of her long-standing assumptions about work, life, and family. Though many solutions have been proposed for how women can continue to break the glass ceiling or rise above the “motherhood penalty,” women at the top and the bottom of the income scale are further and further apart. Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns

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with her vision for what true equality between men and women really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a new focus that can reunite the women's movement and provide a common banner under which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. Praise for *Unfinished Business* "Another clarion call from Slaughter . . . Her case for revaluing and better compensating caregiving is compelling. . . . [Slaughter] makes it a point in her book to speak beyond the elite."—Jill Abramson, *The Washington Post* "Slaughter's important contribution is to use her considerable platform to call for cultural change, itself profoundly necessary. . . . It should go right into the hands of (still mostly male) decision-makers."—*Los Angeles Times* "Compelling and lively . . . The mother of a manifesto for working women."—*Financial Times* "A meaningful correction to Sheryl Sandberg's *Lean In* . . . For Slaughter, it is organizations—not women—that need to change."—*Slate* "I'm confident that you will be left with Anne-Marie's hope and optimism that we can change our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job."—Hillary Rodham Clinton "An eye-opening call to action from someone who rethought the whole notion of 'having it all.'"—*People* From the Trade Paperback edition.

A Beginner's Guide to Language and Gender

Women Migrant Workers in China's Economic Reform studies unmarried women migrant workers in China. As international migrants in China's richest province, they work in silk, one of China's oldest and most symbolically-charged industries. Through extensive interviews and a wide-ranging interpretation of the secondary literature, this book brings an interdisciplinary approach to its study of power and identity. Gender, class, and local identities matter in the factories and streets of a one-industry town, and municipal and factory leaders seek to rework these over-shifting forces to build a low-cost, reliable labour force. The women in question seek to rework these disadvantages by the same forces, have other aspirations!

Women Migrant Workers in China's Economic Reform

First Published in 1996. Routledge is an imprint of Taylor & Francis, an informa company.

Women and Work

The excellent list of themes and chapters in this volume reflects the maturity reached by feminist economics in its different dimensions. Based on the notion of social provisioning for all as the basic objective of economics, they represent a challenge to conventional economic thought and they show the

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importance of understanding theory, institutions, empirical work, and policy from a gender perspective. The global perspective provided through themes and authors is a very useful contribution to the literature. Lourdes Bener'a, Cornell University, US Standard economics has a narrow and distorted vision of what the economy is, and how it works. Gender scholars are on the forefront of developing better, more encompassing models of human provisioning for well-being. This volume presents a wonderful sampling of these new theoretical and empirical developments. Paula England, New York University, US This is an impressive collection that delves deeply and broadly into the myriad ways that gender shapes and alters economic lives and illuminates complex facets of the economic and social provisioning process across the globe. The chapters, by an exciting variety of researchers, policy analysts, and practitioners from numerous fields, present a consistent and persuasive vision of economic well-being as critical to the flourishing of all people. Myra H. Strober, Stanford University, US In the aftermath of global economic downturn, it has never been more important to understand how gender relates to economic life and well-being. This interdisciplinary collection of original research details key areas of intersection, provides a comprehensive overview of the current state of research and proposes avenues for further investigation. The Handbook illuminates complex facets of the economic and social provisioning process across the globe. The contributors academics, policy analysts and practitioners from wide-ranging areas of expertise discuss the methodological approaches to, and analytical tools for, conducting

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research on the gender dimension of economic life. They also provide analyses of major issues facing both developed and developing countries. Topics explored include civil society, discrimination, informal work, working time, central bank policy, health, education, food security, poverty, migration, environmental activism and the financial crisis. Economists, sociologists and political scientists will find this book to be an invaluable research tool, as will academics, researchers and students with an interest in economics particularly feminist economics gender studies and global studies.

Gender, Work and Property

Contemporary societies are characterised by new and more flexible working patterns, new family structures and widening social divisions. This book explores how these macro-level changes affect the micro organisation of daily life, with reference to working patterns and gender divisions in Northern and Western Europe and the United States.

Unpaid Work and the Economy

Papers presented at the International Conference on Women and Migration in Asia, held at New Delhi in December 2003.

Managing Diversity in Today's Workplace: Strategies for Employees and Employers [4 volumes]

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This work includes 1000 entries covering the spectrum of defining women in the contemporary world.

Handbook of Research on Gender and Economic Life

Up-beat, pragmatic, and chock full of advice, *What Works for Women at Work* is an indispensable guide for working women. An essential resource for any working woman, *What Works for Women at Work* is a comprehensive and insightful guide for mastering office politics as a woman. Authored by Joan C. Williams, one of the nation's most-cited experts on women and work, and her daughter, writer Rachel Dempsey, this unique book offers a multi-generational perspective into the realities of today's workplace. Often women receive messages that they have only themselves to blame for failing to get ahead—Negotiate more! Stop being such a wimp! Stop being such a witch! *What Works for Women at Work* tells women it's not their fault. The simple fact is that office politics often benefits men over women. Based on interviews with 127 successful working women, over half of them women of color, *What Works for Women at Work* presents a toolkit for getting ahead in today's workplace. Distilling over 35 years of research, Williams and Dempsey offer four crisp patterns that affect working women: Prove-It-Again!, the Tightrope, the Maternal Wall, and the Tug of War. Each represents different challenges and requires different strategies—which is why women need to be savvier than men to survive and thrive in

high-powered careers. Williams and Dempsey's analysis of working women is nuanced and in-depth, going far beyond the traditional cookie-cutter, one-size-fits-all approaches of most career guides for women. Throughout the book, they weave real-life anecdotes from the women they interviewed, along with quick kernels of advice like a "New Girl Action Plan," ways to "Take Care of Yourself", and even "Comeback Lines" for dealing with sexual harassment and other difficult situations.

Unfinished Business

The essays in this collection deploy biological and social scientific perspectives to evaluate the transformative experience of parenthood for today's women and men. They map the similar and distinct roles mothers and fathers play in their children's lives and measure the effect of gendered parenting on child well-being, work and family arrangements, and the quality of couples' relationships. Contributors describe what happens to brains and bodies when women become mothers and men become fathers; whether the stakes are the same or different for each sex; why, across history and cultures, women are typically more involved in childcare than men; why some fathers are strongly present in their children's lives while others are not; and how the various commitments men and women make to parenting shape their approaches to paid work and romantic relationships. Considering recent changes in men's and women's familial duties, the growing number of single-parent families, and the impassioned tenor of

same-sex marriage debates, this book adds sound scientific and theoretical insight to these issues, constituting a standout resource for those interested in the causes and consequences of contemporary gendered parenthood.

Gender Divisions and Working Time in the New Economy

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1. INTRODUCTION In developing the call for papers for the 7th International Federation of Information Processors (IFIP) Women, Work and Computerization Conference, we sought to cast our net widely. We wanted to encourage presenters to think broadly about women, work and computerization. Towards this end, the programme committee developed a call for papers that, in its final form, requested paper submissions around four related themes. These are (1) Setting the Course: Taking Stock of Where We Are and Where We're Going; (2) Charting Undiscovered Terrain: Creating Models, Tools and Theories; (3) Navigating the Unknown: Sex, Time, Space and Place, and (4) Taking the Helm: Education and Pedagogy. Our overall conference theme, 'Charting a Course to the Future' was inspired in part by Vancouver's geography, which is both coastal and mountainous. As such, navigation plays an important part in the lives of many as we seek to enjoy our environs. In addition, as the first Women, Work and Computerization conference of the new millennium, we hoped to encourage the broad community of scholars that has made past Women, Work and

Computerization conferences a success to actively engage in imagining--and working towards-- a better future for women in relation to computers. The contributions to this volume are both a reflection of the hard work undertaken by many to improve the situation of women in relation to computerization, and a testament to how much work is yet to be done.

Readings in Ethnic Psychology

Discussions of feminism and gender in organizations and management studies, have, with some notable exceptions, become stuck in something of a time-warp. This lies in stark contrast to the developments in the fields of feminism and gender theory more generally. Management and organization studies needs new applied topical gender theories that challenge the limits on what can be said about working lives in organizations. *Gender and the Organization: Women at Work in the 21st Century* looks to update management organizational studies with the recent developments in gender theory, including theories of embodiment, affect, materiality, identity, subjectification, recognition, and the intertwining of political, social and the psyche. As well as looking backwards at existing feminist and gender theory, this exciting book also looks forward, developing an organizational feminist theory for the twenty-first century. Exploring what feminist ethics of an organization would look like, this volume shows what a revived feminist organization studies could offer to gender theorists more generally. This book will be of interest not only to management and

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organization theorists, but also more generally to feminist and gender theorists working across the social sciences, arts and humanities. It will appeal to postgraduate and research students and also to established organization and management scholars working in business schools across the world.

What Works for Women at Work

A Beginner's Guide to Language and Gender offers a broad and accessible introduction to the study of gender and language use for those new to the subject. The book introduces the theoretical and practical perspectives, including relevant frameworks necessary to understand ways in which language interacts with gender/sex in various settings, including: in media, in schools, in places of business, in places of worship, and at home.

Women, Work and Computerization

Until recently, studies of women's health received scant research attention in the context of the overall magnitude of research conducted on health. Even for health issues that affect both men and women, most research has been limited to male subjects, leaving a large gap in our knowledge base concerning women's health. Finally, the decade of the 1990s is ushering in a shift in this inequity. In 1990 the U.S. National Institutes of Health issued a compelling report citing the lack of sufficient research on women's health as a major gap in our knowledge, and a mandate has been issued to add women as study subjects in research or

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to document why they have not been included. Such directives will undoubtedly lead to a much-needed burgeoning of research activities in the area of women's health as we approach the twenty-first century. Despite limited research resources, however, there have been steady, scientifically rigorous voices in the wilderness for the last several years, and many of the best investigators are represented in this volume. These workers have led the vanguard in exploring psychosocial factors that are likely to differentially affect women's and men's health. For example, women and men engage in social roles that often differ, if not in quantity, then certainly in quality. Sex differences in role expectations, environmental qualities, role burdens related to the domains of work and family, and abilities to adapt to and cope with stressful situations may have a distinctive impact on health.

Baby Bust

On the cover: New gender mainstreaming series on development issues

Double Burden: Black Women and Everyday Racism

There have been numerous accounts exploring the relationship between institutions and firm practices. However, much of this literature tends to be located into distinct theoretical-traditional 'silos', such as national business systems, social systems of production, regulation theory, or varieties of

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capitalism, with limited dialogue between different approaches to enhance understanding of institutional effects. Again, evaluations of the relationship between institutions and employment relations have tended to be of the broad-brushstroke nature, often founded on macro-data, and with only limited attention being accorded to internal diversity and details of actual practice. The Handbook aims to fill this gap by bringing together an assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s. Theoretically-based chapters attempt to link varieties of capitalism, business systems, and different modes of regulation to the specific practice of employment relations, and offer a truly comparative treatment of the subject, providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world. Most notably, the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change, and, at an applied level, a greater emphasis on recent applied evidence, specifically dealing with the employment contract, its implementation, and related questions of work organization. It will be useful to academics and students of industrial relations, political economy, and management.

Women, Work, and Health

Eva said she was a woman. Psychiatry said she was a disturbed male instead! Eva wanted her body fixed.

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The system wanted her mind changed!

Transsexuality: A physical disability or a mental illness? Who knows? Who is right? Follow Eva through a maze of ignorance and absurdity on a journey few people will ever venture on and experience what it means to be treated a transsexual by a society and a medical system whose views of transsexuality are about as far from reality as it gets! Then decide for yourself!

Lean In

First published in 1998. Routledge is an imprint of Taylor & Francis, an informa company.

Gender and the Organization

For more than twenty years Sheila H. Akabas and Paul A. Kurzman have written extensively about workers and work organizations, and given leadership to the occupational social welfare movement worldwide. Recognized as leaders in their field, Akabas and Kurzman offer an invaluable and comprehensive look at the innovative ways in which management, labor organizations, government, and social workers can better respond to the needs of workers, their families, and communities. The authors consider the social, psychological, and economic conditions in the world of work; the domino impact of unemployment upon individuals, families, organizations, and communities; and the inadequacy of insurance, benefit and support systems, intended to respond to personal and systematic crises. They also provide case histories

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that illustrate how collaboration among management, labor, social work, and government opens new options for workers, their families, and those seeking entry into the workplace. The authors' discussion provides contemporary illustrations of evidence-based best practices that respond to the needs of the modern workplace. They analyze the barriers to entry into the workforce; the tension between work and family obligations; the sometime unsupportive nature of many jobs and settings; and work implications for persons with chronic or acute illnesses. In the concluding chapter, the authors assess current trends as they offer an optimistic review of the possibilities and positive future potential represented by career counseling, pre-retirement preparation, disability management, executive coaching, manpower programming, and managed care. Throughout the book, Akabas and Kurzman include case studies to illustrate innovative practice and provide study questions for each chapter.

Gender and Private Security in Global Politics

Doing Justice, Doing Gender: Women in Legal and Criminal Justice Occupations is a highly readable, sociologically grounded analysis of women working in traditionally male dominant justice occupations of law, policing, and corrections. This Second Edition represents not only a thorough update of research on women in these fields, but a careful reconsideration of changes in justice organizations and occupations and their impact on women's justice work roles over the

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past 40 years.

Work and the Workplace

Promoting gender equality through balanced analysis of both sexes, *Gender and Work in Today's World: A Reader* explores the experiences of both men and women in the work force, focussing especially on gender-non-traditional jobs (i.e. men as nurses and women in the police force) and non-traditional work structures (i.e. Part-time, temporary, and odd-hour work), work over the life course, and sexual harassment.

Women's Colleges and Universities in a Global Context

Gender, Work and Space explores how social boundaries are constructed between women and men, and among women living in different places. Focusing on work, the segregation of men and women into different occupations, and variations in women's work experiences in different parts of the city, the authors argue that these differences are grounded, constituted in and through, space, place, and situated social networks. The sheer range and depth of this extraordinary study throws new light on the construction of social, geographic, economic, and symbolic boundaries in ordinary lives.

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