



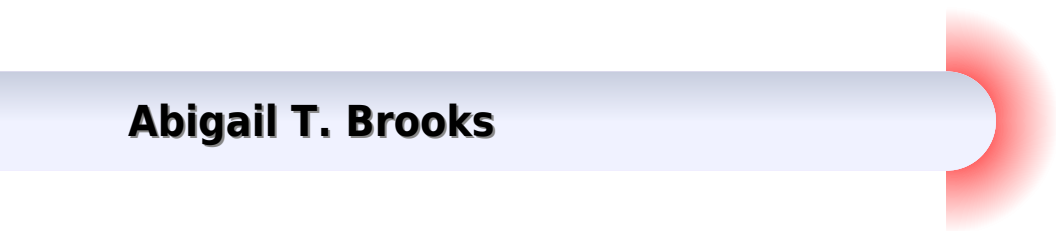
Women Who Opt Out

*The Debate over Working Mothers
and Work-Family Balance*

EDITED BY
BERNIE D. JONES

Women Who Opt Out The Debate Over Working Mothers And Work Family Balance

Abigail T. Brooks



Women Who Opt Out The Debate Over Working Mothers And Work Family Balance:

Women who Opt Out Bernie D. Jones, 2012 In a much publicized and much maligned 2003 New York Times article The Opt Out Revolution the journalist Lisa Belkin made the controversial argument that highly educated women who enter the workplace tend to leave upon marrying and having children Women Who Opt Out is a collection of original essays by the leading scholars in the field of work and family research which takes a multi disciplinary approach in questioning the basic thesis of the opt out revolution The contributors illustrate that the desire to balance both work and family demands continues to be a point of unresolved concern for families and employers alike and women s equity within the workforce still falls behind Ultimately they persuasively make the case that most women who leave the workplace are being pushed out by a work environment that is hostile to women hostile to children and hostile to the demands of family caregiving and that small changes in outdated workplace policies regarding scheduling flexibility telecommuting and mandatory overtime can lead to important benefits for workers and employers alike

Work and Family Commitments of Low-Income and Impoverished Women Judith Hennessy, 2015-03-18 Conflict between work and family life is an all too familiar experience for many Americans The difficult choices facing women who combine paid work with childcare are the subject of a deluge of books and articles in addition to an ongoing public debate about how women and men should balance their work and family commitments Although we know a great deal about the social and cultural environment fueling these contradictions among middle class and upper middle class women we know little about the forces that influence poor and low income women Work and Family Commitments of Low Income and Impoverished Women addresses this omission and gives voice to women in poverty as it traces the moral and cultural structures that help shape the meaning and value of paid work and motherhood among a group of mothers who rely on welfare or a combination of low wage work and welfare to provide and care for their families This portrayal of poor women s lives rarely enters the work life debate over women s choices generally characterized as between mothers who have to work versus those who choose to Judith Hennessy puts low income women front and center to shed light on less explored aspects of the moral and cultural foundations of contemporary work and family conflict from interviews and survey data of a group of low income and poor mothers on and off welfare Hennessey explores the paradox in American society where combining paid work with caring for children continues to generate considerable ambivalence and often guilt on the part of married middle class mothers for devoting too much time to paid work and supposedly neglecting their children While poor and working class mothers who might otherwise rely on welfare are relegated to working at low wage jobs outside the home in fulfillment of their family responsibilities

Handbook on Well-Being of Working Women Mary L. Connerley, Jiyun Wu, 2015-07-27 This handbook provides an overview and synthesis of relevant literature related to the issue of the well being of working women This focus addresses a gap that currently exists in the quality of life and well being fields The work of the authors answers the following broad questions Does gender matter in the well being of working

women Do prejudices against and stereotypes of women still play a role in inter personal interactions in the workplace that could hinder women from flourishing professionally Does the organizational context such as organizational culture reward systems and leadership contribute to the well being of working women What impact does the national context have on the well being of working women And finally how can public policies help enhance the well being of working women These are important issues for academics researchers and graduate students interested in gender issues in the fields of management sociology psychology social psychology economics and quality of life studies Policy makers and practitioners will also find this book beneficial Equitable treatment and outcomes for all regardless of gender remains a challenging goal to achieve with various barriers in different contexts and different cultures and this book provides strong coverage of this important topic of well being of working women

Working and Living in the Shadow of Economic Fragility Marion Crain, Michael Sherraden, 2014-03-18 Not since the Great Depression of the 1930s has the United States faced such a prolonged period of high unemployment and underemployment Recovery from the Great Recession that began in 2008 has been slow and is projected to remain sluggish over the next several years while another shock to the global economy could erase the meager gains of the past months Economic conditions remain fragile and employment challenges show no sign of letting up With persistently high unemployment and underemployment and growing inequality in wages an increasing number of American families are no longer adequately supported by employment income and basic benefits Many older workers have retired before they are ready and many young workers cannot find a foothold in the job market A silent crisis is underway with huge social and economic costs for the nation Working and Living in the Shadow of Economic Fragility examines the current state of employment through historical macroeconomic cultural sociological and policy lenses in order to address fundamental questions about the role and value of work in America today The book offers suggestions for how to address the short and long term challenges of rebuilding a society of opportunity with meaningful and sustaining jobs as the foundation of the American middle class

The Reproduction and Maintenance of Inequalities in Interpersonal Relationships Flockhart, Tyler Ross, Reiter, Abigail, Hassett, Matthew R., 2022-05-27 Contemporary racism sexism and heterosexism increasingly rely on less overt forms of discrimination that preserve protect and mask the power of the dominant group This creates all manner of issues for people of color women and LGBTQ folks who must navigate a culture that increasingly sees discrimination and inequality as less severe or less pervasive than it was in the past Indeed despite the multitude of legal social and political advances made by these groups inequality continues to persist but often in a more subtle covert and invisible manner The Reproduction and Maintenance of Inequalities in Interpersonal Relationships discusses the subtle ways racism sexism homophobia and heterosexism persist in an era where many believe such inequalities are in the past and provides a comprehensive understanding of what inequality looks like in the contemporary world Furthermore the book examines how this inequality is reproduced in our everyday relationships Covering topics such as discrimination and workplace

relationships this reference work is ideal for sociologists psychologists human resource professionals academicians scholars researchers practitioners instructors and students

Men, Masculinities and the Modern Career Kadri Aavik,Clarice Bland,Josephine Hoegaerts,Janne Tuomas Vilhelm Salminen,2020-08-24 This book focuses on the multiple and diverse masculinities at work Spanning both historical approaches to the rise of profession as a marker of masculinity and critical approaches to the current structures of management employment and workplace hierarchy the book questions what role masculinity plays in cultural understandings affective experiences and mediated representations of a professional career

Women in Management Alan T. Belasen,2017-04-07 This book presents a realistic perspective on the paradoxes employees face when navigating work and personal responsibilities for career success The author answers the critical question of how to achieve sustainable and rewarding work life integration from a perspective of both and rather than either or While most books focus on a fragmented hyper effective view of women and leadership this book advances the need for an integrated approach Its Competing Values Framework acts as an organizing model that aligns personal competency with organizational capability helping readers to identify important leadership roles and competencies break societal barriers and choose the right set of behaviors to fit their personal and professional goals In chapter text boxes provide personal insight from real employees both entering and established in leadership positions offering a varied perspective on the challenges and resolutions available to women in management As men become more engaged with their families they too will find this book a useful tool Students in diversity management women and management career development leadership and organizational behavior classes will benefit from this realistic and sustainable alternative to the have it all model

Challenges and Opportunities for Women in Higher Education Leadership Schnackenberg, Heidi L.,Simard, Denise A.,2018-12-07 This title is an IGI Global Core Reference for 2019 as it is one of the best selling reference books within the Education subject area in January 2019 providing trending and emerging research around how gender intersects with specific challenges issues and strategies within higher education Edited by prominent IGI Global editors from the State University of New York at Plattsburgh U S this publication is ideally designed for educators researchers academicians scholars policymakers educational administrators graduate level students and pre service teachers Challenges and Opportunities for Women in Higher Education Leadership is a pivotal reference source that provides vital research on the specific challenges issues strategies and solutions that are associated with diverse leadership in higher education While highlighting topics such as educational administration leader mentorship and professional promotion this publication explores evidence based professional practice for women in higher education who are currently in or are seeking positions of leadership as well as the methods of nurturing women in administrative positions This book is ideally designed for educators researchers academicians scholars policymakers educational administrators graduate level students and pre service teachers seeking current research on the state of educational leadership in regard to gender

Elizabeth Cady Stanton and the Feminist

Foundations of Family Law Tracy A. Thomas, 2016-11-29 Thomas Byers Memorial Outstanding Publication Award from the University of Akron Law Alumni Association Much has been written about women's rights pioneer Elizabeth Cady Stanton. Historians have written her biography, detailed her campaign for woman's suffrage, documented her partnership with Susan B. Anthony, and compiled all of her extensive writings and papers. Stanton herself was a prolific author; her autobiography *History of Woman Suffrage* and *Woman's Bible* are classics. Despite this body of work, scholars and feminists continue to find new and insightful ways to re-examine Stanton and her impact on women's rights and history. Law scholar Tracy A. Thomas extends this discussion of Stanton's impact on modern-day feminism by analyzing her intellectual contributions to and personal experiences with family law. Stanton's work on family issues has been overshadowed by her work especially with Susan B. Anthony on woman's suffrage. But throughout her fifty-year career, Stanton emphasized reform of the private sphere of the family as central to achieving women's equality. By weaving together law, feminist theory, and history, Thomas explores Stanton's little-examined philosophies on and proposals for women's equality in marriage, divorce, and family, and reveals that the campaigns for equal gender roles in the family that came to the fore in the 1960s and 70s had nineteenth-century roots. Using feminist legal theory as a lens to interpret Stanton's political, legal, and personal work on the family, Thomas argues that Stanton's positions on divorce, working mothers, domestic violence, childcare, and many other topics were strikingly progressive for her time, providing significant parallels from which to gauge the social and legal policy issues confronting women in marriage and the family today.

The Ways Women Age Abigail T. Brooks, 2017-03-07 The story of how and why some women choose to use while others refuse cosmetic intervention. What is it like to be a woman growing older in a culture where you cannot go to the doctor, open a magazine, watch television, or surf the internet without encountering products and procedures that are designed to make you look younger? What do women have to say about their decision to embrace cosmetic anti-aging procedures? And alternatively, how do women come to decide to grow older without them? In the United States today, women are the overwhelming consumers of cosmetic anti-aging surgeries and technologies. And while not all women undergo these procedures, their exposure to them is almost inevitable. Set against the backdrop of commercialized medicine in the United States, Abigail T. Brooks investigates the anti-aging craze from the perspective of women themselves, examining the rapidly changing cultural attitudes, pressures, and expectations of female aging. Drawn from in-depth interviews with women in the United States who choose and refuse to have cosmetic anti-aging procedures, *The Ways Women Age* provides a fresh understanding of how today's women feel about aging. The women's stories in this book are personal biographies that explore identity and body image and are reflexively shaped by beauty standards, expectations of femininity, and an increasingly normalized climate of cosmetic anti-aging intervention. *The Ways Women Age* offers a critical perspective on how women respond to 21st-century expectations of youth and beauty.

Decoding **Women Who Opt Out The Debate Over Working Mothers And Work Family Balance**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its capability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Women Who Opt Out The Debate Over Working Mothers And Work Family Balance**," a mesmerizing literary creation penned by a celebrated wordsmith, readers set about an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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