

Women and Public Service

Barriers, Challenges, and Opportunities



Mohamad G. Alkadry and Leslie E. Tower

Women And Public Service Barriers Challenges And Opportunities

Elise Stephenson



Women And Public Service Barriers Challenges And Opportunities:

Women and Public Service Mohamad G. Alkadry, Leslie E. Tower, 2013-08-09 This book tackles the challenges that women face in the workplace generally and in the public sector particularly While it spends time identifying and describing the problems that women faced in the past it pays special attention to identifying possible remedies to these problems and also surveys progress made in recent decades

Women and Public Service Mohamad G. Alkadry, Leslie E. Tower, 2014-12-18 This book tackles the challenges that women face in the workplace generally and in the public sector particularly While Women and Public Service spends time identifying and describing the problems that women faced in the past it pays special attention to identifying possible remedies to these problems and also surveys progress made in recent decades The authors present the challenge of accommodating women in public sector organisations as both a fairness issue and also a human resources matter as a fundamental prerequisite for recruiting the best and brightest talent Key content coverage The representation of women in public organisations including occupational agency and position level segregation Issues of pay equity legislation equal worth measures and the serious links between the issue of representation and equal pay Special issues facing women in their workplace including institutional climate workplace violence sexual harassment social costs of career progression and family friendly policies

Managing Diversity In Public Sector Workforces Norma M. Riccucci, 2021-06-28 Public and private sector workforces in the U S look very different today than they did even 25 years ago The changes are having a significant effect on how organizations manage their workforces The old styles of managing heterogeneous workforces are proving to be ineffectual and so management strategies aimed at embracing diversity and inclusion are essential These strategies can have positive implications for worker satisfaction morale and ultimately the delivery of public services to the American people Managing Diversity in Public Sector Workforces Second Edition examines demographic changes to the U S labor force and workplace and the ways in which government employers are managing the diverse populations that now fill public sector jobs Addressing specific management strategies and initiatives relied on by public sector employers as well as the implications of effectively managing variegated workforces for the overall governance of American society this book demonstrates the importance of ensuring that programs to promote inclusiveness and diversity that appear on paper are carried through to practice through implementation The book begins with a review of equal employment opportunity and affirmative action and the extent to which EEO and AA are still relied upon in the workplace It then examines law and other public policy issues surrounding EEO AA and diversity management The remainder of the book focuses on the core of managing diversity in the public sector exploring the initiatives strategies and programs that government employers either do or might rely on to ensure that the demographic mosaic embodied by their workforces is prepared to meet the needs and interests of the American citizenry of the 21st century Data are provided on the demographics of the federal state and local government workforces Separate chapters address each of the following aspects

of diversity race ethnicity gender LGBTQ employment physical ability and the intersection of these constructs *Managing Diversity in Public Sector Workforces* Second Edition will be of interest to students of public administration and public personnel management and it is essential reading for all those involved in managing public organizations **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 **Handbook on Gender and Public Administration** Shields, Patricia M., Elias, Nicole M., 2022-02-15 This ground breaking Handbook on Gender and Public Administration brings together a rapidly growing new field of study exploring the emerging contexts of gender and public administration Capturing the many facets of this dynamic trend the book explores gender equity and further examines masculinity intersectionality and beyond binary conceptions of gender *Managing Gender Inequity in Academia* Gina Scutelnicu Todoran, 2024-04-16 Academia is not immune to gender bias and in many public affairs programs inequities persist in faculty academic rank salary career length job security leadership roles professional recognition resource allocation and role stereotypes *Managing Gender Inequity in Academia* is the first book to provide an evidence based guide for university administrators and faculty interested in building all important gender equity in public affairs and related programs Drawing on both secondary and primary data the book offers a comprehensive perspective on public affairs faculty career paths the obstacles to advancement in the academy and how the COVID 19 pandemic further contributed to existing inequities Each chapter of the book presents evidence based research derived from interviews surveys existing statistics and documents offering guidance to public affairs programs departments and schools on ways to strengthen the recruitment retention and promotion of women in the academy Ultimately author Gina Scutelnicu Todoran demonstrates the ways in which gender equity can strengthen institutions of higher learning *Managing Gender Inequity in Academia* is a guide for building gender equity in public affairs programs for faculty higher education administrators and graduate students in public

affairs and related disciplines Chapter 3 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license

Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manager and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field **Street-Level Public Servants** Sara R. Rinfret, 2023-12-19 This cutting edge new casebook challenges the dominant White centric narrative of public administration offering a fresh array of perspectives with the lofty aim of ending the marginalization of communities in public policy implementation Contributors adopt a liberatory framework to examine street level public administrators e.g teachers security officers policy analysts and human resource experts most responsible for implementing public policy in the United States including and amplifying previously unrecognized narratives on the front lines of public administration Case studies explore real life public servants not traditionally heard of offering counter narratives Each chapter concludes with an empowerment exercise and assignment for faculty to adopt in their classroom This edited volume a first of its kind is written by experts in public policy and administration bringing together top and emerging scholars in one volume to amplify underrepresented voices in public administration and policy Chapters are rooted in qualitative approaches and center the narratives of marginalized communities including women People of Color and LGBTQIA public servants Street Level Public Servants offers

a much needed casebook for public administration and public policy courses in the twenty first century **Essential History for Public Administration** Richard C. Box, 2018-03-01 Essential History for Public Administration offers public affairs faculty and students a concise introduction to crucial elements of American history creating a foundation for stronger discussion of current conditions in governance and management It is designed as a brief supplemental text for use in public affairs courses rather than as a replacement for core assigned readings The premise of the book is that enhanced knowledge of the history of the public sector can help students of public affairs design and manage successful programs **Local Election Administrators in the United States** Paul Gronke, David Kimball, Thessalia Merivaki, Mara Suttman-Lea, Christian R. Grose, Bridgett A. King, 2024-12-01 This book focuses on the more than 8 000 local elections administrators in counties municipalities and townships who largely manage the key administrative processes of elections work with campaigns and candidates design voting materials and choose voting equipment staff early and Election Day polling locations and communicate with and educate voters They are the frontline of democracy and this is the first book that explores who becomes an election administrator their opinions about election reform and election integrity how LEOs responded to the unique challenges of the 2020 election which included misinformation and even death threats and how to move forward to ensure a sustainable diverse and sustainable community **Handbook on Gender and Public Sector Employment** Hazel Conley, Paula Koskinen Sandberg, 2023-05-09 This incisive Handbook offers a timely and critical analysis of the gendered nature of public sector employment Bringing together key theoretical conceptual and empirical research from around the world Hazel Conley and Paula Koskinen Sandberg examine the ways in which female public sector workers experience intersectional discrimination in the workplace **Social Equity in a Post-Roe America** Lorenda A. Naylor, Heather Wyatt-Nichol, 2024-04-30 Despite hundreds of federal laws and U S Supreme Court decisions prohibiting discrimination based on sex and race American women and people of color continue to face pervasive individual and structural discrimination Women often lack equal pay for equal work affordable childcare and paid family medical leave Following the overturning of Roe vs Wade safe legal abortion has become inaccessible in approximately half the country disproportionately impacting poor women Women and people of color are underrepresented in elected offices at the federal and state levels and the voting rights of people of color continue to be eroded Employing a public administration framework Social Equity in a Post Roe America documents the scope and breadth of inequality in the United States linking social equity to sex race and the rule of law This insightful and provocative new book examines U S Supreme Court decisions and federal statutes across four public policy domains that increasingly influence U S democracy and impact the lives of American women These policy domains consist of political representation which includes citizenship and voting rights contraception abortion and employment Social Equity in a Post Roe America offers policy recommendations to increase equitable access and equal opportunity for women and people of color It is required reading for all students of public administration public

policy and political science as well as for engaged citizens

Maternity Leave Victoria Gordon, Beth M.

Rauhaus, 2019-11-19 What does it mean to be a successful working parent And how do working parents cope in the United States the only developed nation with no paid parental leave requirement Despite some positive advancement in the voluntary adoption of paid parental leave many organizations over the past 25 years have instead decreased paid leave benefits offered to employees in the United States choosing instead to let unpaid leave under the Family Medical Leave Act FMLA serve in its place This regression in practice is perhaps the greatest unintended consequence of FMLA and surely was not the intent of Congress Maternity Leave Policy and Practice Second Edition approaches parental leave from a variety of perspectives legal political social institutional organizational and most importantly from the personal perspectives of the women and men interviewed expressly for the book This second edition offers two new chapters the first puts the issue of maternity leave within the context of work life balance issues and the second explores case studies from states cities and private organizations Incorporating new census data related reports and academic studies authors Victoria Gordon and Beth M Rauhaus utilize relevant and cutting edge research in their exploration of parental leave and they enrich this research with the individual stories of ordinary working parents as well as those who choose not to have children Assuming no prior specialized knowledge this book can be assigned on a variety of undergraduate and graduate courses in politics public policy public administration gender studies and human resource management and will equally be of interest to parents policy makers and C suite managers

Family-Friendly Policies and Practices in Academe Erin K. Anderson, Catherine Richards

Solomon, 2015-04-16 This volume discusses why faculty and administrators of academe should care about implementing family friendly policies and practices as well as how they can advocate for policy changes In section one the book's focus is on empirical studies that demonstrate the need for innovative programs and policies for faculty at colleges and universities These pieces explore issues such as the value of work life programs for employee retention the need for a variety of family support policies including elder care and the influence of workplace culture on the use of existing policies Section two includes case studies of the process of formulating family friendly policies and their adoption at a variety of universities The subjects of these chapters include use of the Family and Medical Leave Act the enactment of a parental leave policy the development of a unique life cycle professorship program and strategies used to implement new policies The case study chapters provide descriptions of the identification of faculty and staff needs and the process of policy development as well as advice to faculty and administrators who seek to develop similar policies at their institutions

The War on Poverty Kyle

Farmbry, 2014-08-06 In January of 1964 President Lyndon B Johnson declared a War on Poverty Over the next several years the United States launched several programs aimed at drastically reducing the level of poverty throughout the nation Now fifty years later we have a number of lessons related to what has and has not worked in the fight against poverty This book is a collection of chapters by both researchers and practitioners studying and addressing matters of poverty as they intersect

with a number of broader social challenges such as health care education and criminal justice issues The War on Poverty A Retrospective serves as a collection of many of their observations thoughts and findings Ultimately the authors reflect on some of the lessons of the past fifty years and ask basic questions about poverty and its continued impact on American society as well as how we might continue to address the challenges that poverty presents for our nation

Women, Peace, and Security in Afghanistan Farkhondeh Akbari, Jacqui True, 2025-11-17 Women Peace and Security in Afghanistan analyses the opportunities and limitations of the WPS agenda in the context of the world's worst erasure of women's rights Afghan women have long resisted war violence and political exclusion yet their struggles remain largely overlooked in global peace and security debates This book examines how Afghan women's activism has reshaped the fight for rights and freedom Through feminist pragmatist grounded normative theorising Afghan women's diverse voices strategies and lived realities are made visible across war peace and politics From international military intervention and peacemaking deals to current engagement and non engagement with the Taliban this book is an urgent call to recognise and support women's agency in the face of oppression

The Face of the Nation Elise Stephenson, 2024 The Face of the Nation studies women's leadership and gender relations across some of the worst performing and most male dominated spheres of state international affairs Exploring the stories from almost 80 global women leaders as well as institutional histories and policies across diplomacy defense national security policing and intelligence this book seeks to understand why women remain under represented on the global stage despite many changing social and policy norms Using Australia as a leading case study the book extends theories on gender and international institutions to understand the gendered racialized and heteronormative structures that continue to limit and impact on diverse women's leadership and participation internationally

Accessibility, Gender, and Social Safety Net Program Faraha Nawaz, Dabjani Saha, 2024-08-02 This book offers an extensive research work to explore the accessibility of women with disabilities and financial insolvency to social safety net program in rural Bangladesh The book examines the impact of intersectional identities in accessibility to the human rights in a contextual setting The authors have also scrutinized the existing policies to identify policy gaps and provide some policy recommendations from this insightful study Apart from narrower view of the targeting method or implementation of social safety net program on targeting beneficiaries this research has combined gender and disability in a study framework with making a focus on the Allowances Program for Insolvent Persons with Disabilities provided by Government of Bangladesh They have argued that intersectional identities gender disability financial insolvency have influenced over the accessibility to social safety net program as well as identified the challenges of accessibility which provides a broader view of practices of public administration of Bangladesh and enlightens on social and cultural context creating barriers in accessibility to human rights of women with disabilities The authors argue for bringing changes of the service delivery of the program by bringing change in policies according to human right based treaties This book is useful to policy makers international donor agencies

government officials and NGOs *Governance in South, Southeast, and East Asia* Ishtiaq Jamil, Salahuddin M. Aminuzzaman, Sk. Tawfique M. Haque, 2015-06-06 This book explores and analyzes governance and policy issues in South Southeast and East Asia It maps governance challenges and analyzes current trends from the perspectives of democracy public policy and public institutions Regional public administration and governance systems have undergone some phenomenal changes over the last three decades and have played a key role in the economic progress of the area especially in the Southeast and East Asian nations Rich with country specific evidence and analyses the chapters in the book apply empirical and other research methods to examine shifting paradigms and best practices This book develops an understanding of changes in the forms process and practices of governance both within the context of each nation and in a comparative perspective The book will appeal to scholars academics students and practitioners of public administration political science and policy issues **Actions for Gender Balance in Informatics Across Europe** Birgit Penzenstadler, Karima

Boudaoud, Antinisca Di Marco, Sonay Caner-Yıldırım, 2025-08-08 This book is a open access The primary purpose of this book is to serve as a comprehensive guide translating research into best practices to promote gender inclusivity in informatics The handbook seeks to empower its readers providing them with actionable recommendations to bridge the gender gap in informatics This initiative aims to have an immediate impact on the informatics community raising awareness and interest through its practical resources and on the society bringing more women into computer science and technological studies and following career steps This book provides you with five years of research on gender equity and improving the gender balance in Informatics across Europe It translates current research on gender inclusivity into practical strategies and intervention methods It offers recommendations for the recruitment retention and promotion of female computer scientists at different academic and industrial levels and insights into fostering mutually beneficial cooperation between universities and industries We have collected data from different target audiences and different education and career levels to provide insights into why we have low girl and women participation rates in sciences why we have a leaky pipeline in academia and why women leave the industry We have analyzed this data and identified four target audiences for activities and policy influence We provide sets of recommendations for each of these target groups on how to become active in advocacy as well as specific actions in their daily environments to improve learning and work environments as well as retention of women students and personnel We provide ample scenarios of how to apply our findings in practice and share materials both in the book as well as in free public access online documentation to further disseminate and make use of this knowledge The book serves as joint European voice of Informatics to increase the equity for women in the field

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