

GENDER, CLASS, AND FAMILY
IN EMPLOYMENT SCHEDULES

UNEQUAL

DAN CLAWSON
NAOMI GERSTEL

TIME



Unequal Time Gender Class And Family In Employment Schedules

Mignon Duffy, Amy Armenia, Clare L. Stacey



Unequal Time Gender Class And Family In Employment Schedules:

Unequal Time Dan Clawson, Naomi Gerstel, 2014-07-10 Life is unpredictable Control over one's time is a crucial resource for managing that unpredictability keeping a job and raising a family But the ability to control one's time much like one's income is determined to a significant degree by both gender and class In *Unequal Time* sociologists Dan Clawson and Naomi Gerstel explore the ways in which social inequalities permeate the workplace shaping employees' capacities to determine both their work schedules and home lives and exacerbating differences between men and women and the economically privileged and disadvantaged *Unequal Time* investigates the interconnected schedules of four occupations in the health sector professional class doctors and nurses and working class EMTs and nursing assistants While doctors and EMTs are predominantly men nurses and nursing assistants are overwhelmingly women In all four occupations workers routinely confront schedule uncertainty or unexpected events that interrupt reduce or extend work hours Yet Clawson and Gerstel show that members of these four occupations experience the effects of schedule uncertainty in very distinct ways depending on both gender and class But doctors who are professional class and largely male have significant control over their schedules and tend to work long hours because they earn respect from their peers for doing so By contrast nursing assistants who are primarily female and working class work demanding hours because they are most likely to be penalized for taking time off no matter how valid the reasons *Unequal Time* also shows that the degree of control that workers hold over their schedules can either reinforce or challenge conventional gender roles Male doctors frequently work overtime and rely heavily on their wives and domestic workers to care for their families Female nurses are more likely to handle the bulk of their family responsibilities and use the control they have over their work schedules in order to dedicate more time to home life Surprisingly Clawson and Gerstel find that in the working class occupations workers frequently undermine traditional gender roles with male EMTs taking significant time from work for child care and women nursing assistants working extra hours to financially support their children and other relatives Employers often underscore these disparities by allowing their upper tier workers doctors and nurses the flexibility that enables their gender roles at home including for example reshaping their workplaces in order to accommodate female nurses' family obligations Low wage workers on the other hand are pressured to put their jobs before the unpredictable events they might face outside of work Though we tend to consider personal and work scheduling an individual affair Clawson and Gerstel present a provocative new case that time in the workplace also collective A valuable resource for workers advocates and policymakers alike *Unequal Time* exposes how social inequalities reverberate through a web of interconnected professional relationships and schedules significantly shaping the lives of workers and their families

The Flexibility Paradox Heejung Chung, 2022-03-04 Does flexible working really provide a better work life balance Throughout the COVID 19 pandemic flexible working has become the norm for many workers This volume offers an original examination of flexible working using data from 30 European countries and drawing

on studies conducted in Australia the US and India Rather than providing a better work life balance the book reveals how flexible working can lead to exploitation which manifests differently for women and men such as more care responsibilities or increased working hours Taking a critical stance this book investigates the potential risks and benefits of flexible working and provides crucial policy recommendations for overcoming the negative consequences Changing Contours of Work Stephen Sweet, Peter Meiksins, 2015-12-16 In the Third Edition of *Changing Contours of Work* Jobs and Opportunities in the New Economy Stephen Sweet and Peter Meiksins once again provide a rich analysis of the American workplace in the larger context of an integrated global economy Through engaging vignettes and rich data this text frames the development of jobs and employment opportunities in an international comparative perspective revealing the historical transformations of work the old economy and the new economy and identifying the profound effects that these changes have had on lives jobs and life chances The text examines the many complexities of race class and gender inequalities in the modern day workplace and details the consequences of job insecurity and work schedules mismatched to family needs Throughout the text strategic recommendations are offered to improve the new economy *Overload* Erin L. Kelly, Phyllis Moen, 2021-10-05 Contemporary ways of working are not working even for professionals and managers in what used to be considered good jobs Companies are responding to global competition and pressure from financial markets by adopting management practices and staffing strategies that push workers to do more and more with less and less New technologies facilitate always on availability normalizing 24 7 job expectations This new intensity spawns chronic stress in the form of overload feelings of too much to do and too little time to do it Kelly and Moen argue this way of working is both unhealthy and unsustainable Employees burn out quit or lack the time or energy to bring their best contributions to their jobs Organizations lose out along with individuals families and communities This book moves beyond familiar tropes about work life balance to argue that the problem lies not in the effort to balance but in the very nature of contemporary work Overload harms workers of all genders ages and life stages as well as the bottom lines of corporations What can be done Kelly and Moen draw on five years of research including a major field experiment in a Fortune 500 firm to describe a new approach to making work more sane and sustainable The initiative called STAR prompts imaginative yet feasible changes or work redesigns that improve employees health wellbeing and ability to manage both their personal and their work lives They find the firm also benefits through increased job satisfaction and reduced turnover *Best Laid Plans* Jessica Halliday Hardie, 2022-08-30 Given the range of possibilities open to women today what futures do adolescent girls dream of and pursue And how do social class and race play into their trajectories In asking young women about their aspirations in three areas school work and family *Best Laid Plans* demonstrates how future plans are framed by notions of gendered responsibilities and abilities Through her examination of the lives of poor working class and middle class Black and White young women as they navigate the transition to adulthood sociologist Jessica Halliday Hardie defines anew what it means for young women to come of age In particular Hardie shows

how social capital either possessed or lacked is not simply a resource for planning for the future but a structure whose form and function varies by social class and race As these inequalities persist into adulthood high aspirations social capital and careful planning bolster some young women while hindering others Drawing on qualitative data from a five year period Best Laid Plans makes the case for why we need to move beyond the individual appeal to dream bigger and plan better and toward systematic changes that will put young people s aspirations within reach

The Tolls of Uncertainty Sarah Damaske,2021-05-25 An indispensable investigation into the American unemployment system and the ways gender and class affect the lives of those looking for work Through the intimate stories of those seeking work The Tolls of Uncertainty offers a startling look at the nation s unemployment system who it helps who it hurts and what if anything we can do to make it fair Drawing on interviews with one hundred men and women who have lost jobs across Pennsylvania Sarah Damaske examines the ways unemployment shapes families finances health and the job hunt Damaske demonstrates that commonly held views of unemployment are either incomplete or just plain wrong Shaped by a person s gender and class unemployment generates new inequalities that cast uncertainties on the search for work and on life chances beyond the world of work threatening opportunity in America Following in depth the lives of four individuals over the course of their unemployment experiences Damaske offers insights into how the unemployed perceive their relationship to work She reveals the high levels of blame that women who have lost jobs place on themselves leading them to put their families needs above their own sacrifice their health and take on more tasks inside the home This guilt gap illustrates how unemployment all too often exacerbates existing differences between men and women Class privilege too gives some an advantage while leaving others at the mercy of an underfunded unemployment system Middle class men are generally able to create the time and space to search for good work but many others are bogged down by the challenges of poverty level unemployment benefits and family pressures and fall further behind Timely and engaging The Tolls of Uncertainty posits that a new path must be taken if the nation s unemployed are to find real relief

Caring on the Clock Mignon Duffy,Amy Armenia,Clare L. Stacey,2015-01-22 A nurse inserts an I V A personal care attendant helps a quadriplegic bathe and get dressed A nanny reads a bedtime story to soothe a child to sleep Every day workers like these provide critical support to some of the most vulnerable members of our society Caring on the Clock provides a wealth of insight into these workers who take care of our most fundamental needs often at risk to their own economic and physical well being Caring on the Clock is the first book to bring together cutting edge research on a wide range of paid care occupations and to place the various fields within a comprehensive and comparative framework across occupational boundaries The book includes twenty two original essays by leading researchers across a range of disciplines including sociology psychology social work and public health They examine the history of the paid care sector in America reveal why paid care work can be both personally fulfilling but also make workers vulnerable to burnout emotional fatigue physical injuries and wage exploitation Finally the editors outline many innovative ideas for reform

including top down and grassroots efforts to improve recognition remuneration and mobility for care workers As America faces a series of challenges to providing care for its citizens including the many aging baby boomers this volume offers a wealth of information and insight for policymakers scholars advocates and the general public

Barista in the City

Geoffrey Moss,Keith McIntosh,Ewa Protasiuk,2023-10-23 Barista in the City examines the impact of paid employment and the contemporary neoliberal context on the subcultural lives of hipsters who are employed as baristas This book s analysis of Philadelphia baristas employed within specialty coffee shops suggests that the existing literature on the relationship between neoliberalism and urban subcultures needs to be amended The subcultural participants discussed within previous studies lived intensely subcultural lives that were ultimately diminished due to processes of gentrification and displacement The subcultural lives of the baristas investigated by the authors were greatly diminished from the very beginning Neoliberal policies and structures of class race gender and gentrification intersected with their employment in ways that diminished their ability to establish lives that constitute a full fledged subcultural alternative The book presents a new theoretical perspective that could aid researchers who study urban subcultures It also discusses the implications of its analysis for urban policy This book is an essential update on previous scholarship pertaining to urban subcultures It also contributes to existing literatures on baristas hipsters gentrification and service sector employment within the city It is suitable for students and scholars in Urban Sociology Urban Studies Cultural Studies and the Sociology of Work

Women, Labor Segmentation

and Regulation David Peetz,Georgina Murray,2017-04-17 This book re shapes thinking on gender gaps differences between men and women in their incomes their employment and their conditions of work It shows how the interaction between regulation distance and content labor segmentation and norms helps us understand various aspects of gender gaps It brings together leading authors from industrial relations sociology politics and feminist economics who outline the roles the family state public policy trade unions and class play in creating gender gaps and consider the lessons from international comparisons While many studies have focused on the role of society or organizations this book also pays attention to the role of occupations in promoting and reinforcing gender gaps discussing groups such as apparel outworkers film and video workers care workers public sector professionals like librarians chief executives academics and coal miners Thisbook will be of interest to practitioners policy makers academics and students interested in understanding why inequality between men and women persists today and what might be done about it

Making Motherhood Work Caitlyn Collins,2020-05-05 The work family conflict that mothers experience today is a national crisis Women struggle to balance breadwinning with the bulk of parenting and social policies aren t helping Of all Western industrialized countries the United States ranks dead last for supportive work family policies Can American women look to Europe for solutions Making Motherhood Work draws on interviews that Caitlyn Collins conducted over five years with 135 middle class working mothers in Sweden Germany Italy and the United States She explores how women navigate work and family given the different policy supports available in

each country Taking readers into women s homes neighborhoods and workplaces Collins shows that mothers expectations depend on context and that policies alone cannot solve women s struggles With women held to unrealistic standards the best solutions demand that we redefine motherhood work and family

Whispering the Secrets of Language: An Psychological Quest through **Unequal Time Gender Class And Family In Employment Schedules**

In a digitally-driven world wherever monitors reign supreme and quick conversation drowns out the subtleties of language, the profound secrets and psychological subtleties concealed within words often move unheard. However, located within the pages of **Unequal Time Gender Class And Family In Employment Schedules** a captivating fictional treasure pulsing with natural emotions, lies a fantastic journey waiting to be undertaken. Penned by a talented wordsmith, this enchanting opus encourages readers on an introspective journey, lightly unraveling the veiled truths and profound impact resonating within the fabric of every word. Within the mental depths of this emotional evaluation, we will embark upon a heartfelt exploration of the book is key themes, dissect their fascinating writing model, and fail to the powerful resonance it evokes deep within the recesses of readers hearts.

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