

Women and Public Service

Barriers, Challenges, and Opportunities



Mohammad G. Alkadry and Leslie E. Tower

Women And Public Service Barriers Challenges And Opportunities

Richard C. Box



Women And Public Service Barriers Challenges And Opportunities:

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 *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 manger 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 *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

Innovative Approaches to Promoting Women's Economic Empowerment, 2008 Addressing the lack of progress on women s economic empowerment this publication highlights promising and innovative approaches from all regions of the world illustrating the range and combination of activities and ways in which these activities address and contribute to women s economic empowerment and more broadly to the achievement of the MDGs The publication focuses on three core dimensions economic opportunity legal status and rights and voice inclusion and participation in economic decision making Useful to development planners and practitioners in governments United Nations agencies civil society and the private sector this publication serves as a vehicle to generate ideas for scaling up and guiding future work

Strategic Digest, 2011 *Abstracts ... Annual Meeting of the American Public Health Association and Related Organizations* American Public Health Association. Annual Meeting, 1995 **Annual Report - Public Service Commission of Canada** Public Service Commission of Canada, 1988 I on the Mouse Tim Scott, 2001 *Review of Public Personnel Administration*, 2002 Include abstracts **Annual Report** Public Service Commission of Canada, 1986 **Journal of Education for Social Work**, 2004 **Public Sector**, 2002 **Women & Work**, 1986 **Trade Unions in Europe** Deborah Foster, Peter Scott, 2003 Trade unions in Europe are constantly facing new challenges as the scope and influence of the European Union increases in the spheres of employment and social regulation This book examines the dilemmas brought about by contemporary processes of economic and social change in the EU and evaluates the role and influence of trade unions and the nature of their response Contributors are drawn from a number of different countries and chapters address contemporary issues in areas of expertise in the field of industrial relations Topics include the European social partners and the effectiveness of social dialogue processes the implications of subsidiarity and the open method of co ordination gender representation in trade unions European Monetary Union and the

public services the ambiguous role of trade unions in European Works Councils and the internal reform organisation and restructuring of trade unions in Europe This text is a useful reader addressing a number of key contemporary developments in European trade unions and industrial relations It will be of interest to those studying industrial relations business studies sociology European studies and political science as well as managers trade unionists and practitioners in the field of social and employment policy *WINAP Newsletter* ,2000 **Conference Report** ,1996 *Participation of Disadvantaged Groups in Employment and Training Programs, (CETA) in New York and Pennsylvania* Sharon Lee Harlan,1979 Public Administration Review Leonard Dupee White,1985 Includes section Reviews of books and documents

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