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Work-Life Balance and the Economic Crisis

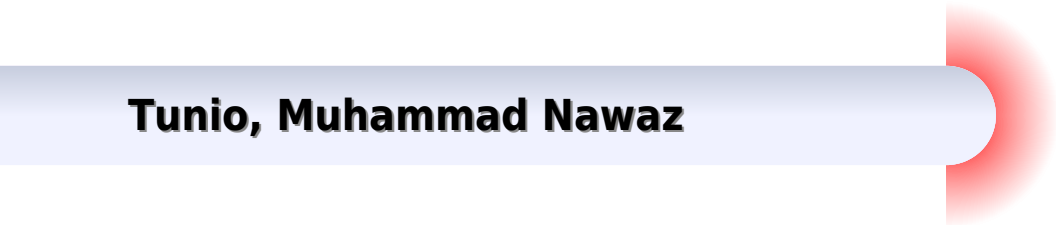
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Perspective of Comparative Law
(Volume I: The Spanish Scenario)

Lourdes Mella Méndez
Lavinia Serrani

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Work Life Balance Economic Crisis Perspective

Tunio, Muhammad Nawaz



Work Life Balance Economic Crisis Perspective:

Work-Life Balance and the Economic Crisis Anthony Forsyth, 2015-10-28 No one can deny the significance attributed to the issue of reconciling work and private life by contemporary society the EU and other international organisations Its relevance is evident in the multifaceted nature of this topic and the need for each party to the employment contract to strike a proper balance between professional and personal responsibilities based on the assumption that people can successfully harmonise their work with life Following on from these considerations this volume provides a detailed analysis of work life balance and its regulation in a number of EU countries emphasizing the consequences that the current economic crisis has brought about in this field *Work-Life Balance in Times of Recession, Austerity and Beyond* Suzan Lewis, Deirdre Anderson, Clare Lyonette, Nicola Payne, Stephen Wood, 2016-08-12 This book reflects the enormous interest in work life balance and current pressing concerns about the impacts of austerity more broadly It draws on contemporary research and practitioner experiences to explore how work life balance and related workplace and social policy fare in turbulent economic times and the implications for employees employers and wider societies Authors consider workplace trends practices and employment relations and the impacts on work care and well being of diverse workers A guiding theme throughout the book is a triple agenda of supporting employee work life balance workplace effectiveness and social justice The final chapters present case studies of innovative processes and organizational practices for addressing the triple agenda note the important role of social policy context and discuss the challenge of extending debates on work life balance to include a social justice dimension This book will be of interest to academics and postgraduate students of organisational psychology sociology human resource management management and business studies law and social policy as well as employers managers HR managers trade unions and policy makers *Research Handbook on Work-Life Balance* Bertolini, Sonia, Poggio, Barbara, 2022-01-11 This innovative and thought provoking Research Handbook explores the theoretical debate surrounding work life balance and provides a reflection on the opportunity to adopt multilevel research approaches and perspectives along gender and temporal axes The Research Handbook is an international overview of current research on work life balance considered in macro meso and micro perspectives **The Oxford Handbook of Job Quality** Chris Warhurst, Chris Mathieu, Rachel E. Dwyer, 2022-05-26 The aim of this Handbook is to produce an interdisciplinary and international benchmark text for anyone wanting to understand job quality Job quality matters and has long and continually done so even if the terminology used to describe it has and continues to vary Debate about the future of work and job quality in the twenty first century centres on the impact of the new digital technologies of the putative fourth industrial revolution This debate compounds existing concerns about the restructuring of employment and importantly a worrying proliferation of poor quality jobs often within the context of neo liberal political economic hegemony since the early 1980s or the economic crisis that followed the Global Financial Crisis of the late 2000s Job quality is offered as a solution to challenges such as health welfare

productivity innovation economic competitiveness democracy and democratic participation Bildung cultivation societal equality individual and collective quality of life and environmental sustainability As job quality is a key factor in addressing these and the other challenges it needs to be understood in all its complexity in terms of what it affects as well as what affects it This Handbook draws together into a single volume first an explicit focus on job quality both as a significant factor in and of itself and as producing instrumental effects on a range of other processes and outcomes second a catalogue of the diverse range of multiple contributions and applications related to job quality and third the complexity and multiple interpretations of the concept of job quality Each chapter provides distinct responses to the question of why job quality matters coupled to a contention about for whom or for what job quality matters most As the chapters with their respective answers and arguments attest there are a range of ways in which job quality is relevant to an equally broad range of social economic and political concerns

Perspectives on Stress and Wellness Management in Times of Crisis Bansal, Rohit, 2023-03-31 The COVID 19 pandemic has had a major effect on our lives During the crisis people across the world experienced increased levels of distress and anxiety particularly as a result of social isolation Many of us are facing challenges that can be stressful overwhelming and cause strong emotions in both adults and children It is essential to learn to cope with stress in a healthy way so that we may become more resilient through these crises Addressing stress and wellness in times of crisis requires novel approaches to mental and emotional health support and a fundamentally high standard of care compared to current medication alternatives for anxiety and depression disorders Perspectives on Stress and Wellness Management in Times of Crisis presents the most recent innovations trends concerns practical challenges encountered and solutions adopted in the fields of stress and wellness management It provides emerging research on stress and wellness management in times of crisis innovative stress management strategies and the role and impact of stress management in emotional and mental well being and work performance Covering topics such as cyber incivility leadership persistence and work life balance this premier reference source is an excellent resource for psychologists practitioners industry researchers business leaders and managers human resource managers counselors students and educators of higher education librarians researchers and academicians

Work-Life Balance in the Modern Workplace Sarah De Groo, 2017-06-23 The term work life balance refers to the relationship between paid work in all of its various forms and personal life which includes family but is not limited to it In addition gender permeates every aspect of this relationship This volume brings together a wide range of perspectives from a number of different disciplines presenting research findings and their implications for policy at all levels national sectoral enterprise workplace Collectively the contributors seek to close the gap between research and policy with the intent of building a better work life balance regime for workers across a variety of personal circumstances needs and preferences Among the issues and topics covered are the following differences and similarities between men and women and particularly between mothers and fathers in their work choices third shift work

work at home at night or during weekends effect of the extent to which employers perceive management of this process to be a burden employers exploitation of the psychological interconnection between masculinity and breadwinning organisational culture that is more available for supervisors than for rank and file workers weak enforcement mechanisms and token penalties for non compliance by employers trade unions as the best hope for precarious workers to improve work life balance crowd work on demand performance of tasks by persons selected remotely through online platforms from a large pool of potential and generic workers an example of how to use work life balance insights to evaluate the law collective self scheduling employers duty to accommodate and financial hardship as a serious threat to work life balance As it has been shown clearly that work life conflict is associated with negative health outcomes exacerbates gender inequalities and many other concerns this unusually rich collection of essays will resonate particularly with concerned lawyers and legal academics who ask what work life balance literature has to offer and how law should respond

Work-life Balance and the Economic Crisis Lourdes Mella Méndez, Lavinia Serrani, 2015 No one can deny the significance attributed to the issue of reconciling work and private life by contemporary society the EU and other international organisations Its relevance is evident in the multifaceted nature of this topic and the need for each party to the employment contract to strike a proper balance between professional and personal responsibilities based on the assumption that people can successfully harmonise their work with life Following on from these considerations this volume provides a detailed analysis of work life balance and its regulation in a number of EU countries emphasizing the consequences that the current economic crisis has brought about in this field

Supporting Psychological and Emotional Wellbeing Among Entrepreneurs Tunio, Muhammad Nawaz, 2024-11-13 Entrepreneurs today face many challenges from fierce competition to economic uncertainties Yet amidst these external pressures the internal struggles of maintaining psychological and emotional well being are often overlooked This neglect not only affects entrepreneurs personally but also profoundly impacts their businesses Female entrepreneurs in particular face unique hurdles that can significantly impact their mental peace and hinder their success Supporting Psychological and Emotional Wellbeing Among Entrepreneurs presents a timely solution urging researchers and practitioners to reevaluate the importance of mental health in entrepreneurship By exploring topics such as stress management harassment and promoting positive work environments the book offers concrete strategies to enhance entrepreneurs well being Through a comprehensive examination of social and moral values in entrepreneurship it seeks to equip entrepreneurs and stakeholders with the tools needed to create supportive and empowering work environments

Labour Law and the Gig Economy Jo Carby-Hall, Lourdes Mella Méndez, 2020-03-24 This international book analyses the impact of digitisation in labour markets on labour relationships and also on labour processes The rapid progress of modern disruptive technologies and AIs and their multiple applications to each phase of the labour production system are changing the production rules on a global scale with significant impacts in every aspect of work As new technologies

transform work patterns and change the type of jobs available destroying some while creating others and even the nature of the tasks performed numerous legal problems arise which are challenging to legislators and legal scholars who need to find appropriate solutions to them Considering the labour law issues which have been created by technological developments and currently affect the work of millions worldwide this book highlights the full scope of these issues suggesting solutions to emerging problems and ways to mitigate the risks brought about through technological advancement Approaching the present debate with perspectives on legal problems with expertise from a wide range of different countries this book presents informed and scholarly studies which answer the challenges that new technologies present in labour markets private lives and labour processes

The Oxford Handbook of Work and Family Tammy D. Allen, Lillian T. Eby, 2016-05-17 The Oxford Handbook of Work and Family examines contemporary work family issues from a variety of important viewpoints By thoroughly examining where the field has been and where it is heading this important volume offers razor sharp reviews of long standing topics and fresh ideas to move work family research and practice in new and necessary directions In providing comprehensive interdisciplinary cross cultural and cross national perspectives Tammy D Allen and Lillian T Eby have assembled a world class team of scholars and practitioners to offer readers cutting edge information on this rapidly growing area of scientific inquiry The Handbook also includes reviews of historically under studied groups and highlights the important role that technology plays in shaping the work family interface the potential contribution of neuroscience to better understanding work family issues the ways in which work family scholarship and practice can be enhanced through theoretical perspectives and the use of social media to translate important research findings to the public The Oxford Handbook of Work and Family is a roadmap for moving work family scholarship forward while also providing rich descriptive accounts of how major organizations have been able to turn research findings into effective evidence based policies and practices to help adults better manage both work and family responsibilities

Handbook of Research on Interdisciplinary Perspectives on the Threats and Impacts of Pandemics Omeraki Çekirdekci, Şahver, İngün Karkış, Özlem, Gönültaş, Suna, 2021-11-26 The COVID 19 pandemic shook the world to its core After a brief pause organizations of all kinds had to adapt to the new circumstances given to them with very little time The presence of the pandemic caused multiple threats that caused several disruptions to the norms beliefs and practices in various domains of everyday life Both from macro and micro perspectives individuals households markets institutions and governments developed strategies to respond to the new environment responses that hope to eliminate or at least decrease the threats of the COVID 19 pandemic The Handbook of Research on Interdisciplinary Perspectives on the Threats and Impacts of Pandemics explores the COVID 19 pandemic from an interdisciplinary perspective and determines how future pandemics may impact society Beginning as a health threat the pandemic has led the way to economic social psychological political and informational crises necessitating the examination of the phenomenon from different academic disciplines Covering topics such as distance education human

security and predictions this handbook of research is an essential resource for scholars managers media representatives governors health officials government officials policymakers students professors researchers and academicians *Gender and the European Labour Market* Francesca Bettio, Janneke Plantenga, Mark Smith, 2013-03-20 The book presents state of the art research on women's current position in European labour markets It combines analysis of the latest trends in employment occupational segregation working time unpaid work social provisions especially care provisions and the impact of the financial crisis with overall assessment of the actual impact of the European Employment Strategy and the specific impact of key policies such as taxation and flexicurity

Managing People in Small and Medium Enterprises in Turbulent Contexts Alexandros Psychogios, Rea Prouska, 2019-01-02 *Managing People in Small and Medium Enterprises in Turbulent Contexts* explores a range of human resource management HRM issues specific to small and medium sized enterprises SMEs Based on a series of research studies and secondary sources of data the book's primary aim is to contextualise HRM issues in SMEs operating in a variety of national economic contexts that are or have recently experienced a turbulent situation SMEs are the backbone of these economies It is therefore critical that we study HR practices and concepts within such enterprises The book covers HR practices in SMEs such as recruitment and selection training and development performance evaluation and employee relations by focusing on three types of turbulent economies emerging market economies in Asia the Pacific Africa and Latin America transition economies of Central and Eastern Europe and crisis contexts in Southern Europe *Managing People in Small and Medium Enterprises in Turbulent Contexts* is a useful resource for organisations practitioners academics and scholars in the fields of HRM employee engagement small and medium business management and other related disciplines

Current Issues in Tourism, Gastronomy, and Tourist Destination Research Hera Oktadiana, Myrza Rahmanita, Rina Suprina, Pan Junyang, 2022-05-25 The book focuses on contemporary research on tourism gastronomy and tourist destinations presented at the 3rd Tourism Gastronomy and Destination International Conference TGDIC 2021 It serves as a platform for knowledge and experience sharing and invites tourism scholars practitioners decision makers and stakeholders from all parts of society and from various regions of the world to share their knowledge experience concepts examples of good practice and critical analysis with their international peers The research papers presented at the conference were organized into three main categories tourism gastronomy and tourist destinations written by authors from various countries such as Indonesia China India Switzerland UK Portugal and Hungary

Research Handbook on EU Labour Law Alan Bogg, Cathryn Costello, A.C.L. Davies, 2016-12-30 *Research Handbook on EU Labour Law* features contributions from leading scholars in the field Part I addresses cross cutting themes such as the relationship between EU law and national law the role of human rights in EU labour law and the impact of austerity measures In Part II the contributors focus on topics in individual and collective labour law at EU level including working time and job security Finally Part III offers a comprehensive overview of the EU's interventions in equality law

Economic Crisis, Quality of Work, and

Social Integration Duncan Gallie,2013-09-12 This book provides a comparative analysis of the impact of the economic crisis on the quality of work and work life balance

Austerity, Retrenchment and the Welfare State Bent Greve,2020-01-31 Are we living in an age of permanent austerity In this insightful book Bent Greve provides a comprehensive empirical analysis of welfare states since 2000 exploring the ways by which austerity can be measured and quantified Through detailed comparative analysis between states this book dissects the implementation of economic retrenchment its extent and impact in Europe

Organizational Behaviour Paul E. Smith,Wendy Yellowley,Christopher J. McLachlan,2020-10-26 Clear concise and written by experts currently lecturing in the field Organizational Behaviour focuses exclusively on what you need to know for success in your business course and today s global economy The text brings together a vast range of ideas models and concepts on organizational behaviour from an array of fields such as psychology sociology history economics and politics This information is presented in bite sized digestible pieces to create an accessible and engaging style that makes it the perfect text for introductory courses covering organizations Key features include a clear and thought provoking introduction to organizational behaviour relevant cutting edge case studies with global focus hot topics such as eOrganizations ethics and diversity keeping you up to date with current business thinking further reading summaries activities key theme boxes and review questions to help reinforce your understanding This textbook will be a valuable resource for students of business and management studies organization studies psychology and sociology

Caring Responsibilities in European Law and Policy Eugenia Caracciolo di Torella,Annick Masselot,2020-02-28 This book explores the emerging engagement of EU law with care and carers The book argues that the regulation of care by the EU is crucial because it enables the development of a broad range of policies It contributes to the sustainability of society and ultimately it enables individuals to flourish Yet to date the EU approach to regulating the caring relationship remains piecemeal and lacks the underpinning of a cohesive strategy Against this backdrop this book argues that the EU can and must take leadership in this area by setting principles and standards in accordance with the values of the treaty in particular gender equality human dignity solidarity and well being The book further makes a case for a stronger protection for carers who should not only be protected against discrimination but should also be supported valued and put in a position to make choices and lead full lives In order to achieve this a proactive approach to rebalancing the relationship between paid and unpaid work is necessary Ultimately the book puts forward a series of legal and policy recommendations for a holistic approach to care in the EU

Mothering and Entrepreneurship: Global perspectives, Identities and Complexities Mélanie Knight,Talia Esnard,2020-10-20 This book examines the complexities of mothers who are entrepreneurs in different parts of the world This uniqueness and contribution to the area of women s entrepreneurship presents many challenges One must historicize context focus on socio political realms and on lived realities All challenging endeavours when focusing on mothering and entrepreneurship in different global contexts What of the workers in these contexts More specifically what of

female workers within these contexts How have women negotiated gendered roles within old and new structures What complexities have preconfigured the diverse realities and positionalities of maternal workers How have these intricacies shifted the boundaries of work family interface This book focuses on a specific subset of work and the economy for mothers who are entrepreneurs in different parts of the world In this edited collection we examine how mothers are negotiating their entrepreneurial endeavors within the contexts of local and global economic shifts We explore how the socio cultural economic and national contexts that re structure and re frame multiple nodes of power difference and realities for mothers as workers across diverse contexts This type of contextual analysis allows for new lines of inquiry and questions that move beyond the descriptive profiling and gendered assessment of women entrepreneurs Lastly the mother entrepreneur worker life balance frames our discussion We particularly set the work family discourse within many points of contentions related to how the researchers have conceptualized work life interface the specific assumptions embedded within these investigations and the implications of these for how we re present the dynamics related to mothering and entrepreneurship The participation of mothers within entrepreneurial space offers a rich site for analyzing the contextual nature of maternal identity work life relationships and entrepreneurial identities In so doing

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