

GENDER, CLASS, AND FAMILY
IN EMPLOYMENT SCHEDULES

UNEQUAL

DAN CLAWSON
NAOMI GERSTEL

TIME



Unequal Time Gender Class And Family In Employment Schedules

Kok Hoe Ng



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

The Palgrave Handbook of Family Policy Rense Nieuwenhuis, Wim Van Lancker, 2020-12-14 This open access handbook provides a multilevel view on family policies combining insights on family policy outcomes at different levels of policymaking supra national organizations national states sub national or regional levels and finally smaller organizations and employers At each of these levels a multidisciplinary group of expert scholars assess policies and their implementation such as child income support childcare services parental leave and leave to provide care to frail and elderly family members The chapters evaluate their impact in improving children's development and equal opportunities promoting gender equality regulating fertility productivity and economic inequality and take an intersectional perspective related to gender class and family diversity The editors conclude by presenting a new research agenda based on five major challenges pertaining to the levels of policy implementation in particular globalization and decentralization austerity and marketization inequality changing family relations and welfare states adapting to women's empowered roles

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 This book 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

Opting Back In Pamela Stone, Meg Lovejoy, 2021-02-23 Interrupting a professional career is for women who opt out a conflicted decision of last resort Most women envision returning to the labor force even as they leave it But can they Drawing on unique research that follows up women first interviewed for Opting Out this book profiles the efforts of a group of high achieving women to go back to work The good news is that these women who are able to draw on considerable resources are successful The bad news is that they face cross pressures of class and gender that create what we call the paradox of privilege which reinforces gender inequality in the family and workplace and results in re-entry strategies that either marginalize them as contingent workers or for the sizeable fraction who radically reinvent themselves segregate them in female dominated fields The book offers an in depth look at the pressures high potential women face as they struggle with the mixed signals of their class privilege promise compromised by patriarchy and offers up close and personal insights in to how the twin pillars of gender inequality the leadership and wage gaps are created and maintained by the very women expected to transcend them Provided by publisher

Handbook of the Politics of Labour, Work and Employment Gregor Gall, 2019 Providing a thorough overview of the political nature and dynamics of the world of work labour and employment this timely Handbook draws together an interdisciplinary range of top contributors to explore the interdependent relationship between politics and labour work and employment The Handbook explores the purpose roles rights and powers of employers and management workers and unions states and governments in the age of globalised neo liberalism **Future of Work and Business in Covid-19 Era** Rabi Narayan Subudhi, Sumita Mishra, Abu Saleh, Dariush Khezrimotlagh, 2022-04-11 This proceedings volume explores the disruptive effect of COVID19 pandemic on business leaders

and managers It covers the sweeping changes experienced by all sectors of work and business along with core functional verticals As organizations institutionalize lessons learned through trial and error an effort is required to document these efforts The volume is an amalgamation of papers presented papers at the International Management Conference 2021 hosted at KIIT University India in February 2021 The thrust of this conference was to gather a holistic picture of the lessons derived during the pandemic hardship Selected papers provide readers with an idea of the new normal in various domains of management across industries and organizations Research papers from each functional areas of business management give focus on experiences and best practices

Working Democracies Joan S. M. Meyers, 2022-06-15 In this inside look at worker cooperatives Joan Meyers challenges long held views and beliefs From the outside worker cooperatives all seem to offer alternatives to bad jobs and unequal treatment by giving workers democratic control and equitable ownership of their workplaces Some contend however that such egalitarianism and self management come at the cost of efficiency and stability and are impractical in the long run Working Democracies focuses on two worker cooperatives in business since the 1970s that transformed from small countercultural collectives into thriving multiracial and largely working class firms She shows how democratic worker ownership can provide stability and effective business management but also shows that broad equality is not an inevitable outcome despite the best intentions of cooperative members Working Democracies explores the interconnections between organizational structure and organizational culture under conditions of worker control revealing not only the different effects of managerialism and participatory bureaucracy but also how each bureaucratic variation is facilitated by how workers are defined by at each cooperative Both bureaucratic variation and worker meanings are she shows are consequential for the reduction or reproduction of class gender and ethnoracial inequalities Offering a behind the scenes comparative look at an often invisible type of workplace Working Democracies serves as a guidebook for the future of worker cooperatives

They Told Us To Move: Dakota—Cassia Kok Hoe Ng, 2024-08-21 What happens when an entire community is moved Dakota Crescent was one of Singapore s oldest public housing estates and a rental flat neighbourhood for low income households In 2016 its residents many of whom are elderly were relocated to Cassia Crescent to make way for redevelopment To help them resettle a group of volunteers came together and formed the Cassia Resettlement Team They Told Us to Move tells the story of the relocation through interviews with the residents from the Dakota community and reflections by the volunteers Accompanying these are essays by various academics on urban planning gender and family ageing poverty and social services civil society and citizenship and architectural heritage and place making Through this three part conversation the book explores human stories of devotion expectation and remembrance It asks what we can achieve through voluntary action and how we can balance self reliance and public services This book is for people who want to understand the kind of society we are and question what kind of society we want to be

Pregnant at Work Elise Andaya, 2024-03-05 Winner of the 2024 Senior Book Prize from the Association of Feminist Anthropology A compelling

analysis of social inequality through the perspective of pregnant low wage service workers The low wage service industry is one of the fastest growing employment sectors in the US economy Its workers disproportionately tend to be low income and minority women Service sector work entails rigid forms of temporal discipline manifested in work requirements for flexible last minute and round the clock availability as well as limited to no eligibility for sick and parental leaves all of which impact workers ability to care for themselves and their dependents Pregnant at Work examines the experiences of pregnant service sector workers in New York City as they try to navigate the time conflicts between precarious low wage service labor and safety net prenatal care Through interviews and fieldwork in a prenatal clinic of a public hospital Elise Andaya vividly describes workers struggles to maintain expected tempos of labor as their pregnancies progress as well as their efforts to schedule and attend prenatal care where waiting is a constant factor a reflection of the pervasive belief that poor people s time is less valuable than that of other people Pregnant at Work is a compelling examination of the ways in which power and inequalities of race class gender and immigration status are produced and reproduced in the US including in individual pregnant bodies The stories of the pregnant workers featured in this book underscore the urgency of movements towards temporal justice and a new politics of care in the twenty first century [Share the Wealth](#) Philippe Askenazy,2021-01-12 A new perspective on the neoliberal world through the prism of rents and rentiers How can we reduce inequalities How can we make work get better recognition and better pay Philippe Askenazy in this new book shows that the current share of wealth is far from natural it results from rising rents and their capture by the actors best endowed in the economic game In this race for rents the world of work is the big loser while many workers feed capital rents by increased productivity and worsened working conditions they are stigmatized as unproductive and their earnings stagnate By proposing a new description of the capital work relationship calling for a remobilization of the world of work and particularly poorly paid employees Askenazy shows that there is a more radical alternative to neoliberalism beyond simply redistribution **Trust Fall** Sarah Mosseri,2025-11-11 How do millions of Americans navigate today s demanding and unpredictable work terrain without the protection of strong labor laws unions or a reliable social safety net They turn to trusted colleagues and supervisors to help find a way through the chaos But is interpersonal trust truly a solution or just another source of vulnerability In Trust Fall Sarah Mosseri delves into the intricate web of workplace trust Drawing on years of immersive research across diverse industries from bustling restaurants and tech startups to marketing agencies and ride hail circuits she uncovers how the very bonds workers rely on to manage instability and insecurity often deepen their exposure to risk and exploitation Blending vivid storytelling with sharp sociological insight Trust Fall reveals the seduction and costs of workplace trust It gives readers the language to recognize and challenge the unspoken bargains workers make to belong thrive and survive in today s precarious labor landscape **Religion and the Individual: Belief, Practice, and Identity** Douglas J. Davies,Michael J. Thate,2018-07-05 This book is a printed edition of the Special Issue Religion and the Individual Belief Practice and Identity

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Table of Contents Unequal Time Gender Class And Family In Employment Schedules

1. Understanding the eBook Unequal Time Gender Class And Family In Employment Schedules
 - The Rise of Digital Reading Unequal Time Gender Class And Family In Employment Schedules
 - Advantages of eBooks Over Traditional Books
2. Identifying Unequal Time Gender Class And Family In Employment Schedules
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Unequal Time Gender Class And Family In Employment Schedules
 - User-Friendly Interface
4. Exploring eBook Recommendations from Unequal Time Gender Class And Family In Employment Schedules
 - Personalized Recommendations
 - Unequal Time Gender Class And Family In Employment Schedules User Reviews and Ratings
 - Unequal Time Gender Class And Family In Employment Schedules and Bestseller Lists

5. Accessing Unequal Time Gender Class And Family In Employment Schedules Free and Paid eBooks
 - Unequal Time Gender Class And Family In Employment Schedules Public Domain eBooks
 - Unequal Time Gender Class And Family In Employment Schedules eBook Subscription Services
 - Unequal Time Gender Class And Family In Employment Schedules Budget-Friendly Options
6. Navigating Unequal Time Gender Class And Family In Employment Schedules eBook Formats
 - ePub, PDF, MOBI, and More
 - Unequal Time Gender Class And Family In Employment Schedules Compatibility with Devices
 - Unequal Time Gender Class And Family In Employment Schedules Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Unequal Time Gender Class And Family In Employment Schedules
 - Highlighting and Note-Taking Unequal Time Gender Class And Family In Employment Schedules
 - Interactive Elements Unequal Time Gender Class And Family In Employment Schedules
8. Staying Engaged with Unequal Time Gender Class And Family In Employment Schedules
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Unequal Time Gender Class And Family In Employment Schedules
9. Balancing eBooks and Physical Books Unequal Time Gender Class And Family In Employment Schedules
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Unequal Time Gender Class And Family In Employment Schedules
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Unequal Time Gender Class And Family In Employment Schedules
 - Setting Reading Goals Unequal Time Gender Class And Family In Employment Schedules
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Unequal Time Gender Class And Family In Employment Schedules
 - Fact-Checking eBook Content of Unequal Time Gender Class And Family In Employment Schedules
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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