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Work-Life Balance and the Economic Crisis

Some Insights from the
Perspective of Comparative Law
(Volume I: The Spanish Scenario)

Lourdes Mella Méndez
Lavinia Serrani

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Work Life Balance Economic Crisis Perspective

Bertolini, Sonia, Poggio, Barbara



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

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; 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.

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.

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

Critical and Feminist Perspectives on Financial and Economic Crises Sakiko Fukuda-Parr, James Heintz, Stephanie Seguino, 2017-10-02 Economic and financial crises have become perennial features of today's global economy Macroeconomic theories of crisis including the global crisis that unfolded in 2008 emphasize the role of financial deregulation capital flow imbalances and growing debt fueled by income and wealth inequality These approaches tend to be divorced from feminist thinking which analyzes broader distributional dynamics transmitted through structural channels and government policy responses with an emphasis on gender race class and ethnicity This volume brings together innovative thinking from heterodox macroeconomists and feminist economists to explore the causes consequences and ramifications of economic crises By doing so it highlights aspects of the economy that are frequently overlooked or ignored such as the impact of crises on the vast amount of unpaid work which women perform relative to men The collection of international studies assembled here takes an innovative approach to analyzing a range of issues from the subprime mortgage crisis to the gendered effects of austerity to the role of the International Monetary Fund in governing an unstable global economy In so doing it looks beyond causes and consequences and points to new directions for macroeconomic and financial policy This book was originally published as a special issue of Feminist Economics

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 Job Quality Chris Warhurst,Chris Mathieu,Rachel E. Dwyer,2022 Job quality matters it is offered as a solution to an array of social and economic challenges yet the terminology used to define it is varied This handbook explores the complexity of job quality for whom or for what job quality matters most and the diverse range of its contributions and applications to social economic and political concerns

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

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 *Perspectives on Contemporary Professional Work* Adrian Wilkinson, Donald Hislop, Christine Coupland, 2016-01-29 How is the world of professions and professional work changing This book offers both an overview of current debates surrounding the nature of professional work and the implications for change brought about by the managerialist agenda The relationships professionals have with their organizations are variable indeterminate and uncertain and there is still debate over the ways in which these should be characterized and theorized The contributors discuss these implications with topics including hybrid organizations and hybrid professionalism the changing nature of professional and managerial work profession and identity and the emergence of HRM as a new managerial profession This book will be of interest to academics and postgraduate students seeking a comparative study on contemporary professional work It will also be of use to a number of practitioners namely human resource managers looking for ways in which to approach the changing professional world *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 **Work-Life Advantage** Al James, 2017-10-04 Work Life Advantage analyses how employer provision of family friendly working arrangements designed to help workers better reconcile work home and family can also enhance firms capacities for learning and innovation in pursuit of long term competitive advantage and socially inclusive growth Brings together major debates in labour geography feminist geography and regional learning in novel ways through a focus on the shifting boundaries between work home and family Addresses a major gap in the scholarly research surrounding the narrow business case for work life balance by developing a more socially progressive workerist dual agenda Challenges and disrupts masculinist assumptions of the ideal worker and the associated labour market marginalization of workers with significant home and family commitments Based on

10 years of research with over 300 IT workers and 150 IT firms in the UK and Ireland with important insights for professional workers and knowledge intensive companies around the world 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

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 **Gender and the Economic Crisis in Europe** Johanna Kantola, Emanuela

Lombardo, 2017-02-22 This book is a unique exploration into the gendered politics of the economic crisis in Europe It focuses firstly on the changes in the political and economic decision making institutions and processes of the EU and their consequences for gender equality policy Secondly the book analyses the gendered impacts of austerity politics on member states gender equality policies institutions regimes and debates Finally it addresses feminist and intersectional struggles and resistances against neoliberal conservative and racist politics across Europe The authors consider the gendered politics of the economic crisis from a variety of feminist approaches shedding new light on the concept of the crisis and on questions of politics institutions and intersectionality The case studies included refer to different parts of Europe from North to South and from East to West capturing the multifaceted gendered impacts of the crisis The volume will be of interest to students and scholars of politics international relations gender studies economics law sociology social policy and European studies

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