

Women and Public Service

Barriers, Challenges, and Opportunities



Mohamad G. Alkadry and Leslie E. Tower

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Women And Public Service Barriers Challenges And Opportunities:

Women and Public Service Mohamad G. Alkadry, Leslie E. Tower, 2013-08-09 This book tackles the challenges that women face in the workplace generally and in the public sector particularly While it 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

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

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

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 [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 manager 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

Handbook on Gender and Public Administration Shields, Patricia M., Elias, Nicole M., 2022-02-15 This ground breaking Handbook on Gender and Public Administration brings together a rapidly growing new field of study exploring the emerging contexts of gender and public administration Capturing the many facets of this dynamic trend the book explores gender equity and further examines masculinity intersectionality and beyond binary conceptions of gender

Managing Gender Inequity in Academia Gina Scutelnicu Todoran, 2024-04-16 Academia is not immune to gender bias and in many public affairs programs inequities persist in faculty academic rank salary career length job security leadership roles professional recognition resource allocation and role stereotypes Managing Gender Inequity in Academia is the first book to provide an evidence based guide for university administrators and faculty interested in building all important gender equity in public affairs and related programs Drawing on both secondary and primary data the book offers a comprehensive perspective on public affairs faculty career paths the obstacles to advancement in the academy and how the COVID 19 pandemic further contributed to existing inequities Each chapter of the book presents evidence based research derived from interviews surveys existing statistics and documents offering guidance to public affairs programs departments and schools on ways to strengthen the recruitment retention and promotion of women in the academy Ultimately author Gina Scutelnicu Todoran demonstrates the ways in which gender equity can strengthen institutions of higher learning Managing Gender Inequity in Academia is a guide for building gender equity in public affairs programs for faculty higher education administrators and graduate students in public affairs and related disciplines Chapter 3 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license

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 Street-Level Public Servants Sara R. Rinfret,2023-12-19 This cutting edge new casebook challenges the dominant White centric narrative of public administration offering a fresh array of perspectives with the lofty aim of ending the marginalization of communities in public policy implementation Contributors adopt a liberatory framework to examine street level public administrators e g teachers security officers policy analysts and human resource experts most responsible for implementing public policy in the United States including and amplifying previously unrecognized narratives on the front lines of public administration Case studies explore real life public servants not traditionally heard of offering counter narratives Each chapter concludes with an empowerment exercise and assignment for faculty to adopt in their classroom This edited volume a first of its kind is written by experts in public policy and administration bringing together top and emerging scholars in one volume to amplify underrepresented voices in public administration and policy Chapters are rooted in qualitative approaches and center the narratives of marginalized communities including women People of Color and LGBTQIA public servants Street Level Public Servants offers a much needed casebook for public administration and public policy courses in the twenty first century Handbook on Gender and Public Sector Employment Hazel Conley,Paula Koskinen Sandberg,2023-05-09 This incisive Handbook offers a timely and critical analysis of the gendered nature of public sector employment Bringing together key theoretical conceptual and empirical research from around the world Hazel Conley and Paula Koskinen Sandberg examine the ways in which female public sector workers experience intersectional discrimination in the workplace

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