

Gender, Careers and Organisations



Current Developments in
Banking, Nursing and
Local Government

Susan Halford,
Mike Savage
and Anne Witz



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Managing Healthcare Organisations in Challenging Policy Contexts Roman Kislov, Diane Burns, Bjørn Erik Mørk, Kathleen Montgomery, 2021-10-09 Healthcare managers professionals and service users operate in an increasingly complex environment in terms of policy regulation and governance arrangements The policy process is becoming pluralised as competing narratives are drawn upon to influence practice A wide range of contradictory and inconsistent policies are on offer to healthcare stakeholders which ultimately results in a broad spectrum of responses adaptations and improvisations throughout the process of policy implementation The impact on managerial and professional practice is significant Whilst some voices are suppressed or ignored the complex nature of contemporary policy contexts can also help local actors exercise their agency and advance their agenda This edited volume investigates how contemporary policy trends are influencing healthcare systems organisations and professions and explores the various ways in which policy implementation could be enacted resisted and reinvented by healthcare managers and professionals on the ground It sheds light on the complex web of connections that exist between policy development Part I its translation into practice Part II and the activities of organisational leaders who are trying their best to make sense of and succeed in challenging policy contexts Part III

Gender and Tourism Sustainability Claudia Eger, Ana María Munar, Cathy H.C. Hsu, 2023-03-21 This book examines the relationship between gender and sustainability in tourism Whilst an extensive body of work exists in the areas of gender and sustainability these two fields of knowledge are seldom combined to examine tourism phenomena When we look at the evolution of tourism we see that sustainability has become an essential element in educational programmes policy making and strategic considerations for organisations and destinations Whilst the beginnings of tourism sustainability were challenging presently its relevance is seldom questioned However this situation is not the case with gender research Although gender theorising and research have existed for over a century and a rich legacy of knowledge exists on this topic meaningful and respectful engagement with this line of scholarship is thus far peripheral in tourism studies The aim of this book is to reflect on and rethink the intersection of gender and tourism sustainability through the lens of gender theory and feminist epistemology to stay with the trouble and devise pathways for sustainability gender knowledge This book will be of great interest to students researchers and academics in tourism gender and sustainability as well as tourism management The chapters in this book were originally published as a special issue of the Journal of Sustainable Tourism [Psychology of Gender Through the Lens of Culture](#) Saba Safdar, Natasza Kosakowska-Berezecka, 2015-04-29 This unique collection brings a rarely seen indigenous and global perspective to the study of gender and psychology Within these chapters researchers who live and work in the countries and cultures they study examine gender based norms values expression and relations across diverse Western and non Western societies Familiar as well as less covered locations and topics are analyzed including China New Zealand Israel Turkey Central America the experience of refugees and gendered health inequities across Africa such as

in the treatment of persons with HIV Included too are examples of culturally appropriate interventions to address disparities and data on the extent to which these steps toward equality are working Structurally the volume is divided into three sections The first two parts of the book take readers on a journey to different regions of the world to illustrate the most recent trends in research concerning gender issues and then outline present implications and future prospects for the psychological analysis of both gender culture The third section of the book has an applied perspective and focuses on the cultural norms and values reinforcing gender equality as well as cultural and social barriers to them A sampling of the topics covered Sexual orientation across culture and time A broader conceptualization of sexism in Poland An analysis of gender roles within the family in Switzerland Modern day dowries in South Asian international arranged marriages The current state of gender equality in the United States of America Socio cultural determinants of gender disparity in Ghana Psychology of Gender Through the Lens of Culture is a milestone toward core human rights and goals worldwide and a critical resource for psychologists sociologists anthropologists gender studies researchers public policy makers and all those interested in promoting gender equality throughout the world

Women in the workplace Great Britain: Parliament: House of Commons: Business, Innovation and Skills Committee, 2013-06-20 Employees should be entitled to ask for flexible working from the outset not only after they have been in a job for six months says the Report Additionally the Government should establish a voluntary Code of Practice to highlight best practice in the provision of quality part time and flexible working and must dispel the myth that any type of flexible working is problematic and cannot work The Report also urges the Government to reconsider its decisions to introduce fees for pregnancy discrimination cases and to call time on the undertaking of Equality Impact Assessments It further recommends that the questionnaire procedures in discrimination cases and the Public Sector Equality Duty should be retained in their current forms The Committee notes that Government policy in these areas runs counter to its professed commitment to equality

Challenging Women Su Maddock, 1999-06-28 This book offers a radical reassessment of organizational forces for change and barriers encountered by the challenging women senior women managers faced with the task of transforming their organizations Much has been written about women at work the glass ceiling and discriminatory employment practices This study is seminal in the linkage it makes between gender innovation and organizational transformation The book highlights the implications of this for all types of organizations and women managers everywhere

Women and Career Julia Evetts, 2014-09-19 Addresses the difficulties faced by women who embark on careers in the professions and considers the future of equal opportunities policies at a time of recession and high unemployment It also explores the need to de gender the concept of career in order to encompass women's expectations

Common Careers, Different Experiences Katharine Venter, 2002-02-01 While there is extensive data on the experiences of women working in managerial positions in Britain there is a dearth of such information in Hong Kong Consequently much of our understanding and beliefs about these women's lives are based on issues that concern women in

the West such as subordination and the struggle for equal rights There is also a widespread belief that women have made more progress in improving their position in Britain than Hong Kong Using interviews surveys and existing documentation this book illustrates that these perceptions do not adequately explain the situation of women managers in Hong Kong On the contrary research shows that Hong Kong women managers enjoy a relatively smooth career path while those in Britain often experience downward occupational mobility and breaks in their careers Through comparing the stories of women managers in Hong Kong and Britain and exploring how culture shapes their tales Common Careers Different Experiences urges us to revise our perceptions of women s experiences

Our Health, Our Care, Our Say Great Britain: Department of Health,2006-01-30 This White Paper sets out the Government s proposals to reform and expand community health and social care services in order to meet local needs especially in poorer deprived communities Four key objectives are highlighted in the White Paper better health prevention services with earlier intervention increased patient choice tackling inequalities and improving access to community services and increased support for people with long term needs to live independently Specific measures include expansion of local care settings outside hospitals increased joint commissioning between PCTs and local authorities to improve service integration the introduction of practice based commissioning where GPs are given more responsibility for local health budgets increased provision for new primary care providers to compete for PCT contracts and the introduction of a new NHS Life Check to promote healthier lifestyles with a pilot scheme in spearhead PCTs by 2007 08

Convergence, Persistence and Diversity in Male and Female Careers - Does Context Matter in an Era of Globalization? Daniela Grunow,2006-10-24 Little comparative knowledge exists on how the radical transformations that constitute the late 20th century s era of globalization have affected gender relations and their particular structural manifestation on the labour market thereby neglecting a core element of the changes and problems currently underway This book analyses how converging tendencies in the life courses and employment careers of men and women interfere with developments of increasing diversity and instability both within and between sexes as economies move from industrial to global Using the shifting welfare regimes of West Germany and Denmark as illustrative evidence of how national context genders the risks and chances associated with globalisation and increasing employment flexibility this study provides a timely comprehensive longitudinal analysis of the gendered career consequences of recent political and economic change

Competencies and (Global) Talent Management Carolina Machado,2017-02-21 This book covers the main issues on the study of competencies and talent management in modern and competitive organizations The chapters show how organizations around the world are facing global talent management challenges and give the reader information on the latest research activity related to that Innovative theories and strategies are reported in this book which provides an interdisciplinary exchange of information ideas and opinions about the workplace challenges

HC 219-ix - House of Commons European Scrutiny Committee Ninth Report of Session 2014-15 Great Britain: Parliament: House of Commons:

European Scrutiny Committee,2014-09-19 Gender Equality in Primary Schools Helen Griffin,2018-07-19 This hands on guide supports primary teachers and other school staff in challenging gender stereotypes and sets out advice on how to implement gender equality and respect in the curriculum and in all areas of school life An increase in the number of transgender children and a recognition of gender reassignment as a protected characteristic under the 2010 Equality Act means that all primary schools need to ensure they are safe environments respectful of all genders This book draws on the Gender Respect Project which identified the need to address gender stereotyping and gender based violence with children and young people The book is full of lesson plans case studies clear guidance and recommended actions as well as further reading and resources Extending beyond awareness of other genders this book provides a framework for a gender equality approach in the classroom and empowers children to think critically about gender and to respect themselves and others

The Southern African Development Directory ,2000 Women and Careers Marilee Reimer,2018-10-26 The unifying theme of Women and Careers is women s educational and employment success with the objective of profiling supportive public policy in global contexts from Atlantic Canada to Western Europe Australia and China It takes up the career processes of women from marginalized groups who have been underrepresented historically women who are the first generation to graduate from university in both Atlantic Canada New Brunswick and China and rural women from the eastern most Canadian province Newfoundland and Labrador It examines the situation of marginalized Protestant women in Belfast Northern Ireland who benefit from a European Union program that supports their political and social involvement in an economically underdeveloped region and previously unimagined in a country once wrought by sectarian violence A policy analysis of an Atlantic Canadian region after the dominant forestry industry leaves takes up policy options and women s possible agency should economic support return for small business networks and social enterprise e g credit unions food and social housing cooperatives Proactive employment equity programs in Finland s Applied Science Institute and Switzerland s Forestry Institute provide cutting edge examples of diversity and inclusion policies in education and academia A comparative study of Canada and Australia of two leading public service employers illustrates incremental outcomes for women managers and professionals but raises the ultimate question of the pace and necessary political will required to remove barriers to gender equality in countries with major gender inequities Women and Careers examines a series of institutional contexts transnationally and the impact of policies programs and economic re structuring on careers outcomes It displays the latest research on the topic and will be of interest both to students at an advanced level academics reflective practitioners and diversity managers It addresses the topics with regard to women s education and employment and will interest researchers academics and policymakers in the fields of women s employment and career studies diversity programs organization studies development policy gender studies and globalization El género y su transversalización en la educación (formal y no formal), e n en la familia y en el deporte Carolina Hamodi Galán,2023-07-19 El g nero y su transversalizaci n en la educaci n

formal y no formal e n en la familia y en el deporte *Quality of Life and Work in Europe* M. Bäck-Wiklund,T. van der Lippe,L. den Dulk,A. Doorne-Huiskes,2011-03-15 Intense globalization rapidly changing workplaces and family patterns have renewed the international interest in quality of life This book examines different institutional arrangements work place conditions and gendered work and care that affect the conditions for achieving quality of work and life in European countries

Handbook of Research on Comparative Human Resource Management Chris Brewster,Wolfgang Mayrhofer,2012-01-01 Global HR practices are of incredible interest to scholars and practitioners Brewster and Mayrhofer have done a masterful job selecting and organizing 26 incredible chapters on how to conceive study and practice HRM in diverse global settings The compendium is thoughtful and thorough with integrated theoretical perspectives and unique insights on each major global region It is an invaluable source book for those interested in global HR Dave Ulrich University of Michigan US As the world becomes flatter and more interconnected questions arise about the future of HRM Which HRM systems are beginning or will begin to converge globally Which systems will likely remain constrained by institutions or national culture and why This book brings together the leading academic authorities and provides the essential starting point to answering these pressing questions Patrick Wright Cornell University US This unique and path breaking Handbook explores the issue of comparative Human Resource Management HRM and challenges the notion that there can be a one best way to manage HRM The Handbook of Research on Comparative Human Resource Management provides a theoretical practical and regional analysis of comparative HRM This book edited by two specialists on comparative HRM and written by leading experts on each topic and from each region explores the range of different approaches to conceptualising HRM and highlights HRM policy and practice that occur in the various regions of the world As such the volume provides a challenge to the typical assumption that there are consistent problems in managing human resources around the globe that call for standardised solutions Instead the contributors emphasise the importance of institutional and cultural factors that make HRM a most context sensitive management task Offering a comprehensive view for readers with different interests this insightful Handbook will prove to be an essential resource for academics researchers and postgraduate students in international business business administration HRM socio economics and cross cultural management Practitioners interested in the cultural aspects of HRM will also find this Handbook invaluable **The Biomedical Sciences in Society** Iain

Crinson,2021-03-02 This textbook provides a comprehensive introduction to the interdisciplinary field of the Social Studies of Science and Technology SSST Over the past two decades the biomedical sciences have transformed our understanding of the relationship between the social and natural worlds while its promissory visions are seen to offer extraordinary opportunities for economic and social development But alongside these scientific innovations have emerged new and frequently unanticipated social political bioethical and legal dilemmas and challenges This cutting edge text explores post genomic developments in the field of pharmacogenomics and the prospects for a new precision or personalised medicine the potential

of environmental epigenetics to reconfigure the boundaries of the social and natural worlds the emergence of an array of neuro disciplines seeking to identify the neural basis of a whole range of social and economic behaviours and the challenges of constructing a coherent and robust governance framework for the conduct of biomedical science research and innovation responsive to the social and health needs of the whole population *Property Bureaucracy & Culture* Michael Savage,James Barlow,Peter Dickens,Tom Fielding,2014-04-23 First published in 1992 Routledge is an imprint of Taylor Francis an informa company *Handbook of Research on Human Resources Strategies for the New Millennial Workforce* Ordoñez de Pablos, Patricia,Tennyson, Robert D.,2016-11-17 This title is an IGI Global Core Reference for 2019 as it is one of the best selling reference books within the Business and Management subject area since 2016 This publication provides the timeliest research on human resources challenges and strategies in managing millennials within the workforce Containing over 20 chapters contributed by industry leading scholars in over 30 different countries including the United States United Kingdom Thailand and more this comprehensive reference source is ideal for managers professionals upper level students and researchers The Handbook of Research on Human Resources Strategies for the New Millennial Workforce is an authoritative reference source for the latest scholarly research on theoretical frameworks and applications for the management of millennials entering the professional realm Focusing on methods and practices to enhance organizational performance and culture this book is ideally designed for managers professionals upper level students and researchers in the fields of human resource and strategic management

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Table of Contents Gender Careers Organisations Hc

1. Understanding the eBook Gender Careers Organisations Hc
 - The Rise of Digital Reading Gender Careers Organisations Hc
 - Advantages of eBooks Over Traditional Books
2. Identifying Gender Careers Organisations Hc
 - 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 Gender Careers Organisations Hc
 - User-Friendly Interface
4. Exploring eBook Recommendations from Gender Careers Organisations Hc
 - Personalized Recommendations
 - Gender Careers Organisations Hc User Reviews and Ratings
 - Gender Careers Organisations Hc and Bestseller Lists
5. Accessing Gender Careers Organisations Hc Free and Paid eBooks
 - Gender Careers Organisations Hc Public Domain eBooks
 - Gender Careers Organisations Hc eBook Subscription Services
 - Gender Careers Organisations Hc Budget-Friendly Options

6. Navigating Gender Careers Organisations Hc eBook Formats
 - ePub, PDF, MOBI, and More
 - Gender Careers Organisations Hc Compatibility with Devices
 - Gender Careers Organisations Hc Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Gender Careers Organisations Hc
 - Highlighting and Note-Taking Gender Careers Organisations Hc
 - Interactive Elements Gender Careers Organisations Hc
8. Staying Engaged with Gender Careers Organisations Hc
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Gender Careers Organisations Hc
9. Balancing eBooks and Physical Books Gender Careers Organisations Hc
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Gender Careers Organisations Hc
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Gender Careers Organisations Hc
 - Setting Reading Goals Gender Careers Organisations Hc
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Gender Careers Organisations Hc
 - Fact-Checking eBook Content of Gender Careers Organisations Hc
 - 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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