



Gendered Practices in Working Life

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Gendered Practices In Working Life

**Adrian Wilkinson, Geoffrey
Wood, Richard Deeg**



Gendered Practices In Working Life:

Gendered Practices in Working Life Tuula Heiskanen, Liisa Rantalaiho, 2016-07-27 Gendered distinctions and differences in working life are produced by often hidden practices What are they like How do they work The book creates through its multidisciplinary approach and rich empirical data a wide perspective on gendered practices in working life from the level of labour market structures to the personal experiences of women and men Some taken for granted assumptions of gender in social sciences and feminist research are challenged by a view through the Nordic window **Gender, Tenure, and the Pursuit of Work-Life-Family Stability** Kristen E. Willmott, 2020-10-01 Female faculty underrepresentation in higher education is perpetuated by gender based social and professional practices and roles Existing research confirms gender disparities in faculty recruitment retention salary tenure and mentorship This book explores how female tenure track faculty navigate the process of balancing their personal and professional lives Utilizing a qualitative phenomenological approach the stories of nine female full time tenure track and tenured faculty as well as four administrators employed in faculty diversity development and work life are explored With a blended application of poststructuralist feminism and work family border theoretical framework the book illustrates gender norms roles and boundaries as experienced and interpreted by female faculty navigating their work family and community spheres of influence This book highlights the first known study to explore a new Ivy institution and there are no other known studies that incorporate both the qualitative perspectives of female faculty as well as those of the faculty diversity and development administrators who oversee and develop the very programs and policies that support those faculty A key chapter in the book Baby It s Cold Inside Faculty Context seeking clarity in job elements and teaching research service TRS ratios coping strategies in the wake of an overloaded TRS ratio Quick meals late nights and what gym family borders in the academy and work life family fit stability not balance This work aims to stimulate faculty gender norm consciousness and acknowledge and relay the unique challenges in faculty s pursuit of work life family stability career path navigation and role negotiation The author offers an insider s glimpse of modern faculty and administrator lives for the benefit of tenure track faculty their departments their families and higher education institutions at large This work aims to better inform university and departmental policy planning and enhance institutional understanding and subsequent support in and of the faculty experience and thus the experiences of the increasingly diverse students whom educational institutions aim to serve **Gendered Practices in Working Life** Liisa Rantalaiho, Tuula Heiskanen, Jo Campling, 1997 [Research Handbook on Gender, Work and Employment Relations](#) Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Sue Ressa, 2025-04-09 Presenting cutting edge research on gender work and employment relations this Research Handbook represents the latest thinking in this dynamic field A multinational team of academics share their expertise from a broad range of disciplines including employment relations human resource management sociology management and feminist and organisational studies **Work-Life Balance and Its Effect on**

Women Entrepreneurs Shoukat, Ghazala, Tunio, Muhammad Nawaz, 2025-05-08 As women venture into entrepreneurship the challenge of balancing business demands with personal and family obligations becomes a significant concern The intersection of work life balance and entrepreneurship is a multifaceted issue that significantly affects women's ability to thrive in their ventures while maintaining personal well being Addressing these issues can contribute to better health higher productivity and more sustainable business practices ultimately supporting the growth and success of women led enterprises *Work Life Balance and Its Effect on Women Entrepreneurs* explores the complex interplay between work life balance and the entrepreneurial experience for women analyzing how it affects their business outcomes personal health and overall quality of life By exploring the challenges and strategies associated with achieving a balanced life this book provides valuable insights into improving the entrepreneurial experience for women This book covers topics such as psychology management science and gender studies and is a useful resource for gender scientists business owners sociologists psychologists policymakers academicians and researchers

Comparative Perspectives on Work-Life Balance and Gender Equality Margaret O'Brien, Karin Wall, 2016-12-06 This book is open access under a CC BY NC 2.5 license This book portrays men's experiences of home alone leave and how it affects their lives and family gender roles in different policy contexts and explores how this unique parental leave design is implemented in these contrasting policy regimes The book brings together three major theoretical strands social policy in particular the literature on comparative leave policy developments family and gender studies in particular the analysis of gendered divisions of work and care and recent shifts in parenting and work family balance critical studies of men and masculinities with a specific focus on fathers and fathering in contemporary western societies and life courses Drawing on empirical data from in depth interviews with fathers across eleven countries the book shows that the experiences and social processes associated with fathers home alone leave involve a diversity of trends revealing both innovations and absence of change including pluralization as well as the constraining influence of policy gender and social context As a theoretical and empirical book it raises important issues on modernization of the life course and the family in contemporary societies The book will be of particular interest to scholars in comparing western societies and welfare states as well as to scholars seeking to understand changing work life policies and family life in societies with different social and historical pathways

The Oxford Handbook of Employment Relations Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03 This Handbook is a comparative treatment of employment relations providing frameworks and empirical evidence for understanding trends in different parts of the world

Social Inequalities in Comparative Perspective Fiona Devine, Mary C. Waters, 2008-04-15 This unique collection of original essays brings a comparative perspective to issues of social inequality First rate sociologists from around the world have contributed to this exciting and rigorous volume drawing upon their own research in the fields of race and ethnicity class and inequality and gender and sexuality Contains original essays by first rate scholars on issues of social inequalities around the world Features research and examples from

the USA Canada UK Australia France Portugal Finland and Japan Reviews research on issues of social inequalities from the fields of race class and gender Reflects on methodological issues and the strengths of qualitative research Provides students with an important overview of the development of social stratification studies Gender, Identity and the Culture of Organizations Iris Aaltio, Albert J. Mills, 2003-09-02 Gender Identity and the Culture of Organizations considers how organizations operate as spaces in which minds are gendered and men and women constructed This edited collection brings together four powerful themes that have developed within the field of organizational analysis over the past two decades organizational culture the gendering of organizations post modernism and organizational analysis and critical approaches to management A range of essays by distinguished writers from countries including the UK USA Canada Denmark Sweden Finland the Netherlands and Sweden explore innovative methods for the critical theorizing of organizational cultures In particular the book reflects the growing interest in the impact of organizational identity formation and its implications for individuals and organizational outcomes in terms of gender The book also introduces research designs methods and methodologies by which can be used to explore the complex interrelationships between gender identity and the culture of organizations *Working Lives* Linda McDowell, 2013-04-22 Full of unique and compelling insights into the working lives of migrant women in the UK this book draws on more than two decades of in depth research to explore the changing nature of women s employment in post war Britain A first rate example of theoretically located empirical analysis of labour market change in contemporary Britain Includes compelling case studies that combine historical documentation of social change with fascinating first hand accounts of women s working lives over decades Integrates information gleaned from more than two decades of in depth research Revealing comparative analysis of the similarities and differences in the lives of immigrant working women in post war Britain Features real life accounts of women s under reported experiences of migration

Doing Women's Studies Gabriele Griffin, 2013-07-04 With the expansion of the EU in 2004 and its inclusion now of 25 European countries the movement of workers across the Continent will affect the employment opportunities of women But as this up to date investigation across nine countries shows there remain significant differences amongst specific European countries regarding women s education and employment opportunities Taking 1945 as its historical starting point this sociological study based on some 900 questionnaire responses and more than 300 in depth interviews explores the complex inter relationship between women s employment the institutionalization of equal opportunities and Women s Studies training This volume is the first to explore what happens to women who have undertaken Women s Studies training in the labour market Factors influencing their actual employment experiences include employment opportunities for women in each country their expectations of the labour market and gender norms informing those expectations how far equal opportunities are actually enforced and the strength of local women s movements *Doing Women's Studies* provides unique information about and insightful analyses of the changing patterns of women s employment in Europe equal opportunities in a cross

European perspective educational migration gender race ethnicity and nationality and the uneven prevalence and impact of Women s Studies on the lifestyles and everyday practices of those women who have experienced it The contributors are prominent feminist researchers from nine European countries Their findings will be of interest to sociologists and gender studies experts working in the areas of gender employment equal opportunities and the impact of education on employment

Buddhist Nuns and Gendered Practice Nirmala S. Salgado,2013-11 Nirmala S Salgado offers a groundbreaking study of the politics of representation of Buddhist nuns Challenging assumptions about writing on gender and Buddhism Salgado raises important theoretical questions about the applicability of liberal feminist concepts and language to the practices of Buddhist nuns Based on extensive research in Sri Lanka as well as on interviews with Theravada and Tibetan nuns from around the world Salgado s study invites a reconsideration of female renunciation How do scholarly narratives continue to be complicit in reinscribing colonialist and patriarchal stories about Buddhist women In what ways have recent debates contributed to the construction of the subject of the Theravada bhikkhuni How do key Buddhist concepts such as dukkha samsara and sila ground female renunciant practices Salgado s provocative analysis of modern discourses about the supposed empowerment of nuns challenges interpretations of female renunciation articulated in terms of secular notions such as freedom in renunciation and questions the idea that the higher ordination of nuns constitutes a movement in which female renunciants act as agents seeking to assert their autonomy in a struggle against patriarchal norms Salgado argues that the concept of a global sisterhood of nuns an idea grounded in a notion of equality as a universal ideal promotes a discourse of dominance about the lives of non Western women and calls for more nuanced readings of the everyday renunciant practices and lives of Buddhist nuns Buddhist Nuns and Gendered Practice is essential reading for anyone interested in the connections between religion and power subjectivity and gender and feminism and postcolonialism

Fatherhood in the Nordic Welfare States Guðný Björk Eydal,Tine Rostgaard,2016-01-13 The five Nordic countries Denmark Finland Iceland Norway and Sweden are well known for their extensive welfare system and gender equality which provides both parents with opportunities to earn and care for their children In this topical book expert scholars from the Nordic countries as well as UK and the US demonstrate how modern fatherhood is supported in the Nordic setting through family and social policies and how these contribute to shaping and influencing the images roles and practices of fathers in a diversity of family settings and variations of fatherhoods This comprehensive volume will have wide international appeal for those who look to Nordic countries and their success in creating gender equal societies

Discrimination at Work Robert L. Dipboye,Adrienne Colella,2013-06-17 This edited volume in the SIOP Organizational Frontiers series brings together top scholars in Industrial and Organizational Psychology with social psychologists to explore the research and theory relating to the various areas of workplace discrimination

Psychology of Women, Work and Well-being Manju Mishra,2023-01-01 Psychology of Women Work and Well being is an edited volume with contributions from eminent academicians and

professionals The book aims to present a comprehensive review of the complexities associated with the well being of women in the workplace Recent research has shown that despite having significant success in the workplace women s well being has rapidly decreased Working women face a variety of biases and barriers Problems like workplace discrimination gender stereotypes workplace sexual harassment the gender pay gap and the glass ceiling effect are some of the main gendered issues that deteriorate their well being and this volume deals with them and their nuances The well being of working women across different professions i e women in cinema women in leadership and women in the construction industry has been explored in the chapters The volume also covers the techniques to enhance the well being of working women such as mindfulness social relationship and resilience It covers different aspects of working women s well being and provides significant ideas evidence and related data This volume aims to understand and enhance working women s well being in all sections of society The volume is of interest to the researchers and readers of psychology sociology gender studies and other disciplines

Researching Gender in Adult Learning Joanna Ostrouch, Edmée Ollagnier, 2008 Contents Joanna Ostrouch Edmée Ollagnier Introduction claiming space making waves Edmée Ollagnier Gender learning recognition Agnieszka Zembrzuska Gender aspects of career counselling in Poland a Foucauldian perspective Elbieta Wołodko Reflectivity and emancipation in feminist action research Linden West Gendered space men families and learning Joanna Ostrouch Researching with gender sensitiveness two cases Monika Grochalska Qualitative methods in social mobility research Tuula Heiskanen Approaching gender issues with action research collaboration and creation of learning spaces Ingrid de Saint Georges She will never be a mason interacting about gender and negotiating a woman s place in adult training and education Agnieszka Bron Biographical methodology in gender studies and adult learning Edyta Yszkowska Polish women s mimetic behaviour under TV influence Borislav Tchalovski School context and stereotypes reproduction the role of the teacher Sheila Gaynard Choices and transitions in lifelong learning and life course development one woman s story Anna Vidali Women and knowledge a study of teachers in early childhood education

War-Time Care Work and Peacebuilding in Africa Fatma Osman Ibnouf, 2019-09-03 This book provides a nuanced understanding of an often neglected aspect of armed conflicts namely the everyday structures that sustain lives during crises and specifically care work performed by women It showcases the work of women as key protagonists and stresses their role as knowledge producers in studies of conflict The author brings an original voice to the literature on women in conflict and peace building showing the unpaid and less visible care work that women do in the context of conflict and post conflict and peacebuilding in Africa

Gender Economics: Breakthroughs in Research and Practice Management Association, Information Resources, 2018-12-07 Gender Economics challenges current economic theory targeting the way gender is often used for economic gain or increased market share Experts realize that company growth can no longer be achieved by taking a conventional approach but few follow through with introducing new frameworks that change the way diversity is treated Gender Economics Breakthroughs in Research and

Practice features current research that combines the concepts of gender theory sociology and economics observing how diversity influences numerous dimensions of business and consumerism Covering topics including gender empowerment and also bias economic equality industrial creativity leadership and the impact of social connectedness on life satisfaction this publication is an ideal reference source for legislators and policymakers economic developers corporate practitioners educational faculties academicians researchers and graduate level students of all disciplines

Women, Inequality and Media Work Anne O'Brien, 2019-05-30 Women Inequality and Media Work investigates how women experience gender inequality in film and television production industries Examining women's place in the production of media is vital to understanding the broader and related question of how women are misrepresented in media content This book goes behind the camera to explore the world of women working in media industries and unpacks the systemic gender inequality that they experience at work It argues that women internalize their experience of gender inequality by adopting various beliefs whether it is that gender does not matter in the workplace that the workplace is now post feminist or by adopting a sense of self as liminal neither fully included nor excluded from the industry Drawing on detailed academic research and empirical investigation Women Inequality and Media Work is an important and timely book for students researchers and those working in media industries

Medical Careers and Feminist Agendas Elianne Riska, 2017-07-05 The increasing proportion of women in the medical profession has been followed keenly both by conservative and feminist observers during the past three decades Statistics both in Europe and in the United States tend to confirm that women work mainly in niches of the health care system or medical specialties characterized by relatively low earnings or prestige The segregation of medical work has become increasingly recognized as a sign of inequality between female and male members of the medical profession Medicine as a social organization is not a universal structure Health care systems vary in the extent to which physicians work in the private or public sector and in the extent to which they have as a corporate body been able to influence their numbers and the character of their work The aim of this book is not only to review and to provide an account of women's position in medicine but also to provide an analytical framework The text revolves around three key issues that illuminate this argument numbers medical practice and feminist agendas of women physicians The issues are addressed in all the chapters but highlighted as central analytical themes in a cross cultural context Challenging previous studies of the medical profession which have assumed for the most part a gender neutral stance Riska's text provides a unique focus Medical Careers and Feminist Agendas presents a comprehensive cross national analysis of the current status of women in three societies where the economics of medical practice vary considerably a market society a welfare state and a formerly communist society in transition Aimed at a wide audience this book will be useful for years to come in medical sociology the sociology of professions and women's studies Its historical breadth current data and trenchant probing will furnish practitioners and policy makers alike with a needed analytical tool

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