

# Work Lifestyle Choices In The 21st Century Preference Theory

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[Modern Motherhood and Women's Dual Identities](#) - Petra Bueskens 2018-05-28

Why do women in contemporary western societies experience contradiction between their autonomous and maternal selves? What are the origins of this contradiction and the associated 'double shift' that result in widespread calls to either 'lean in' or 'opt out'? How are some mothers subverting these contradictions and finding meaningful ways of reconciling their autonomous and maternal selves? In *Modern Motherhood and Women's Dual Identities*, Petra Bueskens argues that western modernisation consigned women to the home and released them from it in historically unprecedented, yet interconnected, ways. Her ground-breaking formulation is that western women are free as 'individuals' and constrained as mothers, with the twist that it is the former that produces the latter. Bueskens' theoretical contribution consists of the identification and analysis of modern women's duality, drawing on political philosophy, feminist theory and sociology tracking the changing nature of discourses of women, freedom and motherhood across three centuries. While the current literature points to the pervasiveness of contradiction and double-shifts for mothers, very little attention has been paid to how (some) women are subverting contradiction and 'rewriting the sexual contract'. Bridging this gap, Bueskens' interviews ten 'revolving mothers' to reveal how periodic absence, exceeding the standard work-day, disrupts the default position assigned to mothers in the home, and in turn disrupts the gendered dynamics of household work. A provocative and original work, *Modern Motherhood and Women's Dual Identities* will appeal to graduate students and researchers interested in fields such as Women and Gender Studies, Sociology of Motherhood and Social and Political Theory.

**Work-lifestyle Choices in the 21st Century** - Catherine Hakim 2000

One of the UK's most contentious sociologists presents a new theory for explaining current and future patterns of women's choices between employment and family work. Preference theory constitutes a major break from male-centred theorising in sociology and economics in the 20th century. Extensive examples from the USA and Britain illustrate how current social and economic changes are altering women's work-lifestyle choices.

[Whatever Happened to the Leisure Society?](#) - A. J. Veal 2018-08-27

The idea of a 'leisure society' was in its heyday in the 1960s and 1970s, when it was predicted that the pattern of falling working hours which had been experienced in Western societies in the first half of the twentieth century would continue indefinitely. The leisure society has clearly not been realised. On the contrary: contemporary industrial societies seem to be characterised by a shortage of time, experienced as 'time squeeze' and stress. The leisure society idea can be seen as the modern version of the age-old dream of a 'life of ease and plenty'. This analytically and empirically rich book traces the idea in history, through biblical, classical Greek, medieval and nineteenth century utopian writings and into twentieth century concerns with dystopia and the impact of rapid technological change. The 'leisure society' concept turns out to have been an elusive and short-lived phenomenon. For a variety of reasons, the trend towards shorter working hours ran out of steam in the last quarter of the twentieth century. However, while leisure scholars have deserted the topic, a diverse range of activists, including environmentalists, economists and feminists, continue to make the case for reducing working hours. *Whatever Happened to the Leisure Society?* concludes that the on-going 'struggle for time' should be supported, for the sake of human health and well-being and for the sake of the planet. This is a valuable resource for students and academics in the

fields of leisure studies, cultural studies, history, economics, sociology and political science.

[A Mother's Work](#) - Neil Gilbert 2008-10-01

The question of how best to combine work and family life has led to lively debates in recent years. Both a lifestyle and a policy issue, it has been addressed psychologically, socially, and economically, and conclusions have been hotly contested. But as Neil Gilbert shows in this penetrating and provocative book, we haven't looked closely enough at how and why these questions are framed, or who benefits from the proposed answers. *A Mother's Work* takes a hard look at the unprecedented rise in childlessness, along with the outsourcing of family care and household production, which have helped to alter family life since the 1960s. It challenges the conventional view on how to balance motherhood and employment, and examines how the choices women make are influenced by the culture of capitalism, feminist expectations, and the social policies of the welfare state. Gilbert argues that while the market ignores the essential value of a mother's work, prevailing norms about the social benefits of work have been overvalued by elites whose opportunities and circumstances little resemble those of most working- and middle-class mothers. And the policies that have been crafted too often seem friendlier to the market than to the family. Gilbert ends his discussion by looking at the issue internationally, and he makes the case for reframing the debate to include a wider range of social values and public benefits that present more options for managing work and family responsibilities.

*Managing Diversity and Inclusion* - Jawad Syed 2015-04-14

\*Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2016\* Instructors - Electronic inspection copies are available or contact your local sales representative for an inspection copy of the print version. *Managing Diversity and Inclusion: an International Perspective* is a hotly anticipated new text that has been written by an international team of experts and offers an in-depth and contextual account of enduring, contemporary and cutting edge theories and approaches to diversity and inclusion management. The book uniquely situates UK and European policies and practices of various dimensions of diversity firmly within the global context through an international and cross-cultural range of case studies and considers how national contexts have shaped the field. Key features: International and cross-cultural case studies, examples and comparisons from a range of countries including the emerging economies Case study approach illuminates complex theories by showing how they are applied in practice Criticality is central to the book with each chapter including critical analysis, critical questions and boxed critical insights and reflections Companion website with free full text journal articles. Visit [study.sagepub.com/syed](http://study.sagepub.com/syed)

**Childcare, Choice and Class Practices** - Carol Vincent 2006-04-18

Childcare is a topic that is frequently in the media spotlight and continues to spark heated debate in the UK and around the world. This book presents an in-depth study of childcare policy and practice, examining middle class parents' choice of childcare within the wider contexts of social class and class fractions, social reproduction, gendered responsibilities and conceptions of 'good' parenting. Drawing on the results of a qualitative empirical study of two groups of middle class parents living in two London localities, this book: takes into account key theoretical frameworks in childcare policy, setting them in broader social, political and economic contexts considers the development of the UK government's childcare strategy from its birth

in 1998 to the present day highlights the critical debates surrounding middle class families and their choice of childcare explores parents' experiences of childcare and their relationships with carers. This important study comes to a number of thought-provoking conclusions and offers valuable insights into a complex subject. It is essential reading for all those working in or studying early years provision and policy as well as students of sociology, class, gender and work.

**Gender Inequalities in the 21st Century** - Jacqueline L. Scott 2010-01-01

Both women and men strive to achieve a work and family balance, but does this imply more or less equality? Does the persistence of gender and class inequalities refute the notion that lives are becoming more individualised? This book documents how gender inequalities are changing and how many inequalities of earlier eras are being eradicated.

*The Sexual Paradox* - Susan Pinker 2009-08-18

Now available in paperback from psychologist and award-winning columnist Susan Pinker, the groundbreaking and controversial book that is "lively, well-written...important and timely" (The Washington Post). In this "ringing salvo in the sex-difference wars" (The New York Times Book Review), Pinker examines how fundamental sex differences play out over the life span. By comparing fragile boys who succeed later in life with high-achieving women who opt out or plateau in their careers, Pinker turns several assumptions upside down: that women and men are biologically equivalent, that intelligence is all it takes to succeed, and that women are just versions of men, with identical interests and goals. In lively prose, Pinker guides readers through the latest findings in neuroscience and economics while addressing these questions: Are males the more fragile sex? Which sex is the happiest at work? Why do some male college dropouts earn more than the bright girls who sat beside them in third grade? The answers to these questions are the opposite of what we expect. A provocative and illuminating examination of how and why learning and behavioral gaps in the nursery are reversed in the boardroom, this fascinating book reveals how sex differences influence career choices and ambition. Through the stories of real men and women, science, and examples from popular culture, Susan Pinker takes a new look at the differences between women and men.

Models of the Family in Modern Societies: Ideals and Realities - Catherine Hakim 2018-01-12

This title was first published in 2003. This text reports on two nationally representative surveys of men and women in Britain and Spain, the former being funded by the Future of Work Research Programme and conducted by the ONS. Catherine Hakim presents a study of ideal models of the family and family roles, work orientation, patriarchal values and lifestyle preferences, showing how these impact on women's marital histories, fertility, employment patterns and occupational segregation, but not on men's labour market participation. Lifestyle preferences and work orientations have a strong impact on women's activities, and especially on married women's choices, but patriarchal values have almost no impact on behaviour. The book also covers educational homogamy, housing classes, labour mobility and contrasts between ethnic minority groups in core values and labour market participation.

*Maternal Theory* - Andrea O'Reilly 2021-07-08

Theory on mothers, mothering and motherhood has emerged as a distinct body of knowledge within Motherhood Studies and Feminist Theory more generally. This collection, The Second Edition of *Maternal Theory: Essential Readings* introduces readers to this rich and diverse tradition of maternal theory. Composed of 60 chapters the 2nd edition includes two sections: the first with the classic texts by Adrienne Rich, Nancy Chodorow, Sara Ruddick, Alice Walker, Barbara Katz Rothman, bell hooks, Sharon Hays, Patricia Hill-Collins, Audre Lorde, Daphne de Marneffe, Judith Warner, Patrice diQinizio, Susan Maushart, and many more. The second section includes thirty new chapters on vital and new topics including Trans Parenting, Non-Binary Parenting, Queer Mothering, Matricentric Feminism, Normative Motherhood, Maternal Subjectivity, Maternal Narratology, Maternal Ambivalence, Maternal Regret, Monstrous Mothers, The Migrant Maternal, Reproductive Justice, Feminist Mothering, Feminist Fathering, Indigenous Mothering, The Digital Maternal, The Opt-Out Revolution, Black Motherhoods, Motherlines, The Motherhood Memoir, Pandemic Mothering, and many more. *Maternal Theory* is essential reading for anyone interested in motherhood as experience, ideology, and identity.

*The Routledge Companion to Wellbeing at Work* - Cary L. Cooper 2017-05-18

Over recent years, many companies have developed an awareness of the importance of an active, rather than passive, approach to wellbeing at work. Whilst the value of this approach is widely accepted, turning theory into effective practice is still a challenge for many companies. The *Routledge Companion to Wellbeing at Work* is a comprehensive reference volume addressing every aspect of the topic. Split into five parts, it explores different models of wellbeing; personal qualities contributing to wellbeing; job insecurity and organizational wellbeing; workplace supports for wellbeing; and initiatives to enhance wellbeing. The international team of contributors provide a solid foundation to research and practice, including contemporary topics such as architecture, coaching, and fitness in the workplace. Edited by two of the world's leading scholars on the subject, this text is a valuable tool for researchers, students, and practitioners in HRM and organizational psychology.

**What Mothers Learn** - Naomi Stadlen 2020-04-02

'Naomi writes so gently; her words are a soothing balm in these months of confusion . . . Thank you, Naomi, for your wise words' JUNO 'Essential reading for mothers' Breastfeeding Today It is amazing to listen to mothers and hear how much they learn. Each mother learns different things - some practical, some mysterious. However, some common patterns come through. Mothers learn that: \*Mothering is more than baby- and childcare. \*Babies can't talk but they can communicate. \*Mothers are 'in conversation' with their babies. \*Through their babies, mothers learn about themselves. \*Mothers form families based on their own values. \*The role of fathers is in the middle of a major change. \*The reasons for maternal anger need to be understood. \*Mothers can still be feminists. \*Part of mothering is a spiritual experience. \*Mothers bring usable experience back to their workplaces. *What Mothers Learn* will show, first, how learning to be a mother takes time, and then what a wonderful experience it can be. It also makes the case that, if enough of us agree that mothering is essential, society must find a way to reward the women who do it.

*Women's Work* - Young, Zoe 2018-09-12

Shortlisted for the BSA Philip Abrams Memorial Prize 2019. What's it really like to be a mother with a career working flexibly? Drawing on over 100 hours of interview data, this book is the first to go inside women's work and family lives in a year of working flexibly. The private labours of going part-time, job sharing, and home working are brought to life with vivid personal stories. Taking a sociological and feminist perspective, it explores contemporary motherhood, work-life balance, emotional work in families, couples and housework, maternity transitions, interactions with employers, work design and workplace cultures, and employment policies. It concludes that there is an opportunity to make employment and family life work better together and offers unique insights from women's lived experiences on how to do it.

**Children of the 21st Century (Volume 2)** - Hansen, Kirstine 2010-02-17

This is the second volume of a series of books which presents the only analysis of data from the UK's hugely important Millennium Cohort Study, which follows the progress of 19,000 children born at the start of the 21st century, along with their families. Volume 2 provides invaluable insights into early childhood in the UK today, covering the children's progress from ages 3 to 5 years. It is a unique and authoritative analysis of family life and early childhood in that it cuts across old boundaries. The fascinating range of findings presented is strengthened by a comparison with earlier generations. The series assesses the impact of a wide range of policies on the life courses of a new generation, including UK policies on child health, parenting, childcare, and social exclusion.

*Adapting to Russia's New Labour Market* - Sarah Ashwin 2004-08-02

Economic reform in post-Soviet Russia created not only a devastating decline in living standards, but also widespread insecurity and uncertainty. This book is the first to analyse the situation from a gendered perspective, shedding new light on the way in which Russians are coping with the transformation of the labour market. The book examines gender differences in responses to economic reform, and considers the implications of these for the labour market outcomes and wider well-being of men and women during transition. Based on original research carried out by an experienced team of sociologists, the book analyses the journeys of 240 men and women through the turbulent Russian labour market of 1999-2001. It includes chapters on: \*the way gender norms inherited from the Soviet era have influenced responses to transition \*sex segregation and discrimination in the labour market \*gender differences in work orientations and behaviour \*who benefits from networks \*which life events are most likely to initiate downward economic

trajectories.

*Work-Life Balance in the 21st Century* - D. Houston 2005-04-04

As we begin the twenty-first century, UK employees work the longest hours in Europe. Workplace stress and home responsibilities are among the top five causes of absence from work. Yet work-life balance has emerged as a key concern for employers, policy makers and the media. This edited volume contains findings from 14 research projects within the ESRC's Future of Work Programme. The research examines the notion of employment flexibility and the effects of gender and care responsibilities on work and work performance. Conflicting needs of employers and employees and the gender divisions in work and family life call into question the feasibility of achieving the Government's aim of work-life balance for everyone.

*Key Issues in Women's Work* - Catherine Hakim 2004

Rethinking patriarchy and male dominance

*Creating Balance?* - Stephan Kaiser 2011-01-04

A satisfactory and healthy integration of work with other life domains is one of the key challenges of modern society. Work-life balance and work-life integration have become focal points of today's human resource management practice and theory. Professionals who have been described as "extreme workers" regarding their work hours and engagement are under particular pressure to balance work and "the rest of life". This collection maps the increasingly extensive discussion of work-life issues for professionals and discusses key aspects in depth. What is work-life integration? What are the specific challenges for professionals? How do they manage their blurred work-life boundaries? How can companies intervene? Internationally leading authors discuss antecedents and individual and organizational outcomes of work-life integration, gender-specific perspectives and challenges as well as the use and usefulness of corporate work-life balance initiatives. In five sections distinguished researchers from across the world present experiences and research findings to provide a compendium of academic and applied research on the work-life integration of professionals. Cutting-edge research and novel theoretical perspectives make this collection a source of knowledge and inspiration for academic and business audiences interested in work-life integration issues in general and in the case of professionals in particular.

**The Future of Motherhood in Western Societies** - Gijs Beets 2010-12-06

Most people value to have children still highly. But what is the optimal moment to have the first? The decision on having children or not and if yes on the timing of the first is one of the most difficult ones to make, also because it more or less coincides with various other heavy decisions on shaping the life course (like on union formation, labour market career, housing accommodation, etc.). People realise that having children will fundamentally change their life and in order to fit this unknown and irreversible adventure perfectly into their life course postponement of the first birth is an easy way out as long as doubts continue and partners try to make up their mind. Modern methods of birth control are of course a very effective help in that period. What is the best moment to have the first child? And to what moment is postponement justified? There are no easy answers to these questions. Best solutions vary per person as they depend on personal circumstances and considerations (the partner may have conflicting ideas; housing accommodation; job; income; free time activities). Existing parental leave and child care arrangements are weighted as well. Unfortunately the biological clock ticks further. And, also unfortunately, assisted reproductive technology (IVF etc.) is unable to guarantee a successful outcome. Several couples end up without children involuntarily and that may lead to sorrow and grief. This interdisciplinary book overviews the process of postponement and its backgrounds in modern Western societies holistically, both at the personal and the societal level. Contributions come from reproductive, evolutionary biological and neurological sciences, as well as from demography, economy, sociology and psychology. It holds not only at women but also at men becoming first time fathers. The discussion boils down to a new policy approach for motherhood and emancipation on how to shape work and family life? It is argued that a public window where one can compose a 'cafeteria'-like set of supportive arrangements according to personal preferences could lead to a break in the rising age at first motherhood.

*Australian Mothering* - Carla Pascoe Leahy 2020-01-28

This collection defines the field of maternal studies in Australia for the first time. Leading motherhood researchers explore how mothering has evolved across Australian history as well as the joys and challenges

of being a mother today. The contributors cover pregnancy, birth, relationships, childcare, domestic violence, time use, work, welfare, policy and psychology, from a diverse range of maternal perspectives. Utilising a matricentric feminist framework, Australian Mothering foregrounds the experiences, emotions and perspectives of mothers to better understand how Australian motherhood has developed historically and contemporaneously. Drawing upon their combined sociological and historical expertise, Bueskens and Pascoe Leahy have carefully curated a collection that presents compelling research on past and present perspectives on maternity in Australia, which will be relevant to researchers, advocates and policy makers interested in the changing role of mothers in Australian society.

**Elgar Introduction to Theories of Human Resources and Employment Relations** - Keith Townsend 2019

This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study.

*Time Well Spent* - Daniel Wheatley 2017-05-02

An innovative exploration of self-reported happiness, referred to as subjective well-being, observed through the lens of time-use.

*The Making of the European Union* - Max Haller 2012-12-06

Outstanding social scientists (economists, sociologists, political scientists, and policy researchers) discuss in this book the issue of the social aspects of European integration. For each field, they sketch out the main problems, provide a survey on the relevant literature, and point to areas wherein more research is needed. The science and research policy of the European Union is examined critically both in terms of relevant social issues and in terms of its organizational efficacy.

*Choice* - Bent Greve 2011-06-09

This book analyzes the impact of choice on welfare states in Europe and asks whether the shift towards more choice will ultimately benefit the users and providers of the welfare state, and have a positive impact on society as a whole. Explores the recent focus on choice in many welfare states, which has created a more market-orientated approach, changed users to consumers, and increased emphasis on private providers Examines the impact of these recent reforms on equality, not only from an economic perspective, but also in relation to gender, education, age, and access to services Draws on examples from different European countries and sectors of the welfare state, including the UK, Germany, Italy, the Netherlands, Scandinavia, and the Czech Republic Informed by theoretical and empirical approaches, and uses a variety of methodologies

**Reconciling Work and Family Life in EU Law and Policy** - A. Masselot 2010-01-20

Since its timid introduction onto the EC agenda in 1974, reconciliation of work and family life has developed into a fully-articulated principle. This book explores this journey and its implications for the EC legal order and society. It argues that as reconciliation issues continue to evolve they require constant reassessment.

*Exploring Social Inequality in the 21st Century* - Jennifer Jarman 2018-10-19

In a world where the effects of inequality occupy an increasingly prominent place on the public agenda, this book provides up-to-date and thorough analysis from the perspective of a group of researchers at the forefront of social stratification analysis. Exploring Social Inequality in the 21st Century is a clear and critical overview of current debates about social inequality. It includes new information, tools, and approaches to conceptualising and measuring social stratification and social class, as well as informative case studies. Throughout, the researchers describe the direct and indirect costs of social inequality. Divided into two parts - Conceptualising and Measuring Inequality; and Costs and Consequences of Inequality in the areas of Education, Employment, and Global Wealth - it includes new findings about the growth of wealth inequality in the G20 countries, and a detailed examination of tax policies designed to reduce inequality without affecting economic growth. With substantial contributions to the analysis of inequalities in education, and explanations of the processes and consequences of social and gender-based exclusion, this book is essential reading for anyone interested in understanding contemporary social inequality. This book was originally published as a special issue of the journal Contemporary Social Science.

**The Network Trap** - Meryl Bushell 2020-04-28

As we begin the third decade of the twenty-first century, women have entered the workplace in unprecedented numbers, are now outperforming men in terms of educational qualifications, and are excelling across a range of professional fields. Yet men continue to occupy the positions of real power in large corporations. This book draws on unique, unprecedented access to Chairs of FTSE 350 Chairs, boardroom aspirants and executive head-hunters, to explain why this is the case. The analysis it presents establishes that the relative absence of women in boardroom roles is not explained by their lack of relevant skills, experience or ambition, but instead by their exclusion from the powerful male-dominated networks of key organisational decision-makers. It is from within these networks that candidates are sourced, endorsed, sponsored, and championed. Yet women's efforts to penetrate these networks are instead likely to trap them into network relationships that will be of little value in helping them to fulfil their career aspirations. The analysis also identifies why women struggle to gain access to these networks, and in doing so, it demonstrates that the network trap in which women find themselves will not be overcome simply by encouraging them to change their networking behaviours. Instead, there is a need for a fundamental reconsideration of how boardroom recruitment and selection is conducted and regulated, to ensure the development of a more open, transparent and equitable process.

**Handbook of Gendered Careers in Management** - Adelina M. Broadbridge 2015-04-30

Handbook of Gendered Careers in Management provides an international overview of current practice and theory surrounding gendered employment in management, illustrating the impact of gender on key stages of career development.

*Women and Equality in the Workplace* - Janet Zollinger Giele 2003

Provides an introductory essay; biographies of activists, legislators, and advocates; a chronology of events, legislation, and movements; a directory of organizations; and a listing of print and nonprint resources.

**Families, Care-Giving and Paid Work** - Nicole Busby 2011-01-01

'Balancing paid work and family life remains a significant challenge; indeed, the challenges are intensifying as economic austerity threatens the pursuit of gender equality. This excellent book provides extensive justifications for laws and policies which encourage and facilitate the reconciliation of paid work, family life and care-giving. It provides a wealth of data, from a number of jurisdictions, and examines recent trends. It is vital that this area of law and policy is protected and developed and this book plays an important role in that process.' - Clare McGlynn, Durham University, UK This unique selection of chapters brings together researchers from a variety of academic disciplines to explore aspects of law's engagement with working families. It connects academic debate with policy proposals through an integrated set of approaches and perspectives. Families, Care-giving and Paid Work offers an original approach to a very topical area. Not only does it consider the limitations of law in relation to the regulation of care-giving and workplace relationships, but it is premised upon a re-consideration of law's potential and engages with suggested strategies for bringing about long-term social change. Offering a range of analyses, this book will strongly appeal to policymakers and practitioners involved with promoting work and family issues, students in labour and employment studies, law and social policy, as well as academics interested in work and family reconciliation issues, or gender and law issues.

**Reassessing the Employment Relationship** - Edmund Heery 2010-11-10

Reassessing the Employment Relationship is an edited volume written by leading academics at Cardiff Business School. Reflecting on the employment relationship as one of the central institutions of advanced capitalist economies, it provides an extensive survey of the changing world of work. The book offers a multi-disciplinary analysis of the contemporary workplace, and focuses on the key influences that are shaping the employment relationship - globalization, financialization, regulation and the search for ethical standards in human resource management. There is insightful and authoritative treatment of some of the main developments in the employment relationship, such as the rise of knowledge and customer service work, increasing income inequality, new forms of management control over work, the spread of non-union industrial relations and the rise to prominence of work-life integration. Reassessing the Employment Relationship provides a critical yet accessible look at the changing employment relationship, and is an indispensable aid to students studying Industrial Relations, Human Resource Management, Organizational Studies, and Business Ethics. PAUL BLYTON is Professor of Industrial Relations and Industrial Sociology at

Cardiff University, UK. EDMUND HEERY is Professor of Employment Relations at Cardiff University, UK. PETER TURNBULL is Professor of Human Resource Management and Labour Relations at Cardiff University, UK.

**The Impact of Parental Employment** - Linda Cusworth 2016-03-03

In this groundbreaking study, Linda Cusworth explores the impact of parental employment or unemployment on the educational and emotional well-being of their children. Using theoretical apparatus from Bourdieu and data from the youth survey of the British Household Panel Study, the research in this book analyzes the impact of parental employment on those born between 1978 and 1990. This study is unique in going beyond the educational achievement and later patterns of employment of the young people studied to look at the whole of children's lives, including their attitudes and aspirations, relationships and emotional well-being. The changed norms of maternal employment and the substantial increase in lone parenthood over the last few decades make this an especially important study both for academics in social and public policy and sociology, and for policy makers.

**Work-Lifestyle Choices in the 21st Century** - Catherine Hakim 2000-11-02

In this book, Hakim presents a new, multi-disciplinary theory for explaining and predicting current and future patterns of women's choice between employment and family work. Preference theory is the first theory developed specifically to explain women's behaviour and choices. As such, it constitutes a major break from male-centred theorizing to date in sociology and economics. Preference theory is grounded on the substantial body of new research on women's work and fertility that has flourished within feminist scholarship. It identifies five major historical changes that collectively are producing a qualitatively new scenario for women in prosperous societies in the 21st century. Throughout the analysis, the USA and Britain illustrate what the new scenario means for women, how it alters their preferences and work-lifestyle choices. Hakim also reviews research evidence on contemporary developments across Europe, Canada, Australia, Japan, and the far East to develop a new theory that is genuine international in perspective.

*Quarterly Essay 29 Love and Money* - Anne Manne 2008-03-01

In *Love and Money*, Anne Manne looks at the religion of work - its high priests and sacrificial lambs. As family life and motherhood feel the pressure of the market, she asks whether the chief beneficiaries are self-interested employers and child-care corporations. This is an essay that ranges widely and entertainingly across contemporary culture: it casts an inquisitive eye over the modern marriage of Kevin Rudd and Therese Rein, and considers the time-bind and the shadow economy of care. Most fundamentally, it is an essay about pressure: the pressure to balance care for others and the world of work. Manne argues that devaluing motherhood - still central to so many women's lives - has done feminism few favours. For women on the frontline of the work-centred society, it has made for hard choices. Eloquently and persuasively, Manne tells what happened when feminism adapted itself to the free market and argues that any true definition of equality has to take into account dependency and care for others. 'It is falling fertility ... above all else, which gives women a political bargaining chip of a new and powerful kind. Policy makers, formerly deaf to mothers' needs, will have no choice but to listen.' -Anne Manne, *Love and Money* 'Anne Manne shows a depth and range of analysis that is rare in social-science writing today. Her arguments go behind the child-care debate, behind the work and family tension that is now in the foreground of most Australians' daily lives, to ask the really big questions.' -Steve Biddulph 'In *Love and Money* Anne Manne calls on us to imagine a radically different model of social and political life, one that centres around care rather than on gendered notions of the autonomous, unencumbered individual.' -Julie Stephens Anne Manne is an Australian journalist and social philosopher who has written widely on feminism, motherhood, childcare, family policy, fertility and related issues. She is a regular contributor to the *Age* and the *Monthly*. Her books include *Quarterly Essay 29 Love and Money: The Family and the Free Market*, *The Life of I: the New Culture of Narcissism*, and, *Motherhood: How Should We Care for Our Children?* - which was shortlisted for the 2006 Walkley non-fiction prize.

*Encyclopedia of Career Development* - Jeffrey H. Greenhaus 2006-05-09

With more than 400 articles, the *Encyclopedia of Career Development* is the premier reference tool for research on career-related topics. Covering a broad range of themes, the contributions represent original

material written by internationally-renowned scholars that view career development from a number of different dimensions. This multidisciplinary resource examines career-related issues from psychological, sociological, educational, counseling, organizational behavior, and human resource management perspectives. Key Features Offers introductory materials prepared by the editors and supplementary appendices on select topics Incorporates global, cultural, and international dimensions of careers and examines the social context of careers such as the contemporary work environment, emerging values in society, gender and ethnicity, social class, and work-family interface Explores the evolution of careers, including career stages, patterns, and transitions, as well as variations in the meaning of career success Discusses career decision-making strategies, and looks at legislative, regulatory, and labor relations decrees that influence career development and decision making Analyzes initiatives used by employers, counselors, and society to promote the effective development of careers The Encyclopedia of Career Development is a leading edge reference tool that is recognized as a "must have" for libraries in the United States and around the world. In addition, corporations and career centers will also want to add this valuable set to their collections.

Multidisciplinary Handbook of Social Exclusion Research - Dominic Abrams 2008-05-23

Social exclusion is a key problem for policy makers, researchers and professionals worldwide. Despite this, the debate lacks a dominant disciplinary focus. This innovative handbook covers evidence from key research and policy to offer cross-disciplinary perspectives on major areas of social exclusion. Focusing on central policy domains including education, healthcare and crime, it is structured so as to relate evidence to the state of social exclusion and the mechanisms by which it can be tackled. It book will be an unrivalled reference for academics and practitioners working across disciplines including housing, education, psychology, political science, healthcare, sociology and law.

**Ways of Living** - P. Blyton 2009-11-18

This international collection explores aspects of lifestyle and identity, societal influences on ways of living, the relevance of social networks and geographic communities for lifestyle choices, and the significance of organisational policies and practices for lifestyle outcomes.

Policy for a Change - Susan Yeandle 2009

"Why is it so hard to turn girls' success at school into success in the labour market? This book explores women's employment at the start of the 21st century, in particular identifying aspects of women's labour market situation which remain poorly understood and challenging much 'received wisdom' about women and work. The contributors examine pervasive myths about women in employment which have influenced policy and explore a number of theoretical puzzles and problems which persist despite attempts to tackle them."--BOOK JACKET.

*The Legal Regulation of Pregnancy and Parenting in the Labour Market* - Grace James 2008-11-19

Why is the law failing to protect pregnant workers and parents from detrimental treatment in the workplace? This theoretically informed book, which draws on the findings of a large scale, Nuffield Foundation funded, study of pregnancy-related workplace disputes, explores the legal regulation of pregnancy and parenting in the labour market. Using an epistemology that draws primarily on critical feminist debates, theories and critiques, the book adopts a necessarily female standpoint and seeks to answer why, despite positive policy ambitions and ample legislation, law is failing to protect pregnant workers and parents. Whilst sensitive to the limits of law's ability to bring about social change, the book asks whether it is the direction of current policies that need attention, or the substance of the legislation that is flawed. Is it the application of the law in courts and tribunals that fails working families or the mechanics of the employment dispute resolution and tribunal system that needs adjusting? This book will interest academics, students and practitioners of law and social policy interested in employment law and discrimination.

**Work/Life City Limits** - H. Jarvis 2005-09-15

This book demonstrates how local contexts of urbanization and cultures of work are intimately meshed together. Each chapter explores a discrete dimension of the way people organize their working lives in post-industrial cities, taking close account of the social and environmental impact of this balancing act. The book features cross-national and inter-city comparative household level research, highlighting significant contradictions underpinning the nature of production, consumer expectation, work-life balance and urban environmental quality.