

KATHLEEN GERSON



HARD CHOICES

*How Women Decide
about Work, Career,
and Motherhood*

Hard Choices How Women Decide About Work Career And Motherhood

George Tsebelis



Hard Choices How Women Decide About Work Career And Motherhood:

Hard Choices Kathleen Gerson, 1986-03-17 How do women choose between work and family commitments And what are the causes limits and consequences of the subtle revolution in women s choices over the 1960s and 1970s To answer these questions Kathleen Gerson analyzes the experiences of a carefully selected group of middle class and working class women who were young adults in the 1970s Their informative life histories reveal the emerging social forces in American society that have led today s women to face several difficult choices

For the Family? Sarah Damaske, 2011-10-03 In the contentious debate about women and work conventional wisdom holds that middle class women can decide if they work while working class women need to work Yet even after the recent economic crisis middle class women are more likely to work than working class women Sarah Damaske deflates the myth that financial needs dictate if women work revealing that financial resources make it easier for women to remain at work and not easier to leave it Departing from mainstream research Damaske finds three main employment patterns steady pulled back and interrupted She discovers that middle class women are more likely to remain steadily at work and working class women more likely to experience multiple bouts of unemployment She argues that the public debate is wrongly centered on need because women respond to pressure to be selfless mothers and emphasize family need as the reason for their work choices Whether the decision is to stay home or go to work women from all classes say work decisions are made for their families In For the Family Sarah Damaske at last provides a far more nuanced and richer picture of women work and class than the one commonly drawn

Handbook of Employment Discrimination Research Laura Beth Nielsen, Robert L. Nelson, 2008-06-06 This volume contains a collection of original papers by leading legal scholars and social scientists that develop new perspectives on anti discrimination law with an emphasis on employment discrimination The articles were written for a conference held at Stanford Law School in Spring 2003 that was sponsored by the American Bar Foundation and Stanford Law School The purpose of that conference this volume and ongoing work by the Discrimination Research Group based at the American Bar Foundation and the Center for Advanced Study in the Behavioral Sciences is to advance the social scientific understanding of employment discrimination and the operation of employment discrimination law as a social system and to consider the legal and policy implications of this emerging body of social science Now is a pivotal moment for an attempt at a deeper understanding of discrimination and law After three decades of theoretical development and empirical research on employment discrimination and its treatment in law it is crucial that lawyers social scientists and policymakers assess what we know and don't know about employment discrimination and its treatment by law To date there are several streams of active research that only occasionally engage with each other Economists and sociologists continue to debate the extent to which women minorities and other traditionally disadvantaged groups faced discrimination in labor markets and organizations Organization scholars and legal scholars have begun

to map the effect of anti discrimination law on organizational structures and processes and to raise questions about the extent to which the legalization of organizational employment systems represents symbolic or substantive changes in employment practices

Gender Equality Janet C. Gornick, Marcia K. Meyers, 2009-08-03 In the labor market and workplace anti discrimination rules affirmative action policies and pay equity procedures exercise a direct effect on gender relations But what can be done to influence the ways that men and women allocate tasks and responsibilities at home In Gender Equality Volume VI in the Real Utopias series social scientists Janet C Gornick and Marcia K Meyers propose a set of policies paid family leave provisions working time regulations and early childhood education and care designed to foster more egalitarian family divisions of labor by strengthening men s ties at home and women s attachment to paid work Their policy proposal is followed by a series of commentaries both critical and supportive from a group of distinguished scholars and a concluding essay in which Gornick and Meyers respond to a debate that is a timely and valuable contribution to egalitarian politics

Putting Work in Its Place Peter Meiksins, Peter Whalley, 2018-09-05 Most books on the subject of work focus on the increased amount of time Americans spend on the job Peter Meiksins and Peter Whalley address the counter trend examining the difficult path traversed by people who choose to work less than the standard forty hour week Their fascinating investigation of alternative work arrangements speaks directly to the concerns of all workers who must balance career with other commitments Through interviews with technical professionals from a wide range of employment settings Putting Work in Its Place refutes the popular myth of the customized work schedule as inevitably a mommy track or a return to traditionalism among women Most of these workers male and female young and old remain strongly committed to their jobs but wish to combine work with other activities they value just as highly This can mean family for some but for others encompasses community service or various avocations By viewing their work arrangements in the longer term and not as short term expedients these professionals are challenging the accepted view of time requirements for careers in organizations They are also helping to shape a new agenda for the future of the workplace to transform their individual successes into a normal practice of customized work time

Millennium Development Goals: The Indian Journey R.K. Mishra, Jayasree Raveendran, 2011-07-12 Achievement of Millennium Development Goals is a priority for every nation and the contribution of every nation accounts for making the world more prosperous This book analyzes the status and proximity to the achievement of Millennium Development Goals in India The present compilation of research paper focus on issues of Health Poverty Employment issues Provision of safe drinking water Education food security women empowerment and sustainable development The papers present the Indian journey the different perspective of the efforts and analyze the various initiatives that India has undertaken in the process of attaining the MDGs

Open to Disruption Anita Ilta Garey, Rosanna Hertz, Margaret K. Nelson, 2014-07-03 At a time when an emphasis on productivity in higher education threatens to undermine well crafted research these highly reflexive essays capture the sometimes profound intellectual

effects that may accompany disrupted scholarship They reveal that over long periods of time relationships with people studied invariably change sometimes in dramatic ways They illustrate how world events such as 9 11 and economic cycles impact individual biographies Some researchers describe how disruptions prompted them to expand the boundaries of their discipline and invent concepts that could more accurately describe phenomena that previously had no name and no scholarly history Sometimes scholars themselves caused the disruption as they circled back to work they had considered done and allowed the possibility of rethinking earlier findings

Women Between Two Worlds Myra Dinnerstein, 2010 An in depth study traces the experiences of 22 middle class women and their evolution from traditional wives and mothers to career women

Handbook of Work-Family Integration Karen Korabik, Donna S. Lero, Denise L. Whitehead, 2011-04-28 In today s industrialized societies the majority of parents work full time while caring for and raising their children and managing household upkeep trying to keep a precarious balance of fulfilling multiple roles as parent worker friend child Increasingly demands of the workplace such as early or late hours travel commute relocation etc conflict with the needs of being a parent At the same time it is through work that people increasingly define their identity and self worth and which provides the opportunity for personal growth interaction with friends and colleagues and which provides the income and benefits on which the family subsists The interface between work and family is an area of increasing research in terms of understanding stress job burn out self esteem gender roles parenting behaviors and how each facet affects the others The research in this area has been widely scattered in journals in psychology family studies business sociology health and economics and presented in diverse conferences e g APA SIOP Academy of Management It is difficult for experts in the field to keep up with everything they need to know with the information dispersed This Handbook will fill this gap by synthesizing theory research policy and workplace practice organizational policy issues in one place The book will be useful as a reference for researchers in the area as a guide to practitioners and policy makers and as a resource for teaching in both undergraduate and graduate courses

What They Didn't Expect When They Were Expecting Leslie Stanley-Stevens, 2010-10-22 Most people realize that marriage is a big transition that s why premarital counseling has become popular But what about having a baby Where is the pre parental counseling Childbirth classes describe how to get through labor delivery and those first feedings but this new baby will require the parents to do much more They will have to renegotiate their time together their time at work their leisure their housework everything Without clear guidance many first time parents may have unreasonable expectations about their new lives Gleaning the results of 186 surveys and interviews What They Didn t Expect When They Were Expecting And How They Became Better Parents describes findings such as Fifty percent of the couples had at least one unexpected pregnancy None of the expectant parents thought they would have conflict over parenting Nevertheless all of those parents admitted to some conflict five years later Most expectant parents didn t think work would interfere with family life But five years later the mothers 1 complaint was that their husbands worked too much Additionally this book provides

practical biblically based guidance for expectant parents and parents of young children Some of the topics addressed are How parents can take care of their family s needs as well as their own Why it s good for moms to get some space from the kids How to recognize toxic messages from the workplace and the media messages that work against a happy family Practical techniques for child discipline Balancing work and family How dads can be equal parenting partners Practical techniques for resolving parenting conflicts Important information concerning the most appropriate types of childcare What They Didn t Expect When They Were Expecting and How They Became Better Parents reveals how strengthening your marriage improves your parenting

Working Families Rosanna Hertz,Nancy L. Marshall,2001-09-30 Working Families is a pioneering study by scholars of great capability and insight This book is a gold mine of observations and information about new approaches to the study of work and family Arlene Daniels co editor of The Most Difficult Revolution Hertz and Marshall have pulled together an impressive collection The range of well known authors provide a broad perspective by looking at both women and men across class work site and race Working Families provides cutting edge and original contributions that go well beyond previous research on work and families Naomi Gerstel author of Families and Work The information age is transforming family life and the relationships between families the workplace and larger society Working Families moves the discussion of work and family beyond the simplistic notion of balancing by examining the complexity and diversity of everyday family life as well as the wider economic and political contexts of our current dilemmas Arlene Skolnick author of Embattled Paradise The American Family in an Age of Uncertainty The worlds of work and family in which we live our lives are ever more complex This important volume sheds lights on the issues faced by working families at home at work and in their community Kathleen Christensen Director Program on Working Families Alfred P Sloan Foundation

Monthly Labor Review ,2012-04 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

Gender and Welfare States in East Asia Sirin Sung,Gillian Pascall,2014-01-22 Contributors address questions about gender equality in a Confucian context across a wide and varied social policy landscape from Korea and Taiwan where Confucian culture is deeply embedded through China with its transformations from Confucianism to communism and back to the mixed cultural environments of Hong Kong and Japan

Television Culture and Women's Lives Margaret J. Heide,1995-02 Contemporary cultural theory feminist criticism and ethnography converge in this provocative study of the construction of meaning in mass culture Television Culture and Women s Lives explores the complex relationship between the gender conflicts played out in the scripts of the popular television show thirtysomething and the real life conflicts experienced by baby boomer women viewers Women viewers often reinterpreted the program s conservative view on gender roles seeing it instead as a protest against real dilemmas women face as they try to integrate career and family priorities Heide s study confirms women viewers close identifications with thirtysomething characters and positions audience responses against the backdrop of changes in the lives of women in the 1980s and 1990s Television

Culture and Women's Lives accessibly treats fascinating issues related to cultural criticism the relationship between mass media and audiences and the struggles faced by women in late twentieth century America **New Frontiers in Socialization** Richard A. Settersten Jr., Timothy J Owens, 2002-06-21 New Frontiers in Socialization **Unwomanly Conduct** Carolyn Mackelcan Morell, 2014-01-09 Provocative study of women who chose to be childless based on extensive interviews with women aged between 40 and 78 A significant contribution to debates about choice the private and the public gender and diversity **The Unfinished Revolution** Kathleen Gerson, 2011-07-07 The vast changes in family life have often been blamed for declining morality and unhappy children Drawing upon pioneering research with the children of the gender revolution Kathleen Gerson reveals that it is not a lack of family values but rigid social and economic forces that make it difficult to live out those values The Unfinished Revolution makes clear recommendations for a new flexibility at work and at home that benefits families encourages a thriving economy and helps women and men integrate love and work **Kingdom of Children** Mitchell Stevens, 2009-02-09 More than one million American children are schooled by their parents As their ranks grow home schoolers are making headlines by winning national spelling bees and excelling at elite universities The few studies conducted suggest that homeschooled children are academically successful and remarkably well socialized Yet we still know little about this alternative to one of society's most fundamental institutions Beyond a vague notion of children reading around the kitchen table we don't know what home schooling looks like from the inside Sociologist Mitchell Stevens goes behind the scenes of the homeschool movement and into the homes and meetings of home schoolers What he finds are two very different kinds of home education one rooted in the liberal alternative school movement of the 1960s and 1970s and one stemming from the Christian day school movement of the same era Stevens explains how this dual history shapes the meaning and practice of home schooling today In the process he introduces us to an unlikely mix of parents including fundamentalist Protestants pagans naturalists and educational radicals and notes the core values on which they agree the sanctity of childhood and the primacy of family in the face of a highly competitive bureaucratized society Kingdom of Children aptly places home schoolers within longer traditions of American social activism It reveals that home schooling is not a random collection of individuals but an elaborate social movement with its own celebrities networks and characteristic lifeways Stevens shows how home schoolers have built their philosophical and religious convictions into the practical structure of the cause and documents the political consequences of their success at doing so Ultimately the history of home schooling serves as a parable about the organizational strategies of the progressive left and the religious right since the 1960s Kingdom of Children shows what happens when progressive ideals meet conventional politics demonstrates the extraordinary political capacity of conservative Protestantism and explains the subtle ways in which cultural sensibility shapes social movement outcomes more generally *Nested Games* George Tsebelis, 1991-08-12 Clearly written and easily understood by the nonspecialist Nested Games provides a systematic empirically accurate and theoretically coherent account

of apparently irrational political actions The Role of Gender in Practice Knowledge Josefina Figueira McDonough, F. Ellen Netting, Ann Nichols Casebolt, 2018-10-24 Feminist critiques of the social sciences are based on the assumption that because the social sciences were developed for the most part by white middle class Western men the perspectives of women were ignored This book offers an approach for integrating gender related content into the social work curriculum The distinguished contributors discuss the shortcoming of dominant knowledge address the pressing need for a gender integrated curriculum consider the pedagogies consistent with the implementation of an integrate curriculum address specific areas in social work education assessing content and assumptions and discuss strategic issues for the implementation of curricular knowledge

Hard Choices How Women Decide About Work Career And Motherhood Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has are more apparent than ever. Its capability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Hard Choices How Women Decide About Work Career And Motherhood**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we shall delve into the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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