

	% of employers in sample		
	WERS of employers 1998 ^b	DfEE Work-life Balance Baseline Survey 2000 ^{c,d}	DTI Employer Survey on support for working parents 2000 ^{c,d}
Part time	82	88	77
Flexi-time ^a	27	25	32
Term-time only ^a	16	17	18
Job share ^a	27	24	21
Working from or at home	33	38 occasionally	18
Working from or at home ^a (non-managerial employees only)	13		
Ability to change from full- to part-time hours ^a	46		
Reduced hours		17	
Parental leave ^a	34		
Paternity leave (paid or unpaid)	48		18
Special leave for emergencies	24		
Unpaid leave for emergencies	18		
Annualised hours		8	
Compressed working week		7	

Notes:

^a In the case of WERS data, on the question indicated, the availability of flexible working patterns is for non-managerial employees only.

^b Sample: Establishments with 10+ employees.

^c Sample: Establishments with 5+ employees.

Nature And Pattern Of Familyfriendly Employment Policies In Britain

Rense Nieuwenhuis, Wim Van Lancker



Nature And Pattern Of Familyfriendly Employment Policies In Britain:

The Nature and Pattern of Family-friendly Employment Policies in Britain Dex, Shirley,Smith, Colin,2002-05
There is need for a more detailed understanding of employers motivations for offering flexible working and the outcomes of different policies and practices for both employers and employees This report draws on data from a large scale national survey of workplace employee relations WERS to fill these gaps in our knowledge and understanding It is the first time these issues have been explored through analysis of such a large and representative sample of companies and employees

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radically affected the experience of different generations and the relationships between them *Women, Men, Work and Family in Europe* R. Crompton, S. Lewis, C. Lyonette, 2007-04-11 Social changes including an increase in dual earner families declining fertility and growing problems of work life balance are underway as more women particularly mothers enter and remain in paid employment The authors explore this in a number of European countries Britain France The Netherlands Finland Norway Sweden and Portugal Attitudes to Flexible Working and Family Life Houston, Diane M., Waumsley, Julie A., 2003-12-17 This report is the first to examine attitudes towards flexible working and family life Drawing on a study of over 1500 members of the AEEU and interviews with 53 shop stewards the report addresses key questions around rights and benefits employer s attitudes gender differences and the effects of flexible working on health and well being

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Gower Handbook of Discrimination at Work Hazel Conley, 2016-04-29 Workplace discrimination is an experience that despite four decades of equality legislation continues to blight the lives of thousands every year Discrimination persists on the protected grounds of sex race disability age sexual orientation religion or belief and gender reassignment as well as where no legal protection exists such as in relation to class background or migration status The Handbook discusses recent changes in equality legislation as well as considering the limitations of legal frameworks in addressing inequality However complying with the law is only the first step towards addressing discrimination in the workplace and the book goes beyond the law and provides evidence of good practice in promoting organisational culture change as well as considering future directions for policy on equality action The Gower Handbook of Discrimination at Work looks at both social justice and business case perspectives and its message is not a negative one The contributors have considerable depth of understanding of workplace discrimination both as academics and equality practitioners their work has contributed to policy formation and all are committed to improving the lives of people at work They offer insights into existing international developments and make suggestions for the ways in which positive change can be realised Practitioners such as human resources professionals and other managers involved in addressing equality at work trade unionists equality trainers and academics concerned with researching or teaching in the areas of employment and equality will all find this book of interest Furthermore it will be of value to students in the fields of business and management employment law equality and diversity and human resource management

Cognitive Behavioral Neuroscience in Organizational Settings Reddy, K. Jayasankara, Alfonso, Thaddeus, 2024-06-17 In a world characterized by constant changes organizations grapple with the complex task of understanding and enhancing human behavior within their ranks The burgeoning interest in cognitive behavioral neuroscience CBN for unraveling the intricacies of organizational dynamics has paved the way for a groundbreaking shift However the application of CBN in Human Resource Development and Management HRDM remains in its infancy creating a void between scientific inquiry and practical implementation As organizations yearn for evidence based strategies to enhance talent identification team selection training and overall performance a critical need emerges for a comprehensive guide that bridges this gap Cognitive Behavioral Neuroscience in Organizational Settings is a groundbreaking book that illuminates the unexplored territory of CBN in HRDM Positioned as a catalyst for change this comprehensive guide serves as the linchpin connecting theoretical foundations with real world applications Seamlessly navigating through the basics of neuroscience the anatomy and functions of the brain and the role of neuroscience in organizational behavior establishes the groundwork for a new academic discipline By delving into higher cognitive processes artificial intelligence integration neuroscience methods

and CBN based interventions the book offers a roadmap to revolutionize how organizations understand manage and enhance their human capital

Work-Life Balance in Times of Recession, Austerity and Beyond Suzan Lewis, Deirdre Anderson, Clare Lyonette, Nicola Payne, Stephen Wood, 2016-08-12 This book reflects the enormous interest in work life balance and current pressing concerns about the impacts of austerity more broadly It draws on contemporary research and practitioner experiences to explore how work life balance and related workplace and social policy fare in turbulent economic times and the implications for employees employers and wider societies Authors consider workplace trends practices and employment relations and the impacts on work care and well being of diverse workers A guiding theme throughout the book is a triple agenda of supporting employee work life balance workplace effectiveness and social justice The final chapters present case studies of innovative processes and organizational practices for addressing the triple agenda note the important role of social policy context and discuss the challenge of extending debates on work life balance to include a social justice dimension This book will be of interest to academics and postgraduate students of organisational psychology sociology human resource management management and business studies law and social policy as well as employers managers HR managers trade unions and policy makers

Inside the Workplace Barbara Kersley, Carmen Alpin, John Forth, Alex Bryson, Helen Bewley, Gill Dix, Sarah Oxenbridge, 2013-04-15 Based on the primary analysis of the 2004 Workplace Employment Relations Survey WERS 2004 this is the fifth book in the series which began in 1980 and which is considered to be one of the most authoritative sources of information on employment relations in Great Britain Interviews were conducted with managers and employee representatives in over 3 000 workplaces and over 20 000 employees returned a self completion questionnaire This survey links the views from these three parties providing a truly integrated picture of employment relations This book provides a descriptive mapping of employment relations examining the principal features of the structures practices and outcomes of workplace employment relations The reader can explore differences according to the characteristics of the workplace and organization including workplace size industrial sector and ownership Current debates are examined in detail including an assessment of the impact of the Labour Government's programme of employment relations reform A key reference from a respected and important institution this book is a valuable sourcebook for students academics and practitioners in the fields of employee relations human resource management organizational behaviour and sociology Visit the Companion website at <http://cw.routledge.com/textbooks/0415378133>

The Politics of Working Life Judy Wajcman, 2005-09-08 How does the politics of working life shape modern organizations Is our desire for meaningful secure work increasingly at odds with corporate behaviour in a globalized economy Does the rise of performance management culture represent an intensification of work or create opportunities for the freewheeling individual career This timely and engaging book by leading authorities in the field adopts the standpoint of the questioning observer It is for those who need an informed account of work that is accessible without being superficial The book is unique in its multi dimensional approach

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Johnson,2013-12-31 The bestselling author of Hold Me Tight presents a revolutionary new understanding of why and how we love based on cutting edge research Every day we hear of relationships failing and questions of whether humans are meant to be monogamous Love Sense presents new scientific evidence that tells us that humans are meant to mate for life Dr Johnson explains that romantic love is an attachment bond just like that between mother and child and shows us how to develop our love sense our ability to develop long lasting relationships Love is not the least bit illogical or random but actually an ordered and wise recipe for survival Love Sense covers the three stages of a relationship and how to best weather them the intelligence of emotions and the logic of love the physical and psychological benefits of secure love and much more Based on groundbreaking research Love Sense will change the way we think about love **The Evolution of the Modern Workplace** William Arthur Brown,2009-08-27 An authoritative account of how the workplace has changed and why it has changed for both workers and employers

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