



Pregnancy And Childcare Issues In The Workplace



EW Minium

Pregnancy And Childcare Issues In The Workplace:

Pregnancy & Childcare Issues in the Workplace Gerard P. Panaro, 1987 **Women in the workplace** Great Britain: Parliament: House of Commons: Business, Innovation and Skills Committee, 2013-06-20 Employees should be entitled to ask for flexible working from the outset not only after they have been in a job for six months says the Report Additionally the Government should establish a voluntary Code of Practice to highlight best practice in the provision of quality part time and flexible working and must dispel the myth that any type of flexible working is problematic and cannot work The Report also urges the Government to reconsider its decisions to introduce fees for pregnancy discrimination cases and to call time on the undertaking of Equality Impact Assessments It further recommends that the questionnaire procedures in discrimination cases and the Public Sector Equality Duty should be retained in their current forms The Committee notes that Government policy in these areas runs counter to its professed commitment to equality *Working Women and their Rights in the Workplace* Naeima Faraj A.A. Al-Hadad, 2016-03-09 This book addresses women's rights to work and motherhood in Libya from a legal and international human rights perspective In an attempt to solve the problem posed by the perception that there is an unsolvable conflict between the right of women to work and their right to motherhood the author considers how these two sets of rights as protected under international human rights law can and should be recognised and promoted within the Libyan legal system Including first hand accounts of experiences of Libyan women the study voices their struggle for their rights as guaranteed by domestic law international conventions and Islam Providing a rare insight into a region striving to find its new identity the author assesses the adequacy of existing Libyan laws and where warranted offers proposals for legislative amendments to Libyan policy makers and its new Parliament at such a crucial time in the nation's history **Childbearing and Careers of Japanese Women Born in the 1960s** Yukiko Senda, 2015-05-11 This book provides the keys to understanding the trajectory that Japanese society has followed toward its lowest low fertility since the 1980s The characteristics of the life course of women born in the 1960s who were the first cohort to enter that trajectory are explored by using both qualitative and quantitative data analyses Among the many books explaining the decline in fertility this book is unique in four ways First it describes in detail the reality of factors concerning the fertility decline in Japan Second the book uses both qualitative and quantitative methods to introduce the whole picture of how the low fertility trend began in the 1980s and developed in the 1990s and thereafter Third the focus is on a specific birth cohort because their experiences determined the current patterns of family formation such as late marriage and postponed childbirth Fourth the book explores the knife edge balance between work and family conditions especially with regard to childbearing in the context of Japanese management and gender norms After examining the characteristics of demographic and socioeconomic circumstances of postwar Japan in detail it can be seen that the change in family formation first occurred drastically in the 1960s cohort Using both qualitative interview data cumulatively from 150 people and quantitative estimates with official

statistics this book shows how individual level choices to balance work and family obligations resulted in a national level fertility decline Another focus of this book is the increasing unintended infertility due to postponed pregnancy a phenomenon that is attracting great social attention because the average age of pregnancy is approaching the biological limit This book is a valuable resource for researchers who are interested in the rapid fertility decline as well as the work life balance and the life course of women in Japanese employment practice and family traditions *Feminist Legal Theory (Second Edition)*

Nancy Levit, Robert R.M. Verchick, Martha Minow, 2016-01-15 Feminist legal theory is one of the most dynamic fields in the law and it affects issues ranging from child custody to sexual harassment Since its initial publication in 2006 *Feminist Legal Theory A Primer* has received rave reviews Now in the completely updated second edition of this outstanding primer Nancy Levit and Robert R M Verchick introduce the diverse strands of feminist legal theory and discuss an array of substantive legal topics pulling in recent court decisions new laws and important shifts in culture and technology The book centers on feminist legal theories including equal treatment theory cultural feminism dominance theory critical race feminism lesbian feminism postmodern feminism and ecofeminism Readers will find new material on women in politics gender and globalization and the promise and danger of expanding social media Updated statistics and empirical analysis appear throughout The authors prominent experts in the field also address feminist legal methods such as consciousness raising and storytelling The primer offers an accessible and pragmatic approach to feminist legal theory It demonstrates the ways feminist legal theory operates in real life contexts including domestic violence reproductive rights workplace discrimination education sports pornography and global issues of gender The authors highlight a sweeping range of cutting edge topics at the intersection of law and gender such as single sex schools abortion same sex marriage rape on college campuses and international trafficking in women and girls At its core *Feminist Legal Theory* shows the importance of the roles of law and feminist legal theory in shaping contemporary gender issues

Promoting Health and Well-being in the Workplace Margaret Hodgins, Paul Fleming, John Griffiths, 2017-09-16 The workplace is where almost two thirds of adults spend almost two thirds of their waking time Though traditional statutorily driven approaches to risk management have been demonstrably effective in reducing the number of injuries and sickness in recent years psychological and physical health issues are still rife in the modern day workforce Work related sickness and injury absence and the economic cost implications of such are having a detrimental effect not just on employees and employers but on the wider community Written by a team of experts from across academia and practice settings this engaging new book argues that employer organizations must work collaboratively with employees in order to create working environments that promote health for all With a sharp focus on applying theory to practice the book uses real life examples from areas across the globe to encourage readers to think contextually Key topics covered include Work life balance including issues of workload and the long hours culture The impact of work related musculoskeletal disorders The nature scale and causes of work related stress The significance of corporate social

responsibility in employee wellness Aligned with global frameworks this comprehensive text provides both students and qualified professionals with a solid foundation for practice and a rich source of material for discussion

Changing gender roles and attitudes to family formation in Ireland Margret Fine-Davis, 2016-09-15 Recent decades have witnessed major changes in gender roles and family patterns as well as a falling birth rate in Ireland and the rest of Europe While the traditional family is now being replaced in many cases by new family forms we do not know the reasons why people are making the choices they are and whether or not these choices are leading to greater well being While demographic research has attempted to explain the new trends in family formation and fertility there has been little research on people's attitudes to family formation and having children This book presents the results of the first major study to examine people's attitudes to family formation and childbearing in Ireland Based on a nationwide representative sample of 1 404 men and women in the childbearing age group the study was carried out against a backdrop of changing gender role attitudes and behaviour as well as significant demographic change

The Routledge Companion to Mental Health at Work Arla Day, Cary L. Cooper, 2023-10-12 The issue of mental health at work has become a hot topic in both the popular media and academic writings Although job stress and mental ill health are associated with negative outcomes for individuals teams and organizations there has been some suggestion that changing the work environment and creating healthy workplaces can improve worker health Much of the current work in the general of health is fractured coming from a variety of disciplines and perspectives without an organizing framework to help guide research and practice in the area Having this individualized compartmentalized perspective constrains our ability to fully understand the scope of the issue the key factors in supporting or detracting from one's mental health and interventions focusing on mental health at work Given the importance of understanding mental health at work and the current lack of coverage on workplace mental health there is a need for a book to provide a holistic overview of the issue targeting the environmental individual and group influences of mental health and well being as well as the impact on individuals and workplaces This handbook provides a conceptual framework for examining these issues Each chapter offers an in depth examination of the key facets of mental health at work focusing both on the seminal and current literature on the topic and practical suggestions for best practices for organizations With contributions from leading experts authors address the state of the art research and integrate current events that are shaping the way we work and our wellbeing at work This edited collection will be of interest to researchers academics policymakers and advanced students in the fields of human resource management organizational psychology and management

Gendering and Diversifying Trade Union Leadership Sue Ledwith, Lise Lotte Hansen, 2013 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and

management approaches leadership forms which arise from fields such as community pedagogy and the third sector This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of traditionalism

Handbook of Research on New Dimensions of Gender Mainstreaming and Women Empowerment Kuruvilla, Moly, George, Irene, 2020-06-12 Globally women are facing social economic and cultural barriers impeding their autonomy and agency Accelerated women empowerment programs often fail to attain their targets as envisaged by the policymakers due to a variety of reasons with the most prominent being the deep rooted cultural norms ingrained within society In the era of globalization empowerment of women demands new approaches and strategies that encourage the mainstreaming of gender equality as a societal norm The Handbook of Research on New Dimensions of Gender Mainstreaming and Women Empowerment is a critical scholarly publication that examines global gender issues and new strategies for the promotion of women empowerment and gender mainstreaming in various spheres of women s lives including education and ICT economic participation health and sexuality mental health aging law and judiciary leadership and decision making It provides a comprehensive coverage of all major gender issues with novel ideas on gender mainstreaming being contributed by men and women authors from multidisciplinary backgrounds Gender perspective and intersectional approach in the discourses make this handbook a unique contribution to the scholarship of social sciences and humanities The book provides new theoretical inputs and practical directions to academicians sociologists social workers psychologists managers lawyers policy makers and government officials in their efforts at gender mainstreaming With a wide range of conceptual richness this handbook is an excellent reference guide to students and researchers in programs pertaining to gender women s studies cultural studies economics sociology social work medicine law and management

Corporate Social Responsibility and Gender Equality in Japan Gabriel Eweje, Shima Nagano, 2021-09-03 This book examines key issues in gender equality and corporate social responsibility in Japan Legal compliance the business case and social regulation are examined as driving factors for enhancing gender equality in corporations In turn case studies from various contexts such as the hotel industry retail and financial services companies add practical insights to the theoretical debate The role of governments NGOs and supranational organizations is examined as well Given its scope the book will appeal to undergraduate and graduate students scholars policymakers and practitioners interested in advancing the gender CSR and sustainability debates

Handbook of Research on High-Technology Entrepreneurs The late Ayala Malach-Pines, Mustafa F. Özbilgin, 2010-01-01 Presents an overview of empirical and conceptual developments in the study of high tech entrepreneurs from an interdisciplinary and multinational perspective This book explores various conceptual frameworks and definitions of high tech entrepreneurs and of the entrepreneurial process based on studies in different

settings and contexts **Feminist Legal Theory** Nancy E. Dowd, Michelle S. Jacobs, 2003 Feminist Legal Theory is a groundbreaking collection of feminist work proceeding from the core assumption that the differences among women are essential to feminist analysis Rather than presenting feminist legal theory sequentially with African American feminism or critical race feminism added on at the end the volume thoroughly integrates key readings from non white non middle class and non mainstream writers throughout The volume explores the intersections of race class and gender in such areas as theory family work and economic issues and violence against women Each section of the book begins with an introduction providing context and insights into how the particular pieces included challenge norms and create new paradigms This vibrant challenging collection of work by a broad range of authors represents the cutting edge of feminist theory in concrete applications essential to gender equality Contributors include Patricia Hill Collins Bonnie Thornton Dill Angela P Harris Sylvia A Law Mari Matsuda Martha Minow Esther Ngan Ling Chow John A. Powell Jenny Rivera and Maxine Baca Zinn

Gender, Education and Work Christine Eden, 2017-03-27 Girls outperform boys in educational achievement yet women in work are less well paid are underrepresented in positions of power and carry a disproportionate burden of care and childcare Gender Education and Work analyses and interprets the latest data and research in the field to offer detailed historical and sociological explanations for this continuing inequity exploring different dimensions of inequality and how they intersect With discussion questions and selected further reading to support reflection on your own understanding and assumptions it covers key topics Historical approaches to the education of girls and women Key theories and debates Patterns of achievement and intersectionality Attainment gaps and socio economic status Ethnicity and attainment gaps Gender in the classroom and gender identity in schools Patterns of employment and the nature of work The gender pay gap Women's experience of work Gender Education and Work provides the arguments together with the historical evidence and research data required by serious education studies and sociology students engaged in the analysis of this urgent and complex topic

Childhood and Adolescence Uwe P. Gielen, Jaipaul L. Roopnarine, 2016-01-11 This comprehensive reference analyzes psychological and anthropological studies concerning child and adolescent development across cultures digging into often forgotten topics like street children child soldiers and parenting in war torn countries Traditionally research on child and adolescent development has focused on American youth inadvertently neglecting 96 percent of the world's children This all encompassing volume introduces global perspectives on young people across the globe focusing on such topics as parenting and childcare gender roles violence against girls adolescence in poor and rich countries and developmental psychopathology across cultures Recently updated the second edition includes the latest findings in the field additional content and new photos and charts With contributions from leading psychological and anthropological scholars chapters address worldwide changes in children's lives parent child relationships sibling relationships immigrant children and their families and adolescents in both industrialized and developing nations A special section discusses children living in

difficult circumstances including street children child soldiers global nomads and children suffering from various internalizing and externalizing disorders This book is the perfect introduction to the latest trends in developmental psychology

Prenatal and Postnatal Care Robin G. Jordan, Cindy L. Farley, Karen Trister Grace, 2018-04-03 Prenatal and Postnatal Care The second edition of the comprehensive and award winning text on prenatal and postnatal care The updated edition of Prenatal and Postnatal Care offers a comprehensive text for the care of the woman during the childbearing year The expert author team presents information needed to master foundational knowledge in anatomy physiology psychology culture the structure of preconception prenatal and postnatal care as well as the management of common health problems This edition has been revised throughout and contains six new chapters on the following topics prenatal ultrasound triage of the pregnant woman assisting women to develop confidence for physiologic birth pregnancy after infertility oral health and issues around diversity and inclusion in prenatal and postnatal care Additional highlights include new and updated content on pregnant women in the workplace prenatal genetic testing trauma informed care and transgender pregnancy care The second edition also includes commonly used complementary therapies and offers more detailed information on shared decision making and planning for birth Prenatal and Postnatal Care Provides expanded faculty resources with case studies and test questions for each chapter Offers a comprehensive text that covers essential aspects of prenatal and postnatal care of the childbearing woman Builds on the edition that won the Book of the Year award from the American College of Nurse Midwives ACNM in 2015 This revised authoritative text is an ideal resource for midwifery nurse practitioner and physician assistant students and healthcare providers working with pregnant and postpartum women

Pregnancy For Dummies Jane Palmer, Joanne Stone, Keith Eddleman, Mary Duenwald, 2012-01-10 Your complete guide to having a healthy happy pregnancy This updated and expanded third edition of Pregnancy For Dummies offers mothers to be practical advice and expert guidance on every stage of their pregnancy and beyond Understand what's happening with your baby and your body and be guided through what to expect from labour birth and becoming a new parent Follow your baby's development understand the changes you and your baby go through during all three trimesters Research your birth options make informed choices that best suit your needs Care for your baby before birth eat well and keep active during pregnancy Prepare for the birth of your baby know what happens before during and after labour Look after your newborn find advice on breastfeeding and bringing your baby home Keep up with current issues identify issues facing mothers today such as returning to work or having children later in life Get expert advice on special situations meet the challenges of multiple births problems during pregnancy or miscarriage Open the book and find Ways to increase your chances of getting pregnant Clear illustrations of how the body changes during pregnancy Advice for managing pre-existing conditions during pregnancy Discussion about complementary and alternative therapies Simple explanations of your birth options Information about parental leave entitlements Websites to access further support

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 **Encyclopedia of Management** ,2009 Covers numerous topics in management theories and applications such as aggregate planning benchmarking logistics diversification strategy non traditional work arrangements performance measurement productivity measures supply chain management and much more **Townshend-Smith on Discrimination Law** Michael Connolly, 2013-03-04 Discrimination law is rapidly expanding and of growing importance At present the law covers gender race and disability discrimination sexual orientation and age This new edition covers all of these areas It also contains separate chapters on the social political and philosophical aspects for those who require a fuller understanding of the background and theoretical basis of discrimination law In addition the book contains a section on procedural matters It takes account of the numerous legislative developments which have taken place since the last edition The text has also taken account of the many new cases since 1998 which include Pearce v Governing Body of Mayfield Secondary School 2003 Nagarajan v LRT 1999 Chief Constable of West Yorkshire v Khan 2001 R v Secretary of State for Employment exp Seymour Smith 1999 and 2000 Harvest Town Circle Ltd v Rutherford 2001 South Ayrshire Council v Morton 2002 Lawrence and Others v Regent Office Care 2002 Re Badeck 2000 Grutter v Bollinger 2003 Goodwin v UK 2002 Mendoza v Ghaidan 2002 A and Others v Secretary of State for the Home Department 2002 and A v Chief Constable of West Yorkshire 2002 This work explains and examines in depth every possible aspect of discrimination law It is set out in such a way that makes it accessible to readers of all levels

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