

Complex Inequality And Working Mothers

Francine D. Blau, Ronald G Ehrenberg

Complex Inequality and 'working Mothers' Clare O'Hagan, 2015 This book explores the ways that women combine motherhood with paid work in contemporary Ireland and the consequences for individual women, families, childminders and Irish society. The book demonstrates the difficulties women encounter when trying to satisfy working and mothering lives which are governed by quite different values. There is a complex system of inequality which occurs when women combine motherhood with paid work. These inequalities occur at individual, discursive, social and structural levels and their combination makes it difficult for women to satisfy working and mothering lives.

Complex Inequality and 'working Mothers' Claire O'Hagan, 2015 This book explores the ways that women combine motherhood with paid work in contemporary Ireland and the consequences for individual women, families, childminders and Irish society. This book demonstrates the difficulties women encounter when trying to satisfy working and mothering lives which are governed by quite different values. Drawing on focus groups and interviews with thirty women who combine motherhood with paid work in Ireland, this book reveals the difficulties, complexities and dilemmas women experience and reveals that there is a complex system of inequality which occurs when women combine motherhood with paid work. These inequalities occur at individual, discursive, social and structural levels and their combination makes it difficult for women to satisfy working and mothering lives. Contemporary society uses maternity to divide and conquer women, both in public and private spheres, and women's inequalities are maintained because the issue is privatised, women are silenced and ignored. This book looks at the gender system which creates this complex inequality and reveals that by privileging some women sometimes, enduring inequalities are created for all women.

Complex Inequality Leslie McCall, 2002-06 First published in 2001. Routledge is an imprint of Taylor & Francis, an informa company.

Families in an Era of Increasing Inequality Paul R. Amato, Alan Booth, Susan M. McHale, Jennifer Van Hook, 2014-10-07 The widening gap between the rich and the poor is turning the American dream into an impossibility for many, particularly children and families. And as the children of low-income families grow to adulthood, they have less access to opportunities and resources than their higher-income peers--and increasing odds of repeating the experiences of their parents. Families in an Era of Increasing Inequality probes the complex relations between social inequality and child

development and examines possibilities for disrupting these ongoing patterns. Experts across the social sciences track trends in marriage, divorce, employment, and family structure across socioeconomic strata in the U.S. and other developed countries. These family data give readers a deeper understanding of how social class shapes children's paths to adulthood and how those paths continue to diverge over time and into future generations. In addition, contributors critique current policies and programs that have been created to reduce disparities and offer suggestions for more effective alternatives. Among the topics covered: Inequality begins at home: the role of parenting in the diverging destinies of rich and poor children. Inequality begins outside the home: putting parental educational investments into context. How class and family structure impact the transition to adulthood. Dealing with the consequences of changes in family composition. Dynamic models of poverty-related adversity and child outcomes. The diverging destinies of children and what it means for children's lives. As new initiatives are sought to improve the lives of families and children in the short and long term, *Families in an Era of Increasing Inequality* is a key resource for researchers and practitioners in family studies, social work, health, education, sociology, demography, and psychology.

Working Mothers and Gender Inequality in Germany Caitlyn McKenzie Collins, 2012 I investigate how women in Germany balance their professional and familial commitments given the generous welfare state support for work-family reconciliation. Drawing on interviews with 21 German mothers in white-collar occupations, I examine the cultural perceptions of working mothers, the impact of family-friendly policies, and women's workplace experiences with their supervisors and colleagues. I argue that working mothers struggle to balance their work and home lives because gender inequality is still widespread in Germany, despite -- and in some cases because of -- this welfare state support. Women are frequently denigrated and stigmatized for being employed outside the home while raising children, and for their family status at work. Their identities as both mother and worker violate traditional understandings of femininity in Germany. Consequently, the women I interviewed feel like inadequate mothers and incompetent workers as a result of the gendered messages they receive from the state, businesses, and dominant culture. Until the responsibility for raising children and earning a living are shared equally between women and men, and the government and society support them in this endeavor, gender inequality will continue to be a central feature of our social world.

ISSUES AND CHALLENGES OF WORKING MOTHERS AND PARENTING S. Geetha, 2023-01-16 In these days women consider freedom of thought, speech and work are completely natural. However, in order to achieve this freedom they had to struggle for a long time. In India women have attained a lot and still there are domains of life in which women are discriminated. Working mothers often face challenges balancing their responsibilities as a parent and as an employee. Some of the issues they may face include: Guilt: working mothers may feel guilty for not spending enough time with their children, or for leaving them in childcare. Time management: working mothers have to manage their time effectively to balance work,

parenting, and household responsibilities. Childcare: finding affordable and reliable childcare can be a challenge for working mothers. Stereotypes and discrimination: working mothers may face stereotypes and discrimination in the workplace, such as being seen as less committed to their job or less competent. Lack of support: working mothers may lack support from their employers, such as flexible work arrangements or parental leave. Financial burden: working mothers may face financial burdens, such as the cost of childcare and the potential loss of income if they take time off work to care for their children. Mental and physical fatigue: working mothers may experience mental and physical fatigue from juggling multiple responsibilities. Social isolation: working mothers may feel isolated and disconnected from their communities and support networks. Superwoman complex: Many working mothers have a hard time asking for help and have a hard time saying no to work which leads to burnout and stress. Lack of role models: Many working mothers face a lack of role models who have successfully navigated the challenges of balancing work and parenting. Women's roles in society have begun to change, especially with the emergence of many women's movements. Despite those changes, barriers that prevent women from working still exist. Not only do men see parenting as fundamentally female, they also see the pursuing of a career also fundamentally a male prerogative. Historically, women have suffered oppression and domination by the patriarchal society in India and have faced many problems and challenges. Women were taught to accept their position through the socialization process and also that all rules and regulation made only for women they were bound to follow including their 'initiation rites.' They are taught to be obedient wives and sisters and also to respect their elders; manners are taught to them, like how to walk, talk, sit, and work at home and many others. They are neither considered as individuals with a personality of their own, nor have any personal life of their own. They are told that a man could marry more than one woman and the wife has to accept it silently, blaming it on their own fate. The inferior positions of women in the traditional Indian society have been reinforced by a number of traditional practices such as polygamy, early marriage, and illiteracy and by years of subjugation. Many of these practices are still found in some places in the country.

Women who Opt Out Bernie D. Jones, 2012-04-02 In this book the authors ask whether the opting out assessment is an adequate explanation for women's decisions to leave the workforce. They also make an assessment of the race, class and gender axes to determine women's workplace participation, and the women who cannot afford to opt out or find it difficult to opt in. In the last part of this book the authors draw their conclusions and highlight an unexplored territory and point out topics for future research and policy.

Working Mothers Lois Wladis Hoffman, Francis Ivan Nye, 1974 Compiles statistics and current research data on the sociological and psychological effects of maternal employment.

Gender and Family Issues in the Workplace Francine D. Blau, Ronald G Ehrenberg, 1997-06-26 Today, as married women commonly pursue careers outside the home, concerns about their ability to achieve equal footing with men without

sacrificing the needs of their families trouble policymakers and economists alike. In 1993 federal legislation was passed that required most firms to provide unpaid maternity leave for up to twelve weeks. Yet, as *Gender and Family Issues in the Workplace* reveals, motherhood remains a primary obstacle to women's economic success. This volume offers fascinating and provocative new analyses of women's status in the labor market, as it explores the debate surrounding parental leave: Do policies that mandate extended leave protect jobs and promote child welfare, or do they sidetrack women's careers and make them less desirable employees? An examination of the disadvantages that women—particularly young mothers—face in today's workplace sets the stage for the debate. Claudia Goldin presents evidence that female college graduates are rarely able to balance motherhood with career track employment, and Jane Waldfogel demonstrates that having children results in substantially lower wages for women. The long hours demanded by managerial and other high powered professions further penalize women who in many cases still bear primary responsibility for their homes and children. Do parental leave policies improve the situation for women? *Gender and Family Issues in the Workplace* offers a variety of perspectives on this important question. Some propose that mandated leave improves women's wages by allowing them to preserve their job tenure. Other economists express concern that federal leave policies prevent firms and their workers from acting on their own particular needs and constraints, while others argue that because such policies improve the well-being of children they are necessary to society as a whole. Olivia Mitchell finds that although the availability of unpaid parental leave has sharply increased, only a tiny percentage of workers have access to paid leave or child care assistance. Others caution that the current design of family-friendly policies may promote gender inequality by reinforcing the traditional division of labor within families. Parental leave policy is a complex issue embedded in a tangle of economic and social institutions. *Gender and Family Issues in the Workplace* offers an innovative and up-to-date investigation into women's chances for success and equality in the modern economy.

Troubled Trade-offs, 2014 Based on three studies of working mothers conducted in Milwaukee, Wisconsin this dissertation examines the contrasting dilemmas of workplace flexibility faced by mothers with differing access to economic resources. It demonstrates that while advantaged mothers in stable jobs seek to create flexibility within a single job, poor mothers make difficult decisions and strategize to create flexibility across multiple jobs within the broader low-end labor market. Poor mothers also face a particular form of flexibility stigma. Policy makers and employers view their decisions to attend to family demands, which lead to job changes, or absences and tardiness at the workplace, to indicate lack of work ethic rather than a lack of benefits and flexibility options. The thesis also demonstrates that, motivated by similar prejudicial assumptions regarding poor mothers' behavior, Wisconsin Works--the state's welfare-to-work program--imposes an ideal worker norm when it seeks to transform low-income women into economically self-sufficient mothers without taking into account either their unfavorable economic and political environments or their work and family situations. My results show

that the ideologically constructed welfare-to-work philosophy is incompatible with the flexibility needs of low-income single mothers, and thus recent changes to the welfare system have exacerbated women's attempts to balance work and family. By examining the experiences of women from different demographic backgrounds, this study demonstrates that flexibility is not a one-size-fits-all policy or practice for women in any socioeconomic group, and the types of flexibility options that women need depend on the types of non-work responsibilities they face. At the workplace, all women in the three studies wanted compensated time off and family-responsive policies that they could access easily without facing repercussions or flexibility stigma. However, workplace flexibility opportunities must move beyond conventional flexibility options, that serve primarily middle class and professional women, if they are to fit the economic, political, and social realities of low-income single mothers. Solutions for low-income mothers must also include: securing stable jobs that allow financial security, and the ability to access formalized workplace flexibility policies to meet work and family demands.

Working Women and Their Families Jacqueline V. Lerner, 1994 With so many of today's mothers employed in the workforce, this concise volume considers the impact that this dual role has both on the mothers themselves and their children. The author examines the complex issue of children's social, emotional and intellectual development, indicating the various factors which can influence child development, including age, sex, temperament, family wealth or poverty, father's attitudes and the quality of child care.

Gendered Tradeoffs Becky Pettit, Jennifer L. Hook, 2009-12-04 Gender inequality in the workplace persists, even in nations with some of the most progressive laws and generous family support policies. Yet the dimensions on which inequality is measured—levels of women's employment, number of hours worked, sex segregation by occupations and wages—tell very different stories across industrialized nations. By examining federally guaranteed parental leave, publicly provided child care, and part-time work, and looking across multiple dimensions of inequality, Becky Pettit and Jennifer Hook document the links between specific policies and aggregate outcomes. They disentangle the complex factors, from institutional policies to personal choices, that influence economic inequality. *Gendered Tradeoffs* draws on data from twenty-one industrialized nations to compare women's and men's economic outcomes across nations, and over time, in search of a deeper understanding of the underpinnings of gender inequality in different labor markets. Pettit and Hook develop the idea that there are tradeoffs between different aspects of gender inequality in the economy and explain how those tradeoffs are shaped by individuals, markets, and states. They argue that each policy or condition should be considered along two axes—whether it promotes women's inclusion in or exclusion from the labor market and whether it promotes gender equality or inequality among women in the labor market. Some policies advance one objective while undercutting the other. The volume begins by reflecting on gender inequality in labor markets measured by different indicators. It goes on to develop the idea that there may be tradeoffs inherent among different aspects of inequality and in different policy solutions. These ideas

are explored in four empirical chapters on employment, work hours, occupational sex segregation, and the gender wage gap. The penultimate chapter examines whether a similar framework is relevant for understanding inequality among women in the United States and Germany. The book concludes with a thorough discussion of the policies and conditions that underpin gender inequality in the workplace. The central thesis of *Gendered Tradeoffs* is that gender inequality in the workplace is generated and reinforced by national policies and conditions. The contours of inequality across and within countries are shaped by specific aspects of social policy that either relieve or concentrate the demands of care giving within households—usually in the hands of women—and at the same time shape workplace expectations. Pettit and Hook make a strong case that equality for women in the workplace depends not on whether women are included in the labor market but on how they are included.

The Second Shift Arlie Hochschild, Anne Machung, 2012-01-31 An updated edition of a standard in its field that remains relevant more than thirty years after its original publication. Over thirty years ago, sociologist and University of California, Berkeley professor Arlie Hochschild set off a tidal wave of conversation and controversy with her bestselling book, *The Second Shift*. Hochschild's examination of life in dual-career households finds that, factoring in paid work, child care, and housework, working mothers put in one month of labor more than their spouses do every year. Updated for a workforce that is now half female, this edition cites a range of updated studies and statistics, with an afterword from Hochschild that addresses how far working mothers have come since the book's first publication, and how much farther we all still must go.

Gender and Family Issues in the Workplace Francine D. Blau, Ronald G Ehrenberg, 2000-03-09 Today, as married women commonly pursue careers outside the home, concerns about their ability to achieve equal footing with men without sacrificing the needs of their families trouble policymakers and economists alike. In 1993 federal legislation was passed that required most firms to provide unpaid maternity leave for up to twelve weeks. Yet, as *Gender and Family Issues in the Workplace* reveals, motherhood remains a primary obstacle to women's economic success. This volume offers fascinating and provocative new analyses of women's status in the labor market, as it explores the debate surrounding parental leave: Do policies that mandate extended leave protect jobs and promote child welfare, or do they sidetrack women's careers and make them less desirable employees? An examination of the disadvantages that women—particularly young mothers—face in today's workplace sets the stage for the debate. Claudia Goldin presents evidence that female college graduates are rarely able to balance motherhood with career track employment, and Jane Waldfogel demonstrates that having children results in substantially lower wages for women. The long hours demanded by managerial and other high powered professions further penalize women who in many cases still bear primary responsibility for their homes and children. Do parental leave policies improve the situation for women? *Gender and Family Issues in the Workplace* offers a variety of perspectives on this important question. Some propose that mandated leave improves women's wages by allowing them to preserve their job

tenure. Other economists express concern that federal leave policies prevent firms and their workers from acting on their own particular needs and constraints, while others argue that because such policies improve the well-being of children they are necessary to society as a whole. Olivia Mitchell finds that although the availability of unpaid parental leave has sharply increased, only a tiny percentage of workers have access to paid leave or child care assistance. Others caution that the current design of family-friendly policies may promote gender inequality by reinforcing the traditional division of labor within families. Parental leave policy is a complex issue embedded in a tangle of economic and social institutions. *Gender and Family Issues in the Workplace* offers an innovative and up-to-date investigation into women's chances for success and equality in the modern economy.

Media Work, Mothers and Motherhood Susan Liddy, Anne O'Brien, 2021-04-20 This interdisciplinary and international volume offers an innovative and critical exploration of the impact of motherhood on the engagement of women in media and creative industries across the globe. Diverse contributions critically engage with the intersections and overlap between the social categories of worker and mother, and the work of media production and maternal caregiving. Conflicting ideas about, and expectations of, mothers are untangled in the context of the working world of radio, film, television and creative media industries. The book teases out commonalities between experiences that are evident across a number of countries, from Hollywood to Bollywood, as well as examining the differences between class, religion, maternal status and cultural frameworks that surround working mothers in various nation states. It also offers some possibilities for ways forward that can improve the lives of women workers who are also mothers. A timely and valuable contribution to international debates on equality, mothers and motherhood in audiovisual industries, this book will be of interest to scholars and students of media, communication, cultural studies and gender, programmes engaged with work inequalities and motherhood studies, and activists, funders, policymakers and practitioners.

Three Essays on the Effects of Gender and Motherhood on Labor Force Outcomes Catherine Juliana Doren, 2018 In this dissertation, I explore how gender inequality-generating processes unfold across the life course and how these processes vary across women. In three stand-alone empirical chapters exploring related themes, I pay specific attention to variation in the effects of gender and motherhood by women's educational attainment. I show that gender and motherhood have heterogeneous effects by education and by other demographic characteristics including race, parity, and fertility timing. I also consider how and why labor force outcomes vary by race, fertility timing, and parity within education groups. By highlighting and identifying variation in processes and effects across groups and across the life course, my findings add nuance to the conversation on women's labor market trajectories. The first empirical chapter, coauthored with Katherine Y. Lin, argues that gender inequality is more complex than a single point-in-time estimate of the earnings gap; there are important differences by age, education, and race. By integrating ideas about intersectional characteristics with life course

theories, we uncover whether multiple forms of inequality are maintained, exacerbated, or undone over the life course. We use data from the National Longitudinal Survey of Youth 1979 (NLSY79) cohort to estimate growth curve models of annual earnings, paying attention to differences by race and educational attainment in the levels and slopes of men and women's earnings from ages 22 to 47. Our findings indicate that racially- and educationally-advantaged groups see the greatest gender earnings divergence across life, supporting theories of cumulative advantage and glass ceilings. The second empirical chapter asks, to what extent do education differences in timing and parity of women's fertility contribute to education differences in the motherhood wage penalty? Compared to less educated women, college-educated women have children later and have fewer children by the end of their childbearing years. Using fixed-effects models and data from the NLSY79, I estimate heterogeneous effects of motherhood by age at first birth, parity, and age at later births, considering how these effects differ by educational attainment. For women with a college degree, first births were not associated with a wage penalty overall, although a premium was reaped by women who delayed fertility until at least their mid-30s and it increased with further delays. Second and third births, however, did have negative effects on their wages. Less educated women, on the other hand, faced a wage penalty at all births and delaying fertility did not minimize the penalty. These findings suggest that education differences in motherhood wage effects are thus more complex than past estimates have revealed. The third empirical chapter considers how women's chances of labor force exit vary by the number of children they have. Conventional wisdom suggests there may be a tipping point at the second child when women are particularly likely to leave. Women who only ever have one child, by contrast, are thought to be uniquely unlikely to exit. Using data from NLSY79, event history methods estimate the likelihood of labor force exit as women progress across parity transitions. Results show no evidence for a tipping point around the birth of second children. Women are instead most likely to leave the labor force when they are pregnant with their first child and each subsequent child is associated with a smaller increase in the probability of exit. In addition, women who only ever have one child are less likely to leave the labor force than those who have more children and these differences arise as early as their pregnancies with their first children. College-educated women who only ever have one child are especially unlikely to exit. Findings thus do not support the second child tipping point hypothesis, but they emphasize the importance of completed parity and the transition to motherhood for mothers' labor force behavior.

Latinas and African American Women at Work Irene Browne, 2000-10-12 One of Choice magazine's Outstanding Academic Books of 1999 Accepted wisdom about the opportunities available to African American and Latina women in the U.S. labor market has changed dramatically. Although the 1970s saw these women earning almost as much as their white counterparts, in the 1980s their relative wages began falling behind, and the job prospects plummeted for those with little education and low skills. At the same time, African American women more often found themselves the sole support of their families. While much social science research has centered on the problems facing black male workers, Latinas and African

American Women at Work offers a comprehensive investigation into the eroding progress of these women in the U.S. labor market. The prominent sociologists and economists featured in this volume describe how race and gender intersect to especially disadvantage black and Latina women. Their inquiries encompass three decades of change for women at all levels of the workforce, from those who spend time on the welfare rolls to middle class professionals. Among the many possible sources of increased disadvantage, they particularly examine the changing demands for skills, increasing numbers of immigrants in the job market, the precariousness of balancing work and childcare responsibilities, and employer discrimination. While racial inequity in hiring often results from educational differences between white and minority women, this cannot explain the discrimination faced by women with higher skills. Minority women therefore face a two-tiered hurdle based on race and gender. Although the picture for young African American women has grown bleaker overall, for Latina women, the story is more complex, with a range of economic outcomes among Cubans, Puerto Ricans, Mexicans, and Central and South Americans. *Latinas and African American Women at Work* reveals differences in how professional African American and white women view their position in the workforce, with black women perceiving more discrimination, for both race and gender, than whites. The volume concludes with essays that synthesize the evidence about racial and gender-based obstacles in the labor market. Given the current heated controversy over female and minority employment, as well as the recent sweeping changes to the national welfare system, the need for empirical data to inform the public debate about disadvantaged women is greater than ever before. The important findings in *Latinas and African American Women at Work* substantially advance our understanding of social inequality and the pervasive role of race, ethnicity and gender in the economic well-being of American women.

7 Myths of Working Mothers Suzanne Venker, 2004 Dispelling our most cherished myths about working mothers, Suzanne Venker argues that women can never be successful in the workplace and at home simultaneously. Women can achieve the balance they so desperately seek only by planning their careers around motherhood, rather than planning motherhood around their careers.

Not Guilty! Betty Holcomb, 1998 Can women have rewarding careers and still be good mothers? Do children benefit from Mom's career? What about Dad? In this provocative new book, a distinguished journalist and editor at *Working Mother* magazine answers with a resounding yes! and tells readers why.

Raising Generation Rx Linda M. Blum, 2015-03-13 Winner, 2016 Outstanding Publication in the Sociology of Disability, American Sociological Association, Section Disability and Society Examines the experiences of mothers coping with their children's "invisible disabilities" in the face of daunting social, economic, and political realities Recent years have seen an explosion in the number of children diagnosed with "invisible disabilities" such as ADHD, mood and conduct disorders, and high-functioning autism spectrum disorders. Whether they are viewed as biological problems in brain wiring or as results of

the increasing medicalization of childhood, the burden of dealing with the day-to-day trials and complex medical and educational decisions falls almost entirely on mothers. Yet few ask how these mothers make sense of their children's troubles, and to what extent they feel responsibility or blame. Raising Generation Rx offers a groundbreaking study that situates mothers' experiences within an age of neuroscientific breakthrough, a high-stakes knowledge-based economy, cutbacks in public services and decent jobs, and increased global competition and racialized class and gender inequality. Through in-depth interviews, observations of parents' meetings, and analyses of popular advice, Linda Blum examines the experiences of diverse mothers coping with the challenges of their children's "invisible disabilities" in the face of daunting social, economic, and political realities. She reveals how mothers in widely varied households learn to advocate for their children in the dense bureaucracies of the educational and medical systems; wrestle with anguishing decisions about the use of psychoactive medications; and live with the inescapable blame and stigma in their communities.

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elements can move in a linear reciprocating or rotating
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system integrity under pressurized conditions and is applied
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non flammable and non toxic gas

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a pneumatic test poses a significant hazard due to the
amount of stored energy in the compressed gas a rupture
could result in an explosive release of energy for example an
explosion of a 200 ft 60 m of 36 in pipe containing 500 psi
3500 kpa can create a blast wave nearly equivalent to 80 lb
35 kg of tnt

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pressure test is required for a new pressure system before
use or an existing pressure system after repair or alteration

there are two methods for pressure tests hydrostatic and pneumatic a hydrostatic test is performed by using water as the test medium whereas a pneumatic test uses air nitrogen or any non flammable and non toxic gas

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