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Holding It Together Jessica Calarco, 2024-06-04 Other countries have social safety nets The U S has women Holding It Together chronicles the causes and dire consequences America runs on women women who are tasked with holding society together at the seams and fixing it when things fall apart In this tour de force acclaimed Sociologist Jessica Calarco lays bare the devastating consequences of our status quo Holding It Together draws on five years of research in which Calarco surveyed over 4000 parents and conducted more than 400 hours of interviews with women who bear the brunt of our broken system A widowed single mother struggles to patch together meager public benefits while working three jobs an aunt is pushed into caring for her niece and nephew at age fifteen once their family is shattered by the opioid epidemic a daughter becomes the backstop caregiver for her mother her husband and her child because of the perceived flexibility of her job a well to do couple grapples with the moral dilemma of leaning on overworked underpaid childcare providers to achieve their egalitarian ideals Stories of grief and guilt abound Yet they are more than individual tragedies Tracing present day policies back to their roots Calarco reveals a systematic agreement to dismantle our country's social safety net and persuade citizens to accept precarity while women bear the brunt She leads us to see women's labor as the reason we ve gone so long without the support systems that our peer nations take for granted and how women's work maintains the illusion that we don't need a net Weaving eye opening original research with revelatory sociological narrative Holding It Together is a bold call to demand the institutional change that each of us deserves and a warning about the perils of living without it

Organisational Behaviour Jack Maxwell Wood, Retha Wiesner, Rachel R. Morrison, Aharon Factor, Tui McKeown, 2024-10-28 The sixth Australasian edition of Organisational Behaviour Core Concepts and Applications stands as an exemplary resource tailored for one semester courses in Organisational Behaviour With a deliberate focus on succinctness relevance and visual presentation its fourteen chapters are meticulously crafted to captivate rather than inundate students Throughout the text a plethora of case studies and real world instances delve into how organisations across the Australian New Zealand and Asian regions navigate pressing contemporary business concerns These include the imperative of sustainable business practices grappling with environmental impact and climate change mitigating the gender pay gap addressing employee stress fostering resilience and work life balance adapting to the dynamics of millennials and an ageing workforce enhancing employee retention strategies and navigating the complexities of globalisation and outsourcing Additionally topics such as fostering diversity in the workplace responding to the workforce transformations precipitated by the COVID 19 pandemic managing remote teams effectively honing crisis management skills and harnessing the potential of emerging technologies particularly the ascendancy of generative artificial intelligence AI tools are comprehensively explored This latest edition amplifies its focus on sustainability entrepreneurial and adaptive leadership and the pivotal role of technology in catalysing digital transformation within organisational contexts Complemented by the latest research in the

field this text provides a thorough analysis of contemporary organisational behaviour Father Involvement and Gender Equality in the United States Richard Petts, 2022-08-31 This book focuses on issues of family work and gender with a focus on gender inequality Women are disadvantaged in both paid and domestic work due in large part to being primarily responsible for duties within the domestic sphere The COVID 19 pandemic has exacerbated these inequalities making the issue of reducing gender inequality even more pressing Fathers play an important role in contributing to and perhaps reducing gender inequality but barriers to their involvement in family life have received less attention than detailing challenges that mothers face If men were equally involved in all aspects of domestic life i e were fully engaged dads women s burdens would be reduced and perceptions of who is responsible for parenting may change resulting in greater gender equality Father Involvement and Gender Equality in the United States focuses on the key issue of father involvement seeking to understand why fathers are less involved at home than mothers despite an increased desire for fathers to be more engaged parents This book utilizes recent national survey data interviews with fathers and insights from the author's personal experience as a father to identify current norms of fatherhood within the United States barriers to father involvement and strategies to overcome these barriers Overall this book argues that by establishing the expectation that fathers will be fully engaged dads as a cultural norm and by providing structural opportunities for fathers to meet this cultural standard greater gender equality can be achieved within the United States The arguments presented in this book are valuable for scholars in the areas of family work and gender policymakers and business leaders who seek to promote gender equality and work family balance and parents who are interested in achieving a more egalitarian division of labor within their own families

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