



Reshaping the Work-Family Debate: Why Men and Class Matter (Paperback)

By Joan C. Williams

HARVARD UNIVERSITY PRESS, United States, 2012. Paperback. Condition: New. Language: English . Brand New Book. The United States has the most family-hostile public policy in the developed world. Despite what is often reported, new mothers don't opt out of work. They are pushed out by discriminating and inflexible workplaces. Today's workplaces continue to idealize the worker who has someone other than parents caring for their children. Conventional wisdom attributes women's decision to leave work to their maternal traits and desires. In this thought-provoking book, Joan Williams shows why that view is misguided and how workplace practice disadvantages men - both those who seek to avoid the breadwinner role and those who embrace it - as well as women. Faced with masculine norms that define the workplace, women must play the tomboy or the femme. Both paths result in a gender bias that is exacerbated when the two groups end up pitted against each other. And although work-family issues long have been seen strictly through a gender lens, we ignore class at our peril. The dysfunctional relationship between the professional-managerial class and the white working class must be addressed before real reform can take root. Contesting the idea...



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This publication will never be effortless to get started on reading through but very fun to read. It is actually loaded with knowledge and wisdom You will not truly feel monotony at anytime of the time (that's what catalogues are for about in the event you check with me).

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