

1. Record Nr.	UNINA9910828390303321
Titolo	Women who opt out [[electronic resource]] : the debate over working mothers and work-family balance // edited by Bernie D. Jones
Pubbl/distr/stampa	New York, : New York University Press, c2012
ISBN	1-78402-481-3 0-8147-4506-7 0-8147-4505-9
Edizione	[1st ed.]
Descrizione fisica	1 online resource (212 p.)
Altri autori (Persone)	JonesBernie D
Disciplina	331.4/40973
Soggetti	Working mothers - United States Wages - Working mothers - United States Sex discrimination in employment - United States Women's rights - United States Feminism - United States - History
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	pt. 1. "Opting out" : women's history and feminist legal theory -- pt. 2. Is "opting out" for real? -- pt. 3. Can all women "opt in" before they "opt out"? -- pt. 4. Conclusion.
Sommario/riassunto	In a much-publicized and much-maligned 2003 New York Times article, "The Opt-Out Revolution," the journalist Lisa Belkin made the controversial argument that highly educated women who enter the workplace tend to leave upon marrying and having children. Women Who Opt Out is a collection of original essays by the leading scholars in the field of work and family research, which takes a multi-disciplinary approach in questioning the basic thesis of "the opt-out revolution." The contributors illustrate that the desire to balance both work and family demands continues to be a point of unresolved concern for families and employers alike and women's equity within the workforce still falls behind. Ultimately, they persuasively make the case that most women who leave the workplace are being pushed out by a work environment that is hostile to women, hostile to children, and hostile to the demands of family caregiving, and that small changes in outdated

workplace policies regarding scheduling, flexibility, telecommuting and mandatory overtime can lead to important benefits for workers and employers alike. Contributors: Kerstin Aumann, Jamie Dolkas, Ellen Galinsky, Lisa Ackerly Hernandez, Susan J. Lambert, Joya Misra, Maureen Perry-Jenkins, Peggie R. Smith, Pamela Stone, and Joan C. Williams.
