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Nota di contenuto	Cover -- Half Title -- Title Page -- Copyright Page -- Dedication Page -- Contents -- List of contributors -- Foreword -- Foreword -- 1 Introduction-Understanding the return-to-work experience for parents: what is and what could be -- 2 New parents navigating the workplace: pregnancy, stereotype threat, and work-family conflict -- 3 Building the support network of new parents at work and outside -- 4 Practical strategies for work-family resources management in the return-to- work experiences of new parents -- 5 Return-to-work for fathers: a group with specific needs? 6 Fathers and leave for parenting: how can we increase uptake? -- 7 Work-family integration and gender equality: how Nordic countries lead the way -- 8 Career progression: left out of the game? -- 9 Career development after parenthood: choices, challenges and opportunities -- 10 Training and development for employees returning to work after

parental leave -- 11 Childcare options in France: beyond the hypothetical free choices -- 12 What can employers do? Creating an inclusive workplace that fosters work-family well-being
13 Going beyond policies to ease parents back into work and rebalance roles: the importance of idiosyncratic deals -- 14 What we have learned and what we can do to support parents' return-to-work -- Index

Sommario/riassunto

Parenthood can be one of the most fulfilling, altering, and challenging life events. This book is set within the background of the reality of many parents' return-to-work experience, the task of re-engaging with work and maintaining a job or a career, and the difficulties that parenthood poses for balancing the demands of a new family with the demands of work. It helps us understand this reality, give voice to new parents, and offer relief in the knowledge that we know a lot about these challenges and, most importantly, how we can start to address them. The book brings together a number of internationally recognized experts from research, practice, and policy to explore the issues and offer evidence-based solutions around return-to-work after having children. It takes a balanced approach to theory and practice to cover topics such as equality, stereotypes, work-family conflict, training and development, and workplace culture, among others, whilst integrating research and policy, and illustrating learnings with case studies from parents and examples from countries that lead the way. It will appeal to parents, researchers, and employers in any sector or economy across the world. Ultimately, it will help develop ways for new parents to re-engage with work successfully while maintaining their work-family well-being.
