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 The Experience and Meaning of Work in Women's Lives
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BRADFORD JANELLE

Women, Employment and Organizations Berkley Trade

This lucid, hard-hitting book explores a central paradox of the Japanese economy: the relegation of women to low-paying, dead-end jobs in a workforce that depends on their labor to maintain its status as a world economic leader. Drawing upon historical materials, survey and statistical data, and extensive interviews in Japan, Mary Brinton provides an in-depth and original examination of the role of gender in Japan's phenomenal postwar economic growth. Brinton finds that the educational system, the workplace, and the family in Japan have shaped the opportunities open to female workers. Women move in and out of the workforce depending on their age and family duties, a great disadvantage in a system that emphasizes seniority and continuous work experience. Brinton situates the vicious cycle that perpetuates traditional gender roles within the concept of human capital development, whereby Japanese society "underinvests" in the capabilities of women. The effects of this underinvestment are reinforced indirectly as women sustain male human capital through unpaid domestic labor and psychological support. Brinton provides a clear analysis of a society that remains misunderstood, but whose economic transformation has been watched with great interest by the industrialized world.

Women in Medieval England Springer

In this book, the author builds on decades of complex research to examine the gender pay gap and the unequal distribution of labor between couples in the home. The author argues that although public and private discourse has brought these concerns to light, the actions taken - such as a single company slapped on the wrist or a few progressive leaders going on paternity leave - are the economic equivalent of tossing a band-aid to someone with cancer. These solutions, the author writes, treat the symptoms and not the disease of gender inequality in the workplace and economy. Here, the author points to data that reveals how the pay gap widens further down the line in women's careers, about 10 to 15 years out, as opposed to those beginning careers after college. She examines five distinct groups of women over the course of the twentieth century: cohorts of women who differ in terms of career, job, marriage, and children, in approximated years of graduation - 1900s, 1920s, 1950s, 1970s, and 1990s - based on various demographic, labor force, and occupational outcomes. The book argues that our entire economy is trapped in an old way of doing business; work structures have not adapted as more women enter the workforce. Gender equality in pay and equity in home and childcare labor are flip sides of the same issue, and the author frames both in the context of a serious empirical exploration that has not yet been put in a long-run historical context. This book offers a deep look into census data, rich information about individual college graduates over their lifetimes, and various records and sources of material to offer a new model to restructure the home and school systems that contribute to the gender pay gap and the quest for both family and career. --

Work Experience And Psychological Development Through The Life Span Taylor & Francis

Women's Health Issues Across the Life Cycle: A Quality of Life Perspective is a unique text that explores a wide-variety of health issues and concerns for women to offer a holistic approach to care. Presented within a quality of life framework, it provides a women-centered perspective to explore the range of factors that can impact women's health and well-being throughout the major life stages. The first text of its kind, Women's Health Issues Across the Life Cycle: A Quality of Life Perspective examines the ways in which the physical, psychological, spiritual, socioeconomic, and family domains impact women's quality of life. It also offers current research specific to women's health, health promotion strategies and interventions, case studies, critical thinking questions, and Internet resources for more information.

The Experience and Meaning of Work in Women's Lives A&C Black

A study of the relationship between women's economic opportunity and marriage in the 14th and 15th centuries, this explores the role of women in the economy and the part that marriage played in their lives. The book is based on a study of York and Yorkshire.

9.78E+12 Duke University Press

This handbook provides an overview and synthesis of relevant literature related to the issue of the well-being of working women. This focus addresses a gap that currently exists in the quality-of-life and well-being fields. The work of the authors answers the following broad questions: Does gender matter in the well-being of working women? Do prejudices against and stereotypes of women still play a role in inter-personal interactions in the workplace that could hinder women from flourishing professionally? Does the organizational context, such as organizational culture, reward systems, and leadership, contribute to the well-being of working-women? What impact does the national context have on the well-being of working women? And finally, how can public policies help enhance the well-being of working women? These are important issues for academics, researchers, and graduate students interested in gender issues in the fields of management, sociology, psychology, social psychology, economics, and quality of life studies. Policy makers and practitioners will also find this book beneficial. Equitable treatment and outcomes for all, regardless of gender, remains a challenging goal to achieve, with various barriers in different contexts and different cultures, and this book provides strong coverage of this important topic of well-being of working women.

Women And The Life Cycle Manchester University Press

This volume addresses the relationship between childbearing, paid work and work-life balance policies across Europe in the 21st century, illuminating the uncertainty and risk related to insecure labour force attachment, the incoherence of women's and men's access to education and employment and the unequal share of domestic responsibilities.

A Woman's Book of Life Springer

A sweeping collection of new essays gathers historical background, theoretical perspectives, and the latest research on integrating work and personal life in a multigenerational workforce. A half-century after the women's movement of the 1960s, women still have not achieved equality in the workplace, in part because the burdens of family still fall largely upon their shoulders. This in-depth review examines legislation, social-science research, and human resources management practices dealing with women's integration of work and life roles. It explores the context and theory that explain new workplace trends and realities, and it offers practical recommendations on how women and companies can cope. The book is based on the premise that to attract and retain top talent and be competitive in the 21st century, employers must redesign their organizations to meet the needs of employees. A sort of "paper mentor" for women, it spells out the myths and realities of combining employment with motherhood and a committed relationship. The expert essays are also a guide for corporations, intended to help them understand the necessity of easing women's burdens—and nurturing their talent—through attention to work hours and to policies that can facilitate the integration of work and life roles.

Handbook of Marriage and the Family Routledge

Today, more American women than ever before stay in the workforce into their sixties and seventies. This trend emerged in the 1980s, and has persisted during the past three decades, despite substantial changes in macroeconomic conditions. Why is this so? Today's older American women work full-time jobs at greater rates than women in other developed countries. In *Women Working Longer*, editors Claudia Goldin and Lawrence F. Katz assemble new research that presents fresh insights on the phenomenon of working longer. Their findings suggest that education and work experience earlier in life are connected to women's later-in-life work. Other contributors to the volume investigate additional factors that may play a role in late-life labor supply, such as marital disruption, household finances, and access to retirement benefits. A pioneering study of recent trends in older women's labor force participation, this collection offers insights valuable to a wide array of social scientists, employers, and policy makers.

Women Working Longer University of Pennsylvania Press

A rare and inspiring guide to the health and well-being of Aboriginal women and their communities. The process of "digging up medicines" - of rediscovering the stories of the past - serves as a powerful healing force in the decolonization and recovery of Aboriginal communities. In *Life Stages and Native Women*, Kim Anderson shares the teachings of fourteen elders from the Canadian prairies and Ontario to illustrate how different life stages were experienced by Metis, Cree, and Anishinaabe girls and women during the mid-twentieth century. These elders relate stories about their own lives, the experiences of girls and women of their childhood communities, and customs related to pregnancy, birth, post-natal care, infant and child care, puberty rites, gender and age-specific work roles, the distinct roles of post-menopausal women, and women's roles in managing death. Through these teachings, we learn how evolving responsibilities from infancy to adulthood shaped women's identities and place within Indigenous society, and were integral to the health and well-being of their communities. By understanding how healthy communities were created in the past, Anderson explains how this traditional knowledge can be applied toward rebuilding healthy Indigenous communities today.

Journal of Women's History Univ of California Press

This multidisciplinary volume offers unique perspectives, across the globe and throughout the centuries, on the complexity of the nexus between work and the life course. For industrialized regions, from Germany and Western Europe to China and Japan, it questions the widespread notion of an overall growing working life course instability, since the 1970s. For unindustrialized or industrializing regions, from West Africa to state socialist East Central Europe, as well as for transnational and transcontinental labour migrations, it shows the enormous influence of the extended family and wider

kin on individual pathways into and out of work. For early modern Europe, India, and China, and up to twentieth-century state socialism and to current welfare states, it stresses and concretizes the crucial impact of age and gender for both societal labour relations and individual work-related decision making. With all chapters based on original research, the volume reflects a close cooperation between historians, anthropologists, and sociologists. Its multidisciplinary approach finds expression in its methodological plurality, reaching from archival research and sophisticated statistical analyses to biographical interviews and participant observation. This mix allows to grasp the interaction between societal change and individual agency.

Off-Ramps and On-Ramps Harvard Business Press

"Dr. Sims realizes that female athletes are different than male athletes and you can't set your race schedule around your monthly cycle. ROAR will help every athlete understand what is happening to her body and what the best nutritional strategy is to perform at her very best."—Evie Stevens, Olympian, professional road cyclist, and current women's UCI Hour record holder Women are not small men. Stop eating and training like one. Because most nutrition products and training plans are designed for men, it's no wonder that so many female athletes struggle to reach their full potential. ROAR is a comprehensive, physiology-based nutrition and training guide specifically designed for active women. This book teaches you everything you need to know to adapt your nutrition, hydration, and training to your unique physiology so you can work with, rather than against, your female physiology. Exercise physiologist and nutrition scientist Stacy T. Sims, PhD, shows you how to be your own biohacker to achieve optimum athletic performance. Complete with goal-specific meal plans and nutrient-packed recipes to optimize body composition, ROAR contains personalized nutrition advice for all stages of training and recovery. Customizable meal plans and strengthening exercises come together in a comprehensive plan to build a rock-solid fitness foundation as you build lean muscle where you need it most, strengthen bone, and boost power and endurance. Because women's physiology changes over time, entire chapters are devoted to staying strong and active through pregnancy and menopause. No matter what your sport is—running, cycling, field sports, triathlons—this book will empower you with the nutrition and fitness knowledge you need to be in the healthiest, fittest, strongest shape of your life.

Do Less Springer

This book is about what it meant to build a city in Germany at the turn of the twentieth century. It explores the physical spaces and mental attitudes that shaped lives, restructured society, and conditioned beliefs about the past and expectations for the future in the crucial German generations that formed the young Reich, fought the Great War, and experienced the Weimar Republic. Focusing on ordinary buildings and the way they shaped ordinary lives, this study shows how material space could influence the lives of citizens, from the ways the elderly slept at night to the economy of the city as a whole. It also shows how we integrate the spaces and places of our lives into our explanations of politics, culture and economics. It is aimed at those who want to understand urban modernity, Wilhelmine and Weimar Germany, the use of space in social policy and politics, and the design of cities.

Death Without Weeping Routledge

The work patterns of European women from 1700 onwards fluctuate in relation to ideological, demographic, economic and familial changes. In *A History of European Women's Work*, Deborah Simonton draws together recent research and methodological developments to take an overview of trends in women's work across Europe from the so-called pre-industrial period to the present. Taking the role of gender and class in defining women's labour as a central theme, Deborah Simonton compares and contrasts the pace of change between European countries, distinguishing between Europe-wide issues and local developments.

Key Issues in Women's Work Jones & Bartlett Publishers

"Dr. Jill Schwarz' *Counseling Women Across the Lifespan* is tailor made for gender-specific counseling courses. This text is highly accessible and comprehensive, and includes specific learning objectives, state-of-the-art research, and questions for student reflection and discussion. Importantly, each chapter is a Call to Action for all counselors to be advocates for change in a world that desperately needs empowering approaches for counseling girls and woman." - Mark Woodford "Within the pages of *Counseling Women Across the Lifespan* lay the seeds of professional and personal transformation. The text provides a comprehensive review of the issues that today's women face, while providing practical ideas for intervention and advocacy. With thought-provoking reflection questions at the end of each chapter, testimonials from graduate students who have been transformed as a result of this work, and actionable steps that you can take on behalf of women's rights, you cannot be but changed after engaging with this compelling text." - Corinne Zupko This book, the first comprehensive text to focus specifically on counseling women and girls, provides a sweeping overview of female life span development and issues and offers a unique integration of prevention, advocacy, and interventions. With contributions from leading scholars and practitioners in diverse fields, it provides information, resources, and practical suggestions that counselors can use to help empower individual women and girls to live as their authentic selves, and to engage as effective collaborators in addressing societal inequities. With a strong focus on empowerment and adherence to a social justice framework, the book highlights the value of mental health practitioners employing strengths-based approaches and advocating for systemic change. Based on a foundation of understanding females' diverse holistic development, the text explores the major theoretical approaches relevant to counseling and psychotherapy with women and girls. It then discusses the key issues faced by females at different developmental stages and describes appropriate counseling strategies for each, focusing on prevention as well as intervention. Specific concerns and strategies for women in different contexts, such as education, physical health and body image concerns, and violence, are emphasized. Unique to the text is coverage of how men specifically can serve as allies and advocates in creating healthier and safer societies for women and girls. Replete with supporting features such as learning objectives, self-reflection prompts, personal narratives, discussion questions, abundant resources, and strategies for how professionals can serve as advocates and change agents, this book is an ideal core text for courses on counseling women or gender issues in counseling, social work, psychology, marriage and family therapy, and women's studies programs, as well as a useful resource for mental health practitioners. Key Features: Uniquely covers life span development and counseling issues, needs, and application for females across the life span Emphasizes advocacy, prevention, and practical intervention strategies Examines the contextual elements that affect the female experience, including the oppressive structures in which they live Addresses global perspectives, diverse women, a social justice framework, and empowerment Includes learning objectives, first-person accounts, "Calls to Action" and self-reflection and discussion questions

A sample course calendar and syllabus are available to instructors to aid in course development

The Diary of Elizabeth Drinker Bloomsbury Publishing USA

A "womanly hearted" account of the everyday experience of scarcity, sickness, and death that centers on the lives of women and children of a hillside favela in Northeast Brazil.

Dependence and Autonomy Springer

An exploratory study, based on group discussions and in-depth interviews of real managers, that examines different aspects of the life cycle to clarify why so few women get to the top. It offers advice on how to establish priorities, and explores existing stereotypes within organizations regarding women in upper management.

Life Stages and Native Women ILR Press

A practical and spiritual guide for working moms to learn how to have more by doing less. This is a book for working women and mothers who are ready to release the culturally inherited belief that their worth is equal to their productivity, and instead create a personal and professional life that's based on presence, meaning, and joy. As opposed to focusing on "fitting it all in," time management, and leaning in, as so many books geared at ambitious women do, this book embraces the notion that through doing less women can have--and be--more. The addiction to busyness and the obsession with always trying to do more leads women, especially working mothers, to feel like they're always failing their families, their careers, their spouses, and themselves. This book will give women the permission and tools to change the way they approach their lives and allow them to embrace living in tune with the cyclical nature of the feminine, cutting out the extraneous busyness from their lives so they have more satisfaction and joy, and letting themselves be more often instead of doing all the time. Do Less offers the reader a series of 14 experiments to try to see what would happen if she did less in one specific way. So, rather than approaching doing less as an entire life overhaul (which is overwhelming in and of itself), this book gives the reader bite-sized steps to try incorporating over 2 weeks!

ROAR Psychology Press

People spend their entire careers in Corporate without recognizing the incessant toxicity and oppression at play against brown and Black

professionals. The Color of Courage reveals the abusive nature of Corporate culture and its racist practices and protocols. It's an urgent warning to leaders to stop having superficial conversations about anti-racism. It's time to recognize both the people and policies causing harm, and start cleaning house! Written for the love of people and business, Cindi Bright calls for bold thinking and courageous leadership to navigate this critical juncture. As a biracial, Black woman, she invites readers into her own gut-wrenching story of being fired without severance from a prominent Human Resources position. In writing this book, she vows, "The cycle of Corporate abuse stops with me!"

Research Handbook on Work-Life Balance Cambridge University Press

What is work? Is it simply a burden to be tolerated or something more meaningful to one's sense of identity and self-worth? And why does it matter? In a uniquely thought-provoking book, John W. Budd presents ten historical and contemporary views of work from across the social sciences and humanities. By uncovering the diverse ways in which we conceptualize work—such as a way to serve or care for others, a source of freedom, a source of income, a method of psychological fulfillment, or a social relation shaped by class, gender, race, and power—The Thought of Work reveals the wide-ranging nature of work and establishes its fundamental importance for the human experience. When we work, we experience our biological, psychological, economic, and social selves. Work locates us in the world, helps us and others make sense of who we are, and determines our access to material and social resources. By integrating these distinct views, Budd replaces the usual fragmentary approaches to understanding the nature and meaning of work with a comprehensive approach that promotes a deep understanding of how work is understood, experienced, and analyzed. Concepts of work affect who and what is valued, perceptions of freedom and social integration, identity construction, evaluations of worker well-being, the legitimacy and design of human resource management practices, support for labor unions and labor standards, and relationships between religious faith and work ethics. By drawing explicit attention to diverse, implicit meanings of work, The Thought of Work allows us to better understand work, to value it, and to structure it in desirable ways that reflect its profound importance.

Counseling Women Across the Life Span Springer Publishing Company

In Latin American countries, the modern factory originally was considered a hostile and threatening environment for women and family values. Nine essays dealing with Argentina, Brazil, Chile, Colombia, and Guatemala describe the contradictory experiences of women whose work defied gender prescriptions but was deemed necessary by working-class families in a world of need and scarcity. 19 photos.

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