

pamela
stone

Opting Out?

why
women
really
quit
careers
and head
home

"A fascinating,
fine-grained
look at the
real reasons
why many
professional
women with
children
leave the
workplace."

Ann Crittenden,
author of
*The Price of
Motherhood*



Opting Out Why Women Really Quit Careers And Head Home

Ingrid Biese



Opting Out Why Women Really Quit Careers And Head Home:

Opting Out? Pamela Stone, 2007-05-04 Noting a phenomenon that might seem to recall a previous era The New York Times Magazine recently portrayed women who leave their careers in order to become full time mothers as opting out But are high achieving professional women really choosing to abandon their careers in order to return home This provocative study is the first to tackle this issue from the perspective of the women themselves Based on a series of candid in depth interviews with women who returned home after working as doctors lawyers bankers scientists and other professions Pamela Stone explores the role that their husbands children and coworkers play in their decision how women s efforts to construct new lives and new identities unfold once they are home and where their aspirations and plans for the future lie What we learn contrary to many media perceptions is that these high flying women are not opting out but are instead being pushed out of the workplace Drawing on their experiences Stone outlines concrete ideas for redesigning workplaces to make it easier for women and men to attain their goal of living rewarding lives that combine both families and careers *Opting Out and In* Ingrid Biese, 2017-01-20 *Opting Out and In* On women s careers and new lifestyles introduces a new perspective and definition of opting out that better reflects contemporary issues and lifestyles The book offers a timely and comprehensive analysis of the phenomenon of women leaving high powered careers adding to current debates on opting out It investigates the themes of globalization individualization and the age of high modernity and addresses issues of how gender in the context of what it means to be a mother and career woman in a masculinist society affects decisions to opt out In contrast to previous debates the definition of opting out is broadened to include leaving prevalent masculinist notions of career to adopt alternative ways of working To better understand the identity issues and inner workings of the women who opt out opting out is critically examined through three lenses agency and autonomy gender femininity and the maternal and finally concepts of reinvention These three areas of inquiry all raise and problematize relevant issues that are present in women s lives and that have a deep and defining effect on concepts of the self The book includes the narratives of six women interwoven with in depth social theory and relevant debates Written in an engaging and accessible style *Opting Out and In* will strongly appeal to researchers and practitioners alike working in areas such as social theory globalization feminist studies and identity studies **The Work-Family Interface** Sampson Lee Blair, Josip Obradović, 2018-10-29 This volume focuses upon the complex nature of the work family interface and how families around the globe deal with the inherent dilemmas therein Chapters examine how work affects families in both overt and discrete manners as well as how family life in turn affects paid employment **Handbook on Well-Being of Working Women** Mary L. Connerley, Jiyun Wu, 2015-07-27 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 **The War on**

Moms Sharon Lerner,2010-03-25 A stinging account of how public policy and private businesses have failed to adapt to working mothers Jennifer Ludden NPR Why life is harder on American families than it s been in decades the book that takes the blame away from moms and puts it where it really belongs Pressed for time and money unable to find decent affordable daycare wracked with guilt at falling short of the mythic supermom ideal working and non working American mothers alike have it harder today than they have in decades and they are worse off than many of their peers around the world Why Because they re raising their kids in a family unfriendly nation that virtually sets them up to fail The War on Moms exposes the stress put on families by an outdated system still built around the idea that women can afford not to work It tells the truth that overworked stressed out American moms need to hear that they re not alone and they re not to blame Exposes a lack of reasonable and flexible work opportunities as the real cause of the supposed rift between employed and stay at home mothers Explodes the myths about supermoms slacker dads opt out moms bootstrap moms daycare options and make money from home scams Uncovers the widespread brutal reality of having no paid maternity leave Offers portraits of real women across social classes and across the country who are struggling with issues that will strike a familiar chord with most Americans Explains why American women have it hard and why it s not going to get any easier until the country dramatically changes course The War on Moms turns the mommy wars debate on its head by arguing that a mother s real enemy is not other women but a nationwide indifference to the cultural and economic realities facing parents and families in the United States today

Encyclopedia of Motherhood Andrea O'Reilly,2010-04-06 In the last decade the topic of motherhood has emerged as a distinct and established field of scholarly inquiry A cursory review of motherhood research reveals that hundreds of scholarly articles have been published on almost every motherhood theme imaginable The Encyclopedia of Motherhood is a collection of approximately 700 articles in a three volume A to Z set exploring major topics related to motherhood from geographical historical and cultural entries to anthropological and psychological contributions In human society few institutions are as important as motherhood and this unique encyclopedia captures the interdisciplinary foundation of the subject in one convenient reference The Encyclopedia is a comprehensive resource designed to provide an

understanding of the complexities of motherhood for academic and public libraries and is written by academics and institutional experts in the social and behavioural sciences Handbook of Work-Family Integration Karen Korabik, Donna S. Lero, Denise L. Whitehead, 2011-04-28 In today's industrialized societies the majority of parents work full time while caring for and raising their children and managing household upkeep trying to keep a precarious balance of fulfilling multiple roles as parent worker friend child Increasingly demands of the workplace such as early or late hours travel commute relocation etc conflict with the needs of being a parent At the same time it is through work that people increasingly define their identity and self worth and which provides the opportunity for personal growth interaction with friends and colleagues and which provides the income and benefits on which the family subsists The interface between work and family is an area of increasing research in terms of understanding stress job burn out self esteem gender roles parenting behaviors and how each facet affects the others The research in this area has been widely scattered in journals in psychology family studies business sociology health and economics and presented in diverse conferences e.g. APA SIOP Academy of Management It is difficult for experts in the field to keep up with everything they need to know with the information dispersed This Handbook will fill this gap by synthesizing theory research policy and workplace practice organizational policy issues in one place The book will be useful as a reference for researchers in the area as a guide to practitioners and policy makers and as a resource for teaching in both undergraduate and graduate courses Drop the Ball Tiffany Dufu, 2025-08-22 Tiffany Dufu's *Drop the Ball* is a bold and inspiring memoir and manifesto from a renowned voice in the women's leadership movement that shows women how to cultivate the single skill they really need in order to thrive the ability to let go Once the poster girl for doing it all after she had her first child Tiffany Dufu struggled to accomplish everything she thought she needed to in order to succeed Like so many driven and talented women who have been brought up to believe that to have it all they must do it all Dufu began to feel that achieving her career and personal goals was an impossibility Eventually she discovered the solution letting go In *Drop the Ball* Dufu recounts how she learned to reevaluate expectations shrink her to do list and meaningfully engage the assistance of others freeing the space she needed to flourish at work and to develop deeper more meaningful relationships at home Even though women are half the workforce they still represent only eighteen per cent of the highest level leaders The reasons are obvious just as women reach middle management they are also starting families Mounting responsibilities at work and home leave them with no bandwidth to do what will most lead to their success Offering new perspective on why the women's leadership movement has stalled and packed with actionable advice Tiffany Dufu's *Drop the Ball* urges women to embrace imperfection to expect less of themselves and more from others only then can they focus on what they truly care about devote the necessary energy to achieving their real goals and create the type of rich rewarding life we all desire

Sociology of Work Vicki Smith, 2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical survival Psychologists

have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities

Cinematic Sociology Jean-Anne Sutherland, Kathryn Feltey, 2012-04-17 Cinematic Sociology is a one of a kind resource that helps students recognize and critique sociological concepts as they appear in blockbuster Hollywood films In addition it provides pedagogy for instructors who use film in their classes In this engaging text the authors take readers beyond watching movies and demonstrate how to read films sociologically In the process students are exposed to major substantive areas of sociology and encouraged to critically think about their social world The book s 27 essays from expert scholars in sociology and cultural studies explore the ways social life is presented distorted magnified or politicized in popular film

Gender Equality Janet C. Gornick, Marcia K. Meyers, 2009-08-03 In the labor market and workplace anti discrimination rules affirmative action policies and pay equity procedures exercise a direct effect on gender relations But what can be done to influence the ways that men and women allocate tasks and responsibilities at home In Gender Equality Volume VI in the Real Utopias series social scientists Janet C Gornick and Marcia K Meyers propose a set of policies paid family leave provisions working time regulations and early childhood education and care designed to foster more egalitarian family divisions of labor by strengthening men s ties at home and women s attachment to paid work Their policy proposal is followed by a series of commentaries both critical and supportive from a group of distinguished scholars and a concluding essay in which Gornick and Meyers respond to a debate that is a timely and valuable contribution to egalitarian politics

What Work Means Claudia Strauss, 2024-06-15 What Work Means goes beyond the stereotypes and captures the diverse ways Americans view work as a part of a good life Dispelling the notion of Americans as obsessive workaholics Claudia Strauss presents a more nuanced perspective While some live to work others prefer a diligent 9 to 5 work ethic that is conscientious but preserves time for other interests Her participants often enjoyed their jobs without making work the focus of their life These findings challenge laborist views of waged work as central to a good life as well as post work theories that treat work solely as exploitative and soul crushing Drawing upon the evocative stories of unemployed Americans from a wide range of occupations from day laborers to corporate managers both immigrant and native born Strauss explores how diverse Americans think about the place of work in a good life gendered meanings of breadwinning accepting financial

support from family friends and the state and what the ever elusive American dream means to them By considering how unemployment experiences diverge from joblessness earlier What Work Means paves the way for a historically and culturally informed discussion of work meanings in a future of teleworking greater automation and increasing nonstandard employment

Getting to 50/50 Sharon Meers,Joanna Strober,2013-09-10 Sharon Meers and Joanna Strober are professionals wives and mothers They understand the challenges and rewards of two career households They also know that families thrive not in spite of working mothers but because of them You can have a great career a great marriage and be a great mother The key is tapping into your best resource and most powerful ally the man you married After interviewing hundreds of parents and employers surveying more than a thousand working mothers and combing through the latest government and social science research the authors have discovered that kids husbands and wives all reap huge benefits when couples commit to share equally as breadwinners and caregivers Mothers work without guilt fathers bond with their kids and children blossom with the attention of two involved parents The starting point An attitude shift that puts you on the road to 50 50 plus the positive step by step advice in this book From baby boot camp for new dads to exactly what to say when negotiating a leave with the boss this savvy book offers fresh ideas to today s families offering encouragement hope and confidence to any woman who has ever questioned her choices regarding work and family

Mid-Career Faculty ,2019-08-05 At a time when higher education institutions in the United States are the subject of increased media scrutiny and nearly continuous loss of funding by resource strapped state legislatures a greater understanding of higher education s bulwark resource mid career research and teaching faculty is more important than ever Faculty at mid career comprise the largest segment of academia For some this is a time of significant productivity and creativity yet for others it is a time of disillusionment and stagnation Revealing impediments and pathways to faculty job satisfaction and productivity will strengthen higher education institutions by protecting fostering and maintaining this vital workforce In this collection we will explore the lives of mid career faculty as our authors uncover the complexities in this stage of professional life and discuss support systems for the transition into this period of faculties academic careers Mid Career Faculty Trends Barriers and Possibilities is designed for faculty leaders administration policymakers and anyone concerned with the future of higher education This text offers an examination into an often overlooked period of academic life that of post tenure mid career faculty Therefore the aim of this text is to deepen our understanding of the lives of mid career faculty to identify barriers that impede job advancement and satisfaction and to offer suggestions for changes to current policy and practice in higher education Contributors are Joyce Alexander Michael Bernard Donals Pradeep Bhardwaj Kimberly Buch Javier Cavazos Jay R Dee Anne M DeFelippo Andrea Dulin Jeremiah Fisk Carrie Graham Debbie L Hahs Vaughn Florencio Eloy Hernandez Yvette Huet Jane McLeod Jennifer McGarry Maria L Morales Eliza Pavalko Laura Plummer Mandy Rispoli Amanda J Rockinson Szapkiw J Blake Scott Michael Terwillegar Jenna Thomas and Claudia Vela

People's Movements in the 21st Century Ingrid Muenstermann,2017-02-15 The UNHCR

assures us that never before have there been so many people on the move at the same time mainly because of war inflicted circumstances Authors from different reputed institutions share their knowledge on this open access platform to disseminate their knowledge at the global level This book captures issues involved in meeting the challenges of people s movements in the twenty first century It explores attitudes of previously colonized people in a post colonial period analyses food insecurity in Canada quality of life of elderly Turkish and Polish migrants in Germany suicidal behaviours of immigrants admitted to an Italian teaching hospital and migration from a public healthcare perspective and points to the problem of tuberculosis among immigrants Challenges of a more personal nature relate to second language learning and acculturation of Brazilian migrants in Portugal and Asians as model minorities Empirical evidence of why immigrants leave Norway is provided and there is a discussion on the new actors of international migration foreign students This book closes with the voices of trailing women when it comes to the decision to emigrate The collective contributions from experts attempt to provide updates regarding ongoing research and developments pertaining to migration

The Feminine Mistake Leslie Bennetts, 2025-05-01 Women are constantly being told that it s simply too difficult to balance work and family so if they don t really have to work it s better for their families if they stay home Not only is this untrue Leslie Bennetts says but the arguments in favor of stay at home motherhood fail to consider the surprising benefits of work and the unexpected toll of giving it up It s time she says to get the message across combining work and family really is the best choice for most women and it s eminently doable Bennetts and millions of other working women provide ample proof that there are many different ways to have kids maintain a challenging career and have a richly rewarding life as a result Earning money and being successful not only make women feel great but when women sacrifice their financial autonomy by quitting their jobs they become vulnerable to divorce as well as the potential illness death or unemployment of their breadwinner husbands Further they forfeit the intellectual emotional psychological and even medical benefits of self sufficiency The truth is that when women gamble on dependancy most eventually end up on the wrong side of the odds In riveting interviews with women from a wide range of backgrounds Bennetts tells their dramatic stories some triumphant others heartbreaking The Feminine Mistake will inspire women to accept the challenge of figuring out who they are and what they want to do with their lives in addition to raising children Not since Betty Friedan has anyone offered such an eye opening and persuasive argument for why women can and should embrace the joyously complex lives they deserve

Hidden Inequalities in the Workplace Valerie Caven, Stefanos Nachmias, 2017-08-11 The book presents a critical framework for assessing whether organisational practice and function reinforces unseen potential differences amongst individuals in the workplace It offers a comprehensive understanding and awareness of managerial and organisational practices that perpetuate social exclusion and discrimination towards individuals in the workplace The book draws together themes of non declared medical or physical conditions voluntary and involuntary disclosure of difference dietary requirements lifestyle organisational engagement and cognitive bias As a result the book

provides a unique blend of scholarly and professional research and brings those who have been affected by social stigmas and discrimination in the workplace to the fore *Hidden Inequalities in the Workplace* also offers practical and strategic insights for practitioners students and policy makers and delves the strategic nature of policy intervention and thought provoking dialogue

Mothers Unite! Jocelyn Elise Crowley, 2013-06-15 In *Mothers Unite* a bold and hopeful new rallying cry for changing the relationship between home and the workplace Jocelyn Elise Crowley envisions a genuine universal world of workplace flexibility that helps mothers who stay at home those who work part time and those who work full time balance their commitments to their jobs and their families Achieving this goal she argues will require a broad based movement that harnesses the energy of existing organizations of mothers that already support workplace flexibility in their own ways Crowley examines the efforts of five diverse national mothers organizations Mocha Moms which aims to assist mothers of color Mothers of Preschoolers MOPS which stresses the promotion of Christian values Mothers MomsRising which focuses on online political advocacy and the National Association of Mothers Centers NAMC which highlights community based networking After providing an engaging and detailed account of the history membership profiles strategies and successes of each of these organizations Crowley suggests actions that will allow greater workplace flexibility to become a viable reality and points to many opportunities to promote intergroup mobilization and unite mothers once and for all

Shadow Mothers Cameron Lynne Macdonald, 2011-02-09 *Shadow Mothers* shines new light on an aspect of contemporary motherhood often hidden from view the need for paid childcare by women returning to the workforce and the complex bonds mothers forge with the shadow mothers they hire Cameron Lynne Macdonald illuminates both sides of an unequal and complicated relationship Based on in depth interviews with professional women and childcare providers immigrant and American born nannies as well as European au pairs *Shadow Mothers* locates the roots of individual skirmishes between mothers and their childcare providers in broader cultural and social tensions Macdonald argues that these conflicts arise from unrealistic ideals about mothering and inflexible career paths and work schedules as well as from the devaluation of paid care work

Sacred Pregnancy Ann W. Duncan, 2023-04-25 *Sacred Pregnancy* is part a retrospective on changing paradigms of and feminist discourse on motherhood part sociological study of changing religious demographics and understandings of religious experience in the United States and part exploration of the spiritual movements and spiritually guided reproductive health services that bring all these themes together Resting on the premise that motherhood in general and pregnancy specifically should not be brushed aside as beneath intellectual inquiry or as settled subjects Ann Duncan explores a new form of religious community a growing number of diverse movements that blend business with a spiritual approach to the reproductive health of women This new mode of spiritual ritual is centered not around a particular conception of the divine but by the shared experience of pregnancy and birth as sacred rites of passage and women's reproductive health as an avenue toward spiritual experience community and even economic opportunity These spiritual birth movements are an

invitation to further investigate and understand not only the social construction of motherhood and the cultural understanding and practice of pregnancy but also the life changing experiences of pregnancy birth and motherhood and the concomitant desire for religious ritual in the lives of American women

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