

(Free pdf) Unfinished Business: Women Men Work Family

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Anne-Marie Slaughter
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"Anne-Marie Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home." —ARIANNA HUFFINGTON

Unfinished Business



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INCLUDES A NEW AFTERWORD BY THE AUTHOR

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Anne-Marie Slaughter : Unfinished Business: Women Men Work Family before purchasing it in order to gauge whether or not it would be worth my time, and all praised Unfinished Business: Women Men Work Family:

0 of 0 people found the following review helpful. Slaughter was really good about not only looking at her side of the argument she made. I'll be reading more by her. By KarjianaInsightful read regarding work, family, gender roles, and care. It got me to re-examine the way I value people who work in care and stay-at-home parents, especially mothers. My only complaints are that some of the points got a little repetitive which I think could've been fixed by simply shortening the book. (I may feel this way because I read this book in small increments over the course of a few

months.) This also had a very particular group of women in mind--professional women. I wish she talked more about single mothers and mothers who work on hourly wages. That being said, I understand she was drawing inspiration from her life experiences and those around her. It's especially disappointing that she didn't cover the struggle for non-professional women in greater depth because she was so thorough with her arguments--able to deftly and honestly make arguments for and against what she's saying. This author is self-aware and objective throughout this book. This one's worth a read if you like reading about work, family, feminism. 2 of 2 people found the following review helpful. Must Read By Diann Everyone should read this - young and old! So much personal stress and unhappiness could be avoided if we could lessen these gender role issues and improve our parenting. Since personal stress is created, in part, by the way employers treat their employees, and stress in employment is created by unhappy employees, changing things is a no-brainer. But there are too many people entrenched in the old ways of thinking, causing personal and societal problems. This is a must read, right up there with "Being Mortal," on a very different topic. 2 of 2 people found the following review helpful. The Case for Caregiving By Cactus Chronicles Anne-Marie Slaughter makes a well-argued and thoroughly researched case for pinning gender inequities on one aspect of our lives - caregiving--specifically, the diminished status of caregiving and that of caregivers. This keystone of caregiving captures a huge range of problems, both for men and women in their attempts to get their desired share of career advancement and family time. See full review here: <http://nanduseternaljournal.blogspot.com/2015/12/the-elegance-of-caregiving.html>

Includes a new afterword by the author "Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home." --Arianna Huffington NAMED ONE OF THE BEST BOOKS OF THE YEAR BY THE WASHINGTON POST, NPR, AND THE ECONOMIST When Anne-Marie Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position in Washington, D.C., with the responsibilities of her family life in suburban New Jersey. Her husband and two young sons encouraged her to pursue the job; she had a tremendously supportive boss, Secretary of State Hillary Clinton; and she had been moving up on a high-profile career track since law school. But then life intervened. Parenting needs caused her to make a decision to leave the State Department and return to an academic career that gave her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for *The Atlantic*, "Why Women Still Can't Have It All," created a firestorm, sparked intense national debate, and became one of the most-read pieces in the magazine's history. Since that time, Anne-Marie Slaughter has pushed forward, breaking free of her long-standing assumptions about work, life, and family. Though many solutions have been proposed for how women can continue to break the glass ceiling or rise above the "motherhood penalty," women at the top and the bottom of the income scale are further and further apart. Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns with her vision for what true equality between men and women really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a new focus that can reunite the women's movement and provide a common banner under which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. Praise for *Unfinished Business* "Another clarion call from Slaughter . . . Her case for revaluing and better compensating caregiving is compelling. . . . [Slaughter] makes it a point in her book to speak beyond the elite." --Jill Abramson, *The Washington Post* "Slaughter's important contribution is to use her considerable platform to call for cultural change, itself profoundly necessary. . . . It should go right into the hands of (still mostly male) decision-makers." --Los Angeles Times "Compelling and lively . . . The mother of a manifesto for working women." --Financial Times "A meaningful correction to Sheryl Sandberg's *Lean In* . . . For Slaughter, it is organizations--not women--that need to change." --Slate "I'm confident that you will be left with Anne-Marie's hope and optimism that we can change our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job." --Hillary Rodham Clinton "An eye-opening call to action from someone who rethought the whole notion of 'having it all.'" --People From the Trade Paperback edition.

"An eye-opening call to action from someone who rethought the whole notion of 'having it all,'" *Unfinished Business* could change how many of us approach our most important business: living. "Another clarion call from [Anne-Marie] Slaughter . . . Her case for revaluing and better compensating caregiving is compelling. . . . Slaughter skillfully exposes half-truths in the workplace [and] makes it a point in her book to speak beyond the elite." --Jill Abramson, *The Washington Post* "Slaughter argues that the current punishing route to professional success--or simply to survival--is stalling gender progress. . . . [Her] important contribution is to use her considerable platform to call for cultural change, itself profoundly necessary."

The book's audience, then, shouldn't just be worried womankind. It should go right into the hands of (still mostly male) decision-makers. — Los Angeles Times

“Slaughter should be applauded for devising a new vocabulary to identify a broad, misclassified social phenomenon. And she is razor-sharp on outlining the cultural shifts necessary to give caregiving its due. . . . By putting these issues on the agenda, Slaughter has already taken an essential first step.” — The Economist

“A meaningful correction to Sheryl Sandberg's *Lean In*. . . . For Slaughter, it is organizations—not women—that need to change.” — Slate

“The mother of a manifesto for working women. . . . Anecdotes from [Slaughter's] own life and others are deftly interwoven with research, making *Unfinished Business* a compelling and lively read.” — Financial Times

“Anne-Marie Slaughter insists that we ask ourselves hard questions. After reading *Unfinished Business*, I'm confident that you will be left with Anne-Marie's hope and optimism that we can change our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job.” — Hillary Rodham Clinton

“Anne-Marie Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home.” — Arianna Huffington

“With breathtaking honesty Anne-Marie Slaughter tackles the challenges of often conflicted working mothers and working fathers and shows how we can craft the lives we want for our families. Her book will spark a national conversation about what we need to do to live saner, more satisfying lives.” — Katie Couric

“*Unfinished Business* is an important read for women and men alike. Slaughter shows us that when people share equally the responsibility of caring for others, they are healthier, economies prosper, and both women and men are freer to lead the lives they want.” — Melinda Gates

“Important. Revolutionary.” — *Unfinished Business* insists we recognize a simple truth: Human life requires space for caring for others—during childhood, illness, infirmity, and everything in between. And societies that consider caring as simply a “women's issue” are fundamentally broken and unhappy. Anne-Marie Slaughter has written the instruction manual for our next cultural transformation.” — Atul Gawande

“Anne-Marie Slaughter has given us a blueprint for the future in which women truly have freedom to choose. They can be leaders at the workplace, and they can be leaders at home, at any point in their lives.” — *Unfinished Business* paves the way for women and men to be equal partners in America's cultural and economic success by accessing 100 percent of our brainpower and creativity.” — Kay Bailey Hutchison

“*Unfinished Business* sets out a powerful vision not only for gender equality, but for the future of work. Anne-Marie Slaughter presents an important approach to tapping into the talent pool of gifted, educated women who have taken time out for their kids—and we need to pay attention.” — Eric Schmidt

About the Author: Anne-Marie Slaughter is president and CEO of New America. She is the Bert G. Kerstetter '66 University Professor Emerita of Politics and International Affairs at Princeton University and the former dean of its Woodrow Wilson School of Public and International Affairs. In 2009 Secretary of State Hillary Clinton appointed Slaughter director of policy planning for the U.S. State Department, the first woman to hold that job. A foreign policy analyst, legal and international relations scholar, and public commentator, Slaughter was a professor at the University of Chicago Law School and Harvard Law School and is a former president of the American Society of International Law.

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Less Can Be More

During the 2014 Super Bowl, Cadillac ran an ad that was meant to be a celebration of American workaholicism. It showed a clean-cut fifty-something white man with blazing blue eyes walking and talking his way through his mansion while extolling the virtues of the American work ethic. “Other countries, they work, they stroll home, they stop by the cafe, they take August off. Off. Why aren't you like that? Why aren't we like that? Because we're crazy, driven, hardworking believers,” says the guy, who looks like a cartoon version of a one-percenter, to the camera. The moral of the ad: If you just work hard enough, avoiding vacation and “creating your own luck,” anything, including the ownership of a \$75,000 car, is possible. “The ad drove me crazy. The man was so smug and so completely out of touch with what I consider to be the real values that Americans have traditionally proclaimed and tried to pass down to their children. Yes, Europeans and others often criticize American culture for being materialistic, but when Thomas Jefferson described humankind's “unalienable rights” in the Declaration of Independence, he took English Enlightenment philosopher John Locke's “life, liberty, and estate” and substituted “life, liberty, and the pursuit of happiness.” And as the behavioral psychologists tell us, happiness is more likely to be found in the pleasures of human connection and experience—a good meal, a play or movie or sporting event, a bouquet of flowers or a bottle of champagne—than it is in an endless catalogue of possessions. I wasn't alone in my reaction. One reporter wrote, “You know what really needs attention? What working like crazy and taking no time off really gets us?” It gets Americans to the grave earlier, it's made us more anxious than people in other developed countries, and it's created a group of people more disengaged from their jobs than in countries with more leisure time. In the end, it was New Yorker writer Jeffrey Toobin who made the most damning argument against the commercial. As we were talking about it, he pointed out that Cadillac was disparaging the vacation-

loving Europeans in an effort to sell luxury cars to a wealthy U.S. audience who prefer German BMWs and Mercedes. Last I checked, German workers get a mandated minimum twenty days of vacation every year. It's that simple. German workers work at least two weeks a year less than American workers do and yet produce better cars. Perhaps that is because German managers still subscribe to the empirical findings that led Henry Ford to establish an eight-hour workday in 1914. When Ford looked at in-house research, he realized that manual laborers were finished after eight hours of work a day. After he cut hours, errors went down, and productivity, employee satisfaction, and company profits went up. We actually have a growing body of data in support of the proposition that working less means working better. According to much more recent research, people who work principally with their brains rather than their hands have an even shorter amount of real daily productivity than manual laborers. Microsoft employees, for instance, reported that they put in only twenty-eight productive hours in a forty-five-hour workweek—a little less than six hours a day. Futurist Sara Robinson found the same thing: knowledge workers have fewer than eight hours a day of hard mental labor in them before they start making mistakes. This relationship between working better and working less holds particularly true in any job requiring creativity, the well-spring of innovation. Experts on creativity emphasize the value of nonlinear thinking and cultivated randomness, from long walks to looking at your environment in ways you never have before. Making time for play, as well as designated downtime, has also been found to boost creativity. Experts suggest we should change the rhythm of our workdays to include periods in which we are simply letting our minds run wherever they want to go. Without play, we might never be able to make the unexpected connections that are the essence of insight.