

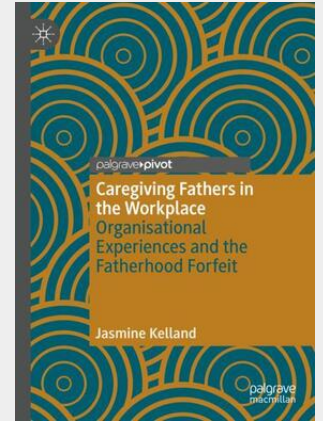
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Caregiving Fathers in the Workplace

Organisational Experiences and the Fatherhood Forfeit

This book explores the experiences of caregiving fathers in the UK. Conceptions of fatherhood, childcare, and work have altered over the last few decades, with many fathers taking a more active role in caregiving than before and seeking to alter their working patterns accordingly. However, such a wider involvement in caregiving for fathers can clash with traditional values about masculinity and work, which still hold sway over public opinion and workplace policies. Using quantitative and qualitative data, collected through the use of surveys, focus groups and semi-structured interviews with managers and working parents, the book explores perceptions and experiences of fathers who amend their working patterns due to caregiving responsibilities. It highlights the specific challenges faced by caregiving fathers when they attempt to take an active role in the parenting of their children which is identified as the 'fatherhood forfeit'. This impactful new book proposes actions to address such mistreatment and improve equality in the workplace, which includes changes to policy, increases in training and the importance of workplace role modelling. It will be of interest to academics studying human resource management, gender, masculinity, organisational studies, and the home-life balance, as well as policymakers.

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