

INDEX

Note: Page numbers followed by “*n*” indicate notes.

- Acceptance strategy, 17
- Analysis of variance (ANOVA), 113
- Applied research methods, 33–36
- Authenticity, 57

- Baby boomers, 2, 139
- Bayesian Information Criterion (BIC), 36
- Binary oppositions, 48*n*4
- Bismarck Model, 110
- Boundary management strategy, 17–18

- Careers, 55–58
- Celebrated maturity, 39
- Central and Eastern European Model, Poland with, 110
- Chi-square tests, 113, 116–117
- Club sandwich, 2
- Co-development process, 102
- Coaching process, 138
- Codes functioning, 37
- Competence improvement of working mature women, 5
- Comprehensive support model, 84
- Computer Assisted Web Interview research (CAWI research), 7, 111
- Computer-assisted telephone interviews (CATI), 6
research, 33–34, 40, 42, 44
- Continental Conservative Model, Belgium with, 110

- Coping strategies, 5, 14–15, 132
 - acceptance strategy, 17
 - boundary management strategy, 17–18
 - help-seeking strategy, 18
 - personal governance strategy or priority strategy, 19–20
 - planning strategy, 19
 - self-care strategy, 20
 - super-sandwich strategy, 22–23
 - time focus strategy, 20–21
 - value strategy, 22
- COVID-19, 90
 - pandemic, 99, 102
 - time, 140
- Creative work–family management, 73
- Cult of youth and change, 37

- Daily job, 73
- Data triangulation, 4
- DigiJoko training programmes, 59
- Dynamic capabilities (DC), 54

- Emotional support, 73
- Employment, 52
- Enslaved maturity, 38–39
- European Union Statistics on Income and Living Conditions research (EU-SILC research), 116
- Evidence-based material, 5

- Exchange of ideas, 88
- Experience, 37
- Family limitations, 37
- Family Supportive Supervisor Behaviour (FSSB), 7, 72, 134, 136
 - conceptual models, 72–73
 - training for SVs of WSG, 73–78
- Family-friendly workplace strategies, 136
- Fear, 37–38
- Flemish Time4Help programme, 74
- Flexibility, 132
- 45+ polish women at home and in labour markets
 - characteristics of sample of mature women and sample of employers, 35
 - perception of mature women, 36–39
 - research and applied research methods, 33–36
 - situation of mature women in Poland, 40–47
- Generation X, 2, 139
- Gross domestic product (GDP), 3
- Group training, 89
- Help-seeking strategy, 18
- Human capital (HC), 52
 - concepts and conceptualisations, 53–54
- Humiliation, 37–38
- ICT, 87
- Idealistic achievement phase, 58
- Independent maturity, 38
- Informal care, 140
- Interekon project, 126*n*1
- Intra-role strategies, 15
- Investigator triangulation, 4
- IQS Sp. z o o., 48*n*3
- Kaleidoscope model, 60
- Learning, 55, 61, 104
 - ‘Learning by sharing’ method, 96
 - Learning to become oneself (personal development), 55
 - Learning to collaborate, 55
 - Learning to do things (skills), 55
 - Learning to know things (knowledge), 55
- Liberal Model, Great Britain with, 110
- Lifelong learning, 5, 132, 134, 137
 - concepts and conceptualisations of, 54–55
- Loyalty, 37
- Mature women, 32
 - entrepreneurship, 3
 - perception of, 36–39
 - situation of mature women in Poland, 40–47
- Methodological triangulation, 4
- Millennials, 2
- ‘Mounted’ maturity, 39
- Non-governmental organisations (NGOs), 138
- NVIVO software, 15
- Online service, 86
 - for mature women, 88
- Optimistic attitude, 103
- Organising education for mature women, 85
- Outside of work, 88
- Pearson’s Chi-square test, 113–115
- Peer groups, 103, 133–134
- Perception of mature women, 36–39, 132
- Personal governance strategy, 19–20
- Personal problem solving, 73

- Planning strategy, 19
- Poland
 - current professional situation, 42–44
 - life situation and taking care of personal development, 40–42
 - situation of mature women in, 40
 - Time4Help project, 83–93
 - values, 44–47
- Polish mature women, 32
- Polish model, 133
- Polish–Finnish–Flemish partnership, 3
- POWR. 04.03.00–00–0017/18 project, 48*n*1
- Priority strategy, 19–20
- Proactive work–family management, 73

- Qualitative research methods, 33, 59
- Quantitative research, 33

- Reinventive contribution phase, 58
- Remote work, 137
- Research, 33–36
 - design, 58–60
 - report, 92
- Resource-based view (RBV), 54
- Resources, 14
- Retirement, 38
- Role modelling, 73

- Sandwich generation (SG), 1–3, 14, 74, 84, 109, 131 (*see also* Working sandwich generation (WSG))
 - characteristics of main sample and boost sample, 112
 - comparisons of countries, 5
 - occurrence and intensity, 113–117
 - representatives, 134
 - research and methodology, 111–113
 - in terms of demographic and professional characteristics, 117–123
 - transnational cooperation, 3–4
 - women’s jobs, 6
- Scandinavian Social Democratic Model, 4, 110
- Self-assessment questionnaire, 24–27
- Self-care strategy, 20
- Self-improvement, 88
- Seminars, 86
- Semiotic research, 36–39
- Semiotic Solutions sp. j., 48*n*2
- Shame, 37–38
- Shared learning process, 102
- Sign, 48*n*5
- Southern European Model, Italy with, 110
- Stagnation in full-time job, 38
- Study circles as example of tailored training programmes, 96–97
- Super-sandwich strategy, 22–23
- Supervisors (SVs), 72, 133
- Supportive work–family organisational culture, 73

- Tailored training and coaching programmes, 101, 133
- Theory triangulation, 4
- Time focus strategy, 20–21
- Time4Help Finland project, 59, 95
 - cases, 101–104
 - research design and empirical findings, 98–101
 - study circles as example of tailored training programmes, 96–97
- Time4Help project, 3, 7, 31, 37, 83
 - final model version, 92–93

- in Poland, 83
- test version of model, 84–89
- testing in target groups, 89–92
- Training programme and materials, 85–86
- Transnational cooperation, 3–4
- Triangulation, 4
- Tukey HSD test, 113
- 12-part taxonomy, 15

- Value strategy, 22
- Verbatim transcribed interviews, 15

- Women's careers, 57
- Women's Self-Assessment Tool, 86
- Work, 52, 74, 88
- Work–family conflict (WFC), 71
- Work–family issues, 73
- Working sandwich generation (WSG), 2–3, 13, 52, 72, 111, 131

- careers and work–life balance
 - of women, 55–58
- changing world of work, 52–53
- concepts and conceptualisations of HC, 53–54
- concepts and conceptualisations of lifelong learning, 54–55
- coping strategies, 17–23
- findings, 60–62
- FSSB training for *Svs.* of, 73–78
- recommendations, 135–141
- research and methodology, 15–17
- research design, 58–60
- Work–life balance of women, 55–58
- Workshops, 87

- Young women, 57