

Recognition of the high level of consensus in a now industrialized society and the commonplace divisive language now adopted to describe the "new, women-oriented, welfare politics" is reflected in this structural analysis of very serious feminist literature and social criticism.

Although there is an academic format, the book better captures the frustrations expressed by those interviewed, calling it a "collection of best" policy activists and concludes that we are now at a crucial intersection where issues of work and gender make social policy and that progressive campaigning focuses on cultural work may have some hope of slowing the rush back to the more duty-driven patterns in the United States, Britain and elsewhere.

EQUITY IN THE WORKPLACE: GENDERING WORKPLACE POLICY ANALYSIS

Heidi Gottfried and Laura Rocco,
Eds.
Lanham, Maryland: Lexington
Books, 2003

REVIEWED BY NOREEN PUPO

Equity in the Workplace is a collection of comparative workplace policy studies of the United States, Germany, Canada, and Japan. The chapters focus on gender and employment practices and policies, including workplace or employment policies, issues of work-life balance, caregiving, parental leave, and sexual harassment. While at first it may appear that this is simply a collection of disparate case studies on policy issues surrounding the workplace, through this volume the editors have

cleverly demonstrated the importance of comparative policy research for understanding the circumstances and alternatives possible under a variety of global economic conditions. In short, readers benefit from the rich, locally grounded studies, each of which contributes to the historical and



critical analysis of the individual nation states, but even more significantly, from the lessons we might carry from place to place in understanding the benefits of policy options and the consequences employed by women to alter workplace practices.

Following an introduction by editorialists Gottfried and Laura Rocco, the book is divided into four parts: "Theoretical Perspectives on Gender and Workplace Policy: Implications of Gender in the Workplace," "Socialization at Work and Family Life: Masculinity, Parental and Family Issues and Specific Applications of Workplace Policies," "Gender Equity in the Workplace," and "Case Studies." The authors move away from exposing the oppositional core claims and get out steps of global feminism on or near the emergence of feminist cross-national networks and the ways in which feminists working through these networks and national organiza-

tions have participated in the policy-making process. While considering the impact of global feminist networks on women's cross-national and conditional studies, contextualize the development of women-friendly workplace policies and the ways in which global economic policies, including regulations, have influenced international perspectives on discrimination in women's workplace and is facilitating opportunities for international organizations to promote feminist policies.

Issues surrounding the equality of work-family balance, including tensions between wage earning and caregiving roles, and questions of work time, are the central issues of Parts Two and Three. The authors capture the ways in which seemingly neutral policies are gender-biased by preserving the male breadwinner role and by diminishing the importance of women's paid work. One of the main considerations here is the impact of feminist policies on the policy process and the ways in which women have not only introduced, but promoted feminist discourses and maintained women's issues on their state's policy agenda.

In the final part of the book, the authors examine particular workplace initiatives, such as around harassment policies, primarily designed to eliminate the "chilly" climate in the workplace for women. The authors make evident the importance of understanding how various approaches to workplace and equity policies reflect the particular state structure. Their analyses invite readers to consider the process of adaptation, whether those approaches may or not work within the constraints of historical traditions, cultural processes, and legal systems—and how they may be adapted within a particular socio-political context.

In general, the studies in this volume are clearly written and well structured. The variety of methods gives employed is welcome. As a requires reading or viewing resource for upper level courses in women's studies, social policy, or labour studies.

Equity In The Workplace Gendering Workplace Policy Analysis

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