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Gender And Power In The Workplace

Judith S. McIlwee, J. Gregg Robinson



Gender And Power In The Workplace:

Gender and Power in the Workplace Harriet Bradley, 1998-11-18 After over two decades of feminist campaigning why is it that men are still paid more than women and established patterns of gender segregation persist Are the feminization of the labour force and the rise of dual earning couples radically affecting the sexual division of labour in the home and at work What roles are played by trade unions in promoting equality between the sexes And if women are finally breaking through glass ceilings is it at the expense of men This important new textbook explores these questions using original material from interviews with female and male employees in five case study organizations The author develops a new approach to power in terms of a range of resources which are used by women to challenge male domination and by men to resist women's encroachment This approach is used to unpack the complexities of power relations of gender and class as they are played out in the everyday lives of working people The interaction of class and gender is also explored at the societal level in terms of increased global competition feminization and the development of a climate of equality fostered by Equal Opportunities programmes Women's expectations are increasing leading them to compete with men for promotion and career advancement but this is taking place in the context of increasing insecurity anxiety and work intensification for all employees especially those in public sector organizations Gender and Power in the Workplace makes a major contribution to the sociological analysis of power and to our understanding of how processes of gendering are played out in the sphere of employment

Gender, Power and Organization Paula Nicolson, 2015-06-10 Work organizations are a major site of gender politics for professional women and men and although there are more women in senior positions than ever before these increased opportunities have not been gained without psychological consequences Evidence based and theoretically driven the new edition of Gender Power and Organization raises important questions about gender and power in the workplace and the psychology of women's advancement Twenty years on from the first edition it re-examines gender relations at work and asks why despite many years of feminist critique and action we are able to understand the dynamics of the workplace but fail to make them more representative The struggles women face in professional and public life remain intense not least because many men experience an increasing sense of threat to their long term aspirations and professional positions Using examples from recent research and the author's own consultancy experience this important volume offers a fresh exploration of the psychology of gender and power at work from the development of gender identities and roles to explanations of bullying and sexual harassment in the organization It offers an accessible survey of the subject for professional managers and students of leadership psychology management sociology gender and women's studies [Women in Engineering](#) Judith S. McIlwee, J. Gregg Robinson, 1992-02-06 Who are the women who became engineers in the 1970s and 1980s How have they fared in the most male dominated profession in America This is the first book to answer these questions It explores the backgrounds family lives work experiences and attitudes of engineers in order to explain the unequal patterns of career development for

women who generally hold lower positions and receive fewer promotions than their male counterparts McIlwee and Robinson synthesize two theoretical approaches frequently used to explain the status of women in the workforce gender role and structural theories providing new insights into improving women's careers in traditionally male occupations **Gender, Power and Organisation**, *Gender and Power in the Workplace* Harriet Bradley, 1999 Harriet Bradley examines the changing dynamics of gender and class and the interaction between them as they influence and affect the relationships between men and women in the workplace *Sex and Gender Effects on Power, Status, Dominance, and Leadership - An Interdisciplinary Look at Human and Other Mammalian Societies* Charlotte Korinna Hemelrijk, Joey T. Cheng, Elise Huchard, Peter M. Kappeler, Tanja Hentschel, Jenny Veldman, 2024-02-20 Unequal power and status between the sexes usually translates into one sex monopolizing valuable resources and exercising control at the expense of the other These inequalities not only have negative consequences for the fitness and wellbeing of the underpowered sex but also hinder the path to peaceful and prosperous societies Intersexual power refers to an asymmetry in the degree of control that one sex exerts over the other It can arise for example from sex differences in social dominance i.e. imposed by threat or force leverage i.e. conferred by the possession of a resource that cannot be taken by force such as knowledge or fertilizable eggs motivation and in humans in particular social norms and privileged positions in society **Gender, Power and Organisation** Paula Nicolson, 2003-09-02 Work organisations have become a major site of gender politics for professional women and men over the last twenty years There are more senior women today but increased opportunities have not been gained without psychological consequences Rather than catalogue the barriers to women's success Paula Nicholson examines the problems they can face as a result She re-examines the ways that patriarchal structures resist women's progress and how male success has psychological implications for women's sense of subjectivity self-esteem and gender identity and how achieving against such odds has an impact on women's everyday lives **The Pink Corner Office** Suzanne Penn, Ph.D., 2006-12-21 As women we face a number of challenges as we strive to succeed in the workplace Understandably we feel conflicted The glass ceiling and the unique stresses that we endure at all levels have been influenced by our historical and traditional roles as mothers in the home and as sexual objects Society teaches us that a woman's place is in the home as wife and mother A woman who excels is looked upon as an anomaly and there is wide spread perception that women do not make effective leaders In addition at all levels in the workplace women are vulnerable to sexual harassment Working women particularly women in professional careers with long hours have to find ways to balance work with family responsibilities This book is a study of the tight rope we walk every day You will be challenged to create your own sense of balance This book will encourage you to reach out for mentors to search for support groups of other like minded women and to give back to younger women This is a must read for any woman who is currently in college or graduate school and about to enter the workplace Today's young professional woman needs to understand the challenges that awaits her In addition women who are currently in the

workplace will see themselves in this book The author is Dr Suzanne Penn She is a successful entrepreneur and professional speaker who has taught women in some of America s leading colleges and universities for over 25 years as an adjunct professor She is a baby boomer and is a product of the University of Chicago s MBA program She attended during the early 70 s when African Americans and women were a novelty on the campus of Ivy League institutions Dr Penn is married to Algernon H Penn and together they have three adult children Jamila Drake and Alexandria Dr Sue can be reached at info suzannepenn com Contact her directly for more discussion on how to balance life family and the workplace **Gender**

Power, Leadership, and Governance Georgia Duerst-Lahti,Rita Mae Kelly,1995 Investigates how notions of masculinity and femininity inform ideology political action and institutional prejudice **Gender, Power and Organisations** Susan Halford,2018-06-26 This important text demonstrates the range of ways in which gender can be seen to be an integral part of organisational life Through a lively and detailed exploration of the structures and processes of organisations the authors bring to life the ways in which gender is performed maintained and reproduced in many of the corporations and institutions in which we work A wide range of research on gender race and other forms of social difference is drawn upon to reveal how divisions and inequalities remain a significant aspect of work and organisations in spite of the fact that high profile is given to women who make it to the top At the same time evidence is also presented to show how these persistent structural differences are variously contested and challenged by both women and men The authors discuss how these contradictory factors can be usefully interpreted by developing our understanding of the ways in which power operates in organisations By developing a multi dimensional approach to understanding power the richness and diversity of gender relations within contemporary organisations is explained Through its full discussion of key theoretical concepts and its insightful look at the ways in which these interweave with substantive areas of organisational life this book is the perfect text both for readers who are new to the subject and who are already engaged in the field *Gender, Power and Organization* Paula

Nicolson,2015-06-10 Work organizations are a major site of gender politics for professional women and men and although there are more women in senior positions than ever before these increased opportunities have not been gained without psychological consequences Evidence based and theoretically driven the new edition of Gender Power and Organization raises important questions about gender and power in the workplace and the psychology of women s advancement Twenty years on from the first edition it re examines gender relations at work and asks why despite many years of feminist critique and action we are able to understand the dynamics of the workplace but fail to make them more representative The struggles women face in professional and public life remain intense not least because many men experience an increasing sense of threat to their long term aspirations and professional positions Using examples from recent research and the author s own consultancy experience this important volume offers a fresh exploration of the psychology of gender and power at work from the development of gender identities and roles to explanations of bullying and sexual harassment in the organization It offers

an accessible survey of the subject for professional managers and students of leadership psychology management sociology gender and women s studies Gender, Power and Sexuality Pamela Abbott,Claire Wallace,2016-07-27 Gender Power and Sexuality is a collection of original and exciting articles by well known feminists which makes a major contribution to our understanding of the ways in which men exercise control over girls and women in their daily lives in the home at school at work and in the courts Women are seen to resent and challenge male power but the institutionalisation of male power is shown to mitigate against women taking control over their own lives **Gender, Power, and Inequality: A Contemporary**

Exploration Pasquale De Marco,2025-07-23 Gender Power and Inequality A Contemporary Exploration is a comprehensive and timely examination of the complex and interconnected issues surrounding gender power and inequality in contemporary society Drawing on the latest research and theoretical perspectives this book provides a nuanced and insightful analysis of the ways in which gender shapes our social political economic and cultural lives Gender is a fundamental aspect of human identity and it intersects with all other aspects of our lives It shapes our experiences of the world our opportunities and our relationships with others Gender inequality is a systemic problem that has profound consequences for individuals families and communities It is a barrier to progress and a violation of human rights This book explores the historical roots of gender inequality and its many manifestations in the modern world It examines the role of socialization stereotypes and discrimination in perpetuating gender inequality It also discusses the ways in which gender intersects with other forms of oppression such as racism classism and homophobia The book concludes with a discussion of the future of gender equality It highlights the challenges that remain and the opportunities for progress It also provides practical steps that individuals and organizations can take to promote gender equality and create a more just and equitable world This book is an essential resource for anyone who wants to understand the complex and evolving issue of gender inequality It is a valuable resource for students scholars activists and policymakers who are working to create a more just and equal world If you like this book write a review **Women, Power, and Ethnicity** Patricia S.E. Darlington,Becky Michele Mulvaney,2014-06-03 Powerful

women aren t just men walking around in dresses As women continue to assume positions of social leadership in increasing numbers the dynamics of the social construction of power need to be examined Have women adopted traditionally male patterns of behavior in an effort to gain and maintain power in business industry politics academics etc And if not what kind of power are women practicing The authors of Women Power and Ethnicity Working Toward Reciprocal Empowerment endeavored to find out by conducting a research study on how women from various racial and ethnic backgrounds compare and contrast the attributes associated with existing power paradigms traditional empowerment personal authority with an alternate model of power reciprocal empowerment Reciprocal empowerment is a discursive and behavioral style of interaction grounded in reciprocity initiated by people who feel a sense of personal authority Reciprocal empowerment enables people with mutual self interests to rise above obstacles based on social and political structures and to use personal

authority to discuss and act on issues openly and honestly in order to effect change Using a qualitative methodology Women Power and Ethnicity includes the results of surveys and interviews with women from seven different ethnic groups in the United States to determine if the concept of reciprocal empowerment resonates with them The answer Yes Women Power and Ethnicity is organized by surveys and interview findings on women from seven cultural groups living in the United States African Asian Caribbean European Latin Middle Eastern Native American Each chapter includes analyses of ethnographic findings surveys and interviews concise historical information effects of immigration where applicable tables and diagrams direct quotes and much more Women Power and Ethnicity examines women s attitudes toward power in several social forums home job religion politics and society in general The book is an essential resource for teachers and students of communication studies women studies gender studies ethnic studies and social sciences

Gender, Power and Higher Education in a Globalised World Pat O'Connor, Kate White, 2021-08-24 This book examines persistent gender inequality in higher education and asks what is preventing change from occurring The editors and contributors argue that organizational resistance to gender equality is the key explanation reflected in the endorsement of discourses such as excellence choice distorted intersectionality revitalized biological essentialism and gender neutrality These discourses implicitly and explicitly depict the status quo as appropriate reasonable and fair ultimately impeding efforts and attempts to promote gender equality Drawing on research from around the world this book explores the limits and possibilities of challenging these harmful discourses focusing on the state and universities themselves as levers for change It stresses the importance of institutional transformation the vital contribution of feminist activists and the importance of women s deceptively small victories in the academy

Women, Power, and Politics Lori Cox Han, Caroline Heldman, 2023-05-29 As women continue to gain more prominence as active participants in the American political and electoral process as voters candidates and officeholders it becomes even more important to understand how gender shapes political power and the distribution of resources within our society There are many areas of research in a variety of disciplines focusing on women gender and feminism and many of them intersect with a discussion of women in American politics Our goal in writing this book is to present these topics in an interesting lively and timely way through an analysis of contemporary political gender related issues We hope to have provided just enough of an historical context to get students interested in the evolution of women in American political life and enough theory and analysis to inspire them to seek more information and knowledge about gender justice today The study of women and U S politics as well as the role gender plays in the broader political context has emerged as a powerful voice within the discipline of Political Science in the last few decades As such we hope that readers find this text a useful addition to the ongoing dialogue while instructors find it to be a useful pedagogical tool for their courses on women gender and politics

Gender, Power, and Global Social Justice Manijeh Daneshpour, 2022-11-17 This book analyses how practitioners can use psychotherapy as a healing mechanism focusing on the intersection of gender power and social justice

within the global context It begins by interrogating the concept of social justice itself before examining men s and women s issues from biological sociological contextual and ecological perspectives Each chapter covers individual couple and family therapy as well as training and supervising for heterosexual and homosexual individuals from a social justice standpoint With a centered and balanced perspective about the impact of gender and power on men s and women s relationships to each other and their ecological contexts Daneshpour aims to help mental health practitioners privilege client voices promote justice in gendered relationships and manage the impact of socio political issues in therapeutic practice The Interplay of Work Power and Family Power Söng-hun Yi,1997 *Gender, Power and Management* B. Bagilhole,K. White,2011-05-03 Women are now part of senior management in higher education HE to varying degrees in most countries and actively contribute to the vision and strategic direction of universities This book attempts to analyse their impact and potential impact on both organisational growth and culture *Gender Images* Melita Schaum,1992

Enjoying the Track of Phrase: An Emotional Symphony within **Gender And Power In The Workplace**

In a global used by screens and the ceaseless chatter of quick connection, the melodic beauty and mental symphony created by the prepared word usually fade into the backdrop, eclipsed by the persistent sound and interruptions that permeate our lives. However, set within the pages of **Gender And Power In The Workplace** a wonderful fictional treasure filled with natural thoughts, lies an immersive symphony waiting to be embraced. Constructed by an outstanding musician of language, this interesting masterpiece conducts readers on a psychological journey, well unraveling the concealed tunes and profound influence resonating within each carefully constructed phrase. Within the depths of the touching assessment, we will examine the book's main harmonies, analyze its enthralling publishing design, and surrender ourselves to the profound resonance that echoes in the depths of readers' souls.

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