# GENDER AND MANAGEMENT



CASES FROM THE CARIBBEAN

LINDA CLAUDIA DE FOUR

GWENDOLINE WILLIAMS

# **Gender And Management Cases From The Caribbean**

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# **Gender And Management Cases From The Caribbean:**

Gender and Management Linda Claudia de Four, Gwendoline Williams, 2002 The 21 cases in this book cover organizations such as the public sector the state sector academia the military politics family owned businesses and conglomerates The cases cover gender specific issues like sexual harassment gender relations gender discrimination the glass ceiling etc In addition examined are a range of human resource management organisational behaviour and strategic issues

Continuing Perspectives on the Black Diaspora Aubrey W. Bonnett, Calvin B. Holder, 2009-07-16 Continuing Perspectives on the Black Diaspora is a response to a 1990 publication that studied the persistence and resilience of black African diasporic populations in the Caribbean Latin America North America and the United Kingdom In that book the authors used the themes of persistence and resilience to interrogate the social processes and the coping repertoire of these diasporic populations This volume investigates the often overlooked African presence in Asia Researchers sought to determine how many of these diasporic populations have fared in the context of political independence globalization economic marginalization and the presence of ethnic conflict and institutional racism even with positive class formations and declining significance of race in other geographical areas Prescriptions for the continued viability of these diasporic populations are provided India and China are undergoing a global renaissance emerging as potentially significant economic political and cultural actors on the world scene Meanwhile ancestral Africa is still socially politically and economically fragmented thereby causing a new migratory push to North America and Europe Fostering Gender-Transformative Change in Sustainable Forest Management: A Case Study of DGM Saweto Peru (English) Ezgi Canpolat, Meerim Shakirova, Vince McElhinny, Kame Westerman, Alli Cruz, Theresa Buppert, 2022-03-10 The DGM Saweto Peru country project focuses on supporting Indigenous peoples in selected communities in the Peruvian Amazon to improve their sustainable forest management practices The project started its implementation in November 2015 and closed in June 2021 it has had 133 subprojects which were all completed This case study focuses on one of those subprojects to offer insight into whether and in what way it influenced women s participation and leadership on the ground It could also indicate the extent to which the subproject may be influencing broader social and gender norms in Peru It also informs the wider line of inquiry of the DGM Gender Study which seeks to analyze the contribution of the DGM project to women s economic achievement access to and control over productive assets voice and agency that supported positive changes in women s leadership and meaningful participation Our conceptual framework for this study both the broader DGM Gender Study and this more focused case study follows a stepwise yet flexible and dynamic progression toward gender transformative change The framework begins by assessing the inputs that the DGM project provided to beneficiaries such as assets information skills and capacity building This assessment looks at what type of inputs were are provided to whom and how We assess how those inputs influenced women s income and assets and building on that how women are gaining voice and agency We assess whether and how those

changes in voice and agency are influencing gender norms attitudes and perceptions of women and men at multiple levels from individual to household to community Finally we look at whether those shifts have the potential to be sustained beyond the lifetime of the project and could influence more formal practices rules policies and laws that are unequal to women In this case study which focuses on improving fish farming in the native Awaj n community of Nazareth in Amazonas female and male community members report some benefits and positive shifts for women at the individual level but only limited benefits at the household and community level The results suggest that the DGM Saweto Peru fish farming subproject brought some tangible positive changes for women but leave in doubt the extent to which those changes have extended beyond the direct subproject participants Understanding Climate Change through Gender Relations Susan Buckingham, Virginie Le Masson, 2017-05-08 This book explains how gender as a power relationship influences climate change related strategies and explores the additional pressures that climate change brings to uneven gender relations It considers the ways in which men and women experience the impacts of these in different economic contexts. The chapters dismantle gender inequality and injustice through a critical appraisal of vulnerability and relative privilege within genders Part I addresses conceptual frameworks and international themes concerning climate change and gender and explores emerging ideas concerning the reification of gender relations in climate change policy Part II offers a wide range of case studies from the Global North and the Global South to illustrate and explain the limitations to gender blind climate change strategies This book will be of interest to students scholars practitioners and policymakers interested in climate change environmental science geography politics and gender studies Gender and Tourism Marco Valeri, Vicky Katsoni, 2021-09-13 Gender and Tourism Challenges and Entrepreneurial Opportunities provides a comprehensive collection of new insights for traditional paradigms approaches and methods as well as exploring more recent developments in research methodology in the context of gender and tourism Gender, Imperialism and Global Exchanges Stephan F. Miescher, Michele Mitchell, Naoko Shibusawa, 2015-03-09 studies Gender Imperialism and Global Exchanges presents a collection of original readings that address gendered dimensions of empire from a wide range of geographical and temporal settings Draws on original research on gender and empire in relation to labour commodities fashion politics mobility and visuality Includes coverage of gender issues from countries in Africa the Americas Europe and Asia between the eighteenth to twentieth centuries Highlights a range of transnational and transregional connections across the globe Features innovative gender analyses of the circulation of people ideas and cultural practices Men, Masculinities and Disaster Elaine Enarson, Bob Pease, 2016-06-17 In the examination of gender as a driving force in disasters too little attention has been paid to how women s or men s disaster experiences relate to the wider context of gender inequality or how gender just practice can help prevent disasters or address climate change at a structural level With a foreword from Kenneth Hewitt an afterword from Raewyn Connell and contributions from renowned international experts this book helps address the gap It explores disasters in diverse environmental hazard political and

cultural contexts through original research and theoretical reflection building on the under utilized orientation of critical men s studies This body of thought not previously applied in disaster contexts explores how men gain maintain and use power to assert control over women Contributing authors examine the gender terrain of disasters through men s eyes considering how diverse forms of masculinities shape men s efforts to respond to and recover from disasters and other climate challenges The book highlights both the high costs paid by many men in disasters and the consequences of dominant masculinity practices for women and marginalized men It concludes by examining how disaster risk can be reduced through men s diverse efforts to challenge hierarchies around gender sexuality disability age and culture \*\*Gender & Development\*\* Mr. Rohit Manglik,2024-04-20 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels

Gender and Rural Globalization Jose Quero-Garcia, Amy Jezzoni, Joanna Pulawska, Gregory A Lang, 2017-08-11 This book explores how rural gender relations are changing in a globalizing world that fundamentally impacts on the structure of agricultural life in rural areas and urban rural relations It analyses the development of rural gender relations in specific places around the world and looks into the effects of the increasing connectivity and mobility of people across places The themes covered are gender and mobility gender and agriculture Gender and rural politics rurality and Gender identity and women and international development Each theme has an overview of the state of the art in that specific thematic area and New Books on Women and Feminism ,2003 integrates the case studies that follow Gender. 'Race' and Class in Schooling Chris Gaine, Rosalyn George, 2005-06-27 With education and social inequalities under scrutiny this timely book provides an up to date summary of research into the key issues as well as practical strategies for educators including strategies for staff development working with children and school policy. The facts have changed significantly and much received wisdom cannot be relied upon girls performance is rising faster than boys and surpasses them in almost all respects up to the age of 18 unequal opportunity faced by those of different race is becoming more fractured along class gender ethnic and religious lines class divisions are increased with the reintroduction of selection and has become a matter of concern for government and school policy makers This title makes good the lack of literature on inequality and brings teachers and those training to be teachers the latest information Feminist Advocacy and Gender Equity in the Anglophone Caribbean Michelle V. Rowley, 2013-05-13 This book uses the Anglophone Caribbean as its site of critique to explore two important questions within development studies First to what extent has the United Nations call to implement gender mainstreaming projects resulted in the realization of gender equity for women within developing societies Second does gender mainstreaming have the conceptual operational and technical capacities to address the centrality of the body in 21st century lobbies for gender equity In answering these questions Rowley examines such issues as reproductive rights and

equity sexual harassment and sexual minorities rights Contexts for Diversity and Gender Identities in Higher Education Jaimie Hoffman, Patrick Blessinger, Mandla Makhanya, 2018-09-17 This volume provides educators with a global understanding of the challenges associated with equity and inclusion in higher education and it provides evidence based strategies for addressing the challenges associated with implementing equity and inclusion at higher education institutions around the world Fashioning Society in Eighteenth-Century British Jamaica Chloe Northrop, 2024-03-20 White women who inhabited the West Indies in the eighteenth century fascinated metropolitan observers In popular prints novels and serial publications these women appeared to stray from proper British societal norms Although many women who lived in the Caribbean island of Jamaica might have fit the model extant writings from Ann Brodbelt Sarah Dwarris Margaret and Mary Cowper Lady Maria Nugent and Ann Appleton Storrow show a longing to remain connected with metropolitan society and their loved ones separated by the Atlantic Sensibility and awareness of metropolitan material culture masked a lack of empathy towards subordinates and opened the white women in these islands to censure Novels and popular publications portrayed white women in the Caribbean as prone to overconsumption but these women seem to prize items not for their inherent value They treasured items most when they came from beloved connections This colonial interchange forged and preserved bonds with loved ones and comforted the women in the West Indies during their residence in these sugar plantation islands This book seeks to complicate the stereotype of insensibility and overconsumption that characterized the perception of white women who inhabited the British West Indies in the long eighteenth century This book will appeal to students and researchers alike who are interested in the social and cultural history of British Jamacia and the British West Indies more generally Jamaica Ladies Christine Walker, 2020-04-17 Jamaica Ladies is the first systematic study of the free and freed women of European Euro African and African descent who perpetuated chattel slavery and reaped its profits in the British Empire Their actions helped transform Jamaica into the wealthiest slaveholding colony in the Anglo Atlantic world Starting in the 1670s a surprisingly large and diverse group of women helped secure English control of Jamaica and crucially aided its developing and expanding slave labor regime by acquiring enslaved men women and children to protect their own tenuous claims to status and independence Female colonists employed slaveholding as a means of advancing themselves socially and financially on the island By owning others they wielded forms of legal social economic and cultural authority not available to them in Britain In addition slaveholding allowed free women of African descent who were not far removed from slavery themselves to cultivate perform and cement their free status Alongside their male counterparts women bought sold stole and punished the people they claimed as property and vociferously defended their rights to do so As slavery s beneficiaries these women worked to stabilize and propel this brutal labor regime from its inception **Gender at Work in** Economic Life Gracia Clark, 2003 This new volume from SEA illuminates the importance of gender as a frame of reference in the study of economic life The contributors are economic anthropologists who consider the role of gender and work in a

cross cultural context examining issues of historical change the construction of globalization household authority and entitlement and entrepreneurship and autonomy The book will be a valuable resource for researchers in anthropology and in the related fields of economics sociology of work gender studies women s studies and economic development Published in Securing sustainable small-scale cooperation with the Society for Economic Anthropology Visit their web page fisheries: sharing good practices from around the world Food and Agriculture Organization of the United Nations, 2019-02-26 This document includes eight studies showcasing good practices in support of sustainable small scale fisheries FAO commissioned these studies aiming to share experiences and promote the implementation of the Voluntary Guidelines for Securing Sustainable Small Scale Fisheries in the Context of Food Security and Poverty Eradication SSF Guidelines The case studies were also intended to promote participatory approaches in line with the SSF Guidelines principles and to promote increased interaction between research and fishing communities including the use of traditional knowledge and participatory research It is hoped that the case studies will inform policy and policy processes and in this way promote sustainable small scale fisheries according to the SSF Guidelines and the human rights based approach to development HRBA The case studies constitute a rich selection of experiences and are diverse not only with regard to their geographical setting but also in scope and approach They span from looking at one specific tool for sharing experiences the fisheries learning exchanges methodology in Madagascar and Mozambique or examining the enabling environment in a specific thematic area disaster risks in Bangladesh to regional policy formulation on small scale fisheries the SSF Guidelines protocol for Caribbean policies and reflection on how to use the SSF Guidelines in participatory processes the Myanmar step by step approach to discussions with small scale fisheries communities A few of the papers look at co management in some cases combining fisheries management and social development Senegal Uruguay and Nepal with one focusing on the role of small scale fisheries and community organizations India Generally the case studies refer to HRBA but perhaps because many of the activities have taken place in the past it seems that HRBA has rarely been consciously and explicitly implemented Still the case studies bear witness to a number of experiences and practices that are clearly steps in the right direction Key good practices emerging from the studies refer to among other things holistic approaches to co management and social responsibility broad engagement inclusiveness and partnerships the power of communication and gender equality and the role of women As more experience is gained our knowledge of how to go about implementing the SSF Guidelines will improve and nurture new and continued initiatives For the present and the future efforts should be made to apply HRBA while continuing to share experiences and good practices showing how to do so when implementing the SSF Guidelines

Opposing Currents Vivienne Bennett, Sonia Dávila-Poblete, María Nieves Rico, 2005-01-15 In every part of the world looming or full blown water crises threaten communities from the largest cities to the smallest rural towns Over the past two decades there has been increased attention at the global level to the devastating effects of water shortages and pollution and

policies and principles for implementing the sustainable management of water resources have proliferated But scholars and activists are beginning to understand that top down environmental policies are doomed to fail if they do not address local cultures and customary uses As the contributors to Opposing Currents illustrate that failure is most evident in the inability to recognize that women not only should become central to water management at the local level but that in fact they already are This volume focuses on women in Latin America as stakeholders in water resources management It makes their contributions to grassroots efforts more visible explains why doing so is essential for effective public policy and planning in the water sector and provides guidelines for future planning and project implementation After an in depth review of gender and water management policies and issues in relation to domestic usage irrigation and sustainable development the book provides a series of case studies prepared by an interdisciplinary group of scholars and activists Covering countries throughout the hemisphere and moving freely from impoverished neighborhoods to the conference rooms of international agencies the book explores the various ways in which women are and are not involved in local water initiatives across Latin America Insightful analyses reveal what these case studies imply for the success or failure of various regional efforts to improve water accessibility and usability and suggest new ways of thinking about gender and the environment in the context of specific policies and practices Gender in Agriculture Sourcebook World Bank, Food and Agriculture Organization (FAO), International Fund for Agricultural Development (IFAD), 2008-10-07 The Gender in Agriculture Sourcebook provides an up to date understanding of gender issues and a rich compilation of compelling evidence of good practices and lessons learned to guide practitioners in integrating gender dimensions into agricultural projects and programs It is serves as a tool for guidance showcasing key principles in integrating gender into projects stimulating the imagination of practitioners to apply lessons learned experiences and innovations to the design of future support and investment in the agriculture sector The Sourcebook draws on a wide range of experience from World Bank Food and Agriculture Organization FAO International Fund for Agricultural Development IFAD and other donor agencies governments institutions and groups active in agricultural development The Sourcebook looks at access to and control of assets access to markets information and organization and capacity to manage risk and vulnerability through a gender lens There are 16 modules covering themes of cross cutting importance for agriculture with strong gender dimensions Policy Public Administration and Governance Agricultural Innovation and Education Food Security Markets Rural Finance Rural Infrastructure Water Land Labor Natural Resource Management and Disaster and Post Conflict Management and specific subsectors in agriculture Crops Livestock Forestry and Fisheries A separate module on Monitoring and Evaluation is included responding to the need to track implementation and development impact Each module contains three different sub units 1 A Module Overview gives a broad introduction to the topic and provides a summary of major development issues in the sector and rationale of looking at gender dimension 2 Thematic Notes provide a brief and technically sound guide in gender integration in selected themes with lessons learned

guidelines checklists organizing principles key questions and key performance indicators and 3 Innovative Activity Profiles describe the design and innovative features of recent and exciting projects and activities that have been implemented or are ongoing **Gender Issues in the Sustainable Development Era** Paola Paoloni,2024-05-31 Nowadays sustainability is one of the main pillars for organizations revamp and growth Sustainability can be summarized as the set of actions based on the mutual respect of economic environmental and social interests No action should be taken unless it simultaneously respects the interests of these three spheres The 17 Sustainable Development Goals SDGs developed by the United Nations for the 2030 Agenda are moving in this direction Among them reducing diversity and strengthening women s empowerment are the main targets of Goal 5 Gender Equality This edited volume discusses three main topics Diversity Management for Sustainable Governance of Organisation Innovation and New Technologies for Sustainable Development of Enterprises Led by Women and Agri food Fashion Luxury and Made in Italy in Sustainable Female Firms

Unveiling the Magic of Words: A Overview of "Gender And Management Cases From The Caribbean"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their power to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Gender And Management Cases From The Caribbean**," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve in to the book is central themes, examine its distinctive writing style, and assess its profound affect the souls of its readers.

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