



Gender equality and trade unions

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Gender And Trade Unions

**Valentine M. Moghadam, Suzanne
Franzway, Mary Margaret Fonow**

Gender And Trade Unions:

Gender and Trade Unions Elizabeth Lawrence, 2016-12-19 This book first published in 1994 explores the impact of work and gender roles on union activism and identifies factors that support and hinder women's representation in trade unions. These issues are discussed in terms of gender role work related and union related factors. The author details what trade unionists are doing to challenge inequalities that still exist and identifies factors that divide and unite men and women within trade unions. The author shows the impact that feminism has had on the trade union movement and explores the extent to which men and women have similar priorities for collective bargaining. *Gender and Leadership in Unions* Gill Kirton, Geraldine Healy, 2013-01-25 Reflecting the increased attention to gender and women in the field of employment relations there is now a growing international literature on women and trade unions. The interest in women as trade unionists arises partly from the fact that women comprise 40 percent of trade union membership in the USA and over 50 percent in the UK. Further despite considerable overall union membership decline in both the UK and USA more women than men are joining unions in both countries. Recognition of the importance of women to the survival and revival of trade union movements has in many cases produced an unprecedented commitment to equality and inclusion at the highest level. Yet the challenge is to ensure that this commitment is translated to action and improves the experience of women in their union and in their workplace. *Gender and Leadership in Trade Unions* explores and evaluates the similarities and differences in equality strategies pursued by unions in the US and the UK. It assesses the conditions experienced by women union members and how these impact on their leadership both potential and actual. Women have made gains in both countries within union leadership and decision making structures however climbing the ladder to leadership positions remains far from a smooth process. In the trade union context women face multiple barriers that resonate with the barriers facing aspiring women leaders in other organizational contexts including the gendered division of domestic work the organization and nature of women's work the organization and nature of trade union work and the masculine culture of trade unions. The discussion of women trade union leaders is situated more broadly within debates on governance leadership and democracy within social justice activism.

Women, Work and Trade Unions Anne Munro, 2018-10-24 This study focuses on working class women catering and cleaning workers and the way their interests were presented in trade unions. It argues that there is an institutional bias within trade unions which precludes the full representation of women's interests. Based on empirical research into two trade unions in the National Health Service the book stresses the importance of how women's work is structured in order to investigate the role of trade unions in challenging or reproducing inequalities. **Women and Trade Unions** Jennifer Curtin, 2018-11-09 First published in 1999 this volume aims to examine the extent to which such a partnership has been developed between women workers and trade unions with a comparative emphasis. Jennifer Curtin analyses how women trade unionists have sought to make trade union structures and policy agendas more inclusive of the interests of women.

workers in four countries Australia Austria Israel and Sweden **Gendering and Diversifying Trade Union Leadership**

Sue Ledwith, Lise Lotte Hansen, 2012-11-27 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and management approaches leadership forms which arise from fields such as community pedagogy and the third sector This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of traditionalism Women in Trade Unions Margaret

H. Martens, Swasti Mitter, 1994 This work offers a varied collection of case studies from both developing and developed countries on organizing women workers at national and local level in areas that are difficult to organize small scale enterprises the rural and urban informal sectors home work domestic service and export processing zones This book is a source of material lessons and ideas for all those involved in or planning to embark on such initiatives **Women in Trade**

Unions Homa Dean, 2006 Focuses on what trade unions can do to increase gender equality within their own structures and wider society by using gender mainstreaming *Getting it Together* Jenny Beale, 1982 Role of woman workers as trade unionists and shop stewards in UK includes a progress report on equal opportunity and equal pay achieved via trade unionization presents excerpts of interviews reviewing working conditions and trade union structure discusses part time employment long hours of work incl Homemaker s unpaid work sex discrimination etc References **Organizing Women**

Cécile Guillaume, 2021-12-16 This book explores the representation of women and their interests in the world of work across four trade unions in France and the UK Drawing on case studies of the careers of 100 activists and a longitudinal study of the trade unions struggle for equal pay in the UK it unveils the social organizational and political conditions that contribute to the reproduction of gender inequalities or on the contrary allow the promotion of equality Guillaume s nuanced evaluation is a call to redefine the role of trade unions in the delivering of gender equality contributing to broader debates on the effectiveness of equality policies and the enforcement of equality legislation *Making Globalization Work for Women*

Valentine M. Moghadam, Suzanne Franzway, Mary Margaret Fonow, 2011-11-28 Making Globalization Work for Women explores the potential for trade unions to defend the socioeconomic rights of women in a global context Looking at labor policies and interviews with people in unions and nongovernmental organizations the essays diagnose the problems faced by women workers across the world and assess the progress that unions in various countries have made in responding to those problems Some concerns addressed include the masculine culture of many unions and the challenges of female leadership within them laissez faire governance and the limited success of organizations working on these issues globally Making

Globalization Work for Women brings together in a synthetic and fruitful conversation the work and ideas of feminists unions NGOs and other human rights workers

The Making of Women Trade Unionists Gill Kirton, 2017-03-02 In what will be essential reading for all industrial relations scholars Gill Kirton considers the social construction of women's trade union participation in the context of male dominated trade unions Exploring the making and progress of women's trade union careers this book locates the issues within the context of their experiences of three interlocking social institutions the union work and family The book examines how and why women embark on trade union careers the social processes which shape women's gender and union identities and the combined influences of union work family contexts on the trajectory of women's union careers Additionally the book offers a historical overview of the development of women's trade union education and separate organizing with original analysis and historical data

The Most Difficult Revolution Alice Hanson Cook, Val R. Lorwin, Arlene K. Daniels, 2019-06-07 Over half the women in the United States are now employed outside the home and the proportions are comparable in many European countries Yet nowhere has this revolution in the composition of the labor force been followed by the triumph of a more difficult revolution the struggle for full equality in the rights and roles of women Building upon research begun by the late Val R Lorwin and Alice H Cook Cook and Arlene Kaplan Daniels survey recent efforts of trade unions in Germany Austria Sweden and Great Britain to ensure equal opportunity in the workplace In identifying the successes and setbacks of the European experience the authors consider the implications for change in the agendas of American unions Cook and Daniels show how unions in the countries studied have promoted women's equality through the channels of internal policy collective bargaining and political influence They provide rich cross cultural comparisons of patterns of government involvement the extent of women's participation in the unions education of women for union leadership access to vocational training pay equity the conditions of part time work and workplace health and safety concerns *The Most Difficult Revolution* will be a vital resource for comparatists in the fields of women's studies labor studies political science anthropology sociology and economics

Gender Democracy in Trade Unions Anne McBride, 2020-07-24 This title was first published in 2001 Detailed interviews with activists and case studies of decision making bodies show how different membership groups exploit equal opportunities strategies to facilitate or impede women These case studies expose the conundrum of understanding women as a differentiated but distinct membership group They illustrate why women activists need to be understood in their diverse and multiple roles of being low paid workers black women lesbians and members of political parties but also demonstrate that women are most empowered when treated as an oppressed social group

Gender and Leadership in Unions Gill Kirton, Geraldine Mary Healy, 2013 Reflecting the increased attention to gender and women in the field of employment relations there is now a growing international literature on women and trade unions The interest in women as trade unionists arises partly from the fact that women comprise 40 percent of trade union membership in the USA and over 50 percent in the UK Further despite considerable overall union membership

decline in both the UK and USA more women than men are joining unions in both countries Recognition of the importance of women to the survival and revival of trade union movements has in many cases produced an unprecedented commitment to equality and inclusion at the highest level Yet the challenge is to ensure that this commitment is translated to action and improves the experience of women in their union and in their workplace Gender and Leadership in Trade Unions explores and evaluates the similarities and differences in equality strategies pursued by unions in the US and the UK It assesses the conditions experienced by women union members and how these impact on their leadership both potential and actual Women have made gains in both countries within union leadership and decision making structures however climbing the ladder to leadership positions remains far from a smooth process In the trade union context women face multiple barriers that resonate with the barriers facing aspiring women leaders in other organizational contexts including the gendered division of domestic work the organization and nature of women s work the organization and nature of trade union work and the masculine culture of trade unions The discussion of women trade union leaders is situated more broadly within debates on governance leadership and democracy within social justice activism Promoting Gender Equality International Labour Office,2002 This guide provides managers in charge of self employment promotion schemes with the tools to enhance the performance of their programmes It focuses on common recurring problems that are typically encountered when setting priorities selecting staff managing finances tracking performance and more It offers numerous examples of best practice as well as an extensive list of resources references and helpful websites Women and American Trade Unions James Joseph Kenneally,1981 *Gender, Diversity and Trade Unions* Fiona Colgan,Sue Ledwith,2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce *Women at Work* Mary Agnes Hamilton,2016-12-19 This book first published in 1941 is concerned to relate the argument for Trade Unionism to the needs of women who work whether in their homes or outside them It is in part a historical analysis of the inter war years and it also prefigures the changes to women s working conditions brought about by the two World Wars War necessitated the mass employment of women and Trade Union action had greatly improved the position of the woman war worker of 1941 compared to a quarter century previously This invaluable book examines that Trade Union action **Understanding Gender in the African Context** Kurebwa, Jeffrey,2020-04-10 One of the most significant dimensions of gender studies is that it is political It raises questions about power in society and how and why power is differentially distributed between different genders It asks questions about who has power over whom in which situations how power is exercised and how it is

and can be challenged Different theories and perspectives within gender studies have different approaches to these questions and look for answers in different social processes Many debates are on going as new data is revealed and new theories are put forth Understanding Gender in the African Context is a scholarly reference that explores the complexities of the ideologies and social patterns that contribute to the field of gender studies Featuring a range of topics such as human rights feminism and social media this book is ideal for policymakers sociologists social scientists civil society organizations government officials academicians researchers and students Gender and Global Restructuring Marianne H. Marchand, Anne Sisson Runyan, 2010-09-13 In this new edition of this best selling text interdisciplinary feminist experts from around the world provide new analyses of the ongoing relationship between gender and neoliberal globalization under the new imperialism in the post 9 11 context Divided into Sightings Sites and Resistances this book examines the disciplining politics of race sexuality and modernity under securitized globalization including case studies on domestic workers in Hong Kong heteronormative development policies and responses to the crisis of social reproduction and colonizing responses to AIDS in sub Saharan Africa migration human rights and citizenship including studies on remittances the emergence of neoliberal subjectivities among rural Mexican women Filipina migrant workers and women s labor organizing in the Middle East and North Africa feminist resistance incorporating the latest scholarship on transnational feminism and feminist critical globalization movement activism including case studies on men s violence on the Mexico US border pan indigenous women s movements and cyberfeminism Providing a coherent and challenging approach to the issues of gender and the processes of globalization in the new millennium this important text will be of interest to students and scholars of IPE international relations economics development and gender studies

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