

ROUTLEDGE REVIVALS

Gender Democracy in Trade Unions

Anne McBride



Gender Democracy In Trade Unions

Fiona Colgan, Sue Ledwith



Gender Democracy In Trade Unions:

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 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

Gendering and Diversifying Trade Union Leadership Sue Ledwith, Lise Lotte Hansen, 2013 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 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 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 Finding a Voice at Work? Stewart Johnstone, Peter Ackers, 2015 This book offers a critical assessment of the main concepts and models of employee voice in the UK and Europe It provides theoretical and empirical exploration of a wide range of voice institutions and initiatives including forms of representation and management techniques and mechanisms for information and consultation *A Comparison of the Trade Union Merger Process in Britain and Germany* Jürgen Hoffman, Marcus Kahmann, Jeremy Waddington, 2007-05-07 Focusing on trade union mergers in Britain and Germany and drawing on interviews with senior policy makers this book addresses reasons for mergers examines the conclusion processes and analyzes costs and benefits for post merger organizations The Dynamics of Managing Diversity Gill Kirton, Anne-marie Greene, 2015-07-24 The Dynamics of Managing Diversity was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level This fourth edition has been fully updated to reflect new working practices statistical information and developments in equality and diversity law as well as including new case studies and analysis of current and emerging areas of debate in the UK and across Europe Diversity management is a term that covers not only race disability and sex discrimination but also broader issues such as individual and cultural differences The Dynamics of Managing Diversity fourth edition provides HR and business managers of the future with the legal information and research findings to enable them to develop meaningful diversity policies in their organizations This new edition offers Coverage of topical areas such as female representation on executive boards religious diversity and economic migration following EU enlargement Multiple analytical perspectives such as socio legal and feminist approaches to provide rich insights to the subject matter Practical case studies to illustrate the real life issues in a local international and organizational

context Kirton and Greene present the subject of diversity management in a logical and structured manner beginning each chapter with aims and objectives and ending with discussion questions making this book the perfect support resource for those teaching or studying in the field of equality and diversity *The Dynamics of Managing Diversity and Inclusion* Gill Kirton, Anne-Marie Greene, 2021-12-28 *The Dynamics of Managing Diversity and Inclusion* was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level This fifth edition has been fully updated to reflect new working practices labour market data organisational policies and developments in equality and diversity law as well as including new case studies and analysis of current and emerging areas of debate in the United Kingdom and across Europe Diversity management is a term that covers not only policy and practice on race disability and sex discrimination but also broader issues including other identity and cultural differences *The Dynamics of Managing Diversity and Inclusion* fifth edition provides future HR professionals and business organisational managers of the future with the legal information and research findings needed to enable them to participate in the development and implementation of meaningful diversity and inclusion policies in their organisations This new edition offers inclusion of topical issues such as female and minority representation on executive boards religious diversity gender identity Black Lives Matter and MeToo movements Multiple analytical perspectives such as socio legal and feminist approaches to provide rich insights into the subject matter Practical case studies and exercises to illustrate the real life issues in a local international and organisational context The book deals with the subject of diversity management in a rigorous and structured manner beginning each chapter with aims and objectives providing key learning points and review and discussion questions at regular junctures and ending with concluding thoughts and observations making this book the perfect support resource for those teaching or studying in the field of equality diversity and inclusion **Gender, Class and Power** Tricia Dawson, 2018-04-18 With a particular focus on the British printing industry this book tackles the ongoing issue of pay inequality and examines the challenges facing many women today By analysing organisation processes within the workplace the author considers the unequal allocation of power resources that generate and sustain women's invisibility and argues that women's power is often outflanked by that of their male colleagues Written by a skilled academic with direct industry experience this new book is an insightful read for those researching human resource management HRM women's studies and diversity as well as trade union officials and policy makers Learning with Trade Unions Moira Calveley, 2017-03-02 This edited collection provides an understanding of the range of learning that is enabled by trade unions and the agendas around that learning It comes at an important time as in the UK recent years have seen significant new opportunities for unions involvement in the government's learning and skills policy At the same time trade unions have had to cope with declining membership and changing employment patterns and thus have a keen interest in defining their role in contemporary employment relations and in pursuing strategies for union renewal Therefore in order to explore these dynamics a strong feature of the book is its

drawing together of informed research based contributions from the fields of training skills and education and of industrial relations International and historical perspectives are included in order to better understand the contemporary issues There are important conclusions for policy makers practitioners and researchers

Varieties of Unionism Carola Frege, John Kelly, 2004-08-19 As unions face an ongoing crisis all over the industrialized world they have often been portrayed as outmoded remnants of an old economic structure This book argues that despite structural shifts in the economy and in politics unions retain important functions for capitalist economies as well as for political democracy Union revitalization in the face of their current difficulties is therefore of fundamental importance The book charts the strategies unions are using to respond to global union decline and to revive their fortunes in five countries US UK Germany Italy and Spain providing a wide range of institutional settings union structures identities and union responses It provides a rich source of documentation about union activity but more importantly it goes beyond description to address two of the big questions in comparative research How can we explain cross country differences of union responses to global decline And how effective are these actions in helping to revitalize the labour movements Union strategies and union revitalization outcomes varied strongly across countries and were shaped by national industrial relations institutions as well as by the interactions between union employer and state strategies These findings support the argument for national divergence of the varieties of capitalism literature and challenge the globalization thesis which predicts a degree of convergence in the fate of union movements across the advanced capitalist world There is no single revitalization strategy that works well for all union movements the same strategy is likely to produce different results in different countries Moreover evidence for variation in revitalization outcomes emerges most clearly when we adopt a multi dimensional conceptualization of revitalization moving beyond union membership and density to embrace economic and political power as well as the institutional dimension of union reform Despite serious revitalization attempts in all countries the scale of revitalization is extremely modest when compared to the great upsurges of unionism in history

Varieties of Unionism presents important research and analysis of union strategy for academics and graduate students of Industrial Relations Management Politics Political Economy and Sociology

Challenges of European Employment Relations Roger Blanpain, Linda Dickens, 2008-08-29 Has European economic and market integration curtailed the autonomy of national industrial relations actors and institutions Or has it reinforced their roles in securing much needed economic adjustment This important book offers a deeply informed comparative perspective on these questions drawing on empirical research on changing conditions within and beyond the EU The book builds on papers presented at the 8th European Regional Congress of the International Industrial Relations Association held in the UK in September 2007 The authors are leading academic authorities from Austria Belgium Canada Denmark Germany The Netherlands Norway Spain and the United Kingdom With detailed attention to such pervasive factors as the consequences of EU enlargement the shift from manufacturing to services changes in the gender composition and

demographic profile of the labour force and the growing influence of multinational companies the authors address such issues as the following response of national employment regulatory traditions to globalization privatization outsourcing and budgetary pressures emergence of new forms of competitive advantage for both employers and employees impact of EU mandated information and consultation mechanisms possibility of international union action and transnational solidarity flexicurity and the changing demographics of the labour force gender democracy in trade unions trade union mergers statutory minimum conditions as an alternative to collective bargaining regulation or culture change to promote equality treatment of posted and migrant workers within increasingly transnational labour markets growth in variable pay systems and possible rebirth of vocational training systems and apprenticeships Offering in depth comparative insights into the way in which national and international systems of employment relations are evolving rapidly in the face of cross cutting pressures for change this book illuminates a vastly complex state of affairs In practical terms its many insights into how current trends affect specific working conditions open the way to new initiatives in developing and maintaining a just and equitable employment relations regime for Europe and beyond

Social Partners and Gender Equality Anna

Elomäki, Johanna Kantola, Paula Koskinen Sandberg, 2021-12-01 This book breaks new ground in gender and politics research by studying the multiple ways in which gender and intersectional equalities shape and are shaped by social partners representing employers and employees in Europe as well as the relationships between those social partners Little critical attention has been paid to these organizations yet as this volume illustrates social partners are important actors in relation to gender and other inequalities at the level of both individual European countries and the European Union The chapters in this volume explore the impact of social partners on in equalities in a variety of 21st century political contexts taking into account phenomena such as neoliberalisation austerity and the COVID 19 crisis This volume adds a crucial dimension to studies on gender inequalities in the labour market contributing to research on issues such as domestic work the gender pay gap and the persistent undervaluation of women s labour and feminized reproductive labour in particular care work It also represents a significant contribution to the literature on gender equality policy The book s focus on social partners provides important insights that help to explain the persistence of gender inequalities and the difficulties of adopting and implementing policies to combat them This volume should appeal to students and researchers of gender studies politics European politics employment relations and international relations as well as to policymakers engaged in addressing gender inequalities in the labour market

The Routledge Companion to Employment Relations Adrian Wilkinson, Tony Dundon, Jimmy

Donaghey, Alexander Colvin, 2018-05-11 Comprising five thematic sections this volume provides a critical international and interdisciplinary exploration of employment relations It examines the major subjects and emerging areas within the field including essays on institutional theory voice new actors precarious work and employment Led by a well respected team of editors the contributors examine current knowledge and debates within each topic offering cutting edge analysis and

reflection The Routledge Companion to Employment Relations is an extensive reference work that offers students and researchers an introduction to current scholarship in the longstanding discipline of employment relations It will be an essential addition to library collections in business and management law economics sociology and political economy

Comparative Political Economy of Work Marco Hauptmeier, Matt Vidal, 2014-03-07 An edited book in the Critical Perspectives on Work and Employment series associated with the annual International Labour Process Conference The book focuses on comparative work and employment relations research conducted within a broader political economy framework Written by leading academics it contains cutting edge research **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's Organizing and Public Policy in Canada and Sweden Linda Briskin, Mona Eliasson, 1999 Briskin and Eliasson professors of social science York U Canada and professor at the Center for Feminist Research Uppsala U Sweden respectively explore women s organizing and public policy in two northern welfare states Canada and Sweden They evaluate the constraints and possibilities provided by the institutional political and discursive contexts in both countries through analysis and comparison of key areas of public policy and the strategic interventions organized by women to challenge and reconstruct these policies The volume s three sections address domestic policy vehicles for organizing and challenges to the boundaries of nation through the EU and NAFTA Annotation copyrighted by Book News Inc Portland OR

Equity in the Workplace Heidi Gottfried, Laura Reese, 2008-01-01 This edited collection assembles cutting edge comparative policy research on contemporary policies relevant to gender Contributors analyze gender related employment policies including parental leave maternity programs sexual harassment work life balance and gender mainstreaming Equity in the Workplace thoroughly illustrates how the juxtaposition of a variety of research methodologies focused on a common theme can lead to a richer multilayered understanding of a complex issue **Feminism's Fight** Barbara Cameron, Meg Luxton, 2023-06-01 Feminism s Fight explores and assesses feminist strategies to advance gender justice for women through Canadian federal policy over the past fifty years from the 1970 Report of the Royal Commission on the Status of Women to the present The authors evaluate changing government orientations through the 1990s and 2000s revealing the negative impact on most women s lives and the challenges for feminists The COVID 19 pandemic has exacerbated misogyny and related systemic inequalities Yet it has also revived feminist mobilization and animated calls for a new and comprehensive equality agenda for Canada Feminism s Fight tells the crucial story of a transformation in how feminism has been treated by

governments and asks how new ways of organizing and new alliances can advance a feminist agenda of social and economic equality

Gender Democracy In Trade Unions Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the ability of words has be much more evident than ever. They have the capability to inspire, provoke, and ignite change. Such is the essence of the book **Gender Democracy In Trade Unions**, a literary masterpiece that delves deep to the significance of words and their affect our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

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