

# **Gender, Diversity and Trade Unions**

International perspectives

**Edited by Fiona Colgan  
and Sue Ledwith**



London and New York

# Gender Diversity And Trade Unions

**Gill Kirton, Geraldine Mary Healy**



## **Gender Diversity And Trade Unions:**

*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 **Gender, diversity & Trade Unions**

Fiona COLGAN, 2002 *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 **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 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.

**Gender Diversity and Inclusion at Work** Zeynep Özsoy, Mustafa Şenyücel, Beyza Oba, 2022-12-28. The purpose of this book is to investigate gender diversity practices and discourse developed by listed companies in Turkey. It pursues this aim by advancing knowledge about business relations affecting workplace gender diversity. The research builds on Bourdieu's field approach and implements a Thematic Analysis following Braun and Clarke's 2006 guidelines. The findings of the book are based on data collected from unstructured interviews and secondary sources such as the official documents of national and international organizations, newspapers, legislation, and web pages of the related parties. The findings suggest that the implementation of gender diversity practices may require a transformation of perspective and the conditions regarding the political, economic, and cultural realm for realization of a pervasive movement. Due to the conservative and patriarchal culture, authoritarian rule, and neoliberal policies, gender diversity and inclusion are not seen as issues that should be resolved through the commitment and collaboration of a field. Consequently, diversity management practices are instrumentalized by the business community as a means for corporate communication and image building rather than actively building a diverse workforce.

**Women's Groups and Equality in British Trade Unions** Jane Parker, 2003. Within industrial relations, the mainstream literature has not shown much interest in women as the subjects or shapers of research. This study shows the centrality of women's organizing to unionism and women's experience of unions and provides insights into the circumstances necessary for women's sustained activism. It examines union operations and how women's groups influence and are influenced by them. It synthesizes research and theory from different literatures, including industrial relations, gender studies, and social psychology. It contributes an analysis of the organizational identity of individual unions and women's groups. It also examines the complex relations between unions and their women's groups within particular institutions, including the little examined area of women's engagement in less formal as well as mainstream union activity. Finally, it develops a number of key recommendations for both women's groups and union strategy, firmly based on the empirical findings.

**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

**Trade Union Practices on Anti-discrimination and Diversity** European Commission. Directorate-General for Employment, Social Affairs and Equal Opportunities. Unit G.4, London Metropolitan University. Working Lives Research Institute, 2010 Based on the research in all 27 EU Member States as well as the EFTA EEA States Iceland Liechtenstein and Norway three candidate countries Croatia Turkey and the former Yugoslav Republic of Macedonia and one potential candidate Serbia Identifies 130 significant or innovative initiatives among 280 anti discrimination and pro equality trade union initiatives in these 34 countries Maps out the geographical distribution of these initiatives and outlines the forms of discrimination they aim to combat Looks also at the thematic areas covered and the role played by both legislation and equality bodies 15 case studies were selected and are presented in details

Workplace Equality in Europe Anna Paraskevopoulou, Sonia McKay, 2016-03-03 Drawing on data from a Europe wide project together with existing data on equality and diversity initiatives this book explores the work of trade unions in supporting equality and anti discrimination policies across Europe and in particular the processes and collaborations involved in incorporating equality and diversity policies into trade union agendas It considers theoretical issues of equality and diversity the role of EU legislation multiple discrimination and exclusion and disadvantage in the labour market in relation to the role of trade unions and addresses central questions about the actions and challenges faced by trade unions in promoting equality in the workplace and in implementing anti discrimination policies at local national and European levels With research spanning 34 European countries and extending to over 250 interviews and 15 case studies Workplace Equality in Europe examines the impact of a period of economic crisis on workplace diversity exploring forms of inter union cooperation at European and international levels and shedding fresh light on the processes that lead some trade unions to adopt equality policies while others remain reluctant to develop or expand policies in this area A detailed European study of trade union activity and workplace diversity this book will be of interest to scholars of the sociology of work and organisations labour relations and workplace diversity

**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

*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

**Promoting Gender Equality** Lin Lean Lim, 2002      *Trade Unions in Europe* Deborah Foster, Peter Scott, 2003 Trade unions in Europe are constantly facing new challenges as the scope and influence of the European Union increases in the spheres of employment and social regulation This book examines the dilemmas brought about by contemporary processes of economic and social change in the EU and evaluates the role and influence of trade unions and the nature of their response Contributors are drawn from a number of different countries and chapters address contemporary issues in areas of expertise in the field of industrial relations Topics include the European social partners and the effectiveness of social dialogue processes the implications of subsidiarity and the open method of co ordination gender representation in trade unions European Monetary Union and the public services the ambiguous role of trade unions in European Works Councils and the internal reform organisation and restructuring of trade unions in Europe This text is a useful reader addressing a number of key contemporary developments in European trade unions and industrial relations It will be of interest to those studying industrial relations business studies sociology European studies and political science as well as managers trade unionists and practitioners in the field of social and employment policy      *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      *Promoting Gender Equality at Work* Eugenia Date-Bah, 1997 Offers an examination of the developments and elements which impact on women's equal participation in the workplace This book is a guide to policy and action for the international community policy makers researchers lobbyists and scholars interested in gender issues      **Gender Equality and Decent Work** International Labour Office. Bureau for Gender Equality, 2005 Drawing on the practices and experiences of 25 countries this book shows how governments employers organizations and trade unions around the world bring gender equality into their institutional structures policies programmes and activities Examples from the good practices are cited under eight thematic categories such as the use of sex disaggregated data strategic partnerships multi sectoral approaches in legislation policies and strategies strategically placed gender expertise

and more Intended to stimulate fresh ideas and invite adaptation the book provides step by step outlines of the actions undertaken to make the elements of good gender practice visible and comparable and to make it easier for readers to find the aspects most relevant to their own situations **German journal of industrial relations** ,2004 Development NGOs and Labor Unions Deborah Eade,Alan Leather,2005 Contains essays from international labor lawyers trade unionists NGO campaigners corporate watchers scholars and activists Includes perspectives from diverse groups including the Development Policy Centre Nigeria the Nike Watch Campaign Union Aid Abroad Social Accountability International Women Working Worldwide PSI Research Unit War on Want Friedrich Ebert Stiftung and the Workers Educational Association Case studies from Iran the Ukraine Nigeria and the South Pacific Dvelopment NGOs and labor unions have much to gain from collaborating in the pursuit of a social justice and rights agenda yet the two sectors have traditionally tended to operate independently of one another The another world is possible movement a continuing series of anti globalization protests and conflicting views on core labor standards corporate codes of conduct and the WTO have placed civil society organizations at the center of public debates on global governance While NGOs and unions will naturally pursue diverse strategies and tactics neither sector can afford to go it alone The essays collected in this volume elucidate some of the underlying tensions between trade unions and NGOs and illustrate the scope for constructive and respectful dialogue and potential partnership between them **ILO Gender Audit, 2001-02** ,2002 Summarises the findings and recommendations of the first ILO Gender Audit 2000 2001 Reviews progress made in gender mainstreaming in the policies programmes and structures of the ILO

## The Enigmatic Realm of **Gender Diversity And Trade Unions**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Gender Diversity And Trade Unions** a literary masterpiece penned by a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of those who partake in its reading experience.

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