GENDER IN THE WORKPLACE



Objectives:

At the end of the lesson, you are expected to:

- Understand the importance of equal respect among co-workers in the workplace.
- · Value cooperation and mutual understanding in the workplace; and
- Apply work integrity and honesty



MEN AND WOMEN IN THE WORKPLACE

GENDER WORK EQUALITY

Gender Power In The Workplace Analysin

Paula Nicolson

Gender Power In The Workplace Analysin:

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, Leadership, and Governance Georgia Duerst-Lahti, Rita Mae Kelly, 1995 Investigates how notions of Gender, Power and Organisations masculinity and femininity inform ideology political action and institutional prejudice 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 An Interdisciplinary Bibliography on Language, Gender and Sexuality (2000 2011) Heiko Motschenbacher, 2012-09-11 This comprehensive

state of the art bibliography documents the most recent research activity in the vibrant field of language gender and sexuality It provides experts in the field and students in tertiary education with access to language centred resources on gender and sexuality and is therefore an ideal research companion. The main part of the bibliography lists 3 454 relevant publications monographs edited volumes journal articles and contributions to edited volumes that have been published within the period from 2000 to 2011 It unites work done in linguistics with that of neighbouring disciplines covering studies dealing with a broad range of languages and cultures around the globe Alphabetical listing and a keyword index facilitate finding relevant work by author and subject matter The e book version additionally enables users to search the entire document for specific terms Sections on earlier bibliographies and general reference works on language gender and sexuality complete the compilation The Palgrave Handbook of Power, Gender, and Psychology Eileen L. Zurbriggen, Rose Capdevila, 2023-12-28 The Palgrave Handbook of Power Gender and Psychology takes an intersectional feminist approach to the exploration of psychology and gender through a lens of power The invisibility of power in psychological research and theorizing has been critiqued by scholars from many perspectives both within and outside the discipline This volume addresses that gap The handbook centers power in the analysis of gender but does so specifically in relation to psychological theory research and praxis Gathering the work of sixty authors from different geographies career stages psychological sub disciplines methodologies and experiences the handbook showcases creativity in approach and diversity of perspective The result is a work featuring a chorus of different voices including diverse understandings of feminisms and power Ultimately the handbook presents a case for the importance of intersectionality and power for any feminist psychological endeavor

Speaking Justice to Power Kim Forss,2017-09-08 Efficiency economy and equity are policy goals pursued by governments around the world but analysts and evaluators have devoted more effort to measuring and evaluating the first two In Speaking Justice to Power contributors examine the concept of equity the role it plays and its application in policy evaluation Here some of the most valuable thinkers in the area of policy studies address key questions. How should evaluators develop criteria for measuring equity as they analyze both program and policy implementation as well as their impacts. What distinctions among people should be taken into account when measuring and valuing impacts. What sorts of data should be used to analyze processes and impacts in different settings. How might such data be validated. The contributors employ grounded theory thinking as they translate key ethical principles into their work and draw important lessons from their experiences. The work discusses equity in interventions addressing a variety of social and environmental problems. This volume continues the fine tradition of Transaction's Comparative Policy Evaluation series.

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, Communication, and the Leadership Gap Carolyn M. Cunningham, Heather M. Crandall, Alexa M. Dare, 2017-09-01 Gender Communication and the Leadership Gap is the sixth volume in the Women and Leadership Research Theory and Practice series This cross disciplinary series from the International Leadership Association enhances leadership knowledge and improves leadership development of women around the world The purpose of this volume is to highlight connections between the fields of communication and leadership to help address the problem of underrepresentation of women in leadership Readers will profit from the accessible writing style as they encounter cutting edge scholarship on gender and leadership Chapters of note cover microaggressions authentic leadership courageous leadership inclusive leadership implicit bias career barriers and levers impression management and the visual rhetoric of famous women leaders Because women in leadership positions occupy a contested landscape one goal of this collection is to clarify the contradictory communication dynamics that occur in everyday interactions in national and international contexts and when leadership is digital Another goal is to illuminate the complexities of leadership identity intersectionality and perceptions that become obstacles on the path to leadership The renowned thinkers and scholars in this volume hail from both Leadership and Communication disciplines The book begins with Sally Helgesen and Brenda J Allen Helgesen co author of The Female Vision Women s Real Power at Work discusses the two fold challenge women face as they struggle to articulate their visions Her chapter offers six practices women can use to relieve this struggle Allen author of the groundbreaking book Difference Matters Communicating Social Identity discusses the implications of how inclusive leadership matters to women and what it means to think about women as people who embody both dominant and non dominant social identity categories She then offers practical communication strategies and an intersectional ethic to the six signature traits of highly inclusive leaders Each chapter includes practical solutions from a communication and leadership perspective that all readers can employ to advance the work of equality Some solutions will be of use in organizational contexts such as leadership development and training initiatives or tools to change organizational culture Some solutions will be of use to individuals such as how to identify and respond productively to micro aggressions or how to be cautious rather

than optimistic about practicing authentic leadership The writing in this volume also reflects a range of styles from in depth scholarship that produces new knowledge to shorter forums that feature interesting ideas worth considering Routledge Handbook of Language, Gender, and Sexuality Jo Angouri, Judith Baxter, 2021-04-26 Shortlisted for BAAL British Association for Applied Linguistics Book Prize 2022 The Routledge Handbook of Language Gender and Sexuality provides an accessible and authoritative overview of this dynamic and growing area of research Covering cutting edge debates in eight parts it is designed as a series of mini edited collections enabling the reader and particularly the novice reader to discover new ways of approaching language gender and sexuality With a distinctive focus both on methodologies and theoretical frameworks the Handbook includes 40 state of the art chapters from international authorities Each chapter provides a concise and critical discussion of a methodological approach an empirical study to model the approach a discussion of real world applications and further reading Each section also contains a chapter by leading scholars in that area positioning through their own work and chapters in their part current state of the art and future directions. This volume is key reading for all engaged in the study and research of language gender and sexuality within English language sociolinguistics discourse studies applied linguistics and gender studies Women and Society Medani P. Bhandari, 2024-03-06 The study of women and society involves the exploration of the intersection of gender social structures and cultural norms that shape women s experiences in society This interdisciplinary field examines the social political economic and cultural factors that contribute to gender inequality and explores strategies for promoting gender equality and women s empowerment Written by global scholars in the social sciences Women and Society includes five chapters that provide a comprehensive overview of various topics related to women s role in society It examines the many ways in which women have been marginalized and continue to be oppressed in society The book covers a wide range of topics including the role of female characters in literature the practice of female genital mutilation the impact of government support agencies on women s entrepreneurship the effects of being child free on family resilience and the different branches of feminism It is an essential resource for anyone who wants to learn more about the challenges women face and the work that still needs to be done to achieve gender equality This book is a valuable resource for scholars researchers and policymakers working in the field of gender studies and women s empowerment The book covers a wide range of topics related to women s role in society and provides critical analysis and insights into the challenges and opportunities that women face in different cultures and societies Gender, Discourse and Power in the Cameroonian Parliament Lilian Lem Atanga, 2010 This book investigates gender and power relations in the Cameroonian parliament using a critical discourse analytical approach which focuses on social issues and seeks to expose unequal relations within institutions The study identifies different gendered discourses within the speeches of Members of Parliament and government ministers Consciously or unconsciously these participants within parliamentary debates draw on topics that construct women and men in specific ways sometimes sustaining gender stereotypes or challenging existing

conditions The way men and women are constructed using language also is indicative of gender and power relations within this particular community The study also looks at the way men and women are constructed using traditional discourses of gender differentiation and how some of these discourses get challenged appropriated or subverted using progressive gendered discourses that advocate equal opportunities gender equality and gender partnership in development

Handbook of Workplace Diversity Alison M Konrad, Pushkala Prasad (ed), Judith Pringle, 2006-01-10 Showcases the scope of international perspectives that exist on workplace diversity and defines this field This book is a useful resource for students and academics of human resource management organisational behaviour organisational psychology and Language and Culture at Work Stephanie Schnurr, Olga Zayts, 2017-01-20 This book provides an organisation studies overview of the complex role that culture plays in workplace contexts In eight chapters the authors cover the core aspects of culture at work from making decisions and negotiating power to gender and identity Drawing on insights from a range of studies they propose a new integrated framework for researching culture at work from a sociolinguistic perspective and they apply it to the significant corpus of authentic workplace data they have collected from numerous settings in the UK Hong Kong and New Zealand This is key reading for researchers and recommended for advanced students of workplace and intercultural communication sociolinguistics and discourse studies The Routledge Handbook of Language and Professional Communication Vijay Bhatia, Stephen Bremner, 2014-02-24 The Routledge Handbook of Language and Professional Communication provides a broad coverage of the key areas where language and professional communication intersect and gives a comprehensive account of the field The four main sections of the Handbook cover Approaches to Professional Communication Practice Acquisition of Professional Competence Views from the Professions This invaluable reference book incorporates not only an historical view of the field but also looks to possible future developments Contributions from international scholars and practitioners focusing on specific issues explore the major approaches to professional communication and bring into focus recent research This is the first handbook of language and professional communication to account for both pedagogic and practitioner perspectives and as such is an essential reference for postgraduate students and those researching and working in the areas of applied linguistics and professional communication

The Dynamics of Managing Diversity Gill Kirton, Anne-Marie Greene, 2007-03-30 This text takes the view that the study of equality needs to consider not only issues of discrimination but also the needs of people in relation to their diverse cultures and identities It therefore takes a different approach to the issues of quality and diversity in the world of employment The Dynamics of Managing Diversity discusses diversity as recognition of the differences and similarities between and among social groups and how resulting policies must reflect these This new edition has been extensively revised and up dated to incorporate new conceptual theoretical and empirical work now available in this growing subject area

The Routledge Handbook of Pragmatics

provides a state of the art overview of the wide breadth of research in pragmatics An introductory section outlines a brief history the main issues and key approaches and perspectives in the field followed by a thought provoking introductory chapter on interdisciplinarity by Jacob L Mey A further thirty eight chapters cover both traditional and newer areas of pragmatic research divided into four sections Methods and modalities Established fields Pragmatics across disciplines Applications of pragmatic research in today s world With accessible refreshing descriptions and discussions and with a look towards future directions this Handbook is an essential resource for advanced undergraduates postgraduates and researchers in pragmatics within English language and linguistics and communication studies Handbook of Research on Effective Communication, Leadership, and Conflict Resolution Normore, Anthony H., Long, Larry W., Javidi, Mitch, 2016-02-26 In order for an organization to thrive it is essential to develop key strategies for interaction leadership and management within diverse settings Refining these skills ultimately aids in the arbitration of any potential conflicts that may arise during intra organizational interactions The Handbook of Research on Effective Communication Leadership and Conflict Resolution evaluates operational strategies and interpersonal skill development for the successful leadership and management of modern organizations Highlighting various governance and interaction techniques that assist in mediating organizational controversies this handbook of research is a vital source for professionals leaders managers and human resource specialists interested in developing skills needed to efficiently communicate collaborate and negotiate across differences within an Handbook of Studies on Men and Masculinities Michael S. Kimmel, Jeff Hearn, Raewyn Connell, 2005 In organization the past research in the field of gender has mainly addressed issues about women and has for the most part been developed by women Recently the study of gender has rapidly expanded and there has been a growing interest in men s and boys identities conduct and problems The Handbook of Studies on Men and Masculinities is an interdisciplinary and international culmination of the growth of men s studies that also offers insight about future directions for the field The Handbook provides a broad view of masculinities primarily across the social sciences with the inclusion of important debates in some areas of the humanities and natural sciences The various approaches presented in this Handbook range across different disciplines theoretical perspectives methodologies and conceptualizations in relation to the topic of men Editors Michael S Kimmel Jeff Hearn and Robert W Connell have assembled an esteemed group of contributors who are among the best known experts in their particular fields The Handbook of Studies on Men and Masculinities examines the construction of masculinities in four different frames the social organization of masculinities in their global and regional iterations the institutional reproduction and articulation of masculinities the ways in which masculinities are organized and practiced within a context of gender relations and the ways in which individual men express and understand their gendered identities The Handbook is organized in a way that moves from the larger global and institutional articulations of masculinities to the more intimate and personal expressions The Handbook of Studies on Men and Masculinities provides scholars researchers

and students with the most current incisive scholarship available for the men's studies area of gender studies. It is a vital resource for those interested in the practical or cultural issues about men boys and gender as well as an excellent addition to any academic library Gender and Language Theory and Practice. Lia Litosseliti, 2014-02-04. The book introduces both theoretical and applied perspectives identifying and explaining the relevant frameworks and drawing on a range of activities examples of how gender is constructed in discourse. The book is divided into three parts Part I covers the historical background to the study of gender and language moving on through past theoretical approaches to a discussion of current debates in the field with particular emphasis on the role of discourse analysis. In Part II gender is examined in context with chapters focusing on gender and language in education the mass media and the workplace Finally Part III briefly looks at key principles and approaches to gender and language research and includes activities study questions and resources for teachers in the field Rich with examples and activities drawn from current debates and events this book is designed to be appealing and informative and will capture the imaginations of readers from a range of backgrounds and disciplines

Gender and Leisure Cara Carmichael Aitchison, 2013-06-17 The highly contested nature of both gender and leisure encapsulates many of the most critical social and cultural debates of the early twenty first century Drawing on a wide range of theoretical perspectives as well as extensive empirical research Gender and Leisure goes forward to offer a contemporary socio cultural analysis of gender relations in leisure practice and leisure policy The book begins by introducing and evaluating the key social and cultural ideologies philosophies and beliefs that have informed our theoretical understanding of gender and leisure The particular leisure policies that have emerged from these perspectives are examined Part two of Gender and Leisure draws on research in social and cultural theory gender and leisure studies cultural geography management and education and goes on to explore the reality of contemporary gender relations in leisure practice Leisure policy leisure management places and sites of leisure and leisure education are examined as are the relationships between leisure sport and tourism

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