

GENDER, POWER, AND EMOTIONS IN THE WORKPLACE



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Gender Power In The Workplace

Marilyn J. Davidson



Gender Power In The Workplace:

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 and Organisation , *Women in Engineering* Judith S. McIlwee, J. Gregg Robinson, 1992-02-06 Who are the women who became engineers in the 1970s and 1980s How have they fared in the most male dominated profession in America This is the first book to answer these questions It explores the backgrounds family lives work experiences and attitudes of engineers in order to explain the unequal patterns of career development for women who generally hold lower positions and receive fewer promotions than their male counterparts McIlwee and Robinson synthesize two theoretical approaches frequently used to explain the status of women in the workforce gender role and structural theories providing new insights into improving women's careers in traditionally male occupations

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, Power and Organisation* Paula Nicholson, 2003-09-02. Work organisations have become a major site of gender politics for professional women and men over the last twenty years. There are more senior women today but increased opportunities have not been gained without psychological consequences. Rather than catalogue the barriers to women's success, Paula Nicholson examines the problems they can face as a result. She re-examines the ways that patriarchal structures resist women's progress and how male success has psychological implications for women's sense of subjectivity, self-esteem and gender identity and how achieving against such odds has an impact on women's everyday lives.

Gender, Power and Management B. Bagilhole, K. White, 2011-05-03. Women are now part of senior management in higher education (HE) to varying degrees in most countries and actively contribute to the vision and strategic direction of universities. This book attempts to analyse their impact and potential impact on both organisational growth and culture.

Gender Power, Leadership, and Governance Georgia Duerst-Lahti, Rita Mae Kelly, 1995. Investigates how notions of masculinity and femininity inform ideology, political action and institutional prejudice. *Gender, Power and Politics in Agriculture* Jemimah Njuki, Hale Ann Tufan, Vivian Polar, Hugo Campos, Monifa Morgan-Bell, 2024-10-07. This is an open access book. In the agriculture sector, the language of gender integration often ignores the politics and the power dynamics that are central to critical and feminist analysis of gender relations. This volume explores largely neglected topics such as power dynamics, masculinities, gendered social norms, feminist research practice, intersectionality, critical analysis of tools and more that are fundamental to shifting the entrenched power dynamics and politics of gender research in agriculture. The purpose of this book is to reduce the gap existing between theory, methods and practice of gender relations in agriculture and agricultural research. Through an in-depth analysis of current processes in agriculture and drawing on existing experiences in other sectors, it seeks to create pathways for learning, catalyzing change and positive impact on gender equity and social inclusion. This volume seeks to bring forth a change in how gender relations in agriculture are researched, practiced and taught.

Power and Politeness in the Workplace Janet Holmes, Maria Stubbe, 2015-02-20. Power and Politeness in the Workplace has become established as a seminal text for courses in language and professional communication. Co-authored by bestselling author Janet Holmes, this text provides insights into the way we all talk at work, including a wealth of material illustrating the way people communicate with each other in their ordinary everyday encounters in their workplaces. The analysis focuses in particular on how and why people do power and politeness in the workplace and examines the discourse strategies involved in balancing the competing demands of meeting workplace objectives and getting things done on time with maintaining good collegial workplace relationships. Drawing on a large and very varied corpus of data collected in a

wide range of workplaces the authors explore specific types of workplace talk such as giving advice and instructions solving problems running meetings and making decisions Attention is also paid to the important contribution of less obviously relevant types of workplace talk such as humour and small talk to the construction of effective workplace relationships In the final chapter some of the practical implications of the analyses are identified This Routledge Linguistics Classic is here reissued with a new preface from the authors covering the methods of analysis an update on the Language in the Workplace project and a look at the work in the context of recent research Power and Politeness in the Workplace continues to be a vital read for researchers and postgraduate students in the fields of applied linguistics and communication studies **Gender,**

Power and Organisations 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 Gender, Power

and Political Speech Deborah Cameron, Sylvia Shaw, 2016-03-17 Gender Power and Political Speech explores the influence of gender on political speech by analyzing the performances of three female party leaders who took part in televised debates during the 2015 UK General Election campaign The analysis considers similarities and differences between the women and their male colleagues as well as between the women themselves it also discusses the way gender and its relationship to language was taken up as an issue in media coverage of the campaign Handbook of Gender, Work and Organization

Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-03-02 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century Its authors represent eight countries and many disciplines including management sociology political science and gender studies The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work The chapters are organized in five sections Histories and Philosophies Organizing Work and the Gendered Organization Embodiment Globalization and Diversity Theoretical and conceptual developments at the cutting edge of the

field are explicated and illustrated by the handbook's authors. Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters. Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion. The role of the body embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body's presence and role in work and organizations. Many chapters also address change efforts that have been employed by individuals, groups, and organizations including transnational ones such as the European Union, the United Nations, and so on. In addition to its value for teachers and students within this field, it also offers insights that would be of value to policy makers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

Gendered Discourse in the Professional Workplace L. Mullany, 2007-07-12. Despite the inroads made by women in the professions, the glass ceiling remains a persistent barrier to their career progression. Using a range of interactional sociolinguistic data, this publication investigates the crucial role that gendered discourses play in perpetuating workplace gender inequalities.

The Handbook of Language, Gender, and Sexuality Susan Ehrlich, Miriam Meyerhoff, Janet Holmes, 2017-10-10. Significantly expanded and updated, the second edition of *The Handbook of Language, Gender, and Sexuality* brings together a team of the leading specialists in the field to create a comprehensive overview of key historical themes and issues along with methodologies and cutting edge research topics. Examines the dynamic ways that women and men develop and manage gendered identities through their talk, presenting data and case studies from interactions in a range of social contexts and different communities. Substantially updated for the second edition, including a new introduction, 24 newly commissioned chapters, ten updated chapters, and a comprehensive index. Includes new chapters on research in non-English speaking countries from Asia to South America and cutting edge topics such as language, gender, and popular culture; language and sexual identities; and language, gender, and socio-phonetics. New sections focus on key themes and issues in the field such as methodological approaches to language and gender, incorporating new chapters on conversation analysis, critical discourse analysis, corpus linguistics, and variation theory. Provides unrivalled geographic coverage and an essential resource for a wide range of disciplines from linguistics, psychology, sociology, and anthropology to communication and gender studies.

Gender and Communication at Work Marilyn J. Davidson, 2016-04-15. Written by leading researchers from four continents, this book offers a broad and contemporary assessment of the ways in which gender affects workplace communication and how this in turn influences people's choices, training opportunities, and career development. A range of

work situations are considered including communication within the normal routine in a crisis or under pressure and during those occasions important for career development and examples are sourced from a variety of contexts including international business leadership service work and computer mediated communication Gender and Communication at Work includes a diversity of theoretical perspectives in order to most successfully map the range of communication strategies identities and roles which impact upon and are influenced by gender at work

Gender and Sexuality in Male-Dominated Occupations Tessa Wright, 2016-06-23 Examining women's diverse experiences of male dominated work this ground breaking book explores what sexuality and gender means to women working in the construction and transport industries Using accounts from heterosexual women and lesbians working in professional manual and operational roles Gender and Sexuality in Male Dominated Occupations adopts an intersectional approach to examine advantage and disadvantage on the basis of gender sexuality and occupational class in these sectors Drawing on interviews and focus groups the author examines why women choose to enter male dominated industries their experiences of workplace relations their use of women's support networks and trade unions and the interface between home and work lives Presenting international and UK based examples of effective interventions to increase women's participation in male dominated work this important book highlights the need for political will to tackle women's underrepresentation and suggests directions for the future

The Palgrave Handbook of Power, Gender, and Psychology Eileen L. Zurbruggen, 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

Challenging Knowledge, Sex and Power Julie Mills, Suzanne Franzway, Judith Gill, Rhonda Sharp, 2013-07-18 Women in the developed world expect to work in the labour force over the course of their lives On finishing school more girls are entering universities and undertaking professional training for careers than ever before Males and females enter many high status professions in roughly equal numbers However engineering stands out as a profession that remains obstinately male dominated Despite efforts to change little progress has been made in attracting and retaining women in engineering This book analyses the outcomes of a decade long investigation into this phenomenon framed by two questions Why are there so few women in engineering And why is this so difficult to change The study includes data from two major surveys accounts from female engineers in a range of locations

and engineering fields and case studies of three large engineering corporations The authors explore the history and politics of several organisations related to women in engineering and conclude with an analysis of a range of campaigns that have been waged to address the issue of women s minority status in engineering Challenging Knowledge Sex and Power will be of great interest to students of feminist economics and is also relevant to researchers in women s studies and engineering education

Critical Management Studies at Work Julie Wolfram Cox, Tony G. LeTrent-Jones, Maxim Voronov, David Weir, 2009-01-01 This is an excellent text It covers an impressive range of salient topics Moreover it provides a nuanced considered and balanced treatment of both conceptual and practical aspects of critical management studies Cliff Oswick Queen Mary University of London UK This book is the first of its kind to reflect on what it means to actually perform critical management studies CMS how consultants researchers teachers and managers negotiate the tensions they experience in their everyday practice Critical management studies seeks to expose the hidden workings of power as well as to identify and reform the mundane and frequently unnoticed practices that privilege some groups and individuals at the expense of others creating injustices in organizations and in the society at large The authors show how CMS draws on a variety of approaches to translate its insights into practice Combining rich theoretical and empirical contributions with reflections on CMS practice in various forms this unique book is essential reading for critical researchers educators and graduate students in business and management fields

Gender, Power, and Global Social Justice Manijeh Daneshpour, 2022-11-17 This book analyses how practitioners can use psychotherapy as a healing mechanism focusing on the intersection of gender power and social justice within the global context It begins by interrogating the concept of social justice itself before examining men s and women s issues from biological sociological contextual and ecological perspectives Each chapter covers individual couple and family therapy as well as training and supervising for heterosexual and homosexual individuals from a social justice standpoint With a centered and balanced perspective about the impact of gender and power on men s and women s relationships to each other and their ecological contexts Daneshpour aims to help mental health practitioners privilege client voices promote justice in gendered relationships and manage the impact of socio political issues in therapeutic practice

The Top Books of the Year Gender Power In The Workplace The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous compelling novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the fascinating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Gender Power In The Workplace : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and suspenseful novel that will keep you speculating until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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