

Recognition of the high level of consensus in a now industrialized society and the commonplace divisive language now adopted to describe the "new, women-oriented, welfare politics" is reflected in this structural analysis of very serious feminist issues and social citizenship.

Although there is an academic format, the book better captures the frustrations expressed by those interviewed, calling it a "collection of best" policy activists and concludes that we are now at a crucial juncture: where issues of work and gender make social policy and that progressive campaigning become an obligation that may have some hope of slowing the rush back to the more duty-driven patterns in the United States, Britain and elsewhere.

EQUITY IN THE WORKPLACE: GENDERING WORKPLACE POLICY ANALYSIS

Heidi Gottfried and Laura Rocco,
Eds.
Lanham, Maryland: Lexington
Books, 2003

REVIEWED BY NOREEN PUPO

Equity in the Workplace is a collection of comparative workplace policy studies of the United States, Germany, Canada, and Japan. The chapters focus on gender and employment practices and policies, including workplace or employment policies, issues of work-life balance, caregiving, parental leave, and sexual harassment. While at first it may appear that this is simply a collection of disparate case studies on policy issues surrounding the workplace, through this volume the editors have

cleverly demonstrated the importance of comparative policy research for understanding the circumstances and alternatives possible under a variety of global economic conditions. In short, readers benefit from the rich, locally grounded studies, each of which contributes to the historical and



critical analysis of the individual nation states, but even more significantly, from the lessons we might carry from place to place in understanding the benefits of policy options and the consequences employed by women to alter workplace practices.

Following an introduction by editorialists Gottfried and Laura Rocco, the book is divided into four parts: "Theoretical Perspectives on Gender and Workplace Policy: Implications of Gender in the Workplace," "Socialization at Work and Family Life: Masculinity, Parental and Family Issues and Specific Applications of Workplace Policies," "Gender Equity in the Workplace," and "Part One," the authors move away from exposing the oppositional core claims and get out steps of global feminism on or rather the emergence of feminist cross-national networks and the ways in which feminists working through these networks and national organiza-

tions have participated in the policy-making process. While considering the impact of global feminist networks on women's organizations and conditions, authors contextualize the development of women-friendly workplace policies and the ways in which global economic policies, including regulations, have influenced international perspectives on discrimination in women's workplace and is facilitating opportunities for transnational organizations to pressure business policies.

Issues surrounding the equality of work-family balance, including tensions between wage earning and caregiving roles, and questions of work time, are the central focus of Parts Two and Three. The authors capture the ways in which seemingly neutral policies are gender-biased by preserving the male breadwinner role and by diminishing the importance of women's paid work. One of the main considerations here is the impact of feminist policies on the policy process and the ways in which women have not only introduced, but promoted feminist discourses and maintained women's issues on their state's policy agenda.

In the final part of the book, the authors examine particular workplace initiatives, such as around harassment policies, primarily designed to eliminate the "chilly" climate in the workplace for women. The authors make evident the importance of understanding how various approaches to workplace and equity policies reflect the particular state structure. Their analyses invite readers to consider the question of adaptability: whether these approaches may or not work within the constraints of historical traditions, cultural processes, and legal systems—and how they may be adapted within a particular socio-political context.

In general, the studies in this volume are clearly written and well structured. The variety of methods gives employed is welcome. As a requires reading or viewing resource for upper level courses in women's studies, social policy, or labour studies,

Equity In The Workplace Gendering Workplace Policy Analysis

TD Snyder



Equity In The Workplace Gendering Workplace Policy Analysis:

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 *Gender, Work, and Economy* Heidi Gottfried, 2013-11-15 This engaging new text uses a feminist lens to crack open the often hidden worlds of gender and work addressing enduring questions about how structural inequalities are produced and why they persist Making visible the social relationships that drive the global economy the book explores how economic transformations not only change the way we work but how we live our lives The full extent of changing patterns of employment and the current financial crisis cannot be fully understood in the confines of narrow conceptions of work and economy Feminists address this shortcoming by developing both a theory and a political movement aimed at unveiling the power relations inherent in old and new forms of work By providing an analysis of gender work and the economy Heidi Gottfried brings to light the many faces of power from the bedroom to the boardroom A discussion of globalization is threaded throughout the book to uncover the impact of increasing global interconnections and vivid case studies are included from industrialized countries such as the US and the global cities of New York London and Tokyo as well as from developing countries and the emerging global cities of Beijing Shanghai and Dubai This comprehensive analysis of gender and work in a global economy incorporating sociology geography and political economy perspectives will be a valued companion to students in gender studies and across the social sciences more generally **Encyclopedia of Business Ethics and Society** Robert W. Kolb, 2008 This encyclopedia spans the relationships among business ethics and society with an emphasis on business ethics and the role of business in society

Capturing Contemporary Japan Satsuki Kawano, Glenda S. Roberts, Susan Orpett Long, 2014-01-31 What are people's life experiences in present day Japan This timely volume addresses fundamental questions vital to understanding Japan in the first decade of the twenty first century Its chapters collectively reveal a questioning of middle class ideals once considered the essence of Japaneseness In the postwar model household a man was expected to obtain a job at a major firm that offered life long employment his counterpart the professional housewife managed the domestic sphere and the children who were educated in a system that provided a path to mainstream success In the past twenty years however Japanese society has seen a sharp increase in precarious forms of employment higher divorce rates and a widening gap between haves and have nots Contributors draw on rich nuanced fieldwork data collected during the 2000s to examine work schooling family and marital relations child rearing entertainment lifestyle choices community support consumption and waste material culture well being aging death and memorial rites and sexuality The voices in these pages vary widely They include schoolchildren teenagers

career women unmarried women young mothers people with disabilities small business owners organic farmers retirees and the elderly

Gender, Intersections, and Institutions Louise K. Davidson-Schmich, 2020-03-06 Germany serves as a case study of when and how members of intersectional groups individuals belonging to two or more disadvantaged social categories capture the attention of policymakers and what happens when they do This edited volume identifies three venues through which intersectional groups are able to form alliances and generate policy discussions regarding their concerns Original empirical case studies focus on a wide range of timely subjects including the intersexed gender and disability rights lesbian parenting women working in STEM fields workers rights in feminized sectors women in combat and Muslim women and girls

The SAGE Handbook of the Sociology of Work and Employment Stephen Edgell, Heidi Gottfried, Edward Granter, 2015-12-03 The SAGE Handbook of the Sociology of Work and Employment is a landmark collection of original contributions by leading specialists from around the world The coverage is both comprehensive and comparative in terms of time and space and each state of the art chapter provides a critical review of the literature combined with some thoughts on the direction of research This authoritative text is structured around six core themes Historical Context and Social Divisions The Experience of Work The Organization of Work Nonstandard Work and Employment Work and Life beyond Employment Globalization and the Future of Work Globally the contours of work and employment are changing dramatically This handbook helps academics and practitioners make sense of the impact of these changes on individuals groups organizations and societies Written in an accessible style with a helpful introduction the retrospective and prospective nature of this volume will be an essential resource for students teachers and policy makers across a range of fields from business and management to sociology and organization studies

Developmentalist Cities? Interrogating Urban Developmentalism in East Asia, 2018-11-26 Developmentalist Cities addresses the missing urban story in research on East Asian developmentalism and the missing developmentalist story in studies of East Asian urbanization It does so by promoting inter disciplinary research into the subject of urban developmentalism a term that editors Jamie Doucette and Bae Gyoong Park use to highlight the particular nature of the urban as a site of and for developmentalist intervention The contributors to this volume deepen this concept by examining the legacy of how Cold War and post Cold War geopolitical economy spaces of exception from special zones to industrial districts and diverse forms of expertise have helped produce urban space in East Asia Contributors Carolyn Cartier Christina Kim Chilcote Young Jin Choi Jamie Doucette Eli Friedman Jim Glassman Heidi Gottfried Laam Hae Jinn yuh Hsu Iam Chong Ip Jin Bum Jang Soo Hyun Kim Jana M Kleibert Kah Wee Lee Seung Ook Lee Christina Moon Bae Gyoong Park Hyun Bang Shin

Working Women and their Rights in the Workplace Naeima Faraj A.A. Al-Hadad, 2016-03-09 This book addresses women s rights to work and motherhood in Libya from a legal and international human rights perspective In an attempt to solve the problem posed by the perception that there is an unsolvable conflict between the right of women to work and their right to motherhood the author considers how these two sets of rights as

protected under international human rights law can and should be recognised and promoted within the Libyan legal system Including first hand accounts of experiences of Libyan women the study voices their struggle for their rights as guaranteed by domestic law international conventions and Islam Providing a rare insight into a region striving to find its new identity the author assesses the adequacy of existing Libyan laws and where warranted offers proposals for legislative amendments to Libyan policy makers and its new Parliament at such a crucial time in the nation s history

Local Government Reforms in Countries in Transition Frederick A. Lazin, Matt Evans, Vincent Hoffmann-Martinot, 2008-05-01 Local Government Reforms in Countries in Transition explores the impacts that the end of the Cold War and increased globalization have had on government around the world The decentralization of national governments has led to a greater role for local governments public administration and democratic representation are the new arena of local governments the world over Focusing not only on countries from the former Soviet Union but also on Israel China South Africa and Egypt the contributors to this volume present a truly global investigation of countries experiencing governmental transformation

Beyond Realism Rekha Datta, 2010-04-20 Focusing on India and Pakistan this book adopts an innovative combination of realist analysis with a human security approach It will be a valuable resource for a wide variety of scholars practitioners and analysts who focus on policy analysis in South Asia Graduate students and advanced undergraduates studying comparative politics and human security issues in South Asia will find useful perspectives in the volume s fresh focus on including human security as a policy priority

Handbook on Gender and Public Sector Employment Hazel Conley, Paula Koskinen Sandberg, 2023-05-09 This incisive Handbook offers a timely and critical analysis of the gendered nature of public sector employment Bringing together key theoretical conceptual and empirical research from around the world Hazel Conley and Paula Koskinen Sandberg examine the ways in which female public sector workers experience intersectional discrimination in the workplace

Women and War in the 21st Century Margaret D. Sankey, 2018-08-17 Twenty three countries currently allow women to serve in front line combat positions and others with a high likelihood of direct enemy contact This book examines how these decisions did or did not evolve in 47 countries This timely and fascinating book explores how different countries have determined to allow women in the military to take on combat roles whether out of a need for personnel a desire for the military to reflect the values of the society or the opinion that women improve military effectiveness or in contrast have disallowed such a move on behalf of the state In addition many countries have insurgent or dissident factions in that have led armed resistance to state authority in which women have been present requiring national militaries and peacekeepers to engage them incorporate them or disarm and deradicalize them This country by country analysis of the role of women in conflicts includes insightful essays on such countries as Afghanistan China Germany Iraq Israel Russia and the United States Each essay provides important background information to help readers to understand the cultural and political contexts in which women have been integrated into their countries militaries have engaged in combat during the course of conflict and

have come to positions of political power that affect military decisions

Towards an Interdisciplinary Perspective on the Life Course René Levy, Paolo Ghisletta, Jean-Marie Le Goff, Dario Spini, Eric Widmer, 2005-11-17 Despite the well established consensus on the need for an interdisciplinary research paradigm to understand the unfolding of human lives within their social context existing empirical research rarely embraces this belief This volume aims at examining the feasibility and hurdles of interdisciplinarity specific to given research fields by bringing together leading North American and European researchers in sociology psychology social psychology and social demography all highly concerned with fostering an interdisciplinary perspective for the study of the human life course The contributions are organized along four major axes three of them substantive agency and structure transitions and biographical re constructions and one methodological methodological innovations leaving ample leeway for the contributions to address the specific gains and difficulties of empirical interdisciplinary research within their particular domain The editors introduce the volume by discussing general features theoretical linkages and transversal substantive themes of interdisciplinarity in life course research Likewise the volume is ended by the editors conclusions based on the contributions they single out major challenges and difficulties for the interdisciplinary study of the life course together with some promising research meant to address such difficulties and improve current knowledge about the life course The volume speaks to both experienced scholars and graduate students of the life course Advanced scholars will benefit from the latest in life course research domains and from a comprehensive overview of life course methodologies Graduate students of the life course will find in the book an original introduction to many empirical aspects of life course research and to the application of innovative methods to various research settings as well as rich bibliographical references from the research literature in English German and French

The Struggle for Soviet Jewry in American Politics Fred A. Lazin, 2005-04-19 Until 1989 most Soviet Jews wanting to immigrate to the United States left on visas for Israel via Vienna In Vienna with the assistance of American aid organizations thousands of Soviet Jews transferred to Rome and applied for refugee entry into the United States The Struggle for Soviet Jewry in American Politics examines the conflict between the Israeli government and the organized American Jewish community over the final destination of Soviet Jewish migr s between 1967 and 1989 A generation after the Holocaust a battle surrounded the thousands of Soviet Jewish migr s fleeing persecution by choosing to resettle in the United States instead of Israel Exploring the changing ethnic identity and politics of the United States Fred A Lazin engages history ethical dilemma and diplomacy to uncover the events surrounding this conflict This book is essential reading for students and scholars of public policy immigration studies and Jewish history

Beyond Left, Right, and Center Christina Xydias, 2024-06-17 Challenges prevailing expectations about left right ideological frameworks and advocacy for women s rights and interests in democracies

Gendering the Knowledge Economy S. Walby, H. Gottfried, K. Gottschall, M. Osawa, 2006-12-06 Comparing the UK US Germany and Japan this book draws on innovative concepts of varieties of gender regime as well as varieties of capitalism

The volume re thinks the processes of de gendering and re gendering of working practices in the context of both de regulation and re regulation of employment

Seeing Others Michèle Lamont, 2025-01-07 A thoughtful recipe for building social justice Kirkus Reviews from acclaimed Harvard sociologist Mich le Lamont that makes the case for reexamining what we value the quest for respect in an age that has been defined by growing inequality and the obsolescence of the American dream In this capstone work Mich le Lamont unpacks the power of recognition rendering others as visible and valued by drawing on nearly forty years of research and new interviews with young adults and cultural icons from Nikole Hannah Jones and Cornel West to Michael Schur and Roxane Gay Decades of neoliberalism have negatively impacted our sense of self worth up and down the income ladder just as the American dream has become out of reach for most people By prioritizing material and professional success we judge ourselves and others in terms of self reliance competition and diplomas The foregrounding of these attributes of the upper middle class in our values system feeds into the marginalization of workers people of color LGBTQIA individuals and minority groups The solution Lamont argues is to shift our focus towards what we have in common while actively working to recognize the diverse ways one can live a life Building on Lamont s lifetime of expertise and revelatory connections between broad ranging issues *Seeing Others* delivers realistic sources of hope by reducing stigma we put change within reach Just as Robert Putnam s *Bowling Alone* did for a previous generation *Seeing Others* strikes at the heart of our modern struggles and illuminates an inclusive path forward with new ways for understanding our world

Innovation and Entrepreneurship in State and Local Government Michael Harris, Rhonda Kinney, 2004-01-01 Americans today recognize and celebrate leadership genius in the management of private companies At the same time the American public remains deeply skeptical of government s ability to address real economic and social challenges The contributors to this timely and important volume increase our understanding of the potential incentives for and barriers to creative problem solving in the public sector Drawing on case studies of state and local government as well as theoretical literature on private sector management these scholars reveal both the problems and the possibilities in governmental decision making

Reforming European Welfare States Jochen Clasen, 2005-08-25 This is the first in depth comparison of the UK and Germany as two large but highly distinct European welfare states This analysis provides a systematic comparison of policy change across each country in three core areas unemployment support pensions and family policy

Reducing the Gender Gap in the Workplace Montaudon-Tomas, Cynthia M., Pinto-López, Ingrid N., 2025-09-04 Although there have been significant advances to reduce the gender gap in the workplace this reduction is only observable in certain countries and regions Gender issues may involve limitations salary discrepancies unethical treatment lack of promotion reduced participation or discrimination due to gender conditions Existing barriers have caused women to face greater poverty in retirement with limited or non existent pensions In many cases women have developed informal work strategies to make up for the lack of fixed salaries which prevents them from adequately contributing to pensions These

forms of discrimination affect the future of women who aim for personal and career success It is essential to explore gender equity as an equal opportunist practice in order to further support women in the workplace Reducing the Gender Gap in the Workplace explores the gender gap in the workplace its effects and how it can be reduced It models public policies to promote gender equality as an essential element of sustainable development Covering topics such as gender pay gaps cultural barriers and power positions this book is an excellent resource for business owners sociologists educators policymakers government officials researchers academicians and more

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