Equal Value/ Comparable Worth in the UK and the USA

Edited by Peggy Kahn and Elizabeth Meehan

Equal Value And Comparable Worth In The U K And The U S A

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Equal Value And Comparable Worth In The U K And The U S A:

Equal Value/Comparable Worth in the UK and the USA Elizabeth Meehan, Peggy Kahn, 2016-07-27 Including contributions by both British and American researchers this book explores equal value developments in the two countries Through thematic chapters and case studies it examines legal developments trade union activity the operation of job evaluation and the race and class politics of equal value Both the possibilities and the limits of equal value reform are discussed Value/comparable Worth in the UK and the USA Peggy Kahn, 1992-01-01 The Elgar Companion to Feminist Economics Janice Peterson, Margaret Lewis, 2001-01-01 Comprehensive reference work introducing readers to the field of feminist economics It addresses key concepts as well as feminist economic critiques and reconstructions of major economic Theorizing Feminist Policy Amy G. Mazur, 2002-02-07 Theorizing Feminist Policy avoids the theories and policy debates usual clash between feminist analysis and non feminist social science in mapping out the new field of feminist comparative policy Instead it intersects empirical feminist policy analysis with non feminist policy studies to define and contribute to this new and emerging field of study Consulting a wide sweep of empirical and theoretical work the book first defines Feminist Comparative Policy showing how it dialogs with the adjacent non feminist areas of Comparative Public Policy Comparative Politics and Public Policy Studies Theorizing Feminist Policy seeks then to strengthen one of the weakest links of this new area the study of explicitly feminist government action In the remaining chapters the books defines feminist policy as a separate sector with eight sub sectors blueprint political representation equal employment reconciliation family law reproductive rights sexuality and violence and public service delivery It develops a qualitative and comparative framework for analysing the profiles and styles of feminist policy in post industrial democracies and uses the framework to examine twenty seven different cases of feminist policy formation across thirteen different countries. The initial empirical study makes a case for feminist policy as a new sector of state action concluding tentatively that successful feminist policy formation is a subtle combination of feminist strategic partnerships non feminist support institutions culture and international influences These tentative findings also shed new light on the perennial questions of comparative politics and policy do politics institutions national policy style sector institutions or culture matter the most in determining policy processes and outcomes The books finishes by suggesting the next steps in developing comparative theories of feminist policy formation Theorising Feminist Policy therefore goes beyond just describing the dimensions of feminist policy from existing literature it seeks to systematically contribute to comparative theories of how the contemporary post industrial state has taken on social change at the beginning of the 21st century States, Markets, Families Julia S. O'Connor, Ann Shola Orloff, Sheila Shaver, 1999-01-28 The 1990s have seen dramatic restructuring of state social provision in the US the UK Canada and Australia This has occurred largely because of the rise of market liberalism which challenges the role of the state This important book examines the impact of changes in social policy regimes on gender roles and relations Structured thematically and systematically

comparative it analyses three key policy areas labor markets income maintenance and reproductive rights Largely driven by issues of equality it considers the role of the state as a site for gender and sexual politics at a time when primacy is given to the market developing an argument about social citizenship in the process Eminent scholars in the field Julia O Connor Ann Orloff and Sheila Shaver make a landmark contribution to debates about social policy and gender relations in this era of economic restructuring and deregulation Gender Bias and the State Amy G. Mazur, 2010-11-23 This is the first systematic study of French policy regarding equal employment for women Mazur asks why policy makers choose to make symbolic reforms Is there a certain set of conditions particularly conducive to the formation of symbolic reform If symbolic reforms are meant to do nothing why do governments allocate limited resources to them Mazur examines five legislative proposals dating from 1967 to 1982 three of which resulted in legislation the 1972 Equal Pay Law the 1975 Equal Treatment Law and the 1983 Egalite Professionelle Law These five case studies reveal the continuity over three decades of symbolic reform reform that does not solve the problem it was designed to address Women Workers International Labour Office, 1995 Produced from the LABORDOC database lists 953 English language publications technical reports working papers and other documents produced at ILO headquarters or in ILO field offices or prepared in connection with ILO Textbook on Labour & Industrial Law Dr. H.K. Saharay, Women, Work and Inequality I. programmes Gregory, R. Sales, A. Hegewisch, 1999-04-30 Brings together academics lawyers trade unionists and industrial relations experts to provide an incisive analysis of the impact of globalisation and deregulation on gender inequality in employment It reviews the evolution of pay equity polices and examines the impact of economic and social trends on divisions between International Encyclopedia of Social Policy Tony Fitzpatrick, Huck-ju Kwon, Nick Manning, James women Midgley, Gillian Pascall, 2013-07-04 Available in paperback for the first time this milestone work offers an in depth treatment of all aspects of the discipline and practice of social policy globally Supported by a distinguished international advisory board the editors have compiled almost 900 000 words across 734 entries written by 284 leading specialists to provide authoritative coverage of concepts policy actors welfare institutions and services along a series of national regional and transnational dimensions Also included are biographical entries on major policy makers and shapers The editors have particularly striven to provide strong coverage of differing geographical and cultural traditions so that the variety of social policy as both an academic discipline and a domain of governance is reflected Contributors draw in and make the necessary connections with social policy's associated disciplines to provide a rich picture of this vast and highly diverse field Comprehensive and authoritative the Encyclopedia has sought to open up rather than to foreclose the numerous areas in which there is on going research debate and sometimes serious disagreement and divergence in theory and practice To this end entries attempt to introduce a core or common ground of understanding before moving on to a wider discussion of debates regarding different conceptual and geographical approaches. The whole is integrated by cross referencing and each

entry includes a bibliography for further reading There is a full index The International Encyclopedia of Social Policy provides the most substantial mapping of the international study and practice of social policy to date and will stand as a vital storehouse of knowledge for many years to come Work in America Carl E. Van Horn, Herbert A. Schaffner, 2003-12-15 The first comprehensive analysis of work and the workforce in the United States from the Industrial Revolution to the era of globalization This comprehensive two volume reference book is the first to analyze the central role of work and the workforce in U S life from the Industrial Revolution through today s information economy Drawing on a variety of disciplines economics public policy law human and civil rights cultural studies and organizational psychology its 256 entries examine key events concepts institutions and individuals in labor history Entries also tackle tough contemporary questions that reflect the conflicts inherent in capitalism What is the impact of work on families and communities On minority and immigrant populations How shall we respond to changing work roles and the growing influence of the transnational corporation Work in America describes and evaluates attempts to address social and class issues affirmative action occupational health and safety corporate management science and trade unionism and organized labor and offers the kind of comprehensive understanding needed to discover workable solutions Reward Management Geoff White, Janet Druker, 2004-08-02 There have been fundamental changes in renumeration practices in the UK over the last quarter century with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance skills or competency This new text which includes chapters by major UK academics and consultants who are specialists in the reward management field is the first to adopt a critical and theoretical approach to these changes in reward systems It covers the Institute of Personnel and Development's reward syllabus but unlike other reward books takes a thematic and theoretical approach to the material **Recoding Gender** Janet Abbate, 2017-09-08 The untold history of women and computing how pioneering women succeeded in a field shaped by gender biases Today women earn a relatively low percentage of computer science degrees and hold proportionately few technical computing jobs Meanwhile the stereotype of the male computer geek seems to be everywhere in popular culture Few people know that women were a significant presence in the early decades of computing in both the United States and Britain Indeed programming in postwar years was considered woman s work perhaps in contrast to the more manly task of building the computers themselves In Recoding Gender Janet Abbate explores the untold history of women in computer science and programming from the Second World War to the late twentieth century Demonstrating how gender has shaped the culture of computing she offers a valuable historical perspective on today s concerns over women s underrepresentation in the field Abbate describes the experiences of women who worked with the earliest electronic digital computers Colossus the wartime codebreaking computer at Bletchley Park outside London and the American ENIAC developed to calculate ballistics She examines postwar methods for recruiting programmers and the 1960s redefinition of programming as the more masculine software engineering

She describes the social and business innovations of two early software entrepreneurs Elsie Shutt and Stephanie Shirley and she examines the career paths of women in academic computer science Abbate's account of the bold and creative strategies of women who loved computing work excelled at it and forged successful careers will provide inspiration for those working to change gendered computing culture

Speaking of Sex Deborah L. Rhode,1999 Speaking of Sex explores a topic that frequently is absent from our discussions about sex the persistence of sex based inequality and the cultural forces that sustain it On critical issues affecting women most Americans deny either that gender inequality is a serious problem or that it is one which they have a personal or political responsibility to address In tracing this no problem problem Speaking of Sex examines the most fundamental causes of women's disadvantages and the inadequacy of current public policy to combat them

Proceedings of the ... Annual Southern Regional Industrial Relations Academic Seminar ,1984

Gender-Class Equality in Political Economies Lynn Prince Cooke, 2011-03-17 Gender Class Equality in Political Economies offers an in depth analysis of gender class equality across six countries to reveal why gender class equality in paid and unpaid work remains elusive and what more policy might do to achieve better social and economic outcomes This book is the first to meld cross time with cross country comparisons link macro structures to micro behavior and connect class with gender dynamics to yield fresh insights into where we are on the road to gender equality why it varies across industrialized Personnel Literature United States. Office of Personnel Management. countries and the barriers to further progress **Key Issues in Women's Work** Catherine Hakim, 2004 Rethinking patriarchy and male dominance Library, 1985 Keν Issues in Women's Work: Female Heterogeneity and the Polarisation of Women's Employment Catherine Hakim, 1996-01-01 Dr Hakim tests the power of patriarchy theory against economic and psychophysiology theories Sex discrimination part time work flexible hours homeworking marriage and career patterns labour mobility labour turnover and the impact of the European Union are all considered Analysis of the grand sweep of history over the last century based on large national surveys is complemented by case studies of people working in occupations undergoing change and their resistance to it Throughout the book comparisons are drawn between Britain the USA and other European countries and also China Japan and other Far Eastern societies The analysis draws on sociology economics psychology labour law history and anthropology to conclude that female heterogeneity is increasing explaining the growing polarisation of women s employment and many contradictory research results Gender and Technology at Work Ellen Balka, Ina Wagner, Anne Weibert, Volker Wulf, 2024-04-04 Insights about how gender and technology interact at work framed from an ethical political standpoint aimed at achieving design justice

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