

# THE **EQUALITY** **TRAP**

WHY WORKING  
WOMEN  
SHOULDN'T  
BE TREATED  
LIKE MEN

MARY ANN MASON

"HERE AT LAST IS A  
FEMINIST BOOK  
CONCERNED  
ENOUGH,  
COMPASSIONATE  
ENOUGH,  
INTELLECTUALLY  
HONEST ENOUGH  
TO ADMIT THE  
TRUTH: WOMEN  
ARE LOSING, NOT  
GAINING GROUND."

—  
THE WALL STREET  
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# Equality Trap

**Lise Vogel**



## **Equality Trap:**

**The Equality Trap** Mary Ann Mason, 2018-04-17 Despite the feminist revolution of the past twenty years most women in America are worse off today than at any time in the recent past Magazines and television programs profile women bank executives surgeons and corporate lawyers but the vast majority of women still work in relatively low paying jobs Women work more hours per week in the house and outside than ever before and a paying job has become a necessity for women in most households What went wrong In this provocative book Mary Ann Mason argues that the women s movement shares some of the blame for this situation In an original analysis that draws on both social and legal history she explains how the move away from women s rights toward equal rights has worsened the situation of American working women especially working mothers Because women are still the primary care providers for their children they must take flexible and relatively low paying jobs to be available in case of a child care problem With nearly 50 percent of all marriages now ending in divorce and with a growing trend inspired by the equal rights movement toward no fault divorce and low or no alimony settlements divorced mothers frequently find themselves economically devastated Mary Ann Mason argues that the solution to this predicament is to draw up a new women s rights agenda that will benefit all working women especially those with children The equal rights strategy was important in opening the door for the highly publicized super achievers but it is now time she says to improve the lives of the majority of America s working women This book will be of interest to readers interested in gender studies and particularly issues of equality and feminism Mary Ann Mason is a professor of law and social welfare at the University of California Berkeley In addition to her law degree Mason holds a Ph D in American social history

**Mothers on the Job** Lise Vogel, 1993 Women s increasing demands for protection and benefits in the workplace especially with regard to maternity leave have sparked more than a century of controversy among feminists on how best to serve the needs of working women This debate continues to divide the feminist community One side believes women are better served by emphasizing equality with men pregnancy should be treated like any other disability The other side wants to recognize difference special provisions should apply only to pregnant women Lise Vogel examines the evolution of this debate on pregnant women in the workplace looking at theoretical as well as practical implications Vogel begins by assessing the history of the contemporary debate on pregnancy policy in the U S Since the middle of the nineteenth century American women have been torn by the contradictory demands of motherhood and the workplace Pregnancy was grounds for dismissal from work and few employers took action to protect pregnant workers To counter this early twentieth century feminists and reformers emphasized female specificity and women s special role In the 1960s activists adopted a strategy framed on equality which moved away from the earlier emphasis on differences The use of equality strategies to cover the female specific phenomenon of pregnancy turned out to have problems Now women s special needs were denied and ignored These difficulties and a series of court cases in the 1980s triggered debates in the feminist legal community Vogel looks at the

litigation and debates which pitted advocates of gender neutral strategies against critics who called for female specific policies Vogel argues that in terms of practical benefits women will be served best by a gender neutral approach to pregnancy policy She encourages equality advocates to recognize the inherent diversity of individuals and points out the need to be sensitive to individual factors of race and class as well as sex

**Why Politics Fails** Ben Ansell, 2023-05-23 A leading political expert explains why systems fail to deliver things we all want democracy equality solidarity security and prosperity and what can be done to create a just equitable and environmentally sane society The dawn of the twenty first century had the promise of a golden age The economy was stable and growing social peace seemed possible and technology appeared benign The past years have awakened us from this complacency We have long known what needs to be done to save the world from climate disaster Why do we continue on the path of self destruction The immense wealth of the United States should make poverty a historical curiosity Why is income inequality growing and the scourge of poverty increasing The vast majority of people around the world want to live in a society with democratic values Why is democracy receding Why is it so hard to get and keep the world we want Ben Ansell one of the world s leading experts on the dilemmas facing modern democracies vividly illustrates how our collective goals democracy equality solidarity security and prosperity are undermined by political traps and why today s political landscape is so tumultuous We want equality but we are loathe to give away our own wealth We want solidarity but we are much better at receiving it than offering it We want security but not if it constrains our freedom And we want to end the climate crisis but we also want a prosperous economy In every case we want a collective goal but are undermined by our individual actions Our aims are altruistic our actions governed by self interest Ansell then comes full circle and through brilliant storytelling and pathbreaking research vividly illustrates how we maneuver through the traps of the messy complicated world of politics that block common sense solutions to the just equitable prosperous and environmentally sane society we all want

**Institutional Pathways to Equity** Anthony J. Bebbington, Anis A. Dani, Arjan de Haan, Michael Walton, 2008-03-24 Questions of equity and inequality have moved to the center of debates on development and poverty reduction This reflects growing awareness that even countries with high rates of growth can experience stagnating or increasing inequality and that inequality can itself limit the poverty reducing effects of growth Indeed recent work indicates that in addition to its intrinsic value equity should be valued for its positive impacts on growth and the poverty reducing effects of such growth These concerns are coupled with questions of governance This is because institutional arrangements affect not only overall rates of growth but also the distributional effects of growth and are themselves more or less equitable in their structure and functioning How given institutional arrangements emerge over time with their implications for growth and equity remains less understood Institutional Pathways to Equity Addressing Inequality Traps tackles the relationship between equity and development the place of institutions in determining these relationships and the conditions under which particular institutional arrangements can either block or promote transitions toward more equitable

forms of development The chapters originally commissioned as background documents for the preparation of the World Development Report 2006 are prepared by leading scholars from the fields of economics political science sociology geography and development studies The book speaks directly to current discussions on inequality poverty and growth and will contribute to the construction of a historically informed political economy of development The book specifically highlights the importance of inequality institutional change through social mobilization and institutional change through state policies The authors show that under certain conditions state institutions can and have taken a leading role in promoting policies to redress inequitable social relations and so weaken the social foundations of inequality traps

Feminist Social Work Theory and Practice Lena Dominelli, 2017-03-14 Feminist theories of social work have been criticised in recent years for treating women as a uniform category and displaying insufficient sensitivity to the complex ways in which other social divisions those of race age disability etc impact on gender relations This major text by a leading writer in the field seeks to develop a new framework for feminist social work that takes on board postmodernist arguments to do with difference and power yet retains a commitment to collective solidarity and social change As such it will be essential reading for students educators and practitioners alike in social work

Protecting Women Ulla Wikander, Alice Kessler-Harris, Jane E. Lewis, 1995 Enacted in almost every industrial country a century ago protective legislation directed toward women provoked bitter controversy pitting men against women women against women and elected officials against political parties Strong conflicts arose over what constituted protection Does this kind of legislation help preserve women's capacities to mother or is it intended to preserve men's jobs Does protective legislation help achieve workplace equality Does it give the state the right to intrude into private family life and if so how far In this international collection thirteen historians explore the origin and array of protective labor legislation directed at women The authors analyze ideologies attitudes and effects of legislation across women's classes among employers and workers organizations and in both bourgeois and socialist feminist groups Their essays raise profoundly disturbing questions and provide startling insights as to why the debates that originated more than a hundred years ago are still unresolved The contributors are from Australia Austria Denmark Germany Great Britain Greece the Netherlands Norway Sweden Switzerland and the United States

*Using Equity Audits to Create Equitable and Excellent Schools* Linda Skrla, Kathryn Bell McKenzie, James Joseph Scheurich, 2009-05-05 Use the power of equity audits to help eliminate achievement gaps and educational bias If you've heard about equity audits but aren't really sure how to use them in your school you are not alone This resource written by well known authors and experts in the areas of equity and achievement expands school leaders understanding of how to interpret data in order to make equity audits work and provides practical easy to implement strategies for using this school assessment approach to help ensure a high quality education for all students regardless of socio economic class Grounded solidly in theory this book demonstrates how audits can help not only in developing fair programs that provide all students with the opportunity to reach their potential

but also for hiring training and retaining good teachers Readers will discover how to remedy inequalities in student achievement by using A set of inequity indicators for evaluating schools generating essential data and identifying problem areas The NCLB Act in a positive way to create equity Nine skill sets for improved equity oriented teaching Charts graphs and support materials that can be customized for specific settings Ideal for helping principals develop school based equity audits with confidence Using Equity Audits to Create Equitable and Excellent Schools can also be used by superintendents to increase equity awareness at the district level

*Women's Liberation!* Alix Kates Shulman, Honor Moore, 2021-02-16 Two pioneering feminists present a groundbreaking collection recovering a generation s revolutionary insights for today When Betty Friedan published *The Feminine Mystique* in 1963 the book exploded into women s consciousness Before the decade was out what had begun as a campaign for women s civil rights transformed into a diverse and revolutionary movement for freedom and social justice that challenged many aspects of everyday life long accepted as fixed work birth control and abortion childcare and housework gender class and race art and literature sexuality and identity rape and domestic violence sexual harassment pornography and more This was the women s liberation movement and writing powerful personal and prophetic was its beating heart Fifty years on in the age of MeToo and Black Lives Matter this visionary and radical writing is as relevant and urgently needed as ever ready to inspire a new generation of feminists Activists and writers Alix Kates Shulman and Honor Moore have gathered an unprecedented collection of works many long out of print and hard to find that catalyzed and propelled the women s liberation movement Ranging from Friedan s *Feminine Mystique* to Backlash Susan Faludi s Reagan era requiem and framed by Shulman and Moore with an introduction and headnotes that provide historical and personal context the anthology reveals the crucial role of Black feminists and other women of color in a decades long mass movement that not only brought about fundamental changes in American life changes too often taken for granted today but envisioned a thoroughgoing revolution in society and consciousness still to be achieved

*S/He Brain* Robert Nadeau, 1996-10-07 During the 1960s Margaret Mead s argument that gender identity is a product of learning in particular cultural contexts was incorporated into the sex gender system in feminist theory In this system sex refers to physiological differences in the body and gender refers to learned sex specific bodies to be viewed as separate and distinct from gender neutral minds In *S He Brain* Nadeau demonstrates that the sex gender system is not some arcane bit of academic jargon that has no impact on our daily lives It is the greatest source of division and conflict in the politics of our sexual lives for a now obvious reason the brains of men and women are not the same and the differences have behavioral consequences Further he argues that an improved understanding of the relationship between sex and gender could enlarge the bases for meaningful dialogue between men and women and lead to new standards for sexual equality that is more realistic and humane than the current standard The individual most responsible for legitimating the modern distinction between sex and gender was the anthropologist Margaret Mead According to the Mead doctrine gender identity is almost entirely a product of learning in

different cultural contexts and sex or biological reality is not a determinant of this identity. The assumption that gender identity is learned in sexless or gender neutral minds separate and distinct from sex specific bodies legitimated the sex gender system that has been foundational to feminist theory since the mid 1970s. In this system sex refers to physiological differences in the domain of the body and gender to learned behavior in the domain of mind. Since this two domain distinction obviated the connection between biological reality and gender identity it allowed gender identity to be viewed as scripted or socially constructed by cultural narratives stories myths legends and the like invented by men to control and oppress women. In *IS He Brain R* Nadeau demonstrates that the sex gender system is not in accord with biological reality for now obvious reasons the brains of men and women are not the same and the differences have behavioral consequences. Yet the intent of the book is to serve the cause of full sexual equality and not to escalate the gender war. Nadeau attempts to accomplish this by demonstrating that an improved understanding of the relationship between sex and gender can not only enlarge the bases for meaningful communication between men and women. It could also serve as the basis for a new and improved standard of sexual equality that eliminates the grossly unfair treatment of women sanctioned by the current standard.

*Backlash* Susan Faludi, 2009-11-18. A new edition of the feminist classic with an all new introduction exploring the role of backlash in the 2016 election and laying out a path forward for 2020 and beyond. Winner of the National Book Critics Circle Award. Enraging enlightening and invigorating. *Backlash* is most of all true. Newsday First published in 1991 *Backlash* made headlines and became a bestselling classic for its thoroughgoing debunking of a decadelong antifeminist backlash against women's advances. A Pulitzer Prize winning journalist Susan Faludi brilliantly deconstructed the reigning myths about the costs of women's independence from the supposed man shortage to the infertility epidemic to career burnout to toxic day care and traced their circulation from Reagan era politics through the echo chambers of mass media advertising and popular culture. As Faludi writes in a new preface for this edition much has changed in the intervening years. The Internet has given voice to a new generation of feminists. Corporations list gender equality among their core values. In 2019 a record number of women entered Congress. Yet the glass ceiling is still unshattered women are still punished for wanting to succeed and reproductive rights are hanging by a thread. This startling and essential book helps explain why women's freedoms are still so demonized and threatened and urges us to choose a different future.

*Japan: The Childless Society?* Muriel Jolivet, 2005-08-18. Disillusioned by long hours at home alone and by demands from the older generation Japanese women are marrying later resulting in a sharp decline in the Japanese birth rate. Muriel Jolivet considers the reasons why Japanese women are finding it increasingly difficult to accept the terms and conditions of motherhood. Japan The Childless Society explores the major factors contributing to maternal malaise in Japan including the Ten Commandments of the Good Mother the changing role of the father education and careers nostalgia from older generations. Drawing on extensive interviews with Japanese women and translated into English for the first time this innovative study examines the implications behind the declining birth rate and

looks towards the future of a country that is in danger of becoming a childless society      Mismeasure of Woman Carol Tavis,2017-08-29 When man is the measure of all things woman is forever trying to measure up In this enlightening book Carol Tavis unmasks the widespread but invisible custom pervasive in the social sciences medicine law and history of treating men as the normal standard women as abnormal Tavis expands our vision of normalcy by illuminating the similarities between women and men and showing that the real differences lie not in gender but in power resources and life experiences Winner of the American Association for Applied and Preventive Psychology s Distinguished Media Contribution Award      **Reclaimed Identity** Conrad Riker, Are you tired of feeling stuck in a society that undermines your value as a woman Do you struggle with the double standards and expectations placed on women in today s world Embrace your true potential with Reclaimed Identity Embrace Your True Potential This groundbreaking book offers actionable insights to help you navigate the complexities of womanhood the hidden advantages of being a woman and the importance of embracing your true identity 1 Discover the transformative power of self discovery and personal growth 2 Understand how societal expectations hold women back and learn ways to overcome them 3 Explore the benefits of mindfulness and emotional intelligence for women 4 Uncover the secret to breaking free from the Madonna Whore complex and embracing your whole self 5 Learn how women can collaborate to create a more inclusive equal society 6 Master the art of negotiation and assertiveness to achieve your personal and professional goals 7 Empower yourself with new insights into the scientifically proven fact that women possess unique strengths and skills 8 Embrace your inner goddess and rediscover your true power without feeling guilty or inadequate If you re ready to reclaim your identity and embrace your true potential then Reclaimed Identity Embrace Your True Potential is the book for you Order your copy today      The Natural Superiority of Women Ashley Montagu,1999 An iconoclast Montagu wields his encyclopedic knowledge of physical anthropology to show how women s biological genetic and physical characteristics make her not only man s equal but his superior Also a humanist Montagu points to the emotional and social qualities typically ascribed to women and devalued as being central to the attainment of equitable and just social relations BOOK JACKET      Justice and Power in Sociolegal Studies Bryant G. Garth,Austin Sarat,1998 Justice and Power in the Sociolegal Studies asks what interdisciplinary work in the law and society tradition tells us about the relationship of law and justice as well as the way power operates in and through law The fundamental concepts of justice and power provide points of departure for leading scholars to explore the various domains of socio legal research As they note the explicitness of the engagement with issues of power and the relative silence about or indirectness in taking on questions of justice found in most law and society research they ask how engagement with issues of power and silence about justice constituted law and society as a research field caught between a desire to have political impact and at the same time to maintain its scientific respectability      **Instruction Manual For Women** Conrad Riker,101-01-01 Had Enough of Her Lies Finally the Truth About Female Contradictions Are you exhausted by women who



say one thing but do another Have you been gaslit when confronting a lie only to be called paranoid Do you feel trapped in a game where the rules change daily Reveal the biological wiring behind female dishonesty Decode the hidden patterns in women s inconsistent behavior Arm yourself against emotional manipulation tactics Uncover why feminism promotes lies that harm men Learn why equality myths destroy relationships Master strategies to spot deception instantly Reclaim masculine authority in a broken dating market Shatter the illusion of female innocence forever If you want to end the confusion and dominate the game then buy this book today     Measuring Transport Equity Karen Lucas,Karel Martens,Florida Di Ciommo,Ariane Dupont-Kieffer,2019-05-30 Measuring Transport Equity provides a range of methods with the potential to shape transport decision making processes thus allowing for the adoption of more equitable transport solutions Presenting numerous applied methods and applications of transport equity assessment this book formalizes the disciplinary practice definitions and methodologies for transport equity In addition it recognizes the different types of equity and acknowledges that each requires its own assessment methodologies Bringing together the most up to date perspectives and practical approaches for assessing equity in relation to accessibility environmental impacts health and wellbeing the book sets standards for researchers policymakers and practitioners for conducting social impact analyses and is an ideal reference for those involved in transport planning Written by a collection of top researchers and upcoming scholars in the transport field Shows how to apply transport equity measurement ideas in the real world through case study examples Covers emerging transport topics including the use of advanced measures of inequality Includes learning aids such as methodology application policy relevance and further reading     Our Roots Are Deep with Passion Lee Gutkind,Joanna Clapps Herman,2015-05-12 Thoughtful poignant and hilarious personal essays collected by the editors of Creative Nonfiction explore the meanings of Italian American identity In the twenty one nonfiction narratives collected in Our Roots Are Deep with Passion established and emerging writers with family ties to Italy reflect on the ways that their lives have been accented with uniquely Italian American flavors Several of the essays breathe new life into the time honored theme of family Louise DeSalvo honors her grandfather nick named the drunk because he spent his life of hard work drinking wine instead of water and James Vescovi portrays the close of the stormy relationship between his father and grandmother Other stories tackle the mystical side of Italian American life like Laura Valeri s account of a summer vacation s ance in Sardinia that goes eerily awry And elsewhere Stephanie Susnjara charts the history of garlic in society and her kitchen and Gina Barreca offers an unabashed confession of congenital jealousy Lee Gutkind founding editor of Creative Nonfiction the nation s premier nonfiction prose literary journal and Joanna Clapps Herman have brought together artful essays by novelists scholars critics and memoirists from across the country The pieces are as varied as their authors but all explore the unique intersections of language tradition cuisine and culture that characterize the diverse experience of Americans of Italian heritage     **Mothershift** Jessie Harrold,2024-11-12 Explore this supportive grounding guide for new mothers navigating the cascade of identity change and transformation that

is motherhood Our modern Western societal understanding of what happens to a woman when she becomes a mother beyond emotional rollercoasters and healing her pelvic floor remains largely uncharted territory The transition to motherhood actually takes two to three years not six weeks or three months as we've been led to believe Mothershift offers a supportive affirming road map to take women through this transformational process Jessie Harrold introduces her map for your becoming a research based four phase model that maps out how the transition to motherhood unfolds and helps women to navigate every step along the way She has used this model to guide thousands of women through the shift into motherhood Harrold also includes self inquiry questions and journal prompts in each chapter to help women identify and thrive amidst the cascade of changes they can expect as they enter motherhood Topics include Normalizing the feelings of grief and loss of self you may feel along the way Navigating the discomfort of not knowing who you are anymore now that you're a mother Guiding you to cultivate a sense of empowerment and leadership in motherhood showing you how mothering is a counterculture act Showing you how to use the superpowers that motherhood can offer self tending creativity embodiment ritual community inner knowing and earth connection Gently guiding you to explore who you are becoming The Foundations of Vulnerability Theory Jennifer Hickey, 2023-11-03 This volume is the first collection of Martha Albertson Fineman's most important and influential work Feminist legal theorist Martha Albertson Fineman has spent decades pushing the boundaries of law questioning and reconceptualizing legal and social definitions of family dependency vulnerability and state responsibility The pieces collected in this book trace the arc of Fineman's scholarship from gender equality to the role of the family as a social institution to dependency to autonomy to the legal subject and vulnerability theory This book reflects a lifetime of radical reimagining of the relationship between the state individuals families and other social institutions that is just as relevant today if not more so In this book Fineman offers a foundation for the achievement of true social justice through the centering of our shared human vulnerability and dependency grounded in the recognition of the ontological body and its material needs Arranged in sections and introduced by leading scholars in the field these pieces ask us to re-examine our legally enshrined commitment to formal equality and the mythological autonomous independent legal subject recognizing instead that we must call for an active and responsive state that meaningfully provides resilience through its social institutions This collection demonstrates an evolution of heretical thought that has always pressed for a deeper understanding of the foundations of law and society offering a model for other scholars on how to keep pressing through the hard work of thinking and rethinking the conceptual basics of language law society and justice This book will appeal to academics policymakers lawyers activists and students in law and politics theory with interests in law and society human dependency and vulnerability state responsibility and feminism and the family as well as others who have applied Fineman's vulnerability theory to issues in the fields of bioethics artificial intelligence and policing to name just a few

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