

ROUTLEDGE REVIVALS

The Gendering of Inequalities: Women, Men and Work

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The Gendering Of Inequalities Women Men And Work

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The Gendering Of Inequalities Women Men And Work:

The Gendering of Inequalities Jane Jenson, Jacqueline Laufer, Margaret Maruani, 2000 Contains 23 essays which discuss the history of and changes in women's relationship to the labour market Questions whether public policy measures are actually promoting greater equality of opportunity for women or fostering new inequalities *The Gendering of Inequalities* Jane Jenson, Jacqueline Laufer, Margaret Maruani, 2020-09-29 This was first published in 2000 This work is founded on the premise that many analyses of economic restructuring and of gender relations fail to recognize two things First the situation facing women is different from that of the 1960s when the conceptual apparatuses for analyzing women and work were created Labour markets are dominated by flexible non standard work precarious contractual relations and income disparities Therefore it is difficult to structure political claims or analysis around the notion that there is a single labour market that the primary problem is discrimination or inappropriate training and that political strategies should focus on discrimination and non traditional employment Rather new challenges require new solutions The second point of departure is that it is impossible to understand either contemporary labour markets or the roots of employment and other public policies without locating them vis a vis patterns of gender inequalities generated by and in these labour markets The labour force has been feminized to such an extent that new and often unequal gender relations are crucial to their very functioning *Gender Inequality at Work* Jerry A. Jacobs, 1995 Comprises 14 papers on earnings inequality between men and women earnings among women managers career processes and trends and occupational resegregation Includes papers on women's increasing presence in academic sociology computer work and public school teaching *Gender, Age and Inequality in the Professions* Marta Choroszewicz, Tracey L. Adams, 2019-03-13 The literature on gender and professions shows that professional careers continue to be impacted by gender albeit with important differences among professions and countries Much less researched is the issue of the significance of gender and age cohort or generation to professional work *Gender Age and Inequality in the Professions* explores men's and women's experiences of professional work and careers through an intersectional lens by focusing on the intersection of gender and age The chapters explore different professions including Medicine Nursing Law Academia Information Technology and Engineering in different Western countries in the present and over time Through original research and critical re analysis of existing research each of the chapters explores the significance of gender and age cohort or generation to professional work with particular attention to professionals just entering professional careers those building professional careers and comparisons of men and women in professions across generational cohorts The book contributes to literature on inequalities in the professions by demonstrating the ways in which gender and age converge to confer privilege and produce disadvantage and the ways in which gender inequality is reproduced and disrupted through the activities of professionals on the job The book constitutes a departure point for future research in terms of theoretical perspectives and empirical findings on how gendered and age related processes are

produced and reproduced in particular organisational professional and socio cultural contexts To enhance generational understanding relationships and collaboration in educational institutions organisations and professions the book ends with a section on policy recommendations for educators professionals professional organisations as well as policy and decision makers This book will also appeal to students and researchers in the fields of Sociology Gender Studies Organisational and Management Studies Law Medicine Engineering and Information Technology as well as related disciplines

Gendered Tradeoffs Becky Pettit, Jennifer L. Hook, 2009-12-04 Gender inequality in the workplace persists even in nations with some of the most progressive laws and generous family support policies Yet the dimensions on which inequality is measured levels of women s employment number of hours worked sex segregation by occupations and wages tell very different stories across industrialized nations By examining federally guaranteed parental leave publicly provided child care and part time work and looking across multiple dimensions of inequality Becky Pettit and Jennifer Hook document the links between specific policies and aggregate outcomes They disentangle the complex factors from institutional policies to personal choices that influence economic inequality Gendered Tradeoffs draws on data from twenty one industrialized nations to compare women s and men s economic outcomes across nations and over time in search of a deeper understanding of the underpinnings of gender inequality in different labor markets Pettit and Hook develop the idea that there are tradeoffs between different aspects of gender inequality in the economy and explain how those tradeoffs are shaped by individuals markets and states They argue that each policy or condition should be considered along two axes whether it promotes women s inclusion in or exclusion from the labor market and whether it promotes gender equality or inequality among women in the labor market Some policies advance one objective while undercutting the other The volume begins by reflecting on gender inequality in labor markets measured by different indicators It goes on to develop the idea that there may be tradeoffs inherent among different aspects of inequality and in different policy solutions These ideas are explored in four empirical chapters on employment work hours occupational sex segregation and the gender wage gap The penultimate chapter examines whether a similar framework is relevant for understanding inequality among women in the United States and Germany The book concludes with a thorough discussion of the policies and conditions that underpin gender inequality in the workplace The central thesis of Gendered Tradeoffs is that gender inequality in the workplace is generated and reinforced by national policies and conditions The contours of inequality across and within countries are shaped by specific aspects of social policy that either relieve or concentrate the demands of care giving within households usually in the hands of women and at the same time shape workplace expectations Pettit and Hook make a strong case that equality for women in the workplace depends not on whether women are included in the labor market but on how they are included

Working Life and Gender Inequality Angelika Sjöstedt, Katarina Giritli Nygren, Marianna Fotaki, 2021-04-12 In the modern globalized world of work society s capitalist and patriarchal norms perpetuate old and create new differences based on gender class ethnicity age and other

social categorizations This book proposes a novel conceptual framework offering theoretical and methodological insights for thinking through the present and future inequality challenges in the globalized world of work and working life issues in the context of spatio temporal relations Bringing together global feminist studies of intersectionality and transnationalism work life research and studies of space place and identity this edited collection responds to the growing interest in peripheries rurality and other spaces beyond the urban and business market centres In crossing the theoretical boundaries between intersectionality and peripherality this volume brings these concepts together to identify how racism capitalism and heteropatriarchy operate on bodies in the name of work particularly as expressed in precarious labour conditions It also advocates for transnational solidarity as part of feminist ethics while providing an opportunity to reflect on ways forward for feminist intersectional studies of work and working life drawing on embodied relationality and a feminist ethics of care Working Life and Gender Inequality explores the intersectional nature of gender class race and other inequalities from a global and spatial perspective It will be of value to researchers academics students managers consultants and policy makers in the fields of organizational studies leadership feminist and gender studies working life intersectionality and transnational feminism Gender, Interaction, and Inequality Cecilia L. Ridgeway, 2013-03-09 Causal explanations are essential for theory building In focusing on causal mechanisms rather than descriptive effects the goal of this volume is to increase our theoretical understanding of the way gender operates in interaction Theoretical analyses of gender's effects in interaction in turn are necessary to understand how such effects might be implicated with individual level and social structural level processes in the larger system of gender inequality Despite other differences the contributors to this book all take what might be loosely called a microstructural approach to gender and interaction All agree that individuals come to interaction with certain common socially created beliefs cultural meanings experiences and social rules These include stereotypes about gendered activities and skills beliefs about the status value of gender rules for interacting in certain settings and so on However as individuals apply these beliefs and rules to the specific contingent events of interaction they combine and reshape their implications in distinctive ways that are particular to the encounter As a result individuals actively construct their social relations in the encounter through their interaction The patterns of relations that develop are not completely determined or scripted in advance by the beliefs and rules of the larger society Consequently there is a reciprocal causal relationship between constructed patterns of interaction and larger social structural forms The constructed patterns of social relations among a set of interactants can be thought of as micro level social structures or more simply microstructures

The Time Divide Jerry A. JACOBS, Kathleen Gerson, Jerry A Jacobs, 2009-06-30 In a panoramic study that draws on diverse sources Jerry Jacobs and Kathleen Gerson explain why and how time pressures have emerged and what we can do to alleviate them In contrast to the conventional wisdom that all Americans are overworked they show that time itself has become a form of social inequality that is dividing Americans in new ways between the overworked and the underemployed

women and men parents and non parents They piece together a compelling story of the increasing mismatch between our economic system and the needs of American families sorting out important trends such as the rise of demanding jobs and the emergence of new pressures on dual earner families and single parents Comparing American workers with their European peers Jacobs and Gerson also find that policies that are simultaneously family friendly and gender equitable are not fully realized in any of the countries they examine As a consequence they argue that the United States needs to forge a new set of solutions that offer American workers new ways to integrate work and family life

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Jacobs and Gerson present the most fine grained analysis yet offered of working time and its impacts on families They successfully combine sophisticated analyses of quantitative data with breakthroughs in the conceptualization of work time Their focus on household work time and their incorporation of subjective aspects of work family conflict are welcome additions to the study of work time As a result of their nuanced treatment they avoid making simplistic generalizations that have marked many previous treatments of this topic Rosalind Chait Barnett Brandeis University and co author of *Same Difference How Myths About Gender Differences Are Hurting Our Relationships Our Children and Our Jobs* This is an outstanding book It offers powerful arguments in the debates over work family conflict going on in academia and society The data the authors bring to bear on the subject offer new insights that support their analysis and policy recommendations Scholars of the workplace and of contemporary American society as well as public policy advocates must read this book Cynthia Fuchs Epstein City University of New York and co author of *The Part time Paradox Time Norms Professional Life Family and Gender* The *Time Divide* makes a substantial contribution to the work family literature and will be cited often by those with an interest in women s employment children s well being family functioning and work in America Its appeal will be broad and capture the attention of policy makers along with academics in a number of disciplines including sociology family studies and public policy The book is engagingly written and the logic of the analysis is sound Suzanne Bianchi University of Maryland and co author of *Continuity and Change in the American Family* The main thesis is original and important that Americans are not in general overworked rather they can be divided into both the overworked and the underworked The former are usually found in the upper half of the occupational distribution the latter in the lower half The overworked wish they could work less and the underworked wish they could work more Overall The *Time Divide* significantly advances our understanding of just where the time divide lies And that s an important contribution Andrew J Cherlin Johns Hopkins University and author of *Public and Private Families* *Handbook of*

the Social Psychology of Inequality Jane D. McLeod, Edward J. Lawler, Michael Schwalbe, 2014-08-18 This volume provides the first comprehensive overview of social psychological research on inequality for a graduate student and professional audience. Drawing on all of the major theoretical traditions in sociological social psychology, its chapters demonstrate the relevance of social psychological processes to this central sociological concern. Each chapter in the volume has a distinct substantive focus, but the chapters will also share common emphases on the unique contributions of sociological social psychology. The historical roots of social psychological concepts and theories in classic sociological writings. The complementary and conflicting insights that derive from different social psychological traditions in sociology. This Handbook is of interest to graduate students preparing for careers in social psychology or in inequality, professional sociologists, and university college libraries.

Gender Inequality in the Life Course Hannah Brückner, 2004-01-01 How do women fare in a society that is characterized by a set of institutions that promote income stability over the life course and thereby maintain and even amplify status difference? Using recently issued public files of social security records with longitudinal earnings data of well over half a million persons, this book describes gender inequality in earnings and labor market participation in contemporary Germany between 1975 and 1995. Because of the advanced industrial base of Germany, its relevance to other nations at the high end of production and consumer indices becomes apparent. Brückner's work is a unique combination of empirical and theoretical work. She takes seriously the effect of marriage status on labor supply and wages: married men work more and earn more, while married women work less and earn less. But to this rather conventional measure, she introduces a second important consideration: the life course, multiple social contexts that help explain the unfolding of social action and economic status. In this way, the family becomes a critical factor in explaining such crucial sources of inequality as tax laws, property transference, and transfer payments, and how these are regulated by the welfare state. The results from a life course analysis are contrasted with cross-sectional trends and a traditional lifecycle model to show that much depends in part on the data and methods used to explore it. The work closes with a solid social scientific analysis of systems choices: the private market in contrast to the social democratic welfare state solution. While recognizing that the latter is a direct effort at resolving the gender gap in wages and welfare, Professor Brückner also appreciates that there are high costs to the overall economy, not the least being a taxation that erodes the earning power of families and individuals as a whole and hence is less of a solution than the spreading of the problem.

Adopting the Tune of Term: An Psychological Symphony within **The Gendering Of Inequalities Women Men And Work**

In a world taken by displays and the ceaseless chatter of instant communication, the melodic splendor and psychological symphony created by the prepared word frequently disappear in to the backdrop, eclipsed by the constant sound and disruptions that permeate our lives. However, located within the pages of **The Gendering Of Inequalities Women Men And Work** a charming fictional value overflowing with raw thoughts, lies an immersive symphony waiting to be embraced. Constructed by a masterful musician of language, this interesting masterpiece conducts visitors on a psychological trip, skillfully unraveling the concealed songs and profound influence resonating within each carefully constructed phrase. Within the depths of this poignant analysis, we shall investigate the book is key harmonies, analyze its enthralling writing fashion, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

https://archive.kdd.org/public/publication/Documents/The_Falkland_Islands_And_Their_Natural_History.pdf

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