

ROUTLEDGE REVIVALS

# **The Gendering of Inequalities: Women, Men and Work**

*Edited by*  
**Jane Jenson**  
**Jacqueline Laufer**  
**Margaret Maruani**



# The Gendering Of Inequalities Women Men And Work

**Becky Pettit, Jennifer L. Hook**



## **The Gendering Of Inequalities Women Men And Work:**

**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

**Gender Inequalities in the Japanese Workplace and Employment** Kazuo Yamaguchi, 2019-06-15 The in depth analyses presented in this book have a dual focus 1 Social mechanisms through which the gender wage gap gender inequality in the attainment of managerial positions and gender segregation of occupations are generated in Japan and 2 Assessments of the effects of firms gender egalitarian personnel policies and work life balance promotion policies on the gender wage gap and the firms productivity In addition this work reviews and discusses various economic and sociological theories of gender inequality and

gender discrimination and considers their consistencies and inconsistencies with the results of the analysis of Japanese data Furthermore the book critically reviews and discusses the historical development of the Japanese employment system by juxtaposing rational and cultural explanations This book is an English translation by the author of a book he first published in Japanese in 2017 The original Japanese language edition received two major book awards in Japan One was The Nikkei Economic Book Culture Award which is given every year by the Nikkei Newspaper Company and the Japan Economic Research Center to a few best books on economy and society The other was The Showa University's Women's Culture Research Award which is bestowed annually on a single book of research that promotes gender equality Kazuo Yamaguchi is the Ralph Lewis Professor of Sociology at the University of Chicago

**Gender Inequalities, Households and the Production of Well-Being in Modern Europe** Tindara Addabbo, Marie-Pierre Arrizabalaga, Alastair Owens, 2016-04-22 Feminist scholars have long pointed out the relevance of the unpaid work that goes on within European households in sustaining the well being of the continent's populations However care work and domestic labour continue to be largely unremunerated and unequally distributed by gender This unique volume of interdisciplinary essays casts new light on the roles that households play in securing the well being of individuals and families uncovering the processes of bargaining and accommodation and conflict and compromise that underpin them Contributors put gender at the centre of their analyses demonstrating the uneven experiences of men and women as both providers and receivers of welfare in European households in both the past and the present As European states grapple with changing family forms a growing population of dependent people increased participation of women in labour markets and a profound shift in the nature and organisation of work this book makes a timely contribution to our understanding of the critical role played by households in mediating processes of economic and social change It offers new challenges to scholars researchers and policy makers eager to address gender inequalities and enhance well being This book is the second of four volumes being published as part of Ashgate's Gender and Well Being series that arise from a programme of international symposia funded by the European Science Foundation under the auspices of COST European Cooperation in the field of Scientific and Technical Research

On Gender, Labor, and Inequality Ruth Milkman, 2016-07-15 Ruth Milkman's groundbreaking research in women's labor history has contributed important perspectives on work and unionism in the United States On Gender Labor and Inequality presents four decades of Milkman's essential writings tracing the parallel evolutions of her ideas and the field she helped define Milkman's introduction frames a career spanning scholarly project her interrogation of historical and contemporary intersections of class and gender inequalities in the workplace and the efforts to challenge those inequalities Early chapters focus on her pioneering work on women's labor during the Great Depression and the World War II years In the book's second half Milkman turns to the past fifty years a period that saw a dramatic decline in gender inequality even as growing class imbalances created greater than ever class disparity among women She concludes with a previously unpublished essay

comparing the impact of the Great Depression and the Great Recession on women workers A first of its kind collection On Gender Labor and Inequality is an indispensable text by one of the world's top scholars of gender equality and work

**Gender-Specific Inequalities in the Education System and the Labor Market** Pia Blossfeld, Magdalena Pratter, Wilfred Uuk, 2023-08-15 Two remarkable trends concerning women's educational and labor market outcomes in modern Western societies can be observed Firstly in recent decades women have been catching up with and have even overtaken men in educational attainment Secondly women continue to choose educations and occupations in Science Technology Engineering and Mathematics STEM less often than men This Research Topic will focus upon these gender specific trends with a view to analyzing some of their causes and consequences *Gender Disparities in Africa's Labor Market* Jorge Saba Arbache, Alexandre Kolev, Ewa Filipiak, 2010-08-05 Women's earnings are a fraction of male's earnings in several African countries It is tempting to conclude that this wage gap is a sign of discrimination against women in the labor market Yet this book uses new datasets to show that the gap is not simply the result of discrimination in the labor markets but rather the result of multiple factors including access to education and credit cultural values and household duties and above all labor market conditions It shows that gender disparities grow when economies are not functioning well and labor markets are tiny More than the effect of discrimination it seems that job rationing causes those with better human capital and those with more power in the household usually the men to take the few jobs that are available It is hardly surprising then that in a region where only a fraction of the labor force finds jobs in the formal sector gender disparities in earnings are so high The book further documents that firm level and sector characteristics are additional powerful factors in explaining the gender disparities in the labor market As the causes are not simple neither are the solutions multifaceted strategies are needed By providing environments that support economic growth and more importantly job creation as well as by promoting equal access for women to education and rethinking the attitudes that limit what women may achieve governments in the region will substantially improve the well being of all their peoples *Gender Disparities in Africa's Labor Market* helps to fill the knowledge gap and identify the links between gender disparities and poverty reduction The work was implemented in collaboration with a range of poverty and labor market studies to maximize its usefulness for policy dialogue in specific countries This book will be of interest to policy makers students academics gender experts and all those interested in gender issues and development **Women and Work** Sonia Carreon, Amy Cassidy, Kathryn Borman, Paula J. Dubeck, 2013-11-26 Focuses on vital contemporary issues Women in the work force today are still subjected to the glass ceiling sexual discrimination income inequality stereotyping and other obstacles to equal employment and professional advancement Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today's women face in the workplace discuss important contemporary issues and offers a wide range of facts and data on women's employment Offers insights and information The Handbook answer hundreds of questions as it illuminates current

achievements and obstacles to success for women in the marketplace Drawing upon a growing body of research in the social and behavioral sciences the articles provide insights into such issues as the sex segregation of occupations comparable worth women in traditionally male occupations career plans of college women gender bias in job evaluations and personnel decisions sexual harassment the gendered culture of organizations the effects of maternal employment on children and child care and more The articles draw on extensive research and studies on women in the workplace across the U S and around the world A valuable research aid This handbook presents the reader with a broadly based understanding of women's work experiences and provides a useful set of sources for in depth research It is a valuable reference for professors librarians researchers guidance counselors and students who need reliable up to date information The handbook includes a subject and name index

The Kaleidoscope of Gender Joan Z. Spade, Catherine G. Valentine, 2011 An accessible timely and stimulating introduction to the sociology of gender The Kaleidoscope of Gender Prisms Patterns and Possibilities Third Edition provides a comprehensive analysis of key ideas theories and applications in this field as viewed through the metaphor of a kaleidoscope This collection of creative articles by top scholars explains how the complex evolving pattern of gender is constructed interpersonally institutionally and culturally and challenges students to question how gender shapes their daily lives Like the prior edition the Third Edition maintains a focus on contemporary contributions to the field while incorporating classical and theoretical arguments to provide a broad framework Integrating a cross cultural focus and intersectional inquiry this unique text reader vividly illustrates that gender is a malleable continuum of prisms patterns and possibilities **ICGR 2019 2nd International Conference on Gender Research** Prof. Paola Paoloni, Prof. Mauro Paoloni, Prof. Simona Arduini, 2019-04-11

**Locating Gender** Janet Siltanen, 2021-08-19 First published in 1994 Locating Gender combines a case study approach with significant theoretical development to challenge explanations of occupational segregation It examines the diversity of women's employment experience gender segregation within employment establishments employment and domestic relations and the place of gender in perceptions of inequality The book develops the concepts of component wage and full wage jobs in the context of work histories and employment relations and establishes their usefulness in the study of the social adequacy of wages In doing so it provides a close and critical examination of the power of gender as an explanatory concept in employment and domestic relations including an in depth analysis of the circumstances prior to and following changes to eliminate sex discrimination from official practices in a particular workplace It will be of interest to students and researchers of gender studies the sociology of work and social stratification social policy business studies and labour economics

*Gender Equality at the Heart of Decent Work* International Labour Office, 2009 This report has three aims reviewing the ILO's progress in assisting constituents to achieve gender equality in the world of work highlighting its current efforts to implement International Labour Conference ILC resolutions and Governing Body decisions on promoting gender equality and mainstreaming it in the Decent Work Agenda and providing background for constituents to chart a strategic course for future

work     Paradoxes of Gender Judith Lorber, 1994-01-01 In this pathbreaking book a well known feminist and sociologist who is also the Founding Editor of *Gender* why transvestites transsexuals and hermaphrodites do not affect the conceptualization of two genders and two sexes in Western societies why most of our cultural images of women are the way men see them and not the way women see themselves why all women in modern society are expected to have children and be the primary caretaker why domestic work is almost always the sole responsibility of wives even when they earn more than half the family income why there are so few women in positions of authority when women can be found in substantial numbers in many occupations and professions why women have not benefited from major social revolutions Lorber argues that the whole point of the gender system today is to maintain structured gender inequality to produce a subordinate class women that can be exploited as workers sexual partners childbearers and emotional nurturers Calling into question the inevitability and necessity of gender she envisions a society structured for equality where no gender racial ethnic or social class group is allowed to monopolize economic educational and cultural resources or the positions of power     *International Perspectives on Gender and Higher Education* Christine Fontanini, K.M. Joshi, Saeed Paivandi, 2020-11-26 Despite improved access to higher education for women the distribution of women and men varies considerably between fields of study The chapters in this edited collection explore the participation status of women in higher education across the varying socio economic and sociological backgrounds observed in different countries and regions     **Gender Inequality: Socioeconomic Analysis And Developing Country Case Studies** Clement A Tisdell, 2019-05-03 This unique book provides an easily comprehended overview of facts about gender inequality and contains a valuable introduction to economic theories of this inequality the applicability of which is assessed in the light of empirical evidence A special feature of this book is its adoption of a multidisciplinary approach to the study of gender inequality Both economic and sociological influences on gender inequality are taken into account in an innovative fashion The scholarly coverage of this book is broad and focuses mainly on female disadvantage both that suffered by female children and by women Subjects covered include economic theories of gender inequality and critiques of these sex selection preferences for boys and the value of females measures of gender inequality and their application the occurrence of poverty and its relationship with the deprivation of women and children implications for the status of females of their access to different forms of capital taking into account modern concepts of capital the need to take into account little explored relationships between gender inequality and the achievement of sustainable development ecofeminism and the abuse of women by men The discussion is reinforced by case studies and examples drawn primarily from South Asian and Northeast Asian countries Some attention is given in the case studies to the diverse practices of tribal people and minorities This is done in order to better assess existing theories about gender inequality The value of adopting a multidisciplinary approach to the study of gender inequality is well demonstrated Consequently this book provides a more holistic and balanced view of gender inequality than other available books     **Introduction to gender-sensitive social**



## **protection programming to combat rural poverty: Why is it important and what does it mean? - FAO Technical**

**Guide 1** Food and Agriculture Organization of the United Nations ,2018-11-01 Many social protection programmes including cash transfers public works programmes and asset transfers target women as main beneficiaries or recipients of benefits Extending social protection to rural populations has great potential for fostering rural women s economic empowerment However to tap into this potential more needs to be done There is much scope for making social protection policies and programmes more gender sensitive and for better aligning them with agricultural and rural development policies to help address gender inequalities Recognizing this potential and capitalizing on existing evidence FAO seeks to enhance the contribution of social protection to gender equality and women s empowerment by providing country level support through capacity development knowledge generation and programme support To move forward this agenda FAO has developed the Technical Guidance Toolkit on Gender sensitive Social Protection Programmes to Combat Rural Poverty and Hunger The Toolkit is designed to support SP and gender policy makers and practitioners in their efforts to systematically apply a gender lens to SP programmes in ways that are in line with global agreements and FAO commitments to expand inclusive SP systems for rural populations The Toolkit focuses on the role of SP in reducing gendered social inequalities and rural poverty and hunger

*Gender and Society* Mr. Rohit Manglik,2024-03-22 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels

**Handbook of Research on Exploring Gender Equity, Diversity, and Inclusion Through an Intersectional Lens** Meletiadou, Eleni,2023-06-02 Organizations worldwide have introduced equality diversity and inclusion EDI policies to address the inherent disadvantages experienced by employees with diverse social identities in different national contexts EDI policies are present to address the inherent disadvantages and inequalities experienced by a diverse workforce The Handbook of Research on Exploring Gender Equity Diversity and Inclusion Through an Intersectional Lens reports on current challenges that organizations face in terms of gender diversity management and provides crucial research on the application of strategies designed to increase organizational change and support and integrate diverse individuals including physically disabled individuals women and people of color into organizations Covering key topics such as mental health tolerance and a sustainable workforce this major reference work is ideal for managers business owners administrators government officials policymakers researchers scholars academicians practitioners instructors and students

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