

ROUTLEDGE REVIVALS

Locating Gender

**Occupational Segregation, Wages and
Domestic Responsibilities**

Janet Siltanen



Locating Gender Occupational Segregation Wages And Domestic Responsibility

Gerhard Bosch, Steffen Lehndorff



Locating Gender Occupational Segregation Wages And Domestic Responsibility:

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.

Locating Gender Taylor & Francis Group, 2020-07-06 **Women's Employment in Europe** Colette Fagan, Jill Rubery, Mark Smith, 1999-08-05 Based on extensive original research, this volume examines contemporary patterns of women's employment in Europe in the context of the profound economic, social, and cultural changes that have taken place in recent years. It considers the progress made towards equal treatment in the labour market in the light of European Union action programmes and examines the prospects for women's employment under the fourth action programme. The authors conclude that progress towards equal treatment will only occur when gender issues are fully integrated into the European Commission's employment and labour market policies.

Domestic Democracy Jennifer Fish, 2005-11-16 This study examines the dialectic relationship between social inequality and change in the newly democratic South Africa through the lens of paid domestic labor. The complexities of this institution provide an in-depth analysis of the tension between the race and gender priorities of South Africa's new democracy and the lived realities of the majority of its population. Because paid domestic work remains the largest sector of employment for women in South Africa, it is critical to situating the scope of social change in this emergent democracy. This book presents the first comprehensive study of paid domestic labor since South Africa's 1994 post-apartheid transition. Drawing upon 85 interviews with domestic workers, employers, Parliamentarians, community activists, and organizational leaders, this research offers diverse perspectives on the race, class, and gender divides that remain integral to social relations in the context of national transition. In contrast, this study also details women's collective agency through the exploration of a critical social policy change shaped by the activism of a new union of domestic workers. Drawing upon extensive fieldwork, this book demonstrates that transformation of social relations remains one of the greatest obstacles to engendering democracy in South Africa.

Key Issues in Women's Work Catherine Hakim, 2016-09-17 Women's employment is one of the most widely discussed and often misunderstood issues of modern society. Are women today oppressed or do they have the best of both worlds? Do women have to go out to work to gain equality with men, or do they

already do more than their share of domestic work caring work and voluntary work as well as work in the informal economy Do women seek careers on the same terms as men or are they content to be dependent wives or secondary earners taking jobs on a short term basis How important is job segregation in explaining the 20% pay gap between men and women Have equal opportunities laws had any real impact Are women in Europe lagging behind or are they at the forefront of developments in modern societies This new updated edition of Catherine Hakim s classic text addresses all the key issues currently debated in relation to women s work in the domestic sphere as well as paid employment Dr Hakim tests the power of patriarchy theory and preference theory against economic theories Sex discrimination work life balance part time work flexible hours homeworking career patterns across the life cycle labour mobility labour turnover the returns to education occupational segregation the pay gap the glass ceiling and the impact of European Union policies are all considered Analysis of historical developments over the twentieth century based on censuses is complemented by case studies of people working in occupations undergoing dramatic change Throughout the book comparisons are drawn between the USA Britain other European countries Canada Australia and also China Japan and other Far Eastern societies The analysis draws on sociology economics psychology labour law history and social anthropology to conclude that the diversity of women s life goals and lifestyle preferences is increasing This explains the growing polarisation of women s employment and many contradictory recent research results

Gender, rhetoric and regulation Helen Glew, 2016-01-01 The Civil Service and the London County Council employed tens of thousands of women in Britain in the early twentieth century As public employers these institutions influenced both each other and private organisations thereby serving as a barometer or benchmark for the conditions of women s white collar employment Drawing on a wide range of archival sources including policy documents trade union records women s movement campaign literature and employees personal testimony this is the first book length study of women s public service employment in this period It examines three aspects of their working lives inequality of pay the marriage bar and inequality of opportunity and demonstrates how far wider cultural assumptions about womanhood shaped policies towards women s employment and experiences Scholars and students with interests in gender British social and cultural history and labour history will find this an invaluable text

Our Changing Land Dawn Mannay, 2016-06-15 an invaluable companion for researchers postgraduate students and other academics with an interest in Wales and Welsh life offers readers with an interest in Wales and Welsh life an accessible current and thought provoking account of the nation provides an insight to post devolution Wales in relation to education employment social policy the media civil society the Welsh language and issues of inequality features art and creative writing developed with young people in Wales which allows an opportunity for new ideas and perspectives to be voiced extends the themes raised in the book with audio and video material available on the University of Wales website

Gender, Class and Power Tricia Dawson, 2018-04-18 With a particular focus on the British printing industry this book tackles the ongoing issue of pay inequality and examines the

challenges facing many women today By analysing organisation processes within the workplace the author considers the unequal allocation of power resources that generate and sustain women s invisibility and argues that women s power is often outflanked by that of their male colleagues Written by a skilled academic with direct industry experience this new book is an insightful read for those researching human resource management HRM women s studies and diversity as well as trade union officials and policy makers

Lesbian Lifestyles Gillian A. Dunne,1996-11-27 This fascinating book illustrates the importance of analyzing sexuality by examining ways in which stepping outside heterosexuality necessitates and facilitates long term economic independence Based on a life history study the book charts key stages in the lives of non heterosexual women including their experiences of gendering in childhood and their responses to the culture of romantic heterosexuality In particular it documents the impact of coming out on their lives and the way sexuality has affected their approach both to intimate relationships and paid work

Managing Diversity and Equality in Construction Andrew W. Gale,Marilyn J. Davidson,2006-07-28 With women in the UK construction industry constituting just thirteen per cent of the workforce and black and Asian workers numbering less than two per cent despite representing more than six per cent of the working population diversity is a problem that the construction industry needs to tackle directly In this title diversity management is presented as an opportunity for the construction industry Work is presented from several different countries and regions in North America Australia and Europe to provide a comprehensive picture of this complex and often sensitive issue Going beyond the traditional topics of gender and racial discrimination contributions encompass a wide range of diversity issues facing the construction industry including sexual orientation disability and the work life balance Essential reading for construction managers and a valuable resource for post graduate researchers this key title provides not only a thorough exposition of contemporary research but also supplies the practical diagnostic tools and techniques to successfully manage diversity in construction and the information to adhere to the law

Gender Stevi Jackson,Sue Scott,2002 Offering students an informed overview of some of the most significant sociological work on gender produced over the last three decades these readings are supplemented by a substantial critical introduction and editorial commentary

Men and the Classroom Sheelagh Drudy,Maeve Martin,John O'Flynn,Mairide Woods,2005-08-26 The teaching of young children has long been dominated by women This global phenomenon is firmly rooted in issues related to economic development urbanization the position of women in society cultural definitions of masculinity and the values of children and childcare Yet amongst the media scare stories and moral panics about underachieving boys there are surprisingly few empirically supported answers to vital questions such as Is the feminisation of teaching really a problem How is the relationship of gender and teaching considered within a framework of feminist theory What are the perceptions of students of teaching in comparison to other professions Why are so few men attracted to teaching Can more men be attracted into the classroom The authors of this groundbreaking book have undertaken the largest most in depth study ever carried out on this topic in order to assess both

teachers and students views across primary education **Work-Life Balance in the 21st Century** D. Houston,2005-04-04 As we begin the twenty first century UK employees work the longest hours in Europe Workplace stress and home responsibilities are among the top five causes of absence from work Yet work life balance has emerged as a key concern for employers policy makers and the media This edited volume contains findings from 14 research projects within the ESRC s Future of Work Programme The research examines the notion of employment flexibility and the effects of gender and care responsibilities on work and work performance Conflicting needs of employers and employees and the gender divisions in work and family life call into question the feasibility of achieving the Government s aim of work life balance for everyone

Shaping Women's Work Juliet Webster,2014-06-03 A new book offering a broad overview of the debates about technologies and gender relations at work in a range of occupational areas Innovative in its approach it deals with gender relations in terms of the ways in which they influence the design and development of technologies and how gender relations are themselves shaped by technologies The book will draw heavily on the theoretical perspective looking at the ways in which sexual divisions of labour and gender relations in the workplace profoundly affect the direction and pace of technological change and tracks the development of certain technologies showing how through their evolution they embody these social relations

Working in the Service Sector Gerhard Bosch,Steffen Lehndorff,2004-06 Chapter 1 Introduction part Part I Different service societies in Europe chapter 2 Measuring economic tertiarisation chapter 3 The incidence of new forms of employment in service activities chapter 4 Why do countries have such different service sector employment rates chapter 5 Services and the employment prospects for women part PART II The organisation of service work an analysis of five sectors chapter 6 The family the state and now the market chapter 7 The reluctant nurses chapter 8 Work hard play hard chapter 9 Work organisation and the importance of labour markets in the European retail trade chapter 10 Lean banking part Part III Common challenges chapter 11 The shaping of work and working time in the service sector chapter 12 The delegation of uncertainty chapter 13 Can trade unions meet the challenge chapter 14 Diversity and regulation of markets for services

The Gender Dimension of Social Change Elisabetta Ruspini,Angela Dale,2002 This new study uses longitudinal data to provide new insights into the changing dynamics of lives of women today In particular it explores the potential of longitudinal or life course analysis as a powerful tool for appreciating the gender dimension of social life

Women's Work in East and West: The Dual Burden of Employment and Family Life Norman Stockman,Norman Bonney,Xuewen Sheng,2016-09-16 Unmasking Administrative Evil discusses the overlooked relationship between evil and public affairs as well as other fields and professions in public life **Marginalization in Globalizing Delhi: Issues of Land, Livelihoods and Health** Sanghmitra S. Acharya,Sucharita Sen,Milap Punia,Sunita Reddy,2016-10-21 This book analyses how developmental projects in a globalizing Delhi have brought about neglect exclusion and alienation of certain sections of population while benefiting others It discusses the physical economic and social displacement of people in the city in recent

times which has deprived them of their lands livelihoods and access to health care In Delhi and the National Capital Region beyond the obvious and apparent image of wide roads flyovers the metro rail network high rises and glittering malls globalization has brought about skewed and uneven development A growing middle class and a significant group of an extremely rich section of population steer the ways in which development strategies are planned and implemented Furthermore with government control reducing as is inevitable and consistent with a neoliberal policy framework private players have entered not only the consumer goods sector but also basic goods and services such as agriculture health and education This book explores the effects of such processes with a specific focus on equity on the marginalized sections of population in a globalizing megacity It addresses the themes of land livelihoods and health as overarching drawing upon their interlinkages It traces the changes in the growth of the city in context of these themes and draws inferences from their interconnectedness to examine the current situation of development in Delhi

Work-Lifestyle Choices in the 21st Century Catherine Hakim, 2000-11-02 In this book Hakim presents a new multi disciplinary theory for explaining and predicting current and future patterns of women s choice between employment and family work Preference theory is the first theory developed specifically to explain women s behaviour and choices As such it constitutes a major break from male centred theorizing to date in sociology and economics Preference theory is grounded on the substantial body of new research on women s work and fertility that has flourished within feminist scholarship It identifies five major historical changes that collectively are producing a qualitatively new scenario for women in prosperous societies in the 21st century Throughout the analysis the USA and Britain illustrate what the new scenario means for women how it alters their preferences and work lifestyles choices Hakim also reviews research evidence on contemporary developments across Europe Canada Australia Japan and the far East to develop a new theory that is genuine international in perspective

Family Disintegration Anton Purcell, 2002 The contemporary family is being distracted disturbed and distraught by societal pressures from every direction The nuclear family concept believed crucial to child rearing is becoming pass according to census data Or has the wave of disruption to families crested It is hoped that this bibliography will serve as a useful tool to researchers seeking further information on families and the pressures being exerted upon them in the 21st century

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