



# Gender equality and trade unions

Presentation for BWN, 22-24  
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# Gender And Trade Unions

**Cécile Guillaume**



## **Gender And Trade Unions:**

**Gender and Trade Unions** Elizabeth Lawrence, 2016-12-19 This book first published in 1994 explores the impact of work and gender roles on union activism and identifies factors that support and hinder women's representation in trade unions. These issues are discussed in terms of gender role work related and union related factors. The author details what trade unionists are doing to challenge inequalities that still exist and identifies factors that divide and unite men and women within trade unions. The author shows the impact that feminism has had on the trade union movement and explores the extent to which men and women have similar priorities for collective bargaining.

**Gender and Leadership in Unions** Gill Kirton, Geraldine Healy, 2013-01-25 Reflecting the increased attention to gender and women in the field of employment relations there is now a growing international literature on women and trade unions. The interest in women as trade unionists arises partly from the fact that women comprise 40 percent of trade union membership in the USA and over 50 percent in the UK. Further despite considerable overall union membership decline in both the UK and USA more women than men are joining unions in both countries. Recognition of the importance of women to the survival and revival of trade union movements has in many cases produced an unprecedented commitment to equality and inclusion at the highest level. Yet the challenge is to ensure that this commitment is translated to action and improves the experience of women in their union and in their workplace. *Gender and Leadership in Trade Unions* explores and evaluates the similarities and differences in equality strategies pursued by unions in the US and the UK. It assesses the conditions experienced by women union members and how these impact on their leadership both potential and actual. Women have made gains in both countries within union leadership and decision making structures however climbing the ladder to leadership positions remains far from a smooth process. In the trade union context women face multiple barriers that resonate with the barriers facing aspiring women leaders in other organizational contexts including the gendered division of domestic work the organization and nature of women's work the organization and nature of trade union work and the masculine culture of trade unions. The discussion of women trade union leaders is situated more broadly within debates on governance leadership and democracy within social justice activism.

**Gendering and Diversifying Trade Union Leadership** Sue Ledwith, Lise Lotte Hansen, 2012-11-27 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age. It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and management approaches leadership forms which arise from fields such as community pedagogy and the third sector. This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives. Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of

traditionalism      Gender, Diversity and Trade Unions Fiona Colgan, Sue Ledwith, 2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce      *Organizing Women* Cécile Guillaume, 2021-12-16 This book explores the representation of women and their interests in the world of work across four trade unions in France and the UK Drawing on case studies of the careers of 100 activists and a longitudinal study of the trade unions struggle for equal pay in the UK it unveils the social organizational and political conditions that contribute to the reproduction of gender inequalities or on the contrary allow the promotion of equality Guillaume's nuanced evaluation is a call to redefine the role of trade unions in the delivering of gender equality contributing to broader debates on the effectiveness of equality policies and the enforcement of equality legislation      Gender Democracy in Trade Unions Anne McBride, 2020-07-24 This title was first published in 2001 Detailed interviews with activists and case studies of decision making bodies show how different membership groups exploit equal opportunities strategies to facilitate or impede women These case studies expose the conundrum of understanding women as a differentiated but distinct membership group They illustrate why women activists need to be understood in their diverse and multiple roles of being low paid workers black women lesbians and members of political parties but also demonstrate that women are most empowered when treated as an oppressed social group      **Women and Trade Unions** Jennifer Curtin, 2018-11-09 First published in 1999 this volume aims to examine the extent to which such a partnership has been developed between women workers and trade unions with a comparative emphasis Jennifer Curtin analyses how women trade unionists have sought to make trade union structures and policy agendas more inclusive of the interests of women workers in four countries Australia Austria Israel and Sweden      Gendering and Diversifying Trade Union Leadership Sue Ledwith, Lise Lotte Hansen, 2013 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and management approaches leadership forms which arise from fields such as community pedagogy and the third sector This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of traditionalism      **Women in Trade Unions** Homa Dean, 2006 Focuses on what trade unions can do to increase gender

equality within their own structures and wider society by using gender mainstreaming      Gender and Leadership in Unions  
Gill Kirton, Geraldine Mary Healy, 2013 *Gender and Leadership in Trade Unions* explores and evaluates the similarities and differences in equality strategies pursued by unions in the US and the UK It assesses the conditions experienced by women union members and how these impact on their leadership both potential and actual The discussion of women trade union leaders is situated more broadly within debates on governance leadership and democracy within social justice activism

*Promoting Gender Equality* International Labour Office, 2002 This guide provides managers in charge of self employment promotion schemes with the tools to enhance the performance of their programmes It focuses on common recurring problems that are typically encountered when setting priorities selecting staff managing finances tracking performance and more It offers numerous examples of best practice as well as an extensive list of resources references and helpful websites

**The Making of Women Trade Unionists** Gill Kirton, 2017-03-02 In what will be essential reading for all industrial relations scholars Gill Kirton considers the social construction of women s trade union participation in the context of male dominated trade unions Exploring the making and progress of women s trade union careers this book locates the issues within the context of their experiences of three interlocking social institutions the union work and family The book examines how and why women embark on trade union careers the social processes which shape women s gender and union identities and the combined influences of union work family contexts on the trajectory of women s union careers Additionally the book offers a historical overview of the development of women s trade union education and separate organizing with original analysis and historical data      *Gender, Diversity and Trade Unions* Fiona Colgan, Sue Ledwith, 2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce      Understanding Gender in the African Context Kurebwa, Jeffrey, 2020-04-10 One of the most significant dimensions of gender studies is that it is political It raises questions about power in society and how and why power is differentially distributed between different genders It asks questions about who has power over whom in which situations how power is exercised and how it is and can be challenged Different theories and perspectives within gender studies have different approaches to these questions and look for answers in different social processes Many debates are on going as new data is revealed and new theories are put forth *Understanding Gender in the African Context* is a scholarly reference that explores the complexities of the ideologies and social patterns that contribute to the field of gender studies Featuring a range of topics such as human rights feminism and social media this book is ideal for policymakers sociologists social scientists civil society organizations government officials

academicians researchers and students      **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 Matters* Valerie O'Regan,2000-04-30 Valerie O'Regan examines the relationship between female policymakers and policy outputs Her primary concern is whether female policymakers are associated with the advancement of women's issues in the policy realm Although this question is important in the study of representation theory there has been surprisingly little research on the topic and it has tended to provide limited often contradictory results O'Regan's research design and analysis utilizes time series cross sectional procedures to examine the effects of the independent variables on the dependent variables over time across countries Data from 22 countries during the period of 1960-1994 were analyzed in two separate segments The first analysis involved three general policy measures that address two types of women's issue policies employment and social The second analysis involved two measures for policy comprehensiveness employing equal wage legislation The findings for the first analysis are positive regarding the relationship between the presence of female policymakers and the presence of women's issue policies The findings for the second analysis highlight the difficulties of developing valid measures of policy substance Scholars and other researchers involved with women and politics and legislative behavior will find the study of particular interest      **Research Handbook on Gender, Work and Employment Relations** Sue Williamson,Jane Parker,Noelle Donnelly,Mihajla Gavin,Sue Ressa,2025-04-09 Presenting cutting edge research on gender work and employment relations this Research Handbook represents the latest thinking in this dynamic field A multinational team of academics share their expertise from a broad range of disciplines including employment relations human resource management sociology management and feminist and organisational studies      *Gender, Environment and Participation in Politics* Snehalata Panda,1994 With special reference to Orissa      **Social Partners and Gender Equality** Anna Elomäki,Johanna Kantola,Paula Koskinen Sandberg,2021-12-01 This book breaks new ground in gender and politics research by studying the multiple ways in which gender and intersectional equalities shape and are shaped by social partners representing employers and employees in Europe as well as the

relationships between those social partners Little critical attention has been paid to these organizations yet as this volume illustrates social partners are important actors in relation to gender and other inequalities at the level of both individual European countries and the European Union The chapters in this volume explore the impact of social partners on inequalities in a variety of 21st century political contexts taking into account phenomena such as neoliberalisation austerity and the COVID 19 crisis This volume adds a crucial dimension to studies on gender inequalities in the labour market contributing to research on issues such as domestic work the gender pay gap and the persistent undervaluation of women s labour and feminized reproductive labour in particular care work It also represents a significant contribution to the literature on gender equality policy The book s focus on social partners provides important insights that help to explain the persistence of gender inequalities and the difficulties of adopting and implementing policies to combat them This volume should appeal to students and researchers of gender studies politics European politics employment relations and international relations as well as to policymakers engaged in addressing gender inequalities in the labour market

**Women, Gender and Development in the Caribbean** Pat Ellis, 2003-06-28 Publisher Description

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