

# POWER TO CREATE INCLUSIVE GENDER EQUALITY IN THE WORKPLACE

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# Gender Power In The Workplace

**Deborah Cameron, Sylvia Shaw**





## **Gender Power In The Workplace:**

*Gender and Power in the Workplace* Harriet Bradley, 1998-11-18 After over two decades of feminist campaigning why is it that men are still paid more than women and established patterns of gender segregation persist Are the feminization of the labour force and the rise of dual earning couples radically affecting the sexual division of labour in the home and at work What roles are played by trade unions in promoting equality between the sexes And if women are finally breaking through glass ceilings is it at the expense of men This important new textbook explores these questions using original material from interviews with female and male employees in five case study organizations The author develops a new approach to power in terms of a range of resources which are used by women to challenge male domination and by men to resist women's encroachment This approach is used to unpack the complexities of power relations of gender and class as they are played out in the everyday lives of working people The interaction of class and gender is also explored at the societal level in terms of increased global competition feminization and the development of a climate of equality fostered by Equal Opportunities programmes Women's expectations are increasing leading them to compete with men for promotion and career advancement but this is taking place in the context of increasing insecurity anxiety and work intensification for all employees especially those in public sector organizations *Gender and Power in the Workplace* makes a major contribution to the sociological analysis of power and to our understanding of how processes of gendering are played out in the sphere of employment

*Gender, Power and Organization* Paula Nicolson, 2015-06-10 Work organizations are a major site of gender politics for professional women and men and although there are more women in senior positions than ever before these increased opportunities have not been gained without psychological consequences Evidence based and theoretically driven the new edition of *Gender Power and Organization* raises important questions about gender and power in the workplace and the psychology of women's advancement Twenty years on from the first edition it re-examines gender relations at work and asks why despite many years of feminist critique and action we are able to understand the dynamics of the workplace but fail to make them more representative The struggles women face in professional and public life remain intense not least because many men experience an increasing sense of threat to their long term aspirations and professional positions Using examples from recent research and the author's own consultancy experience this important volume offers a fresh exploration of the psychology of gender and power at work from the development of gender identities and roles to explanations of bullying and sexual harassment in the organization It offers an accessible survey of the subject for professional managers and students of leadership psychology management sociology gender and women's studies

**Gender, Power and Organisation** Paula Nicolson, 2003-09-02 Work organisations have become a major site of gender politics for professional women and men over the last twenty years There are more senior women today but increased opportunities have not been gained without psychological consequences Rather than catalogue the barriers to women's success Paula Nicholson examines the problems



they can face as a result She re examines the ways that patriarchal structures resist women s progress and how male success has psychological implications for women s sense of subjectivity self esteem and gender identity and how achieving against such odds has an impact on women s everyday lives

**Gender, Power and Organisation , Women in Engineering**

Judith S. McIlwee,J. Gregg Robinson,1992-02-06 Who are the women who became engineers in the 1970s and 1980s How have they fared in the most male dominated profession in America This is the first book to answer these questions It explores the backgrounds family lives work experiences and attitudes of engineers in order to explain the unequal patterns of career development for women who generally hold lower positions and receive fewer promotions than their male counterparts McIlwee and Robinson synthesize two theoretical approaches frequently used to explain the status of women in the workforce gender role and structural theories providing new insights into improving women s careers in traditionally male occupations

Gender, Power and Organisations

Susan Halford,2018-06-26 This important text demonstrates the range of ways in which gender can be seen to be an integral part of organisational life Through a lively and detailed exploration of the structures and processes of organisations the authors bring to life the ways in which gender is performed maintained and reproduced in many of the corporations and institutions in which we work A wide range of research on gender race and other forms of social difference is drawn upon to reveal how divisions and inequalities remain a significant aspect of work and organisations in spite of the fact that high profile is given to women who make it to the top At the same time evidence is also presented to show how these persistent structural differences are variously contested and challenged by both women and men The authors discuss how these contradictory factors can be usefully interpreted by developing our understanding of the ways in which power operates in organisations By developing a multi dimensional approach to understanding power the richness and diversity of gender relations within contemporary organisations is explained Through its full discussion of key theoretical concepts and its insightful look at the ways in which these interweave with substantive areas of organisational life this book is the perfect text both for readers who are new to the subject and who are already engaged in the field

**Gender, Power and Organization** Paula Nicolson,2015-06-10 Work organizations are a major site of gender politics for professional women and men and although there are more women in senior positions than ever before these increased opportunities have not been gained without psychological consequences Evidence based and theoretically driven the new edition of Gender Power and Organization raises important questions about gender and power in the workplace and the psychology of women s advancement Twenty years on from the first edition it re examines gender relations at work and asks why despite many years of feminist critique and action we are able to understand the dynamics of the workplace but fail to make them more representative The struggles women face in professional and public life remain intense not least because many men experience an increasing sense of threat to their long term aspirations and professional positions Using examples from recent research and the author s own consultancy experience this important volume offers a fresh exploration of the



psychology of gender and power at work from the development of gender identities and roles to explanations of bullying and sexual harassment in the organization It offers an accessible survey of the subject for professional managers and students of leadership psychology management sociology gender and women s studies Gender Power, Leadership, and Governance Georgia Duerst-Lahti,Rita Mae Kelly,1995 Investigates how notions of masculinity and femininity inform ideology political action and institutional prejudice *Gender, Power and Sexuality* Pamela Abbott,Claire Wallace,2016-07-27 Gender Power and Sexuality is a collection of original and exciting articles by well known feminists which makes a major contribution to our understanding of the ways in which men exercise control over girls and women in their daily lives in the home at school at work and in the courts Women are seen to resent and challenge male power but the institutionalisation of male power is shown to mitigate against women taking control over their own lives Gender, Power, and Inequality: A Contemporary Exploration Pasquale De Marco,2025-07-23 Gender Power and Inequality A Contemporary Exploration is a comprehensive and timely examination of the complex and interconnected issues surrounding gender power and inequality in contemporary society Drawing on the latest research and theoretical perspectives this book provides a nuanced and insightful analysis of the ways in which gender shapes our social political economic and cultural lives Gender is a fundamental aspect of human identity and it intersects with all other aspects of our lives It shapes our experiences of the world our opportunities and our relationships with others Gender inequality is a systemic problem that has profound consequences for individuals families and communities It is a barrier to progress and a violation of human rights This book explores the historical roots of gender inequality and its many manifestations in the modern world It examines the role of socialization stereotypes and discrimination in perpetuating gender inequality It also discusses the ways in which gender intersects with other forms of oppression such as racism classism and homophobia The book concludes with a discussion of the future of gender equality It highlights the challenges that remain and the opportunities for progress It also provides practical steps that individuals and organizations can take to promote gender equality and create a more just and equitable world This book is an essential resource for anyone who wants to understand the complex and evolving issue of gender inequality It is a valuable resource for students scholars activists and policymakers who are working to create a more just and equal world If you like this book write a review *Gender, Power and Management* B. Bagilhole,K. White,2011-05-03 Women are now part of senior management in higher education HE to varying degrees in most countries and actively contribute to the vision and strategic direction of universities This book attempts to analyse their impact and potential impact on both organisational growth and culture **Gender, Power, and Communication in Human Relationships** Pamela J. Kalbfleisch,Michael J. Cody,1995 This edited volume establishes a state of the art perspective on theory and research on gender power and communication in human relationships Both theoretical essays and review chapters address issues relevant to female and male differences in power dominance communication equality and expectations beliefs All chapter contributors share two commonalities First



each provides a 1990s assessment of power and equality in female and male relationships. Second, each reviews respective programs of research and focuses attention on the relevance of this research to understanding the relationships of women and men. Unique because it incorporates a multidisciplinary approach to the study of gender and the communication of power in human relationships, this book includes the original work of intellectuals with national and international reputations in the social sciences. The volume provides both scholastic breadth and centralized treatment of issues that form the very foundation of social and personal relationships. It will appeal to scholars working in the disciplines of communication and psychology as well as other areas of social science research.

*Unveiling the Nexus of Gender, Power, and Liberation: A Psychological Exploration* Pasquale De Marco, 2025-05-22

In a world grappling with the enduring legacy of oppression and inequality, *Unveiling the Nexus of Gender, Power, and Liberation: A Psychological Exploration* offers a transformative journey into the intricate relationship between gender, power, and liberation. This comprehensive book delves into the psychological mechanisms that perpetuate oppression and unveils pathways toward empowerment and social transformation. Drawing upon diverse fields of study, the book provides a nuanced understanding of the historical roots of colonial power structures and their lingering effects on the human psyche. It examines the interplay between gender and power, revealing how societal norms and expectations shape our identities and experiences. Through thought-provoking analyses, it explores the complexities of identity formation, emphasizing the importance of embracing intersectionality and celebrating diverse identities. Furthermore, the book introduces the concept of liberation psychology, a revolutionary approach that empowers individuals and communities to break free from oppressive structures and reclaim their agency. It delves into the psychological tools and strategies that foster resilience, resistance, and collective action, enabling individuals to overcome internalized oppression and self-doubt. The power of community and solidarity is highlighted as a driving force for social change, demonstrating how collective efforts can dismantle systems of oppression and create a more just and equitable world. Additionally, the book explores the multifaceted relationship between gender and liberation in various societal domains, including the workplace, education, and media. It exposes the gender pay gap, economic inequality, and barriers faced by women in leadership positions, calling for the creation of inclusive and equitable environments. It examines gender bias and stereotypes in education, advocating for gender-responsive pedagogies and curricula that empower girls and women. It analyzes gender representation in media and popular culture, emphasizing the need for media literacy and critical consumption. With a focus on the American context, the book offers a unique perspective on the challenges and opportunities for gender liberation in the United States. It draws upon the experiences of diverse individuals and communities, weaving together personal narratives and scholarly research to provide a comprehensive analysis of the intersection of gender, power, and liberation. *Unveiling the Nexus of Gender, Power, and Liberation* is an indispensable resource for scholars, activists, policymakers, and anyone committed to creating a more just and equitable society. It is a clarion call for change, urging



readers to confront the oppressive forces that shape our world and to envision a future where gender liberation and social transformation are realized If you like this book write a review on google books

*The Palgrave Handbook of Power, Gender, and Psychology* Eileen L. Zurbriggen,Rose Capdevila,2023-12-28 The Palgrave Handbook of Power Gender and Psychology takes an intersectional feminist approach to the exploration of psychology and gender through a lens of power The invisibility of power in psychological research and theorizing has been critiqued by scholars from many perspectives both within and outside the discipline This volume addresses that gap The handbook centers power in the analysis of gender but does so specifically in relation to psychological theory research and praxis Gathering the work of sixty authors from different geographies career stages psychological sub disciplines methodologies and experiences the handbook showcases creativity in approach and diversity of perspective The result is a work featuring a chorus of different voices including diverse understandings of feminisms and power Ultimately the handbook presents a case for the importance of intersectionality and power for any feminist psychological endeavor

*Gender, Power and Political Speech* Deborah Cameron,Sylvia Shaw,2016-03-17 Gender Power and Political Speech explores the influence of gender on political speech by analyzing the performances of three female party leaders who took part in televised debates during the 2015 UK General Election campaign The analysis considers similarities and differences between the women and their male colleagues as well as between the women themselves it also discusses the way gender and its relationship to language was taken up as an issue in media coverage of the campaign

**Gender, Power and Higher Education in a Globalised World** Pat O'Connor,Kate White,2021-08-24 This book examines persistent gender inequality in higher education and asks what is preventing change from occurring The editors and contributors argue that organizational resistance to gender equality is the key explanation reflected in the endorsement of discourses such as excellence choice distorted intersectionality revitalized biological essentialism and gender neutrality These discourses implicitly and explicitly depict the status quo as appropriate reasonable and fair ultimately impeding efforts and attempts to promote gender equality Drawing on research from around the world this book explores the limits and possibilities of challenging these harmful discourses focusing on the state and universities themselves as levers for change It stresses the importance of institutional transformation the vital contribution of feminist activists and the importance of women s deceptively small victories in the academy

*Gender, Power, and Global Social Justice* Manijeh Daneshpour,2022-11-17 This book analyses how practitioners can use psychotherapy as a healing mechanism focusing on the intersection of gender power and social justice within the global context It begins by interrogating the concept of social justice itself before examining men s and women s issues from biological sociological contextual and ecological perspectives Each chapter covers individual couple and family therapy as well as training and supervising for heterosexual and homosexual individuals from a social justice standpoint With a centered and balanced perspective about the impact of gender and power on men s and women s relationships to each other and their ecological contexts Daneshpour



aims to help mental health practitioners privilege client voices promote justice in gendered relationships and manage the impact of socio political issues in therapeutic practice

**The SAGE Encyclopedia of Psychology and Gender** Kevin L. Nadal, 2017-04-15 The SAGE Encyclopedia of Psychology and Gender is an innovative exploration of the intersection of gender and psychology topics that resonate across disciplines and inform our everyday lives This encyclopedia looks at issues of gender identity and psychological processes at the individual as well as the societal level exploring topics such as how gender intersects with developmental processes both in infancy and childhood and throughout later life stages the evolution of feminism and the men s movement the ways in which gender can affect psychological outcomes and influence behavior and more With articles written by experts across a variety of disciplines this encyclopedia delivers insights on the psychology of gender through the lens of developmental science social science clinical and counseling psychology sociology and more This encyclopedia will provide librarians students and professionals with ready access to up to date information that informs some of today s key contemporary issues and debates These are the sorts of questions we plan for this encyclopedia to address What is gender nonconformity What are some of the evolutionary sex differences between men and women How does gender based workplace harassment affect health outcomes How are gender roles viewed in different cultures What is third wave feminism

**Gender, Power and the Household** L. McKie, S. Bowlby, S. Gregory, 1999-05-17 The chapters in this book illustrate from a number of different perspectives the ways in which power is located and articulated through gendered negotiations and acted out within the changing and differing setting of the household The book is divided into four sections The first section provides a theoretical historical and philosophical setting whilst the following three sections provide empirical contributions which examine aspects of Gendered Care dimensions of Gendered Time and Space and straddling work and home Gendered Work Income and Power

**A Companion to Gender Studies** Philomena Essed, David Theo Goldberg, Audrey Kobayashi, 2009-03-16 A Companion to Gender Studies presents a unified and comprehensive vision of its field and its new directions It is designed to demonstrate in action the rich interplay between gender and other markers of social position and dis privilege such as race class ethnicity and nationality Presents a unified and comprehensive vision of gender studies and its new directions injecting a much needed infusion of new ideas into the field Organized thematically and written in a lucid and lively fashion each chapter gives insightful consideration to the differing views on its topic and also clarifies each contributor s own position Features original contributions from an international panel of leading experts in the field and is co edited by the well known and internationally respected David Theo Goldberg



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