

Why Gender Power Analysis?

- **Gender analysis** has been required in Oxfam projects, programs and campaigns, given gender is a key determinant of poverty and suffering.
- **Gender power analysis** is needed given power inequality undermines gender equality and developments goals.

Gender Power In The Workplace Analysis

Susan R. Madsen



Gender Power In The Workplace Analysis:

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, 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 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 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**

Organization Paula Nicholson,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 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

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 Speaking Justice to Power Kim

Forss,2017-09-08 Efficiency economy and equity are policy goals pursued by governments around the world but analysts and evaluators have devoted more effort to measuring and evaluating the first two In Speaking Justice to Power contributors examine the concept of equity the role it plays and its application in policy evaluation Here some of the most valuable thinkers in the area of policy studies address key questions How should evaluators develop criteria for measuring equity as they analyze both program and policy implementation as well as their impacts What distinctions among people should be taken into account when measuring and valuing impacts What sorts of data should be used to analyze processes and impacts in different settings How might such data be validated The contributors employ grounded theory thinking as they translate key ethical principles into their work and draw important lessons from their experiences The work discusses equity in interventions addressing a variety of social and environmental problems This volume continues the fine tradition of Transaction s Comparative Policy Evaluation series The Routledge Handbook of Language and Professional Communication Vijay Bhatia,Stephen Bremner,2014-02-24 The Routledge Handbook of Language and Professional Communication provides a broad coverage of the key areas where language and professional communication intersect and gives a comprehensive account of the field The four main sections of the Handbook cover Approaches to Professional Communication Practice Acquisition of Professional Competence Views from the Professions This invaluable reference book incorporates not only an historical view of the field but also looks to possible future developments Contributions from international scholars and practitioners focusing on specific issues explore the major approaches to professional communication and bring into focus recent research This is the first handbook of language and professional communication to account for both pedagogic and practitioner perspectives and as such is an essential reference for postgraduate students and those researching and working in the areas of applied linguistics and professional communication **The Routledge Handbook of Pragmatics** Anne Barron,Yueguo Gu,Gerard Steen,2017-01-20 The Routledge Handbook of Pragmatics provides a state of the art overview of the wide breadth of research in pragmatics An introductory section outlines a brief history the main issues and key approaches and perspectives in the field followed by a thought provoking introductory chapter on interdisciplinarity by Jacob L Mey A further thirty eight chapters cover both traditional and newer areas of pragmatic research divided into four sections Methods and modalities Established fields Pragmatics across disciplines Applications of pragmatic research in today s world With accessible refreshing descriptions and discussions and with a look towards future directions this Handbook is an essential resource for advanced undergraduates postgraduates and researchers in pragmatics within English language and linguistics and communication studies The Routledge Handbook of Language, Gender, and Sexuality Jo Angouri,Judith Baxter,2021-04-26 Shortlisted for BAAL British Association for Applied Linguistics Book Prize 2022 The Routledge Handbook of Language Gender and Sexuality provides an accessible and authoritative overview of this dynamic and growing area of research Covering cutting edge debates in eight parts it is

designed as a series of mini edited collections enabling the reader and particularly the novice reader to discover new ways of approaching language gender and sexuality With a distinctive focus both on methodologies and theoretical frameworks the Handbook includes 40 state of the art chapters from international authorities Each chapter provides a concise and critical discussion of a methodological approach an empirical study to model the approach a discussion of real world applications and further reading Each section also contains a chapter by leading scholars in that area positioning through their own work and chapters in their part current state of the art and future directions This volume is key reading for all engaged in the study and research of language gender and sexuality within English language sociolinguistics discourse studies applied linguistics and gender studies

Managing Diversity in Today's Workplace Michele A. Paludi, 2012-04-23 This four volume set provides updated empirical research and best practices for understanding and managing workplace diversity in the 21st century including issues of gender race generation disability sexual orientation national origin and age As the demographics of workplaces in the United States continue to evolve to include more women employees a growing percentage of aged employees and greater racial diversity a broad understanding of human resource management issues in multiple functions is necessary Today's workplace professionals need to be up to speed on best practices for staffing training and development performance appraisals work family integration compensation health and safety equal employment opportunity disciplinary strategies and labor relations just to mention a few of the most important issues Contributors to this exhaustive four volume set include human resource consultants employers scholars management consultants and therapists offering proven workable solutions to assist employers in managing diversity in the 21st century workforce The books cover topics such as diverse succession planning formal mentoring programs discrimination in religious organizations transgender female workers flexible work schedules generational cohorts and paid leave policy This set will provide a lay professional reader with a thorough understanding of managing diversity in the modern workplace and serve as an essential resource for employers labor attorneys and human resource specialists

Gender, Discourse and Power in the Cameroonian Parliament Lilian Lem Atanga, 2010 This book investigates gender and power relations in the Cameroonian parliament using a critical discourse analytical approach which focuses on social issues and seeks to expose unequal relations within institutions The study identifies different gendered discourses within the speeches of Members of Parliament and government ministers Consciously or unconsciously these participants within parliamentary debates draw on topics that construct women and men in specific ways sometimes sustaining gender stereotypes or challenging existing conditions The way men and women are constructed using language also is indicative of gender and power relations within this particular community The study also looks at the way men and women are constructed using traditional discourses of gender differentiation and how some of these discourses get challenged appropriated or subverted using progressive gendered discourses that advocate equal opportunities gender equality and gender partnership in development

Gender, Power and

Knowledge for Development Lata Narayanaswamy, 2016-12-08 Knowledge for development is under theorised and under researched within development studies but as a set of policy objectives it is thriving within development practice Donors and other agencies are striving to improve the flow of information within and between decision makers and so called poor and marginalized groups in order to promote economic and social development including the empowerment of women Gender Power and Knowledge for Development questions the assumptions and practice of the knowledge for development industry Using a qualitative multi site ethnographical study of a Northern based gender information service and its beneficiaries in India the book queries the utility of the knowledge paradigm itself and the underlying assumption that a knowledge deficit exists in the Global South It questions the value of practices designed to address this presumed deficit that seek to increase information without addressing the specific problems of the knowledge systems being targeted for support After reviewing the evidence the book recommends that international organisations governments and practitioners move away from the belief that information intermediaries can employ progressive correctives to tinker at the edges and thus resolve the shortcomings of on going attempts to use knowledge alone as a driver of development Gender Power and Knowledge for Development will be of great interest to researchers students in development studies gender studies and communication studies as well as INGOs donor agencies and groups engaged in information for development i4D ICT for development ICT4D Tech4Dev knowledge mobilization and knowledge for development K4D [Gender, Communication, and the Leadership Gap](#) Carolyn M. Cunningham, Heather M. Crandall, Alexa M. Dare, 2017-09-01 Gender Communication and the Leadership Gap is the sixth volume in the Women and Leadership Research Theory and Practice series This cross disciplinary series from the International Leadership Association enhances leadership knowledge and improves leadership development of women around the world The purpose of this volume is to highlight connections between the fields of communication and leadership to help address the problem of underrepresentation of women in leadership Readers will profit from the accessible writing style as they encounter cutting edge scholarship on gender and leadership Chapters of note cover microaggressions authentic leadership courageous leadership inclusive leadership implicit bias career barriers and levers impression management and the visual rhetoric of famous women leaders Because women in leadership positions occupy a contested landscape one goal of this collection is to clarify the contradictory communication dynamics that occur in everyday interactions in national and international contexts and when leadership is digital Another goal is to illuminate the complexities of leadership identity intersectionality and perceptions that become obstacles on the path to leadership The renowned thinkers and scholars in this volume hail from both Leadership and Communication disciplines The book begins with Sally Helgesen and Brenda J Allen Helgesen co author of *The Female Vision Women's Real Power at Work* discusses the two fold challenge women face as they struggle to articulate their visions Her chapter offers six practices women can use to relieve this struggle Allen author of the groundbreaking book *Difference Matters Communicating Social Identity* discusses

the implications of how inclusive leadership matters to women and what it means to think about women as people who embody both dominant and non dominant social identity categories She then offers practical communication strategies and an intersectional ethic to the six signature traits of highly inclusive leaders Each chapter includes practical solutions from a communication and leadership perspective that all readers can employ to advance the work of equality Some solutions will be of use in organizational contexts such as leadership development and training initiatives or tools to change organizational culture Some solutions will be of use to individuals such as how to identify and respond productively to micro aggressions or how to be cautious rather than optimistic about practicing authentic leadership The writing in this volume also reflects a range of styles from in depth scholarship that produces new knowledge to shorter forums that feature interesting ideas worth considering

Sex Scandals, Gender, and Power in Contemporary American Politics Hinda Mandell, 2017-04-17 Examining how gender impacts political sex scandals in the United States this book explains how political sex scandals contribute to the mistrust of government and identifies why these events have serious consequences for our political system The increasing tabloidization of politics and focus on politicians involved in sex scandals is both problematic and important When a major political sex scandal occurs it occupies as much as 25 percent of all news coverage in the United States Even if people may deny it they enjoy consuming and talking about political sex scandals Written by a former journalist who has frequently explored the intersections of politics sex and gender in the United States Sex Scandals Gender and Power in Contemporary American Politics investigates how political sex scandals contribute to the mistrust of government and why these events have great significance in our frenzied media environment The book makes use of comprehensive descriptive data including statistics to explain how political sex scandals are a representation of society s broader gender dynamics conveying subtle messages about power and morality It addresses the roles of men and women in political sex scandals over time the increasing tabloidization of politics and the often overlooked consequences of sex scandals for the political system Author Hinda Mandell also documents how scandals multiple negative effects for the politicians themselves and for society include turning politics into a spectator sport contributing to the mistrust of government the questioning of politicians competence and judgment as a group and politicians diminishing effectiveness in office

Handbook of Research on Gender and Leadership Susan R. Madsen, 2017-05-26 Although some progress has been made in recent decades in getting women into top positions in government business and education there are on going persisting challenges with efforts to improve the opportunities for women in leadership The Handbook of Research on Gender and Leadership comprises the latest research from the world s foremost scholars on women and leadership exposing problems and offering both theoretical and practical solutions on how to best strengthen the impact of women around the world

Gender, Law and Justice in a Global Market Ann Stewart, 2011-08-25 Theories of gender justice in the twenty first century must engage with global economic and social processes Using concepts from economic analysis associated with global commodity chains and feminist ethics of

care Ann Stewart considers the way in which gender contracts relating to work and care contribute to gender inequalities worldwide She explores how economies in the global north stimulate desires and create deficits in care and belonging which are met through transnational movements and traces the way in which transnational economic processes discourses of rights and care create relationships between global south and north African women produce fruit and flowers for European consumption body workers migrate to meet deficits in affect through provision of care and sex British Asian families seek belonging through transnational marriages

Gender, Power and Organisation , Handbook of Workplace Diversity
Alison M Konrad,Pushkala Prasad (ed),Judith Pringle,2006-01-10 Showcases the scope of international perspectives that exist on workplace diversity and defines this field This book is a useful resource for students and academics of human resource management organisational behaviour organisational psychology and organisation studies

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