



Feminizing the Unions

Sheila Cunnison
Jane Stageman

Feminizing The Unions

Susan Milner



Feminizing The Unions:

Feminizing the Unions Sheila Cunnison, Jane Stageman, 1993 Analyses the position of women in the trade union movement Examines ways in which masculine culture pervades the union movement and supports structures of male power and dominance suppressing women s voices and subordinating their concerns Draws attention to the challenges women make to the culture of masculinity and their attempts to operate through their own culture of femininity

Contracting Masculinity Gillian Creese, 1999-12-15 The history of labour in Canada is most often understood to mean and presented as the history of blue collar workers especially men And it is a story of union solidarity to gain wages rights and the like from employers In *Contracting Masculinity* Gillian Creese examines in depth the white collar office workers union at BC Hydro and shows how collective bargaining involves the negotiation of gender class and race Over the first 50 years of the office union s existence male and female members were approximately equal in number Yet equality has ended there Women are concentrated at the lower rungs of the job hierarchy while men start higher up the ladder and enjoy more job mobility men s office work has been redefined as a wide range of technical jobs while women s work has been concentrated in a narrow range of clerical positions As well for decades Canadian Aboriginals and people of colour were not employed by BC Hydro which has resulted in a racialized gendered workplace What is the role of workers and their trade unions in constructing male and female work a process that is often seen as the outcome solely of management decisions How is this process of gendering also racialized so that women and men of different race and ethnicity are differentially privileged at work How do males in a white collar union create and maintain their own image of masculinity in the face of a feminized occupation and a more militant male blue collar union housed within the same corporation What impact does the gender composition of union leadership have on collective bargaining How do traditions of union solidarity affect attempts to bargain for greater equity in the office These are the central questions that *Contracting Masculinity* seeks to answer in this in depth look at a Canadian union

Working in the Service Society Cameron Lynne Macdonald, Carmen Sirianni, 1996 Essays and case studies on the problems of organizing and new models of unionism in the context of women s work culture multiracial workplaces contingent and part time work and participatory innovations to improve service and experience of work simultaneously Back cover

Célébrons Nos Réussites Féministes Karen Blackford, Marie-Luce Garceau, Sandra Kirby, 1999 Abuses by international corporations withdrawal of social services and implementation of regressive legislation continue to impoverish women and reduce the quality of their everyday lives women have reason to be demoralized Recognizing this challenging and difficult situation this volume reviews women s successes at feminizing Canadian institutions It is intended to hearten the women s movement and show the potential for feminist change and suggest ways to realize this potential Bilingual edition

New Feminized Majority Katherine Adam, Charles Derber, 2015-12-03 Building beyond Lakoff s election year best seller *Don t Think of an Elephant* this new book shows how the values of American voters are dramatically shifting With the arrival

of the 2008 election year a rising feminized majority made up of both women and men is emerging as the pivotal force in American politics Emerging trends show these values are broadly progressive and address not just the needs of women but the general interests of society They are held by women substantially more than by men but have become the values held by a majority of all voters including millions of men Like earlier eras in American history such as the New Deal the rise of the feminized majority today presents an opportunity for the Democrats to become the governing party for decades to come Looking beyond the 2008 election Adam and Derber describe a new political strategy that targets the feminized base and opens up a window for major social justice movements to make progressive change Like Lakoff's this striking new book perfectly timed for election year 2008 offers a new vocabulary for every citizen who wants to understand and reimagine American politics It will intrigue and provoke readers stirring new conversation among progressives and new insights for every citizen interested in politics morality religion values and social justice

Women and Employment in Public Policy

Susan Milner, 2024-05-07 In the UK women's economic empowerment through employment is a success story of the last three decades And yet women are over represented in low paid insecure jobs are under represented in top jobs and earn less than men on average with a marked income gap over the lifecourse When Labour took office in 1997 a new wave of women MPs entered parliament in record numbers and women gained access to ministerial roles including a newly created minister for women However policy on women and employment remained an area of conflict New rights were secured particularly for mothers but when Labour left office a sizeable policy agenda remained unfinished Using documentary evidence and interviews from leading policy actors from the period Women and Employment in Public Policy takes as its starting point the Women and Work Commission which was convened in 2004 to examine causes of the gender pay gap The commission was unable to defuse conflicts over equal pay but it set out an agenda for change at the level of government private sector work organizations and public sector organizations Milner examines why the commission could not resolve key conflicts and why its broad based recommendations were only partially taken up She traces the subsequent development of policy observing well established preferences for light touch regulation which can raise awareness but leave entrenched practices unchallenged and weaken individual women's access to redress Detailed study of the working of the commission provides lessons on the policy process particularly for those seeking to influence policy It also shows that within the wider policy space opportunities for action to effect change are possible based on appeals to instrumental logic or political exchange but are constrained by party leadership

The Feminization of Sports Fandom

Stacey Pope, 2017-05-08 Women fans have entered the traditionally male domain of the sports stadium in growing numbers in recent years Watching professional sport is important for women for so many reasons but their expectations and experiences have been largely ignored by academics This book tackles these shortcomings in the literature and sheds new light on the many ways in which women become sports fans This groundbreaking study is the first to focus on the phenomenon of the feminization of sports fandom Including

original research on football and rugby union in the UK it looks at the increasing opportunities for women to become sports fans in contemporary society and critically examines the way this form of leisure is valued by women Drawing upon feminist thinking and intersectionality it shows how women from different social classes and age groups consume the spectacle of sport This book is fascinating reading for any student or scholar interested in sport and leisure studies sociology and gender or women s studies

"To Toil the Livelong Day" Carol Groneman, Mary Beth Norton, 1987 Papers presented at the 6th Berkshire Conference on Women s History 1984

Women and the Politics of Class Johanna Brenner, 2000-09 Drawing on explorations of the labour movement and working class politics Brenner provides a materialist approach to one of the most important issues of feminist theory today ethnicity the intersection of race nationality gender sexuality and class

Assembling Women Teri L. Caraway, 2007 Despite the massive influx of women into the labor force as a result of globalization the gender inequalities at work have remained largely unchanged This book addresses two related questions What has prompted the feminization of manufacturing work in developing countries and why has it failed to significantly erode gender inequalities at work Teri L Caraway offers case studies and in depth analysis of employment changes in Indonesia combined with cross national data to show that the feminization of the workplace produced by industrialization policies has reconfigured and reproduced rather than overturned gender divisions of labor at work Caraway challenges the conventional wisdom that export oriented industrialization and women s cheap labor are the driving forces behind feminization Instead she argues the answers can be found in weak unions and current social practice Caraway employs information about a wide range of industries capital intensive male dominated non export firms as well as female dominated labor intensive export oriented industries in arriving at her conclusions Her findings will prove discouraging to anyone who hopes that globalization has become a positive force in improving the lives of women workers Caraway s multilevel methodology for analyzing changes in gendered patterns of employment and her introduction of gendered discourses of work as a major explanatory variable will make *Assembling Women* a valuable resource for women s studies scholars development economists political scientists and sociologists as well as all with an interest in Southeast Asian Studies and labor and industrial relations

Organizing Women Cécile Guillaume, 2021-12-16 This book explores the representation of women s interests in the world of work across 4 trade unions in France and the UK Drawing on case studies it unveils the social organisational and political conditions that contribute to the reproduction of gender inequalities or on the contrary allow the promotion of equality

Applications of Feminist Legal Theory to Women's Lives D. Kelly Weisberg, Ronnie J Steinberg, 2009 This book the second of two volumes examines the pressing issues that affect women pornography prostitution battery rape pay equity sexual harassment motherhood abortion adoption new reproductive technologies and considers them through the lens of feminist legal theory It features more than sixty articles by well known legal scholars and feminists The contributions are arranged thematically and include an introduction and comprehensive literature review by

the editor Applications of Feminist Legal Theory to Women's Lives will be a valuable text for students a resource for scholars and policy makers and a useful introduction for general readers Union Responses to Workforce Feminization in the U.S. Ruth Milkman,1991 Can Unions Survive? Charles B. Craver,1995-03 Defines the challenges facing the movement and offers comprehensive prescriptions for its successful transformation The George Washington Law Review A valuable analysis of the rise fall and hopefully the revival of unionism in America The book distills into readable form a mass of legal and empirical analysis of what has been happening in the workplaces of the United States and other industrial democracies Most important Craver has drawn a blueprint of what must be done to save collective bargaining in this century must reading for scholars lawmakers and especially union leaders themselves Paul C Weiler Harvard Law School Author of Governing the Workplace The Future of Labor and Employment Law A thoroughly researched insightful and readable look at why American unions have declined This is a very informative analysis of a vital topic and it will have a multidisciplinary appeal to anyone interested in union management relations Peter Feuille Institute of Labor and Industrial Relations University of Illinois When employees at firms like Greyhound and Eastern Airlines walk out to protest wage and benefit reductions they are permanently replaced and their representative labor unions destroyed Every year the threat or drama of a high profile strike in air traffic control towers at Amtrak or at Caterpillar makes national headlines and every year several hundred thousand unrepresented American employees are discharged without good cause During the past decade employer opposition to unions has increased Industrial and demographic changes have eroded traditional blue collar labor support and class based myths have discouraged organization among white collar workers As the American labor movement begins its second century it is confronted by challenges that threaten its very existence Is the decline of the American labor movement symptomatic of a terminal condition In this work Charles Craver presents an incisive analysis of the current state of the American labor movement and a manifesto for how this crucial institution can be revitalized Journeying with the reader from the inception of labor unions through their heyday and to the present Craver examines the roots of their decline the current factors which contribute to their dismal condition and the actions that are needed such as the recruitment of female and minority employees and appeals to white collar personnel that are necessary to ensure union viability in the 21st century Craver thoughtfully discusses what labor organizations must do to organize new workers to enhance their economic and political power and to adapt to modern day advances and to an increasingly global economy He also suggests changes that must be made in the National Labor Relations Act This book is essential reading for lawyers scholars and policy makers as well as all those concerned with the future of the labor movement Equal Value/Comparable Worth in the UK and the USA Elizabeth Meehan,Peggy Kahn,2016-07-27 Including contributions by both British and American researchers this book explores equal value developments in the two countries Through thematic chapters and case studies it examines legal developments trade union activity the operation of job evaluation and the race and class politics of equal value Both the possibilities and the

limits of equal value reform are discussed *New Trends in Intra-European Union Mobilities* Anastasia Bermudez, Laura Oso, 2021-09-05 Mobilities within the European Union EU have changed significantly since the classical intra regional migrations of the 1950s 1970s After a period of reduced less visible flows in the 21st century mobilities increased again first linked to EU expansion towards the East and from 2008 with renewed South North flows following the impact of the Great Recession on Southern European countries It is in this context that the current volume explores how these recent migrations reflect new and more complex patterns of mobility increasingly uncertain and unstable involving both natives and naturalised migrants It also seeks to unpack the multiple connections between these new migration systems and other systems affecting social protection gender and citizenship and how these intersect with other factors such as class age race and ethnicity The different chapters of the book examine this covering a wide variety of cases including intra EU flows from Portugal and Spain recent Spanish and Latin American migrants in London Paris and Brussels and Romanian migration to the UK and France thus adding to its richness This book will be of interest to academics researchers and advanced students of Sociology Anthropology Geography Gender Studies Public Policy and Politics It was originally published as a special issue of *Ethnic and Racial Studies* **The Elgar Companion to Feminist Economics** Janice Peterson, Margaret Lewis, 2001-01-01 Comprehensive reference work introducing readers to the field of feminist economics It addresses key concepts as well as feminist economic critiques and reconstructions of major economic theories and policy debates *The Feminization of Poverty* Gertrude Schaffner Goldberg, Eleanor Kremen, 1990-11-09 This comprehensive and carefully organized collection provides an overview of the relationship between gender and economic stratification in seven industrialized countries Everywhere as a Polish commentator notes men have too much power and women too much work Nevertheless these studies reveal large differences in the circumstances of women in different countries and help to illuminate the several developments in the labor market the family and public policy which explain the extreme feminization of poverty in the United States Frances Fox Piven City University of New York Lucid careful and systematic the book builds a compelling explanation for the needless impoverishment experienced by millions of American women and offers a sensible realistic agenda for its reduction Michael B Katz University of Pennsylvania This study asks whether the feminization of poverty the tendency of women and their families to become the majority of the poor is unique to the United States where the phenomenon was first discovered Seven industrialized nations both capitalist and socialist with different degrees of commitment to social welfare are compared Canada Japan France Sweden Poland the Soviet Union and the United States In each of the countries the authors analyze information about women labor market conditions equalization policies social welfare programs and demographic variables such as the rates of divorce and single parenthood According to Goldberg and Kremen it is possible to predict the feminization of poverty when three conditions are present 1 insufficient efforts to reduce work place and wage inequities for women 2 the absence or ineffectiveness of social welfare programs which can redress the cost both economic and personal of

the dual role that women have assumed in industrialized societies and 3 the presence of increasing rates of divorce and single motherhood An array of labor market and social welfare programs in use in the six other industrialized nations are then reviewed by the authors for possible adaptation in the United States This important work will be a valuable resource for scholars across the academic and professional disciplines of political science sociology economics social work and women s studies

The Sex of Class Dorothy Sue Cobble,2015-02-24 Women now comprise the majority of the working class Yet this fundamental transformation has gone largely unnoticed This book is about how the sex of workers matters in understanding the jobs they do the problems they face at work and the new labor movements they are creating in the United States and globally In The Sex of Class twenty prominent scholars labor leaders and policy analysts look at the implication of this sexual revolution for labor policy and practice In clear crisp prose The Sex of Class introduces readers to some of the most vibrant and forward thinking social movements of our era the clerical worker protests of the 1970s the emergence of gay rights on the auto shop floor the upsurge of union organizing in service jobs worker centers and community unions of immigrant women successful campaigns for paid family leave and work redesign and innovative labor NGOs cross border alliances and global labor federations The Sex of Class reveals the animating ideas and the innovative strategies put into practice by the female leaders of the twenty first century social justice movement The contributors to this book offer new ideas for how government can help reduce class and sex inequalities they assess the status of women and sexual minorities within the traditional labor movement and they provide inspiring case studies of how women workers and their allies are inventing new forms of worker representation and power

Advances in Industrial and Labor Relations David Lewin,David B. Lipsky,Donna Sockell,1987-01-01 *Advances in Industrial and Labor Relations*

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