



# Women And Work

**Women and Work Research Group**



## **Women And Work:**

**What Works for Women at Work** Joan C. Williams, Rachel Dempsey, Anne-Marie Slaughter, 2023-11-21 A mother daughter legal scholar team offers unabashedly straightforward advice in a how to primer for ambitious women Attention grabbing revelations Debora L Spar The New York Times Book Review What Works for Women at Work is a comprehensive and insightful guide for mastering office politics as a woman Authored by Joan C Williams one of the nation s most cited experts on women and work and her daughter Rachel Dempsey this unique book offers a multi generational perspective into the realities of today s workplace Often women receive messages that they have only themselves to blame for failing to get ahead What Works for Women at Work tells women it s not their fault Based on interviews with 127 successful working women over half of them women of color What Works for Women at Work presents a toolkit for getting ahead in today s workplace Distilling over thirty five years of research Williams and Dempsey offer four crisp patterns that affect working women Each represents different challenges and requires different strategies which is why women need to be savvier than men to survive and thrive in high powered careers Williams and Dempsey s analysis of working women is nuanced and in depth going beyond the traditional one size fits all approaches of most career guides for women Throughout the book they weave real life anecdotes from the women they interviewed along with advice on dealing with difficult situations such as sexual harassment An essential resource for any working woman Many steps beyond Lean In 2013 Sheryl Sandberg s prescription for getting ahead Filled with street smart advice and plain old savvy about the way life works in corporate America Booklist starred review A playbook on how to transcend and triumph O The Oprah Magazine *Women and Work* Sonia Carreon, Amy Cassidy, Kathryn Borman, Paula J. Dubeck, 2013-11-26 Focuses on vital contemporary issues Women in the work force today are still subjected to the glass ceiling sexual discrimination income inequality stereotyping and other obstacles to equal employment and professional advancement Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today s women face in the workplace discuss important contemporary issues and offers a wide range of facts and data on women s employment Offers insights and information The Handbook answer hundreds of questions as it illuminates current achievements and obstacles to success for women in the marketplace Drawing upon a growing body of research in the social and behavioral sciences the articles provide insights into such issues as the sex segregation of occupations comparable worth women in traditionally male occupations career plans of college women gender bias in job evaluations and personnel decisions sexual harassment the gendered culture of organizations the effects of maternal employment on children and child care and more The articles draw on extensive research and studies on women in the workplace across the U S and around the world A valuable research aid This handbook presents the reader with a broadly based understanding of women s work experiences and provides a useful set of sources for in depth research It is a valuable reference for professors librarians researchers guidance counselors and students who

need reliable up to date information The handbook includes a subject and name index **Women who Work** New York (State). Bureau of Women in Industry,1922 Woman's Work and Woman's Culture Josephine Elizabeth Grey Butler,1869

**Women at Work** Rosalind Merl Schwartz,1988 Doing "Women's Work" Christine L. Williams,1993-08-19 This book summarizes the state of our knowledge on the effects of men in women s professions effects on the men on their views of masculinity on the occupations and on the women they work with Do men get preferential treatment in these positions Do they receive higher salaries Or are they treated the same as their women colleagues Through a series of statistical and demographic analyses as well as case studies of men in professions such as teaching secretarial work care giving and stripping the contributors give a glimpse of the role of these men in bolstering or undermining the gendered assumptions of occupational sex segregation in the workplace

**Women, Work & Sexual Politics in Eighteenth-century England** Bridget Hill,1994 In this fundamental reassessment of women s experience of work in eighteenth century England Bridget Hill examines how and to what extent industrialization improved the overall position of women and the opportunities open to them Focusing on the most important unit of production the household Dr Hill examines women s work not only in housework but also in agriculture and manufacturing and reveals what women lost as the household s independence as a unit of economic production was undermined Considering the whole range of activities in which women were involved the increasing sexual division of labour is charted and its implications highlighted The final part of the book considers how the changing nature of women s work influenced courtship marriage and relations between the sexes

**Women and Work** Angela Coyle,Jane Skinner,1988 *Women's Work* Young, Zoe,2018-09-12 Shortlisted for the BSA Philip Abrams Memorial Prize 2019 What s it really like to be a mother with a career working flexibly Drawing on over 100 hours of interview data this book is the first to go inside women s work and family lives in a year of working flexibly The private labours of going part time job sharing and home working are brought to life with vivid personal stories Taking a sociological and feminist perspective it explores contemporary motherhood work life balance emotional work in families couples and housework maternity transitions interactions with employers work design and workplace cultures and employment policies It concludes that there is an opportunity to make employment and family life work better together and offers unique insights from women s lived experiences on how to do it

Global Women's Work Beth English,Mary E. Frederickson,Olga Sanmiguel-Valderrama,2018-12-07 This volume considers how women are shaping the global economic landscape through their labor activism and multiple discourses about work Bringing together an interdisciplinary group of international scholars the book offers a gendered examination of work in the global economy and analyses the effects of the 2008 downturn on women s labor force participation and workplace activism The book addresses three key themes exploitation versus opportunity women s agency within the context of changing economic options and women s negotiations and renegotiations of unpaid social reproductive labor This uniquely interdisciplinary and comparative analysis will be crucial reading for

anyone with an interest in gender and the post crisis world      **Embodying Women'S Work** Gatrell, Caroline,2008-09-01 Caroline Gatrell argues that a woman s employment is inextricably linked to her gender and that expectations regarding family practices and women s labour have a strong and often negative impact on women s career progress      **When Women Work Together** Carolyn S. Duff,Barbara Cohen,1993-01-01 When Women Work Together identifies the factors that both enhance and threaten good work relations between women and through stories and exercises shows women step by step exactly how to interact and make work productive and satisfying      *Hidden Aspects of Women's Work* Women and Work Research Group,1987 Here is a landmark publication in women s studies Hidden Aspects of Women s Work is the culmination of years of research by the prestigious Women and Work Research Group The book offers an unusually comprehensive discussion of women in the work force covering both unpaid domestic work and paid labor the experiences of blue collar workers and professionals and the ways the institutions affect them all In addition to offering broad coverage of how women and men differ in work experience and job satisfaction the book addresses the intersection between work and family life and the supermom syndrome reports on sexual harassment with new findings that it is more deeply ingrained in the workplace than previously imagined the impact technology has had on clerical jobs and more The contributors representing a range of disciplines have left no stone unturned in their search to understand the nature of women s work and how their status in the marketplace can be improved      When Work Doesn't Work Anymore Elizabeth Perle McKenna,2011-05-25 In this groundbreaking book Elizabeth Perle McKenna challenges the outdated system of work for professional women and encourages readers to re examine work as their sole identities and if they are unhappy to allow room for their Lives For every worn out emotionally depleted female professional who has ever sighed there has got to be a better way here is the revolutionary book by Elizabeth Perle McKenna herself a former publishing executive that explores women s relationship with work For decades women have succeeded at traditional male jobs but now deep in the second stage of the feminist movement they want lives that are integrated and whole Based on original research and containing hundreds of interviews with prominent working women this book exposes the inherent conflict between the way work traditionally is structured and rewarded and what women desire and value in their lives More important it suggests new ways for women to identify their values reclaim their identities and define success on their own terms Most importantly this is not just another book about working mothers Liz Perle McKenna deconstructs the myth that women can have it all and shows that they risk true happiness until they give up that impossible ideal The author s focus extends to every working woman who will most likely face a life altering situation at some point in her career and will need to redefine what success means to her Any woman who has been working for more than a few years will identify strongly with the issues raised here and will be rewarded by the insights she gleans from this vital book      *Women, Work, and Divorce* Richard R. Peterson,1989-03-09 This book considers how women cope with the economic hardship which accompanies divorce using national longitudinal data on

a generation of women in the United States These women came of age at a time when they were expected to give priority to family roles over work roles Yet by the time many of them were divorced in the 1970s with the climate of changing perceptions of gender roles women were expected to work and were unprepared for the economic disruption caused by divorce Peterson analyzes the experiences of women drawing upon sociological and economic approaches to the study of labor market outcomes and of life cycle events He shows how over the long term most divorced women can make at least a partial recovery but divorced women with children have a more difficult time making work adjustments and experience greater economic deprivation Given the continuing high rates of divorce Peterson's findings highlight the importance of work rather than marriage for women's economic security

**Women, Work, and Family** Michele A. Paludi, 2014-07-15 A sweeping collection of new essays gathers historical background theoretical perspectives and the latest research on integrating work and personal life in a multigenerational workforce A half century after the women's movement of the 1960s women still have not achieved equality in the workplace in part because the burdens of family still fall largely upon their shoulders This in depth review examines legislation social science research and human resources management practices dealing with women's integration of work and life roles It explores the context and theory that explain new workplace trends and realities and it offers practical recommendations on how women and companies can cope The book is based on the premise that to attract and retain top talent and be competitive in the 21st century employers must redesign their organizations to meet the needs of employees A sort of paper mentor for women it spells out the myths and realities of combining employment with motherhood and a committed relationship The expert essays are also a guide for corporations intended to help them understand the necessity of easing women's burdens and nurturing their talent through attention to work hours and to policies that can facilitate the integration of work and life roles

**The Worth of Women's Work** Anne Statham, Eleanor M. Miller, 1988-01-01 Many common assumptions about work are challenged in this book For example the findings refute the common assertion that work tasks can be categorized into instrumental or task activities versus caretaking or people oriented activities It is shown that regardless of the type of job tasks are accomplished through the management of relationships Other findings show that workers devise ingenious methods for maintaining dignity in the face of blatant oppression a conclusion neglected in traditional studies of work where prestige hierarchies are presumed to affect workers feelings about themselves This book integrates findings from qualitative studies of women's work experiences in 13 occupations The methods for gathering the data include participant observation unstructured interviews analysis of diaries and review of historical documents These methodologies permit unanticipated patterns to emerge from the data Hence The Worth of Women's Work not only presents new insights into women's work experiences but simultaneously takes a much needed step in developing a framework for integrating qualitative research

*Women and Work* Patti Schom-Moffatt, Cynthia Telfer, 1983

**Handbook and Report** National Council of Women of Great Britain, 1919

World

of Work ,2007

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