



Women At Work

Catherine Fox



Women At Work:

Women at Work Rosalind Merl Schwartz, 1988 **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 who Work New York (State). Bureau of Women in Industry, 1922 **Women and Work** Susan Bullock, 1994 Extrait de la couverture All around the world women work Yet the work they do has always been and continues to be considered as less important than that performed by men In many cases women s activities are not even acknowledged as work Not only do women encounter more obstacles than men in education and training but they are over represented amongst the lowest paid part time workforce enjoying few employment rights Recognition of this has led to adoption of measures over the past two decades to eliminate gender discrimination and to promote equality of opportunity and treatment for women workers This book is a contribution to the efforts being made mainly by women themselves to ensure that these initiatives are implemented The author draws together research on gender work and development and emphasises that the concept of work should include not only paid labour but all of those activities which contribute to production and development **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

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

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

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

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

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 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 Psychology of Women at Work Michele A. Paludi,2008-06-30 According to the U S Department of Labor women made up 46 4 percent of the civilian labor force in 2005 and that percentage is expected to reach 47 percent by 2014 Professional and health related occupations are the fastest growing roles for women with computer related environmental and educational fields also drawing increasingly on the female workforce The bottom line at a macro level is that more and more women are driving the country s economic development But with that phenomenon come questions challenges and concerns on many diverse levels Debates rage on psychological topics such as the effect the increasing number of women at work has on marriage and divorce family and children women s identities and stress levels and overall their physical and mental health Psychologist Michele A Paludi and her team of experts from across fields examine all aspects of women at work the pros and cons how it is changing American society its women their relationships partners and children The factors that fuel women achievers are also discussed by female scholars and experts in the field who illustrate points with vignettes and their own career development stories Issues in the workplace affecting women s wellbeing are also discussed including sexual harassment and related laws pregnancy related work policy and regulations challenges for women bosses and career moms

the glass ceiling racism women s relationships with male coworkers and issues that rise when a woman is the breadwinner This unique and timely set will appeal to those who are interested in psychology women s studies education law business and public policy Women and Work Sonia Carreon,Amy Cassedy,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's Work* Zoe Young,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 **7 Myths about Women and Work** Catherine Fox,2012-10-01 A book about being a woman raising children succeeding in a leadership role and living a full life this work debunks the seven most commonly held misconceptions about women and their professional careers Penned by an award winning journalist this book discusses topics such as the gender pay gap motherhood and a career meritocracies in the workplace and the use of quotas *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 World of Work ,2007 Women, Work, and Coping Bonita C. Long, Sharon E. Kahn, 1993-10-25 Written by feminists and other researchers from the disciplines of psychology sociology anthropology and management science the fourteen essays in this collection are about women s experience of paid work and women s ways of coping with employment stress The opening essays highlight the tremendous social and cultural changes that have compelled women to develop new coping strategies Several contributing authors examine specific workplace structures and describe women s experiences in different occupational contexts whether hostile or hospitable Shifting from a structural to an individual perspective other contributors deal with psychosocial factors such as gender differences that have been found to moderate stress and enhance the coping process They analyse individual experiences with work related stressors focusing on the mediating effects of cognitive appraisals The concluding chapters provide a critique of research methods commonly used to study work related stress and coping and a review by the editors of the many factors and relationships which influence women s ways of coping with employment stress *Women Work and Coping* contains contributions by Nina Colwill Bruce E Compas Esther R Greenglass Barbara Gutek Catherine A Heaney Sharon E Kahn Ronald C Kessler Karen Korabik Bonita C Long Judi Marshall Diana L Mawson Lisa M McDonald Pamela G Orosan Hazel M Rosin Craig A Smith Anne Statham Allison Tom Elaine Wethington and Lois M Verbrugge *The Experience and Meaning of Work in Women's Lives* Hildreth Y. Grossman, Nia Lane Chester, 2013-04-15 In the past social scientists have relied predominantly on traditional models of work to understand women s experiences These models however have been based on men s occupational experiences which have been assumed to be the same for women More recently researchers and theorists from a variety of disciplines have begun to challenge earlier assumptions as inaccurate reflections of the realities for female workers Newer studies have concentrated on the historical and social reasons for women s employment and career choices including changes in economy family and social conditions To provide a deeper understanding of women worker s realities by including the meaning they make of their work experiences the editors have assembled the research of social scientists from various disciplines whose investigations focused exclusively on this subject Their qualitative methodology provides a forum for women to voice issues raise questions and share self reflections about their work experiences and the meaning they make of their work in the context of the rest of their lives The common themes

that are interwoven within the fabric of women's work experience are the need to expand traditional definitions of what constitutes work the fluid nature of boundaries between personal life and work life the importance of the relational aspects of their work the issues related to the uses of power at work the role of work in the development of women's sense of self and personal identity and the degree to which women's work experience is colored by discrimination and sexism

The Glass Wall Sue Unerman, Kathryn Jacob, 2026-09-17 Forget the glass ceiling there's also a glass wall dividing men and women in the workplace separating them in terms of career success In this ten year anniversary edition of the bestselling book the authors look at what has changed for women in the workplace since 2016 Spoiler alert not a lot *The Glass Wall* is a pragmatic guide to success for women at work Since the first edition was published whilst there has been some meaningful progress in some areas things have gone into reverse In this 10th anniversary edition the authors examine the latest research and gauge whether things have improved or not for women at work since the MeToo movement and the global pandemic caused seismic change Every week brings new headlines that cause unease as much as reason to celebrate Harvey Weinstein's conviction for rape was overturned in a New York court from a shortlist of three PWC partners picked the only male candidate to be their UK leader with this being the only time that women had been in contention for that role a 2024 report by the Treasury Committee found that women in the city are still subject to shocking levels of sexual harassment and bullying Meanwhile generative AI is sustaining stereotyped images and exacerbating inequity In terms of real power both in government and at work things haven't changed enough Debates about the pros and cons of remote and hybrid working continue to impact women and their careers More companies offer parental leave to new parents but most of it is still taken by mothers rather than fathers The new debate around menopause at work is positive unless it becomes another stick to keep women down *The Glass Wall 10th Anniversary Edition* helps new groups of women to navigate the workplace make their lives happier and empower real change

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