

# Ways to Promote Gender Equality in the Workplace



Leadership Development Programs

Employee Resource Groups (ERGs)

Educational Initiatives

Promotion Transparency

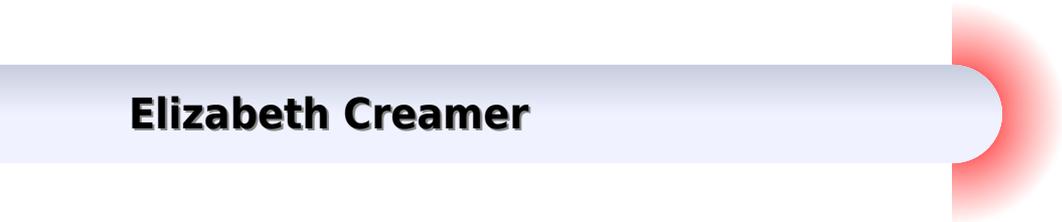
Feedback Mechanisms

Equal Representation in Committees & Panels



# Working For Equality

**Elizabeth Creamer**



## **Working For Equality:**

Diversity and Equality at Work. Opportunities and Challenges Mercy Njiru, 2016-02-12 Research Paper postgraduate from the year 2014 in the subject Business economics Business Management Corporate Governance language English abstract This paper defines diversity and equality in the context of workplace and describes associated opportunities and challenges The two aspects of equality and diversity in the workplace are multifaceted and they include more than just embracing the dissimilarities amongst individuals and the equality elements protecting particular individuals from racial ethnic sexual orientation disability religion gender and age factors Diversity in the workplace refers to recognizing understanding consenting appreciating and celebrating the dissimilarities amongst individuals with respect to their age social class culture sex capability ethnicity sexual orientation and religion Globalization is always advancing thus requiring more collaboration and communication among individuals from various beliefs cultures and backgrounds than before Currently individuals do not live and work in a parochial market instead they are part of a global economy that is facing competition from about every continent Thus organizations require diversity in order to become more innovative and receptive to change According to Esty Richard and Marcie 1995 exploiting and making the most out of diversity in the workplace has become an imperative issue for organizational management today Equality in the workplace is about impartiality or fairness and giving every individual a chance to participate in organizational development and the opportunity to accomplish their potential The Society for Human Resource Management 1998 holds that equality comes about through eliminating prejudice and discrimination Equality reinforces accomplishment in the workplace since it goes further than just providing equal opportunities for all It includes a promise to providing every individual with services that are of equal value to all and understanding that this could mean providing different services to different individuals in order to accommodate their diverse needs **Working Equal**

Elizabeth Creamer, 2014-04-08 Working Equal exposes the myth of heroic individualism that is central to contemporary western thought With more than 35% of full time faculty with a spouse or partner in the same profession dual career couples are a growing presence in higher education in the U S This compelling and innovative volume examines and testifies to the contribution of intimate and familial relationships to artistic literary and scientific accomplishment An original study of a growing phenomena in higher education Working Equal presents a new and invaluable portrait of contemporary faculty life

Equality Edward Bellamy, 1899 Gender Equality and Work-life Balance Sarah Blithe, 2015 Pressure to achieve work life balance has recently become a significant part of the cultural fabric of working life in United States A very few privileged employees tout their ability to find balance between their careers and the rest of their lives but most employees face considerable organizational and economic constraints which hamper their ability to maintain a reasonable balance between paid work and other life aspects and it is not only women who struggle Increasingly men find it difficult to do it all Women have long noted the near impossibility of balancing multiple roles but it is only recently that men have been encouraged to

see themselves beyond their breadwinner selves Gender Equality and Work Life Balance describes the work life practices of men in the United States The purpose is to increase gender equality at work for all employees With a focus on leave policy inequalities this book argues that men experience a phenomenon called the glass handcuffs which prevents them from leaving work to participate fully in their families homes and other life events highlighting the cultural institutional organizational and occupational conditions which make gender equality in work life policy usage difficult This social justice book ultimately draws conclusions about how to minimize inequalities at work Gender Equality and Work Life Balance is unique as it laces together some theoretical concepts which have little previous association including entrepreneurialism leave policy occupational identity and the economic necessities of families This book will therefore be of particular interest to researchers and academics alike in the disciplines of Gender studies Human Resource Management Employment Relations Sociology and Cultural Studies

*Anarchism* Ernst Viktor Zenker,1898      **Equality and Europe** Great Britain. Equal Opportunities Commission,1987      The Woman Voter Florence Woolston,Mary Ritter Beard,1915      **Work and Family Responsibilities** Ford Foundation,1989 The relationship between work and family is an issue of growing concern in the United States The increasing participation of women in the labor force has created new demands for services especially for low income families to offset women s dual responsibilities at work and home This paper describes a Ford Foundation program to study the place of the workplace in American family life with the following aims 1 to broaden the knowledge base on men s and women s roles and their relation to work 2 to provide models of employer benefit policies and work arrangements 3 to monitor federal and state policies requiring family benefits and 4 to promote discussion and exchange on work and family issues The paper provides an overview of shifts in employment patterns and examines the changing roles of men and women in the workplace The following family responsive programs are described 1 medical leave including pregnancy disability 2 family leave including parental leave 3 child care 4 elder care 5 alternative work schedules and 6 flexible benefit programs The paper concludes with a detailed discussion of the four pronged approach of the Ford Foundation program A list of 18 references is included An appendix lists Ford Foundation grants to study work and family issues for 1987 88 AF

*United Mine Workers Journal* United Mine Workers of America,1916      **Electrical Engineering** ,1910      **The Work of the Ministry** William Phillips Tilden,1890      **Journal of Personnel Research** ,1924 Includes section Book reviews      **Training Manual** United States. War Dept,1928      Sexual Equality in the Family Linda Lee Haas,1977      *Official Bulletin* International Labour Office,1927 Vol 1 Apr 1919 Aug 1920 published 1923 is a collection of documents relating to the history and activities of the International Labor Organization from its initiation in the Commission on International Labour Legislation appointed by the Peace Conference in January 1919 to the second session of the Conference held at Genoa in June July 1920 CF Pref note v 1      Engineering News-record ,1922      *The Blast Furnace and Steel Plant* ,1919      **Bankers Magazine** ,1908      The Fortnightly ,1908      **The Accountant** ,1913

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