



GENDER AT WORK

THEORY AND PRACTICE FOR
21ST CENTURY ORGANIZATIONS

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Gender At Work Theory And Practice For 21st Century Organizations

Michael Hoelscher



Gender At Work Theory And Practice For 21st Century Organizations:

Gender at Work Aruna Rao, Joanne Sandler, David Kelleher, Carol Miller, 2015-11-19 At a time when some corporate women leaders are advocating for their aspiring sisters to lean in for a bigger piece of the existing pie this book puts the spotlight on the deep structures of organizational culture that hold gender inequality in place *Gender at Work Theory and Practice for 21st Century Organizations* makes a compelling case that transforming the unspoken informal institutional norms that perpetuate gender inequality in organizations is key to achieving gender equitable outcomes for all The book is based on the authors interviews with 30 leaders who broke new ground on gender equality in organizations international case studies crafted from consultations and organizational evaluations and lessons from nearly fifteen years of experience of *Gender at Work* a learning collaborative of 30 gender equality experts From the Dalit women s groups in India who fought structural discrimination in the largest right to work program in the world to the intrepid activists who challenged the powerful members of the UN Security Council to define mass rape as a tactic of war the trajectories and analysis in this book will inspire readers to understand and chip away at the deep structures of gender discrimination in organizational policies practices and outcomes Designed for practitioners policy makers donors students and researchers looking at gender development and organizational change this book offers readers a widely tested tool of analysis the *Gender at Work Analytical Framework* to assess the often invisible structures of gender bias in organizations and to map desired strategies and change processes

Leading and Managing in the Social Sector S. Aqeel Tirmizi, John D. Vogelsang, 2016-12-22 This book explores leadership and management in social sector organizations which include NGOs non profits social enterprises social businesses and cross sector collaborations focusing on advancing human dignity and social justice It provides social sector leaders with an overview of current trends issues and challenges in the field as well as best practices to foster effective programs sustain organizations and meet the growing demands of the sector The enclosed chapters cover topics such as cross sector organizational design innovation for client services gender management dynamics policy advocacy and the growing social entrepreneurship movement The social sector is currently in a vibrant dynamic and exciting stage The sector s role and relevance to advancing human dignity and social justice is greater than ever The number and types of social sector organizations have increased exponentially around the world and are offering extraordinary and much needed contributions toward an array of social issues The traditional NGOs and non profit organizations continue to be an integral part of the global civil society At the same time the emerging organizational forms under the social entrepreneurship umbrella are providing new momentum and excitement within and outside of the social sector The interest in social entrepreneurship is encouraging existing social sector entities to actively embrace and encourage innovation This interest is also inspiring a new breed of professionals and organizations to contribute to the social sector This trend falls under the larger social sector dynamic promoting the creation of hybrid and emergent organizational forms which cross and combine

the traditional non profit and for profit domains Despite the increased interest the social sector still faces challenges around the world CIVICUS an international group promoting civil society organizations and groups recently reported a rise in the restrictions on civil society activities in a number of countries through worsening policy and legal environments Funding challenges for the social sector are thus becoming more significant At the same time the calls for social sector accountability and emphasis on results and impact are growing This book aims to offer approaches and tools which allow for the bridging of demands between creativity and accountability between inspiration and results and between gaining individual commitment and shared ownership of agendas and achievements all of which are needed to effectively operate in the changing social sector

Organizations and Society Joseph H. Spear, 2022-06-22 Organizations and Society examines the costs and consequences of social life that is dominated by rational control characteristic of bureaucratic organizations large and small Students of all interests those who wish to run organizations someday study them or simply understand their importance in the contemporary social order will benefit from the insights of this text

Bridging the Leadership Gap: Policies and Workplace Equality Montaudon-Tomas, Cynthia M., Pinto-López, Ingrid N., 2025-07-31 Despite progress in workforce diversity a leadership gap exists across industries with women and underrepresented groups facing barriers to advancement Bridging this gap requires the implementation of policies that promote workplace equality and foster inclusive leadership development From equitable hiring practices and transparent promotion paths to paid family leave and mentorship programs organizational policies are crucial when creating equal business opportunity By addressing systemic biases and empowering diverse leaders companies may advance social equity while revealing broader innovation and performance benefits Bridging the Leadership Gap Policies and Workplace Equality explores the use of diversity initiatives and policies for workplace equality and increased leadership opportunities It examines the effects of policymaking and leadership development on gender gap reduction inclusive business practices and equal opportunity measures This book covers topics such as management science corporate governance and women in business and is a useful resource for business owners policymakers managers academicians researchers and scientists

Advancing Gender Equality in Bangladesh Rieky Stuart, Aruna Rao, David Kelleher, Sheepa Hafiza, Carol Miller, Hasne Begum, 2017-07-14 In 1994 BRAC the world's largest NGO made headlines by putting women's rights centre stage in Bangladesh one of the poorest countries in the world The Gender Quality Action Learning GQAL Programme was one of the very first large scale efforts to mainstream gender equality and aimed to weave objectives of gender equality throughout its own microfinance education and health services Advancing Gender Equality in Bangladesh describes the history implementation and outcome of this major 20 year initiative and discusses the lessons learnt throughout the fight to achieve gender equality outcomes in an effort to provide a tangible framework for future organizations interested in promoting gender equality and social inclusion At a time when many gender equality programmes are still relatively young this book offers a unique opportunity to track 20 years of intervention within a

theoretical and cultural context and provides a platform for ongoing discussion about the roles of empowerment and gender transformation as agents for social change This book provides an in depth analysis of how strategies for change have operated in practice and will be of considerable interest to students researchers and practitioners of international development gender studies and social justice theory as well as those interested in a new practical methodology of the gender role framework

Handbook of Gender, Work and Organization Emma Jeanes, David Knights, Patricia Yancey Martin, 2012-04-16 This work of reference represents a remarkably complete detailed and extensive review of the field of gender work and organization in the second decade of the 21st century Its authors represent eight countries and many disciplines including management sociology political science and gender studies The chapters by top scholars in their areas of expertise offer both reviews and empirical findings and insights and challenges for further work The chapters are organized in five sections Histories and Philosophies Organizing Work and the Gendered Organization Embodiment Globalization and Diversity Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook authors Methods for conducting research into gender work and organization are reviewed and assessed as well as illustrated in the work of several chapters Efforts to produce greater gender equality in the workplace are covered in nearly every chapter in terms of past successes and failures Military organizations are presented as one of the difficult to change in regards to gender with the result that women are marginalized in practice even when official policies and goals require their full inclusion The role of the body embodiment is emphasized in several chapters with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage Particular attention is paid to sexuality in and organizations including sexual harassment policies to alleviate bias and the likelihood that future work will pay more attention to the body's presence and role in work and organizations Many chapters also address change efforts that have been employed by individuals groups and organizations including transnational ones such as the European Union the United Nations and so on In addition to its value for teachers and students within this field it also offers insights that would be of value to policymakers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations

Management, Gender, and Race in the 21st Century Margaret Foegen Karsten, 2006-01-09 Karsten summarizes the experiences of minorities and women in leadership in U S organizations since WWII with emphasis on the last 10 years She discusses stereotypes tokenism organizational politics and affirmative action Changing federal regulation and landmark court cases are explored A model for women and minority career planning is included as are trends in developmental relationships such as mentoring and networking Includes bibliographical references and index

BUIRA Newsletter British Universities Industrial Relations Association, 2000

Gender, Race, and Ethnicity in the Workplace: Organizational practices and individual strategies for women and minorities Margaret Foegen Karsten, 2006 Resource added for the Human Resources program 101161

Gender, Race, and Ethnicity in the Workplace: Management, gender,

and ethnicity in the United States Margaret Foegen Karsten,2006 Resource added for the Human Resources program 101161

Justice in the Workplace Russell Cropanzano,1993 This work aims to act as a central reference point for the application of organizational justice helping human resource managers relate the importance of organizational justice within the workplace

The Glass Ceiling in the 21st Century Manuela da Costa Barreto,Michelle K. Ryan,Michael T. Schmitt,2009 Since the term glass ceiling was first coined in 1984 women have made great progress in terms of leadership equality with men in the workplace However women are still underrepresented in the upper echelons of organizations This volume explains and offers remedies for this inequality

21st Century Management: A Reference Handbook Charles Wankel,2007-12-17 The Handbook of 21st Century Management provides authoritative insight into the key issues for students in college or corporate courses with a particular emphasis on the current structure of the topic in the literature key threads of discussion and research on the topic and emerging trends This resource is useful in structuring exciting and meaningful papers and presentations and assists readers in deciding on management areas to take elective coursework in or to orient themselves towards for a career Indeed familiarity with many of the topics in this Handbook would be very useful in job interviews for positions in business

Employee Relations International ,1998

Work, Industry, and Canadian Society Harvey Krahn,Graham S. Lowe,1998

Sociological Abstracts Leo P. Chall,2003 CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences The database provides abstracts of journal articles and citations to book reviews drawn from over 1 800 serials publications and also provides abstracts of books book chapters dissertations and conference papers

International Abstracts of Human Resources ,2006

Gender, Race, and Ethnicity in the Workplace: Legal, psychological, and power issues affecting women and minorities in business Margaret Foegen Karsten,2006 Resource added for the Human Resources program 101161

Managing and Organizations Stewart Clegg,Martin Kornberger,Tyrone Pitsis,2008 provides an original and engaging introduction to organizational behavior New to the second edition Completely revised and restructured to better match Organizational Behaviour courses six new chapters for coverage of all essential topics including individuals teams and groups human resource management ethics and corporate social responsibility new learning features including boxed sections case studies and marginal definitions to ensure students explore key themes and truly engage with contemporary debates a new companion website and full instructors manual Cover

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