

The Sex Of Class Women Transforming American Labor

Challenging Knowledge, Sex and Power - Julie E. Mills 2013-07-18

Women in the developed world expect to work in the labour force over the course of their lives.

On finishing school more girls are entering universities and undertaking professional training for careers than ever before. Males and females enter many high status professions in roughly equal numbers. However, engineering stands out as a profession that remains obstinately male dominated. Despite efforts to change, little progress has been made in attracting and retaining women in engineering. This book analyses the outcomes of a decade-

long investigation into this phenomenon, framed by two questions: Why are there so few women in engineering? And why is this so difficult to change? The study includes data from two major surveys, accounts from female engineers in a range of locations and engineering fields, and case studies of three large engineering corporations. The authors explore the history and politics of several organisations related to women in engineering, and conclude with an analysis of a range of campaigns that have been waged to address the issue of women's minority status in engineering. *Challenging Knowledge, Sex and Power* will be of great interest to

students of feminist economics, and is also relevant to researchers in women's studies and engineering education.

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.

Handbook of Research on Employee Voice - Adrian Wilkinson 2014-04-25

The contributors are all expert in their field. The book examines the theory and history of employee voice and what voice means to various actors, including employers, middle managers,

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employees, unions and policy-makers. The authors observe how these

Why Unions Matter - Michael D. Yates
2009-05-01

In this new edition of *Why Unions Matter*, Michael D. Yates shows why unions still matter. Unions mean better pay, benefits, and working conditions for their members; they force employers to treat employees with dignity and respect; and at their best, they provide a way for workers to make society both more democratic and egalitarian. Yates uses simple language, clear data, and engaging examples to show why workers need unions, how unions are formed, how they operate, how collective bargaining works, the role of unions in politics, and what unions have done to bring workers together across the divides of race, gender, religion, and sexual orientation. The new edition not only updates the first, but also examines the record of the New Voice slate that took control of the AFL-CIO in 1995, the continuing decline

in union membership and density, the Change to Win split in 2005, the growing importance of immigrant workers, the rise of worker centers, the impacts of and labor responses to globalization, and the need for labor to have an independent political voice. This is simply the best introduction to unions on the market.

Gender and Women's Leadership - Karen O'Connor
2010-08-18

This work within The SAGE Reference Series on Leadership provides undergraduate students with an authoritative reference resource on leadership issues specific to women and gender. Although covering historical and contemporary barriers to women's leadership and issues of gender bias and discrimination, this two-volume set focuses as well on positive aspects and opportunities for leadership in various domains and is centered on the 101 most important topics, issues, questions, and debates specific to women and gender. Entries provide students with more detailed information and depth of

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discussion than typically found in an encyclopedia entry, but lack the jargon, detail, and density of a journal article. Key Features Includes contributions from a variety of renowned experts Focuses on women and public leadership in the American context, women's global leadership, women as leaders in the business sector, the nonprofit and social service sector, religion, academia, public policy advocacy, the media, sports, and the arts Addresses both the history of leadership within the realm of women and gender, with examples from the lives of pivotal figures, and the institutional settings and processes that lead to both opportunities and constraints unique to that realm Offers an approachable, clear writing style directed at student researchers Features more depth than encyclopedia entries, with most chapters ranging between 6,000 and 8,000 words, while avoiding the jargon and density often found in journal articles or research handbooks Provides a list of further readings

and references after each entry, as well as a detailed index and an online version of the work to maximize accessibility for today's student audience

Gendering and Diversifying Trade Union Leadership - Sue Ledwith 2013

Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world, this volume addresses perspectives of women and men from a range of identities such as race/ethnicity, sexuality, and age. It analyses existing models of leadership in various political organizational forms, especially trade unions, but also including business and management approaches, leadership forms which arise from fields such as community, pedagogy, and the third sector. This book analyzes and critiques concepts, expectations, and experiences of union leaders and leadership in labor organizations, while comparing gender and cultural perspectives. Contributors to the volume draw on empirical

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research to identify key ideas, beliefs and experiences which are critical to achieving change, setting up resistance, and transforming the inertia of traditionalism.

Gender Through the Prism of Difference -

Maxine Baca Zinn 2016

Revised edition of *Gender through the prism of difference*, 2011.

Gendering Struggles Against Informal and Precarious Work - Rina Agarwala 2018-12-10

This volume examines how gender shapes the varying and intersecting dynamics of informal/precarious worker struggles in two gender-typed sectors - domestic work and construction. Drawing upon cases across the global North and South, it explores how gender is intertwined into collective organizing efforts, why gender is addressed and to what end.

Labors Appropriate to Their Sex - Elizabeth Quay Hutchison 2001-11-15

In *Labors Appropriate to Their Sex* Elizabeth Quay Hutchison addresses the plight of working

women in early twentieth-century Chile, when the growth of urban manufacturing was transforming the contours of women's wage work and stimulating significant public debate, new legislation, educational reform, and social movements directed at women workers.

Challenging earlier interpretations of women's economic role in Chile's industrial growth, which took at face value census figures showing a dramatic decline in women's industrial work after 1907, Hutchison shows how the spread of industrial sweatshops and changing definitions of employment in the census combined to make female labor disappear from census records at the same time that it was in fact burgeoning in urban areas. In addition to population and industrial censuses, Hutchison culls published and archival sources to illuminate such misconceptions and to reveal how women's paid labor became a locus of anxiety for a society confronting social problems—both real and imagined—that were linked to industrialization

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and modernization. The limited options of working women were viewed by politicians, elite women, industrialists, and labor organizers as indicative of a society in crisis, she claims, yet their struggles were also viewed as the potential springboard for reform. *Labors Appropriate to Their Sex* thus demonstrates how changing norms concerning gender and work were central factors in conditioning the behavior of both male and female workers, relations between capital and labor, and political change and reform in Chile. This study will be rewarding for those whose interests lie in labor, gender, or Latin American studies; as well as for those concerned with the histories of early feminism, working-class women, and sexual discrimination in Latin America.

Gender and Leadership in Unions - Gill Kirton 2013

Gender and Leadership in Trade Unions explores and evaluates the similarities and differences in equality strategies pursued by unions in the US

and the UK. It assesses the conditions experienced by women union members and how these impact on their leadership, both potential and actual. The discussion of women trade union leaders is situated more broadly within debates on governance, leadership and democracy within social justice activism.

Female Immigrant Workers and the Law - Maria Linda Ontiveros 2008

This paper explains the reasons that traditional United States labor and employment laws are incapable of effectively addressing the types of workplace problems confronting female immigrant workers. It critiques the protections supposedly offered by the free market, labor standards, antidiscrimination laws and collective bargaining. It argues that statutory exclusion, immigration issues, nonrecognition of injury, and cultural limitations thwart the effectiveness of traditional approaches. It then describes a variety of initiatives and approaches being taken at the domestic and international level that more

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effectively address these problems. These initiatives include the use of the Thirteenth Amendment and antitrafficking legislation, as well as submissions filed under the North American Agreement on Labor Cooperation and other international treaties. This paper will appear as a chapter in the forthcoming book, *The Sex of Class: Women Transforming American Labor*, edited by Dorothy Sue Cobble, and published by Cornell University Press.

[Worker Centers](#) - Janice Ruth Fine 2006

As national policy is debated, a locally based grassroots movement is taking the initiative to assist millions of immigrants in the American workforce facing poor pay, bad working conditions, and few prospects to advance to better jobs. Fine takes a comprehensive look at the rising phenomenon of worker centers, fast-growing institutions that improve the lives of immigrant workers through service advocacy and organizing.—from publisher information.

Labour Disrupted - Malehoko Tshoae

2023-10

Published in the 50th anniversary year of the 1973 Durban strikes, *Labour Disrupted* honours this milestone by reflecting on the past and the future of labour, primarily in South Africa but also globally. It focuses on how South Africa's lockdown during the Covid-19 pandemic further exposed key contradictions and challenges that labour movements face. The contributions include a diverse range of topics by those actively engaged in the labour movement, who tackle a number of thorny issues: from redefining democracy in South Africa, to experiences of inclusiveness (or lack thereof) in workplace environments by women, young people, migrant workers, LGBTI people and people living with disabilities. They address contemporary issues related to the use of technology and the impact of the fourth industrial revolution on the youth and the working class, and the challenge of skills development and restructuring in the workplace.

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Labour Disrupted debates new forms of organising and labour movement alliances required to address issues of social justice in education, health and community solidarity, and exposes the precariousness of union organisation under the brutal forces of globalisation.

The Oxford Handbook of U.S. Women's Social Movement Activism - Holly J. McCammon 2017

Over the course of thirty-seven chapters, including an editorial introduction, this handbook provides a comprehensive examination of scholarly research and knowledge on a variety of aspects of women's collective activism in the United States, tracing both continuities and critical changes over time. Women have played pivotal and far-reaching roles in bringing about significant societal change, and women activists come from an array of different demographics, backgrounds and perspectives, including those that are radical, liberal, and conservative. The chapters in the

handbook consider women's activism in the interest of women themselves as well as actions done on behalf of other social groups. The volume is organized into five sections. The first looks at U.S. Women's Social Activism over time, from the women's suffrage movement to the ERA, radical feminism, third-wave feminism, intersectional feminism and global feminism. Part two looks at issues that mobilize women, including workplace discrimination, reproductive rights, health, gender identity and sexuality, violence against women, welfare and employment, globalization, immigration and anti-feminist and pro-life causes. Part three looks at strategies, including movement emergence and resource mobilization, consciousness raising, and traditional and social media. Part four explores targets and tactics, including legislative forums, electoral politics, legal activism, the marketplace, the military, and religious and educational institutions. Finally, part five looks at women's participation within

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other movements, including the civil rights movement, the environmental movement, labor unions, LGBTQ movement, Latino activism, conservative groups, and the white supremacist movement.

Equality on Trial - Katherine Turk 2016-06

In 1964, Title VII of the Civil Rights Act outlawed workplace sex discrimination, but its practical meaning was uncertain. *Equality on Trial* examines how a generation of workers and feminists fought to infuse the law with broad notions of sex equality, reshaping workplaces, activist channels, state agencies, and courts along the way.

Solidarity Transformed - Mark S. Anner 2011-04-15

Mark S. Anner spent ten years working with labor unions in Latin America and returned to conduct eighteen months of field research: he found himself in the middle of violent raids, was detained and interrogated in a Salvadoran basement prison cell, and survived a bombing in

a union cafeteria. This experience as a participant observer informs and enlivens *Solidarity Transformed*, an illustrative, nuanced, and insightful account of how labor unions in Latin America are developing new strategies to defend the interests of the workers they represent in dynamic global and local contexts. Anner combines in-depth case studies of the auto and apparel industries in El Salvador, Honduras, Brazil, and Argentina with survey analysis. Altogether, he documents approximately seventy labor campaigns—both successful and failed—over a period of twenty years. Anner finds that four labor strategies have dominated labor campaigns in recent years: transnational activist campaigns; transnational labor networks; radical flank mechanisms; and microcorporatist worker-employer pacts. The choice of which strategy to pursue is shaped by the structure of global supply chains, access to the domestic political process, and labor identities. Anner's

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multifaceted approach is both rich in anecdote and supported by quantitative research. The result is a book in which labor activists find new and creative ways to support their members and protect their organizations in the midst of political change, global restructuring, and economic crises.

No Permanent Waves - Nancy A. Hewitt
2010-02-16

No Permanent Waves boldly enters the ongoing debates over the utility of the "wave" metaphor for capturing the complex history of women's rights by offering fresh perspectives on the diverse movements that comprise U.S. feminism, past and present. Seventeen essays--both original and reprinted--address continuities, conflicts, and transformations among women's movements in the United States from the early nineteenth century through today. A respected group of contributors from diverse generations and backgrounds argue for new chronologies, more inclusive conceptualizations of feminist

agendas and participants, and fuller engagements with contestations around particular issues and practices. Race, class, and sexuality are explored within histories of women's rights and feminism as well as the cultural and intellectual currents and social and political priorities that marked movements for women's advancement and liberation. These essays question whether the concept of waves surging and receding can fully capture the complexities of U.S. feminisms and suggest models for reimagining these histories from radio waves to hip-hop.

Immigration and Settlement - Harald Bauder
2012

Immigration and Settlement: Challenges, Experiences, and Opportunities draws on a selection of papers that were presented at the international Migration and the Global City conference at Ryerson University, Toronto, in October of 2010. Through the use of international and Canadian perspectives, this

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book examines the contemporary challenges, experiences, and opportunities of immigration and settlement in global, Canadian, and Torontonion contexts. In seventeen comprehensive chapters, this text approaches immigration and settlement from various thematic angles, including: rights, state, and citizenship; immigrants as labour; communities and identities; housing and residential contexts; and emerging opportunities. Immigration and Settlement will be of interest to academics, researchers and students, policy-makers, NGOs and settlement practitioners, and activists and community organizers.

Gender Inequality in Our Changing World -

Lori Kenschaft 2015-07-24

Gender Inequality in Our Changing World: A Comparative Approach focuses on the contemporary United States but places it in historical and global context. Written for sociology of gender courses, this textbook identifies conditions that encourage greater or

lesser gender inequality, explains how gender and gender inequality change over time, and explores how gender intersects with other hierarchies, especially those related to race, social class, and sexual identity. The authors integrate historical and international materials as they help students think both theoretically and empirically about the causes and consequences of gender inequality, both in their own lives and in the lives of others worldwide. *The Douglass Century* - Kayo Denda 2018-04-12 Rutgers University's Douglass Residential College is the only college for women that is nested within a major public research university in the United States. Although the number of women's colleges has plummeted from a high of 268 in 1960 to 38 in 2016, Douglass is flourishing as it approaches its centennial in 2018. To explore its rich history, Kayo Denda, Mary Hawkesworth, Fernanda H. Perrone examine the strategic transformation of Douglass over the past century in relation to

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continuing debates about women's higher education. The Douglass Century celebrates the college's longevity and diversity as distinctive accomplishments, and analyzes the contributions of Douglass administrators, alumnae, and students to its survival, while also investigating multiple challenges that threatened its existence. This book demonstrates how changing historical circumstances altered the possibilities for women and the content of higher education, comparing the Jazz Age, American the Great Depression, the Second World War, the post-war Civil Rights era, and the resurgence of feminism in the 1970s and 1980s. Concluding in the

present day, the authors highlight the college's ongoing commitment to Mabel Smith Douglass' founding vision, "to bring about an intellectual quickening, a cultural broadening in connection with specific training so that women may go out into the world fitted...for leadership...in the economic, political, and intellectual life of this nation." In addition to providing a comprehensive history of the college, the book brings its subjects to life with eighty full-color images from the Special Collections and University Archives, Rutgers University Libraries.

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