

What Works Gender Equality By Design

This edited collection draws on and expands the findings from a pan-European research project undertaken during 2012-13 which was funded by the European Institute for Gender Equality and aimed to explore three key issues in relation to gender and media: women's inclusion in decision-making positions within media industries; how women are represented in the media; and what policies and mechanisms are in place to support women's career development and promote gender equality. The research looked at 99 major media organisations across the EU including public and private sector broadcasters (TV and radio) as well as a number of major newspaper groups. Researchers also monitored TV programmes (factual only but including entertainment genres) across one week and coded 1200 hours of TV. In addition to elaborating the results from 16 of the participating nations, the collection includes a set of context-setting essays and a summarizing conclusion as well as a reflection on the purpose and utility of gender indicators. It is the first major work to look across the European media landscape and explore both employment and representation, providing a unique glimpse into the contemporary media scene in relation to gender equality, including examples of good and less good practice.

This edited collection explores issues of gender equality in the global context. Campaigns to achieve gender equality throughout the twentieth century brought about huge changes in westernised countries. In particular, the achievements of second-wave feminism with regards to gender and sexual equality benefit many people today. The famous 'seven demands' of the second-wave movement form the basis of the chapters of this book, probing the advances made legally, socially and culturally. Contributors to this collection acknowledge the advances brought about by the second-wave movement, but highlight the work which still needs to be done in the twenty-first century, including the changes in society that have resulted in shifts in masculinity. *Gender Equality in Changing Times* is divided into two parts, following an overview of theoretical debates and social contexts that lead us to the current period of gender and sexual relations. Part One looks at gender equality by exploring the 'experience' of being part of a group where gender boundaries still exist, drawing on auto-ethnographies of those in key groups that are central to this debate, as well as interviews with members of such groups. Part Two investigates wider representations of these groups, offering an insight into the geopolitical world of gender relations in Saudi Arabia and China. Ultimately, this collection shows how much has been achieved, yet how far is also left to go. Students and scholars across a range of disciplines, including gender studies, history, education, sociology, media studies, politics, business studies, cultural studies and English literature and linguistics, will find this book of interest.

The law is a well-known tool in fighting gender inequality, but which laws actually advance women's rights? This book unpacks the complex nuances behind gender-responsive domestic legislation, from several of the world's leading experts on gender equality. Drawing on domestic examples and international law, it provides a primer of theory alongside tangible and practical solutions to fulfil the promise of the law to deliver equality between men and women. Part I outlines what progress has been made to date on eradicating gender inequality, and insights into the law's potential as one lever in the global struggle for equality. Parts II and III go on to explore concrete areas of law, with case studies from multiple jurisdictions that examine how well domestic legislation is working for women. The authors bring their critical lens to areas of law often considered from a gender perspective – gender-based violence, women's reproductive health, labour and gender equality quotas – while bringing much-needed analysis to issues often ignored in gender debates, such as taxation, environmental justice and good governance. Part IV seeks to move from a theoretical goal of greater accountability to a practical one. It explores both accountability for international women's rights norms at the domestic level and the potential of feminist approaches to legislation to deliver laws that work for women. Written for students, academics, legislators and policymakers engaged in international women's rights law, gender equality, government accountability and feminist legal theory, this book has tremendous transformative potential to drive forward legal change towards the eradication of gender inequality.

What's missing from gender equality efforts? Men. Women are at a disadvantage in the workplace, where they deal with unequal pay, sexual harassment, lack of credit for their contributions, and more. And while organizations are looking to address these issues, too many gender-inclusion initiatives focus exclusively on how women should respond, leaving men out of the equation. Such efforts reinforce the perception that these are "women's issues" and that men--often the most powerful stakeholders in an organization--don't need to be involved. As gender-in-the-workplace experts David G. Smith and W. Brad Johnson show in this important book, men have a crucial opportunity to promote gender equality at work. Research shows that when men are deliberately engaged in gender-inclusion programs, 96 percent of women in those organizations perceive real progress in gender equality, compared with only 30 percent of women in organizations without strong male engagement. *Good Guys* is the first book to provide a practical, research-based guide for how to be a male ally to women in the workplace. Filled with firsthand accounts from both men and women, as well as tips for getting started, the book shows how men can partner with their female colleagues to advance women's leadership and equality by breaking ingrained gender stereotypes, overcoming unconscious biases, developing and supporting the talented women around them, and creating productive and respectful working relationships with women--especially in a post-#MeToo world.

Gender Equality at Work is a practical, easy-to-implement guide for HR practitioners on how to use gender mainstreaming as a strategy to address gender equality in the workplace. *Gender Equality at Work* will show you how to circumvent many of the barriers to implementing gender mainstreaming. You'll also learn how to create a more enabling environment at work for gender equality initiatives, as well as how to: - Get senior management buy-in - Implement company gender policies and practical corporate guidelines - Develop a gender equality action plan - Operationalise

gender equality - Implement sustainable gender equality campaigns And more! This is an essential handbook for any executive who wants to change the gender equality initiatives in their organisation. Unlock practical, easy-to-implement solutions to address gender equality in the workplace.

Gender equality is a moral and a business imperative. But unconscious bias holds us back and de-biasing minds has proven to be difficult and expensive. Behavioral design offers a new solution. Iris Bohnet shows that by de-biasing organizations instead of individuals, we can make smart changes that have big impacts—often at low cost and high speed. The #1 international best seller *In Lean In*, Sheryl Sandberg reignited the conversation around women in the workplace. Sandberg is chief operating officer of Facebook and coauthor of *Option B* with Adam Grant. In 2010, she gave an electrifying TED talk in which she described how women unintentionally hold themselves back in their careers. Her talk, which has been viewed more than six million times, encouraged women to “sit at the table,” seek challenges, take risks, and pursue their goals with gusto. *Lean In* continues that conversation, combining personal anecdotes, hard data, and compelling research to change the conversation from what women can’t do to what they can. Sandberg provides practical advice on negotiation techniques, mentorship, and building a satisfying career. She describes specific steps women can take to combine professional achievement with personal fulfillment, and demonstrates how men can benefit by supporting women both in the workplace and at home. Written with humor and wisdom, *Lean In* is a revelatory, inspiring call to action and a blueprint for individual growth that will empower women around the world to achieve their full potential.

'Gender Inequality' explores class disparity, who should care for infants, and fatherhood in a dual-earner family.

Gender Equality has not yet been achieved in many western countries. Switzerland in particular has failed as a forerunner in integrating women in politics and economy. Taking Switzerland as a case study, the authors critically reflect the state of gender equality in different policy areas such as education, family and labour. The collection of articles reveals how gender policies and cultural contexts interact with social practices of gender (in)equality. They also outline the gender(ed) effects of recent changes and reform strategies for scientists, politicians and practitioners.

What Works Harvard University Press

Trade can dramatically improve women’s lives, creating new jobs, enhancing consumer choices, and increasing women’s bargaining power in society. It can also lead to job losses and a concentration of work in low-skilled employment. Given the complexity and specificity of the relationship between trade and gender, it is essential to assess the potential impact of trade policy on both women and men and to develop appropriate, evidence-based policies to ensure that trade helps to enhance opportunities for all. Research on gender equality and trade has been constrained by limited data and a lack of understanding of the connections among the economic roles that women play as workers, consumers, and decision makers. Building on new analyses and new sex-disaggregated data, *Women and Trade: The Role of Trade in Promoting Gender Equality* aims to advance the understanding of the relationship between trade and gender equality and to identify a series of opportunities through which trade can improve the lives of women.

This book is open access under a CC BY-NC 2.5 license. This book portrays men’s experiences of home alone leave and how it affects their lives and family gender roles in different policy contexts and explores how this unique parental leave design is implemented in these contrasting policy regimes. The book brings together three major theoretical strands: social policy, in particular the literature on comparative leave policy developments; family and gender studies, in particular the analysis of gendered divisions of work and care and recent shifts in parenting and work-family balance; critical studies of men and masculinities, with a specific focus on fathers and fathering in contemporary western societies and life-courses. Drawing on empirical data from in-depth interviews with fathers across eleven countries, the book shows that the experiences and social processes associated with fathers’ home alone leave involve a diversity of trends, revealing both innovations and absence of change, including pluralization as well as the constraining influence of policy, gender, and social context. As a theoretical and empirical book it raises important issues on modernization of the life course and the family in contemporary societies. The book will be of particular interest to scholars in comparing western societies and welfare states as well as to scholars seeking to understand changing work-life policies and family life in societies with different social and historical pathways.

First published in 1985, the *Handbook for Achieving Gender Equity Through Education* quickly established itself as the essential reference work concerning gender equity in education. This new, expanded edition provides a 20-year retrospective of the field, one that has the great advantage of documenting U.S. national data on the gains and losses in the efforts to advance gender equality through policies such as Title IX, the landmark federal law prohibiting sex discrimination in education, equity programs and research. Key features include: Expertise – Like its predecessor, over 200 expert authors and reviewers provide accurate, consensus, research-based information on the nature of gender equity challenges and what is needed to meet them at all levels of education. Content Area Focus – The analysis of gender equity within specific curriculum areas has been expanded from 6 to 10 chapters including mathematics, science, and engineering. Global/Diversity Focus – Global gender equity is addressed in a separate chapter as well as in numerous other chapters. The expanded section on gender equity strategies for diverse populations contains seven chapters on African Americans, Latina/os, Asian and Pacific Island Americans, American Indians, gifted students, students with disabilities, and lesbian, gay, bisexual, and transgender students. Action Oriented – All chapters contain practical recommendations for making education activities and outcomes more gender equitable. A final chapter consolidates individual chapter recommendations for educators, policymakers, and researchers to achieve gender equity in and through education. New Material – Expanded from 25 to 31 chapters, this new edition includes: *more emphasis on male gender equity and on sexuality issues; *special within population gender equity challenges (race, ability and disability, etc); *coeducation and single sex education; *increased use of rigorous research strategies such as meta-analysis showing more sex similarities and fewer sex differences and of evaluations of implementation programs; *technology and gender equity is now treated in three chapters; *women’s and gender studies; *communication skills relating to English, bilingual, and foreign language learning; and *history and implementation of Title IX and other federal and state policies. Since there is so much misleading information about gender equity and education, this Handbook will be essential for anyone who wants accurate, research-based information on controversial gender equity issues—journalists, policy makers, teachers, Title IX coordinators, equity trainers, women’s and gender study faculty,

students, and parents.

An attorney specializing in employee discrimination, Gregory argues that sex discrimination against working women persists; that the most effective method of eliminating it is opposing all employer discriminatory conduct, policies, and practices wherever and whenever they appear; and that such opposition is best pursued through legal challenges based on US anti-discrimination laws. Annotation copyrighted by Book News, Inc., Portland, OR

A comprehensive guide to socially responsible investing (SRI) With concerns about climate change increasing among investors, many are looking for ways investments that offer positive social as well as monetary returns. This book explores SRI for institutional investors and trustees, including investment strategies, risk and returns, market data, regulatory frameworks, and more. It covers all investment classes, including bonds, equities, real estate, commodities, and more, and provides in-depth views on SRI-relevant asset classes. It

Gender Equality in a Global Perspective looks to discuss whether Gender Equality can be adopted as it has been defined in international documents anywhere, or whether it needs to be adapted in a more local context; discuss which factors and perspectives need to be taken into account when adapting Gender Equality to specific contexts; suggest research approaches for studies on whether a universal (Western) concept of Gender Equality fits in certain specific contexts; and finally suggests challenges to the existing interpretation of Gender Equality (e.g., theory of intersectionality); and the development of legal and policy framework. This book is situated within the tradition of comparative gender studies. While most other such books take up and compare various ways of implementing (or not implementing) gender equality, this book studies and compares whether or not (and to what extent) a specific definition of Gender Equality (GE) could be adopted by various nations. Thus, all chapter contributors will engage with the same definition of GE, which will be presented within the book, and discuss the possibilities and constraints related to applying such a definition in their particular national context. The readers will learn about the problems of applying a universal concept of Gender Equality and the possible reasons for and modes of adapting Gender Equality to different contexts. Gender Equality in a Global Perspective looks to maintain a critical and reflexive stance towards the issues raised and will seek to present multiple perspectives and open-ended answers. As such it hopes to contribute to the international discussion of human rights more broadly and Gender Equality specifically. The intended audience is not limited only to but will include policy makers, scholars and students with an interest in Gender issues, Organizational Theory, Political Science, Human Development, Policy Analysis, Globalization and other management sub-disciplines.

The fight for gender equality has its roots in the past, affects the lives of all people in the present, and will shape the future in important ways. However, before young people can begin to join the fight for gender equality, they first have to understand it. What is feminism? Why are women still fighting for equal pay for equal work? As readers discover the answers to these questions, they become more familiar with this newsworthy topic. Their critical-thinking skills are strengthened through informative main text and fact boxes, as well as vibrant photographs and graphic organizers.

Women make up a little over half of the world's population, but their contribution to measured economic activity and growth is far below its potential. Despite significant progress in recent decades, labor markets across the world remain divided along gender lines, and progress toward gender equality seems to have stalled. The challenges of growth, job creation, and inclusion are closely intertwined. This volume brings together key research by IMF economists on issues related to gender and macroeconomics. In addition to providing policy prescriptions and case studies from IMF member countries, the chapters also look at the gender gap from an economic point of view.

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. Why the gender gap persists and how we can close it. For years women have made up the majority of college-educated workers in the United States. In 2019, the gap between the percentage of women and the percentage of men in the workforce was the smallest on record. But despite these statistics, women remain underrepresented in positions of power and status, with the highest-paying jobs the most gender-imbalanced. Even in fields where the numbers of men and women are roughly equal, or where women actually make up the majority, leadership ranks remain male-dominated. The persistence of these inequalities begs the question: Why haven't we made more progress? In Glass Half-Broken, Colleen Ammerman and Boris Groysberg reveal the pervasive organizational obstacles and managerial actions—limited opportunities for development, lack of role models and sponsors, and bias in hiring, compensation, and promotion—that create gender imbalances. Bringing to light the key findings from the latest research in psychology, sociology, organizational behavior, and economics, Ammerman and Groysberg show that throughout their careers—from entry-level to mid-level to senior-level positions—women get pushed out of the leadership pipeline, each time for different reasons. Presenting organizational and managerial strategies designed to weaken and ultimately break down these barriers, Glass Half-Broken is the authoritative resource that managers and leaders at all levels can use to finally shatter the glass ceiling.

Women in today's advanced capitalist societies are encouraged to "lean in." The media and government champion women's empowerment. In a cultural climate where women can seemingly have it all, why do so many successful professional women—lawyers, financial managers, teachers, engineers, and others—give up their careers after having children and become stay-at-home mothers? How do they feel about their decision and what do their stories tell us about contemporary society? Heading Home reveals the stark gap between the promise of gender equality and women's experience of continued injustice. Shani Orgad

draws on in-depth, personal, and profoundly ambivalent interviews with highly educated London women who left paid employment to take care of their children while their husbands continued to work in high-powered jobs. Despite identifying the structural forces that maintain gender inequality, these women still struggle to articulate their decisions outside the narrow cultural ideals that devalue motherhood and individualize success and failure. Orgad juxtaposes these stories with media and policy depictions of women, work, and family, detailing how—even as their experiences fly in the face of fantasies of work-life balance and marriage as an egalitarian partnership—these women continue to interpret and judge themselves according to the ideals that are failing them. Rather than calling for women to transform their feelings and behavior, *Heading Home* argues that we must unmute and amplify women's desire, disappointment, and rage, and demand social infrastructure that will bring about long-overdue equality both at work and at home.

EPDF and EPUB available Open Access under CC-BY-NC licence. Drawing on comparative research from five countries, *What Works in Improving Gender Equality* provides an accessible analysis of what gender equality means and how we can achieve it by adapting best practices in care policies from other countries. Realistic policy solutions are reached by examining the contexts in which childcare and longterm care policies are developed, and what difficulties might need to be overcome in applying the lessons from different international models.

This volume brings together experts from a variety of disciplines, such as medicine, biology, sociology, epidemiology, anthropology, economics and political science, who focus on three areas: health disparities and inequity due to gender, the specific problems women face in meeting the highest attainable standards of health, and the policies and actions that can address them. Highlighting the importance of intersecting social hierarchies (e.g. gender, class and ethnicity) for understanding health inequities and their implications for health policy, contributors detail and recommend policy approaches and agendas that incorporate, but go beyond commonly acknowledged issues relating to women's health and gender equity in health.

Shortlisted for the Financial Times and McKinsey Business Book of the Year Award A Financial Times Best Business Book of the Year A Times Higher Education Book of the Week Best Business Book of the Year, 800-CEO-READ Gender equality is a moral and a business imperative. But unconscious bias holds us back, and de-biasing people's minds has proven to be difficult and expensive. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions. "Bohnet assembles an impressive assortment of studies that demonstrate how organizations can achieve gender equity in practice...What Works is stuffed with good ideas, many equally simple to implement." --Carol Tavis, Wall Street Journal "A practical guide for any employer seeking to offset the unconscious bias holding back women in organizations, from orchestras to internet companies." --Andrew Hill, Financial Times

Despite centuries of campaigning, women still earn less and have less power than men. Equality remains a goal not yet reached. In this incisive account of why this is the case, Mary Evans argues that optimistic narratives of progress and emancipation have served to obscure long-term structural inequalities between women and men, structural inequalities which are not only about gender but also about general social inequality. In widening the lenses on the persistence of gender inequality, Evans shows how in contemporary debates about social inequality gender is often ignored, implicitly side-lining critical aspects of relations between women and men. This engaging short book attempts to join up some of the dots in the ways that we think about both social and gender inequality, and offers a new perspective on a problem that still demands society's full attention.

Close to one billion women will enter the global workforce by 2020, but these women are likely to drop out or get stuck in dead-end jobs. Gender equality is a human rights issue, but engaging women in the workforce is primarily an economic issue—diverse leaders drive bottom-line growth and high-level innovation for global corporations. This book isn't only for women, chief inclusion officers or HR practitioners. It offers insight and case studies from global leaders on why it's a priority for everyone in an organization. To attract, retain and promote women, the best companies worldwide have made inclusion part of their entire culture, not just their hiring processes. Diversity in the workplace isn't just the "right" thing to do—it's a financially savvy strategy in today's hyper-competitive digital marketplace.

Shows how foundations, nonprofits, and organizations in other sectors can be more effective by institutionalizing deeper understanding of diversity and gender.

Many businesses and organizations are increasingly aware of the case for promoting gender equality, both within and outside their organizational boundaries. Evidence suggests that gender equality in the workplace boosts performance, and legal frameworks in many countries mandate specific action on gender inequality in the workplace. However, despite organizational policies on promoting equality and equal opportunities, there remain challenges to be overcome in many businesses, including throughout their supply chains. The book provides research rationales as to why responsible organizations must address the issue of gender equality in the workplace. It also presents case studies, action research and examples of good practices, describing how businesses and organizations are working to promote gender equality in various contexts. The book is designed to support the rationale for gender equality in business and organizations, providing evidence of implementation of gender equality in the workplace and advice on how to deal with and overcome challenges. It will be of interest to academics, employees, practitioners, policy-makers, businesses, institutions and organizations.

Men's roles in building gender equality are currently on the public agenda. Across the globe, there are growing efforts to engage men and boys in building more equitable relations with women and girls. Programs that engage with men have proliferated in fields such as violence prevention, sexual and reproductive health, parenting, education, and work. The last decade has seen the emergence of national and global campaigns, initiatives by international agencies, and scholarly research. Engaging ...

Gender Equality, the fifth UN Sustainable Development Goal (SDG 5), aims for the elimination of all forms of discrimination against women and girls. It thereby addresses all forms of violence, unpaid and unacknowledged care and domestic work, as well as the need for equal opportunities for leadership at all levels of decision-making in political, economic and public life. Thus, the areas in which changes with regard to gender equality on a global scale are needed are very broad. In this volume, we focus on three main areas of inquiry, 'Sexuality', 'Politics of Difference' and 'Care, Work and Family', and raise the following transversal questions: How can gender be addressed in an intersectional perspective, linking gender to further categories of difference, which are involved in discrimination? In which ways are binary notions of gender taking part in inequality regimes and by which means can these binaries be questioned? How can we measure, control and portray progress with regard to gender equality and how do we, in doing so, define gender? Which multi-, inter- or transdisciplinary perspectives are needed for understanding the diversity of

gender, in order to support a transition to 'gender equality'? Transitioning to Gender Equality is part of MDPI's new Open Access book series Transitioning to Sustainability. With this series, MDPI pursues environmentally and socially relevant research which contributes to efforts toward a sustainable world. Transitioning to Sustainability aims to add to the conversation about regional and global sustainable development according to the 17 SDGs. Set to be published in 2020/2021, the book series is intended to reach beyond disciplinary, even academic boundaries.

Provides an introductory essay; biographies of activists, legislators, and advocates; a chronology of events, legislation, and movements; a directory of organizations; and a listing of print and nonprint resources.

Grounded in scholarship but written for busy institutional leaders, Building Gender Equity in the Academy is a handbook of actionable strategies for faculty and administrators working to improve the inclusion and visibility of women and others who are marginalized in the sciences and in academe more broadly.

The provision of state funded and democratically accountable care services represents one of the most potentially transformative advances in gendered social relations and equality for women by 'defamilizing' care and providing paid work. But the cost of providing these services, which women have access to them and how they should be provided are always at the forefront of debate, especially during economic crises. Socially funded and publicly accountable care services are therefore a key site of feminist activity, but also the frontline for spending cuts and 'reform' during times of austerity. Gender Equality in Public Services analyses how gender equality work in British public services is changing in response to factors including: equality legislation; the erosion of local democracy, privatisation of public services and new forms of feminist activism and leadership. It also assesses the challenges and opportunities for promoting women's equality in producing and using public services. Impacting upon developed and developing economies, the arguments in this challenging book explore the potential of equality and feminist activism and leadership for radical and transformational change. It will appeal to advanced students, researchers and practitioners interested in social policy, feminist organization theory, equal opportunities and gender mainstreaming practice.

The presence of women in the practice of medicine extends back to ancient times; however, up until the last few decades, women have comprised only a small percentage of medical students. The gradual acceptance of women in male-dominated specialties has increased, but a commitment to improving gender equity in the medical community within leadership positions and in the academic world is still being discussed. Gender Equity in the Medical Profession delivers essential discourse on strategically handling discrimination within medical school, training programs, and consultancy positions in order to eradicate sexism from the workplace. Featuring research on topics such as gender diversity, leadership roles, and imposter syndrome, this book is ideally designed for health professionals, doctors, nurses, hospital staff, hospital directors, board members, activists, instructors, researchers, academicians, and students seeking coverage on strategies that tackle gender equity in medical education.

This volume of Research in Political Sociology addresses a broad range of gender equality issues from women's status and opportunities at work, education, health, political participation, community involvement and global migration; from a vast domain of countries in Europe, America, Australia, Asia and Africa.

As a result of widespread mistreatment and overt discrimination in all dimensions of their lives, women lack significant autonomy. The central preoccupation of this book is to explore key sources of female empowerment and discuss the current challenges and opportunities for the future. Schematically, three main domains are distinguished. The first is marriage and women's relative bargaining position within the household. Since in developing countries marriage is essentially universal and generally arranged by the parents, women have little say in the choice of their partner and largely depend on their husband for their livelihoods and well-being. How marriage, divorce, and remarriage practices have evolved and with what effects for women, is therefore of crucial concern. The second domain is the set of options available to women outside of marriage and in the context of their community. Given the importance of household dynamics in determining female well-being, a crucial step towards women's empowerment consists of improving such options, economic and collective action opportunities in particular. The third domain belongs to the realm of over-arching discriminatory laws and cultural norms. Can the government acting as lawmaker contribute to modifying norms and practices that disadvantage women? Or, to be effective, do legal moves need to be complemented by other initiatives such as the expansion of economic opportunities for women? Do discriminatory social norms necessarily dissolve with improved legal status for women? These questions, and other related issues, are tackled from different perspectives, by top scholars with well-established experience in gender-focused economic and social research.

Up-beat, pragmatic, and chock full of advice, What Works for Women at Work is an indispensable guide for working women. An essential resource for any working woman, 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, writer 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—Negotiate more! Stop being such a wimp! Stop being such a witch! What Works for Women at Work tells women it's not their fault. The simple fact is that office politics often benefits men over women. 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 35 years of research, Williams and Dempsey offer four crisp patterns that affect working women: Prove-It-Again!, the Tightrope, the Maternal Wall, and the Tug of War. 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 far beyond the traditional cookie-cutter, 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 quick

kernels of advice like a “New Girl Action Plan,” ways to “Take Care of Yourself”, and even “Comeback Lines” for dealing with sexual harassment and other difficult situations.

“For too long the struggle for the rights of women and girls was seen as women’s business. Of course, it’s equally men’s business and stops being such a struggle when it’s seen that way. This reframing gives us a chance to understand violence against women as deeply toxic for us all.” —Phumzile Mlambo–Ngcuka, UN

Under–Secretary–General and Executive Director of UN Women *The Time Has Come* explores how a patriarchal culture that has given power to men comes at a huge cost to women, children, and, surprisingly, to men as well. It details how very achievable changes in our workplaces, in the ways we raise boys to be men, and in the movement to end men’s violence will bring significant rewards to communities all around the world. Michael Kaufman is the cofounder of the White Ribbon Campaign—the largest international network of men working to end violence against women—and for decades has been an advisor on gender equality to the United Nations, governments, NGOs, schools, and workplaces around the world. With honest storytelling, compassion, and hard–hitting analysis, *The Time Has Come* is a compelling look at why men must take a stand in the fight for general equality.

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