

The Equal Opportunities Revolution

Outstanding social scientists (economists, sociologists, political scientists, and policy researchers) discuss in this book the issue of the social aspects of European integration. For each field, they sketch out the main problems, provide a survey on the relevant literature, and point to areas wherein more research is needed. The science and research policy of the European Union is examined critically both in terms of relevant social issues and in terms of its organizational efficacy.

This work represents the first book-length study of attitudes toward women during the French Revolution and the discrepancy between its principles of liberty and equality and the suppression of women's rights. Working from original source material produced in 18th-century France, Proctor traces the striking continuity between pre-Revolutionary and post-Revolutionary thought on the equality of women, and addresses such issues as the extent of support for a sexual equality movement and how the men of the Revolution justified the contradiction of personal rights.

'Equal Opportunities' policies were first modelled in Britain in the early 1980s. In 1980, the Commission for Racial Equality listed 73 employers who had adopted their draft Equal Opportunities policy. By 2004, three quarters of all workplaces had a formal written Equal Opportunities policy, up from 64 per cent in 1998. Trying to understand why the Equal Opportunities revolution happened, when the conditions seemed so hostile to such change, is the goal of this book.

This book highlights the difficulties that women working as managers and leaders in initial teacher education face. Teacher education is at the forefront of education reforms and yet little is known about the professional lives of those who work within it. Whereas many women are moving into positions of authority in teacher training, some existing women managers are being marginalized within new internally differentiated layers of managerial structures. Yet other female managers, mainly new appointees, seem to endorse the discourses associated with new managerialist practices. Simultaneously some women who manage in teacher training are engaged in a struggle for survival individually and professionally. In the main, men seem to be missing from authority positions and will conclude that, in the current climate, the management of teacher training is 'no job for a man'.

Argues that Billie Jean King's 1973 defeat of male player Bobby Riggs in tennis' Battle of the Sexes match helped, along with the passage of the Title IX anti-sex discrimination act, cause a revolution in women's sports.

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The 100 years from 1819-1919 were the most remarkable in the history of womankind. In 1819 women had no rights, no status, no

options, no votes. Females were denied higher and further education. Job opportunities were menial and few. Legally, women were not even considered to be 'persons.' By 1919 they had achieved full legal rights and status; the doors of education, equality and professions had been thrown open to them; they had proved that they could do any job a man could do, and most importantly they had achieved universal suffrage. Appalling conditions suffered by those living and working in the textile industries of the North-West provided the impetus to demand democratic political reforms and a fair day's pay for a fair day's work. Women were not allowed to join official associations so they formed their own groups, seeing the main objective as achieving results for their menfolk, which would make life better for women in turn. Then they could concentrate on fighting for their own rights. The Peterloo Massacre in August 1819 was a day of bloody carnage during which females were singled out, hunted down and killed or injured to 'teach them a lesson.' It did teach them a lesson, but not the one their attackers had intended. It gained them status and sympathy in the eyes of many and further encouraged them to fight for themselves as well as their men. Women became involved in reform groups, Chartism, trade unions, politics, education, career opportunities and the right to vote, although they encountered fierce hostility and opposition from both men and their own sex. Perseverance paid off. Women finally gained their equal opportunities, winning the right to vote as a reward for their major contribution to the Great War.

Rethinking patriarchy and male dominance

Handbook of Gendered Careers in Management provides an international overview of current practice and theory surrounding gendered employment in management, illustrating the impact of gender on key stages of career development.

"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.

The author demonstrates how corporate personnel experts, not Congress or the courts, determined what equal opportunity meant in practice, designing changes in how employers hire, promote, and fire workers, and ultimately defining what discrimination is, and is not. He shows how Congress and the courts merely endorsed programs devised by corporate personnel.--[book jacket].

Visible Women: Tales of Age, Gender and In/Visibility is a reflective, questioning, subjective, self-indulgent and moving narrative exploration of the experiences of women growing older and not disappearing. What lies behind stories of older women becoming

invisible and disregarded? How true are they, where do they come from, and what do they mean? How might they be challenged, and what other stories can be told? The core of the book is the poetic representation of the thoughts and lives of a group of women between 50 and 70. Their narratives are drawn from the email correspondence between the author and her seven co-researchers. Starting with a search for the anecdotal and mythical 'invisible woman', the author's own story is woven into, and becomes part of, the journey. The landscape – which is beautifully observed in clear, non-academic language – takes us through feminist and poststructuralist theory, existentialism, auto/biography, journalism, fictional writing, art, film, poetry and the internet. In 'examining the bones' of tales of invisibility, Christine Bell is motivated by indignation as much as curiosity.

Birth rates are falling and fertility rates are well below replacement levels. At the same time, the economic crisis has forced governments to scale back public spending, reduce child support, and raise the retirement age, causing immense social conflict. Taking a step outside the disciplinary comfort zone, *Whither the Child?* asks how demography affects individuals and society. What does it feel like to live in a low fertility world? What are the consequences? Is there even a problem - economically, culturally and morally? No other book confronts so many dimensions of the low fertility issue and none engage with the thorny issues of child psychology, parenting, family, and social policy that are tackled head-on here.

"Symposium: The Meaning of the Civil Rights Revolution" is, in effect, a new and extensive book of contemporary thought on civil rights by many of today's leading writers on the Constitution. In February 2014, the Yale Law Journal held a symposium at Yale Law School marking the fiftieth anniversary of the Civil Rights Act of 1964 and the simultaneous publication of Bruce Ackerman's *We the People: The Civil Rights Revolution* (2014). Contributors' essays reflected on the origins or status of the American civil rights project, using Ackerman's book as a focal point or a foil. Those essays are collected as the June 2014 issue, the final issue of the academic year. The contents are: • *We the People: Each and Every One* — Randy E. Barnett • *Reactionary Rhetoric and Liberal Legal Academia* — Justin Driver • *Popular Sovereignty and the United States Constitution: Tensions in the Ackermanian Program* — Sanford Levinson • *The Neo-Hamiltonian Temptation* — David A. Strauss • *The Civil Rights Canon: Above and Below* — Tomiko Brown-Nagin • *Changing the Wind: Notes Toward a Demosprudence of Law and Social Movements* — Lani Guinier & Gerald Torres • *Protecting Civil Rights in the Shadows* — David A. Super • *Universalism and Civil Rights (with Notes on Voting Rights After Shelby)* — Samuel R. Bagenstos • *Separate Spheres* — Cary Franklin • *Ackerman's Civil Rights Revolution and Modern American Racial Politics* — Rogers M. Smith • *Rethinking Rights After the Second Reconstruction* — Richard Thompson Ford • *A Revolution at War with Itself? Preserving Employment Preferences from Weber to Ricci* — Sophia Z. Lee • *Have We Moved Beyond the Civil Rights Revolution?* — John D. Skrentny • *Equal Protection in the Key of Respect* — Deborah Hellman • *Ackerman's Brown* — Randall L. Kennedy • *The Anti-Humiliation Principle and Same-Sex Marriage* — Kenji Yoshino • *De-Schooling Constitutional Law* — Bruce Ackerman The issue, the eighth and final one of Volume 123, also includes a cumulative Index to the entire volume's titles and authors. As with previous digital editions of Yale Law Journal available from Quid Pro Books, features include active Tables of Contents (including links in each Essay's own table), linked footnotes and URLs, and proper

ebook and Bluebook formatting.

This text brings together writing and research on feminist experience in academia. It covers issues such as provision of care, maternalism in the academy and dynamics of interaction between women in higher education. There are challenging and provocative analyses of many questions: how large is the gap between rhetoric and reality in HE institutions? how do institutions behave towards disabled staff? how far is stereotyping still affecting the roles which women play in academia? what do women face when they combine motherhood with teaching or studying? coping mechanisms and survival tactics are brought under scrutiny, and the effect these have on the behaviour of female academics and their interactions with the institution of each other. This text should provide insight and evidence for researchers to further develop their own theories, and also many starting points for those wishing to undertake their own research. Written in collaboration with the Women in Higher Education Network.

This collection assembles some of Herbert Marcuse's most important work and presents for the first time his responses to and development of classic Marxist approaches to revolution and utopia, as well as his own theoretical and political perspectives. This sixth and final volume of Marcuse's collected papers shows Marcuse's rejection of the prevailing twentieth-century Marxist theory and socialist practice - which he saw as inadequate for a thorough critique of Western and Soviet bureaucracy - and the development of his revolutionary thought towards a critique of the consumer society. Marcuse's later philosophical perspectives on technology, ecology, and human emancipation sat at odds with many of the classic tenets of Marx's materialist dialectic which placed the working class as the central agent of change in capitalist societies. As the material from this volume shows, Marcuse was not only a theorist of Marxist thought and practice in the twentieth century, but also proves to be an essential thinker for understanding the neoliberal phase of capitalism and resistance in the twenty-first century. A comprehensive introduction by Douglas Kellner and Clayton Pierce places Marcuse's philosophy in the context of his engagement with the main currents of twentieth century philosophy while also providing important analyses of his anticipatory theorization of capitalist development through a neoliberal restructuring of society. The volume concludes with an afterword by Peter Marcuse.

This book brings together the latest European and North American research on a series of key topics in the field of women's employment. Drawing on published and easily accessible statistics, it sets the topics in the appropriate policy contexts and systematically appraises them from the viewpoint of the challenges for the management of human resources. The book explores: occupational segregation the pay gap work-life balance part-time working women, work and pensions women in professional occupations equality and diversity management women and trade unions. This is a highly useful book suitable for a wide range of courses including business studies, sociology, social policy and gender studies.

The Equal Opportunities Revolution explains why bosses took equal opportunities on board just as they were tearing up union rights at work. It asks why greater rights led to greater inequality, and why advances in race and sex equality ran alongside social inequality. It shows how the equal opportunities revolution became the general model for workplace relations in the decades that followed, and how it did not challenge, but rather perfected the liberalisation of labour law. The right won the economic war, the left won the culture war and this book explains how.

“It’s a time of change in the world, with dictators toppling and new opportunities rising, but any revolution that doesn’t create equality for women will be incomplete. The time has come to realize the full potential of half the world’s population.” —Christiane Amanpour, from the foreword *The Unfinished Revolution* tells the story of the global struggle to secure basic rights for women and girls, including in the Middle East where the Arab Spring raised high hopes, but the political revolutions are so far insufficient to guarantee progress. Around the world, women and girls are trafficked into forced labor and sex slavery, trapped in conflict zones where rape is a weapon of war, prevented from attending school, and kept from making deeply personal choices in their private lives, such as whom and when to marry. In many countries, women are second-class citizens by law. In others, religion and traditions block freedoms such as the right to work, study or access health care. Even in the United States, women who are victims of sexual violence often do not see their attackers brought to justice. More than 30 writers—Nobel Prize laureates, leading activists, top policymakers, and former victims—have contributed to this anthology. Drawing from their rich personal experiences, they tackle some of the toughest questions and offer bold new approaches to problems affecting hundreds of millions of women. This volume is indispensable reading, providing thoughtful analysis from a never-before assembled group of advocates. It shows that the fight for women’s equality is far from over. As Leymah Gbowee, 2011 Nobel Peace Prize Laureate says, “Women are not free anywhere in this world until all women in the world are free.”

As a nation, we're not always big on introspection. To move forward, however, we must look inward. We must hold this nation up to a mirror and acknowledge what it's become. We must make a sober assessment. How did a country that so aligns itself with freedom and equality become a haven for the rich and powerful while the middle class is slowly decimated? Not to be overly analogous, but it's a death by a thousand cuts. Throughout the past 40 years, special interests have superseded the needs of the people, at least among members of congress. Think of the proverbial frog in the pot. If you drop it in hot water, the frog jumps right out. Put it in cool water and slowly raise the temperature, however, and it barely notices...until it's too late. For four decades, self-serving politicians have been turning up the heat on America's middle class. They've ignored the systemic racism that has held this country back for far too long. This book makes the case for a revolutionary transfer of power. It's time for people of good conscience to take control.

The first legal analysis of Title IX assesses the successes and failures of the landmark federal statute enacted in 1972 to prohibit sex discrimination in education,

This book explains how the short-lived sexual revolution 50 years ago has led to the current evolution of our sexual values and behaviors and social standards among youth culture, examining topics such as communication technologies and sex, teen pregnancy, and divorce rates in the Bible Belt. • Chapter notes highlight some of the major sex research studies of the past 50 years • Case studies and personal histories document unusual sexual preferences and how the practice of sex therapy is changing with current communication technologies • A comprehensive index helps readers find salient points easily

Why did the most unruly proletariat of the Twentieth Century come to tolerate the ascendancy of a political and economic system that, by every conceivable measure, proved antagonistic to working-class interests? *Revolution and Counterrevolution* is at the center of the ongoing discussion about class identities, the Russian Revolution, and early Soviet industrial relations. Based on exhaustive research in four factory-specific archives, it is unquestionably the most thorough investigation to date on working-class life during the revolutionary era. Focusing on class conflict and workers' frequently changing response to management and state labor policies, the study also meticulously reconstructs everyday life: from leisure activities to domestic issues, the changing role of women, and popular religious belief. Its unparalleled immersion

in an exceptional variety of sources at the factory level and its direct engagement with the major interpretive questions about the formation of the Stalinist system will force scholars to re-evaluate long-held assumptions about early Soviet society.

Describes the historical background of the French Revolution, explains why it grew so violent, and looks at its influence on European history. At the start of the 1980s no employer had heard of an "equal opportunities policy" - by the end three-quarters of all those in work were covered by one. This is the story of the "equal opportunities revolution" at work. It explains why bosses took equal opportunities on board just as they were tearing up union rights at work. It asks why greater rights led to greater inequality, and why advances in race and sex equality ran alongside social inequality. It shows how the equal opportunities revolution became the general model for workplace relations in the decades that followed, and how it did not challenge, but rather perfected the liberalisation of labour law. The right won the economic war, the left won the culture war - and this book explains how.

This work is the first systematic attempt to measure the impact of the Voting Rights Act of 1965, commonly regarded as the most effective civil rights legislation of the century. Marshaling a wealth of detailed evidence, the contributors to this volume show how blacks and Mexican Americans in the South, along with the Justice Department, have used the act and the U.S. Constitution to overcome the resistance of white officials to minority mobilization. The book tells the story of the black struggle for equal political participation in eight core southern states from the end of the Civil War to the 1980s--with special emphasis on the period since 1965. The contributors use a variety of quantitative methods to show how the act dramatically increased black registration and black and Mexican-American office holding. They also explain modern voting rights law as it pertains to minority citizens, discussing important legal cases and giving numerous examples of how the law is applied. Destined to become a standard source of information on the history of the Voting Rights Act, *Quiet Revolution in the South* has implications for the controversies that are sure to continue over the direction in which the voting rights of American ethnic minorities have evolved since the 1960s.

Changing Life Patterns in Western Industrial Societies

This book is based on rich empirical data and findings concerning the lives, perceptions and ambitions of young middle-class female graduates, thus providing essential insights into the lives and viewpoints of a previously unresearched group in China from a feminist scholarly perspective. The study shows how the lives of young women and debates over youthful femininity lie at the very heart of modern Chinese history and society. With a central focus on women's issues, the book's ultimate goal is to enable Western readers to better understand the changing ideologies and the overall social domain of China under the leadership of President Xi. The empirical data presented includes interviews and group discussions, as well as illustrations, tables and images collected during a prolonged period of fieldwork. The insights shared here will facilitate cross-cultural communication with both Western feminist academics and readers who are sensitive to different cultures.

This title was first published in 2003. This text reports on two nationally representative surveys of men and women in Britain and Spain, the former being funded by the Future of Work Research Programme and conducted by the ONS. Catherine Hakim presents a study of ideal models of the family and family roles, work orientation, patriarchal values and lifestyle preferences,

showing how these impact on women's marital histories, fertility, employment patterns and occupational segregation, but not on men's labour market participation. Lifestyle preferences and work orientations have a strong impact on women's activities, and especially on married women's choices, but patriarchal values have almost no impact on behaviour. The book also covers educational homogamy, housing classes, labour mobility and contrasts between ethnic minority groups in core values and labour market participation.

The Equal Opportunities Revolution Repeater

In the wake of the black civil rights movement, other disadvantaged groups of Americans began to make headway--Latinos, women, Asian Americans, and the disabled found themselves the beneficiaries of new laws and policies--and by the early 1970s a minority rights revolution was well underway. In the first book to take a broad perspective on this wide-ranging and far-reaching phenomenon, John D. Skrentny exposes the connections between the diverse actions and circumstances that contributed to this revolution--and that forever changed the face of American politics. Though protest and lobbying played a role in bringing about new laws and regulations--touching everything from wheelchair access to women's athletics to bilingual education--what Skrentny describes was not primarily a bottom-up story of radical confrontation. Rather, elites often led the way, and some of the most prominent advocates for expanding civil rights were the conservative Republicans who later emerged as these policies' most vociferous opponents. This book traces the minority rights revolution back to its roots not only in the black civil rights movement but in the aftermath of World War II, in which a world consensus on equal rights emerged from the Allies' triumph over the oppressive regimes of Nazi Germany and Imperial Japan, and then the Soviet Union. It also contrasts failed minority rights development for white ethnics and gays/lesbians with groups the government successfully categorized with African Americans. Investigating these links, Skrentny is able to present the world as America's leaders saw it; and so, to show how and why familiar figures--such as Lyndon Johnson, Richard Nixon, and, remarkably enough, conservatives like Senator Barry Goldwater and Robert Bork--created and advanced policies that have made the country more egalitarian but left it perhaps as divided as ever. Equal opportunity in the workplace is thought to be the direct legacy of the civil rights and feminist movements and the landmark Civil Rights Act of 1964. Yet, as Frank Dobbin demonstrates, corporate personnel experts--not Congress or the courts--were the ones who determined what equal opportunity meant in practice, designing changes in how employers hire, promote, and fire workers, and ultimately defining what discrimination is, and is not, in the American imagination. Dobbin shows how Congress and the courts merely endorsed programs devised by corporate personnel. He traces how the first measures were adopted by military contractors worried that the Kennedy administration would cancel their contracts if they didn't take "affirmative action" to end discrimination. These measures built on existing personnel programs, many designed to prevent bias against unionists. Dobbin follows the changes in the law as personnel experts invented one wave after another of equal opportunity programs. He examines how corporate personnel formalized hiring and promotion practices in the 1970s to eradicate bias by managers; how in the 1980s they answered Ronald Reagan's threat to end affirmative action by recasting their efforts as diversity-management programs; and

how the growing presence of women in the newly named human resources profession has contributed to a focus on sexual harassment and work/life issues. *Inventing Equal Opportunity* reveals how the personnel profession devised--and ultimately transformed--our understanding of discrimination.

Most people value to have children still highly. But what is the optimal moment to have the first? The decision on having children or not and if yes on the timing of the first is one of the most difficult ones to make, also because it more or less coincides with various other heavy decisions on shaping the life course (like on union formation, labour market career, housing accommodation, etc.). People realise that having children will fundamentally change their life and in order to fit this unknown and irreversible adventure perfectly into their life course postponement of the first birth is an easy way out as long as doubts continue and partners try to make up their mind. Modern methods of birth control are of course a very effective help in that period. What is the best moment to have the first child? And to what moment is postponement justified? There are no easy answers to these questions. Best solutions vary per person as they depend on personal circumstances and considerations (the partner may have conflicting ideas; housing accommodation; job; income; free time activities). Existing parental leave and child care arrangements are weighted as well. Unfortunately the biological clock ticks further. And, also unfortunately, assisted reproductive technology (IVF etc.) is unable to guarantee a successful outcome. Several couples end up without children involuntarily and that may lead to sorrow and grief. This interdisciplinary book overviews the process of postponement and its backgrounds in modern Western societies holistically, both at the personal and the societal level. Contributions come from reproductive, evolutionary biological and neurological sciences, as well as from demography, economy, sociology and psychology. It holds not only at women but also at men becoming first time fathers. The discussion boils down to a new policy approach for motherhood and emancipation on how to shape work and family life? It is argued that a public window where one can compose a 'cafeteria'-like set of supportive arrangements according to personal preferences could lead to a break in the rising age at first motherhood.

Female entrepreneurship, and, in particular, the contribution of their ventures to aggregate economic activity has gained increasing attention over recent years in terms of theory, practice and policy. This concise book explores how women fit into the contemporary entrepreneurial discourse by recognizing that gender intersects with, and influences, women's experience of entrepreneurship. The book is novel in that it considers women to be a heterogeneous group and as such acknowledges that ethnicity, culture, class and education will all influence and intersect with female entrepreneurship. As a consequence, it explores issues ranging from theoretical relationships between the constructs of gender and entrepreneurship to more empirical work on how entrepreneurship might act as an empowering change agent for women.

In order to address the Euro-US centric assumptions underpinning the influence of gender upon entrepreneurship, a chapter is dedicated to the role of entrepreneurship in empowering Palestine women. This book will be important supplementary reading on entrepreneurship, small business management and women's/gender studies courses - it will prove particularly useful to women moving towards starting their own business as well as postgraduate students researching the topic for the first time.

In this book, Hakim presents a new, multi-disciplinary theory for explaining and predicting current and future patterns of women's choice between employment and family work. Preference theory is the first theory developed specifically to explain women's behaviour and choices. As such, it constitutes a major break from male-centred theorizing to date in sociology and economics. Preference theory is grounded on the substantial body of new research on women's work and fertility that has flourished within feminist scholarship. It identifies five major historical changes that collectively are producing a qualitatively new scenario for women in prosperous societies in the 21st century. Throughout the analysis, the USA and Britain illustrate what the new scenario means for women, how it alters their preferences and work-lifestyles choices. Hakim also reviews research evidence on contemporary developments across Europe, Canada, Australia, Japan, and the far East to develop a new theory that is genuine international in perspective.

Newly updated: The bestseller “that could bring the human race a little closer to rescuing itself” from the subject of the film *The Two Glorias* (Naomi Wolf). Without self-esteem, the only change is an exchange of masters; with it, there is no need for masters. When trying to find books to give to “the countless brave and smart women I met who didn’t think of themselves as either brave or smart,” Steinem realized that books either supposed that external political change would cure everything or that internal change would. None linked internal and external change together in a seamless circle of cause and effect, effect and cause. She undertook to write such a book, and ended up transforming her life, as well as the lives of others. The result of her reflections is this truly transformative book: part personal collection of stories from her own life and the lives of many others, part revolutionary guide to finding community and inspiration. Steinem finds role models in a very young and uncertain Gandhi as well as unlikely heroes from the streets to history. *Revolution from Within* addresses the core issues of self-authority and unjust external authority, and argues that the first is necessary to transform the second. This ebook features an illustrated biography of Gloria Steinem including rare images from the author’s personal collection, as well as a new preface and list of book recommendations from Steinem.

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