

1. Record Nr.	UNINA9910298190803321
Autore	Dawson Tricia
Titolo	Gender, Class and Power : An Analysis of Pay Inequalities in the Workplace // by Tricia Dawson
Pubbl/distr/stampa	London : , : Palgrave Macmillan UK : , : Imprint : Palgrave Macmillan, , 2018
ISBN	9781137585943 1137585943
Edizione	[1st ed. 2018.]
Descrizione fisica	1 online resource (276 pages)
Disciplina	331.2153
Soggetti	Personnel management Diversity in the workplace Economics - Sociological aspects Sex Business ethics Human Resource Development Diversity Management and Women in Business Economic Sociology Gender Studies Business Ethics
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	1. Introduction,- 2. Theories of Discrimination -- 3. The Development of the Printing Industry: Workers' and Employers' Organisation -- 4. Missed Opportunities: The Failure of Union Solidarity in the Struggle for Control of the Labour Process -- 5. Gender or Skill: The Continuation of Segregated Work -- 6. Challenging Inequality: Employers and Unions -- 7. Wage Leadership: The Continuation of Unequal Pay -- 8. Conclusions.
Sommario/riassunto	'This book, written by a former union officer turned academic, provides an extraordinarily detailed account of how gender inequalities became embedded in the print industry and failed to respond to formal policy efforts on the part of both employers and unions. It should be seen as

a cautionary tale for employers and unions in other industries where gender segregation, undervaluation of women's skills and work, and gender pay gaps prevail.' Gill Kirton, Professor and Associate Dean for Research, School of Business and Management, Queen Mary University of London With a particular focus on the British printing industry, this book tackles the ongoing issue of pay inequality and examines the challenges facing many women today. By analysing organisation processes within the workplace, the author considers the unequal allocation of power resources that generate and sustain women's invisibility and argues that women's power is often outflanked by that of their male colleagues. Written by a skilled academic with direct industry experience, this new book is an insightful read for those researching human resource management (HRM), women's studies and diversity, as well as trade union officials and policy-makers.

---