

1: SAGE Books - Sociology for Health Professionals

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The point, after all, is to change the world. Vicki Smith published this article about women and part-time work in Vol. Yet many of her insights still hold true today in the context of a financial crisis, the growth of part-time work, and the continuing rise of inequality in the United States. Part-time employment opportunities have been depicted as a beneficial option for women – offering them entry level access to the labor market while allowing them the flexibility to fulfill their roles in the home as wives and mothers. They permit workers to be treated as responsible adults, and they may increase job satisfaction. This ideal depiction of voluntary choice obscures another reality: In this paper, this reality is examined from two sides: Part-time employment has emerged as a major labor market category for women only in recent years. Since World War II the number of working mothers has increased more than tenfold. In , the labor force participation rates of married women husband present including full- and part-time workers, was 22 percent; labor force participation rates for mothers an overlapping category to be sure in was 18 percent. In , women with children under 15 represented 34 percent of single-job, part-time workers, while they made up only 12 percent of the full-time labor force. Currently, women constitute 66 percent of all part-time workers. In the following sections I focus on three phenomena. First, I introduce data concerning the proliferation of part-time jobs in which many married women and mothers work. I will illustrate that broad changes in the economy and the occupational structure led to the construction and growth of certain part-time jobs that are gender-specific. In this way, part-time work and the predominance of women in it, is an important aspect of the contemporary accumulation of capital. Second, given the availability of these jobs, I examine the element of choice for women workers. I will argue that the choices women make about part-time work in a patriarchal and capitalist society importantly reflect the material and ideological constraints of our sex-gender system. Characteristics Of Part-Time Jobs: Demand The growth in regular and temporary part-time employment opportunities has been marked: According to data, this figure was 21 percent. Articles in trade and management journals, and personnel policy studies tend to focus on a small fraction of the lucrative part-time jobs, such as those in the public sector, and in professional managerial jobs in the private sector. This optimistic representation of part-time work, however, obscures a very different experience shared by the vast majority of workers who engage in this type of employment. While the former are characterized by relatively high wages, pro-rated or regular benefits, relative control over schedules, and are often unionized, the majority of part-time jobs are located primarily in the lowest levels of the occupational structure, with respect to wages, skill and control. The rise in part-time employment is intrinsically connected to the expansion of certain industries that are now primary sectors of employment in our economy. Most part-time work is a key feature of two sectors that currently have the fastest growth rates: Between and the percentage of part-time workers in these establishments rose from 32 percent to 51 percent. Seventy percent of these temporary employees worked in clerical occupations. Of necessity, demand forces shape the manner in which such shifts will be organized. One example of the breakdown of jobs into part-time shifts is that of jobs that are geared toward the production of services rather than goods, where there is a cyclic demand for output in relation to daily business cycles , where job tasks are routine and discrete, and which are non-managerial. Theorists of organization and dual labor markets point out that employers and managers must strategize to buffer the production process from such inconsistencies: Almost all such jobs in the low-skill, low-wage strata are organized to respond to daily or seasonal fluctuation. Certain hours during the operation of a firm are distinctly busier than others; thus employees are required to respond to the changing influx of customers. This is particularly evident in fast-food eating establishments and retail stores. In an effort to reduce, or if possible, to eliminate, unused human effort, workers are

systematically removed from a shift when at all possible. Part-time work in clerical occupations is similarly organized around fluctuation, yet the fluctuation in these shifts can be contained and pre-determined in a way that service work organized around immediate consumer demand cannot. So, for example, certain times of the month or year may predictably demand more labor than others. The temporary help services in many ways demonstrate the organization and logic of part-time work structures. The primary way in which temporary clerical workers are used is to employ them during periods of peak business activity, thus decreasing the need for regular employees to work overtime. Further, a growing recognition of the underutilization of full-time workers has contributed to structuring work schedules so that a minimum staff operates under normal conditions while temporaries are hired when the need arises. Companies save, on the average, 18 percent of employee costs, in large part due to the impressive advantage of saving the cost of fringe benefits to these workers. For example, at J. Many full-time positions have been cut in half to part-time positions in order to release more people for these periods. One full-time person may be augmented by a second or third person working two short overlapping shifts, rather than two or three full-time employees working a shift in which only one of them is busy for the entire period. Hence, any given job is fractionalized around the optimum utilization of necessary labor. The reduction of the wage bill for employers by paying for fewer total employee hours worked is thus a consequence of employing part-time workers. Some industrial researchers maintain that part-time schedules are not cost-effective because of increased recruitment and training costs due to high turnover rates. This direct costs " as well as indirect costs such as organizational disruption, draining of management time and productivity losses " are argued to contribute to generally dysfunctional operations. However, the positive consequences of part-time employment and high turnover, although less quantifiable, receive less attention. Policies regarding part-time workers are frequently predicated upon employees working less than a certain number of hours so that employers may withhold benefits. Finally, the continual turnover may be actively encouraged by employers in the secondary labor market to inhibit demands for increased wages and promotion. The concentration of part-time jobs in the areas discussed implies female-specific demand. Wages in service industries are the lowest for any type of non-agricultural work; retail sales work is the next lowest category, with clerical work following with wages that are eight to nine percent below the national average. Between and women accounted for four-fifths of the proportion of growth in part-time employment. Statistical forecasts confirm that our economy will experience vast growth rates in the dead-end non-supervisory, temporary, part-time, non-unionized, low-wage which employ primarily female labor. What are some of the ideological and material conditions that legitimate the reproduction of this massive secondary status experienced by women in the part-time labor market? Men are viewed as the stable, primary wage-earners; their wages are purported to be adequate for the support of families. Further, women are seen as unpaid, home laborers. All women are structurally marginalized by this assumption. They are typically cast as secondary-income earners and are presumed to be workers for whom reduced working hours or fluctuations in employment due to slack business, recession, etc. Both mainstream supply and demand arguments incorporate these assumptions into accounts of the growth of a female-specific, part-time sector of jobs. Most supply arguments concerning the increase in part-time work in the last two decades rely on a one-sided explanation: The case of married women and mothers clearly exemplifies this shift. One economist has suggested that, "[the increase in part-time employment] is largely a result of an increase in labor force participation among the groups most likely to work part-time: Reference is made to historical demographic shifts in order to explain the massive entrance of married women and mothers in the labor force. Because of this reasoning, certain part-time jobs are explicitly typed around parental and marital status. We are developing four shifts: The early shifts are mainly young mothers with school kids. The three to seven are high school and college students and people who moonlight. For example, part-time schedules can be adapted to the demands of women who are constrained by the needs of their families. The fact that they can only work part-time is viewed as natural; one management journal claims that, A lot of the women are exhausted working four days after doing their homework. They could never work full-time. In the same vein, it is understood that teenagers

cannot work full time jobs due to their school commitment; the elderly and the handicapped are less able to cope with full-time, strenuous work. From this perspective, part-time work is viewed as a functional labor market institution that accommodates the needs of technically disadvantaged and restricted groups of workers. People who work part-time are identified as being socially, psychologically or physically ill-prepared to work part-time: People who hold part-time jobs are usually assumed to be intermittent workers without career ambitions, and the labor market has been structured accordingly. In other words, part-time jobs emerged as a labor market mechanism to meet the needs of an emerging group of workers. The benefits accorded to employers are overlooked in analyses extolling the benefits of part-time work for women. Dual labor market theorists employ a functionalist framework of demand to explain the insertion of certain groups of people into part-time jobs. Piore and Doeringer, for example, argue that a part-time, fluctuating labor market is necessary for employers and managers to be able to meet unpredictable demand. This part-time fluctuation characterizes secondary labor market activity. Primary labor markets correspond to managed, stable demand forces, hence requiring a permanent, stable, full-time labor force. In this framework it naturally follows that people with tenuous commitments to work and personal reasons for being pushed and pulled out of the work force such as mothers and housewives will fit into the lower strata of jobs. Descriptively, then, the relationship between workers who are handicapped on the full-time job market, and the emergence of employment opportunities that are flexible to these handicaps, is accurate and important. From the perspective of workers it is crucial to be able to make a choice regarding full- or part-time employment. As will be argued later, shorter work schedules may be the only way to obtain additional income for households, as well as a singular means that many women have to overcome the limited access to the labor market. Furthermore, job structures do adjust to accommodate different laboring populations. However, these arguments as currently formulated, are uncritical of the particular interlocking dynamics of capitalism and patriarchy. They leave unexamined the relationship between the changing structure of occupations and the increase in demand for a female-specific labor force and the gender relations and household structures that shape and determine the employment choices that women make in the work world. Women who are female heads of household are affected by the same structural pressures. For single mothers with secondary labor market status this is especially tough: Overall, women in and outside of families become trapped within the intersection of state policy, economic conditions and the labor market. Given this need for greater income, it is important to understand why women choose to work part-time rather than full-time schedules. First, despite the fact that women and men engage in paid work, it is women who continue to bear the greatest responsibility for domestic work and child-care. Child-care, of all productive tasks in the home, is the least flexible: However, the choice made is circumscribed by household demands. Certainly there are situations that involve women part-time workers whose decision to work fewer hours more closely approximates being one of non-constrained choice. The important feature of such a situation is again the ability to pay for child-care from the total household income. Several examples support this claim.

# BRITAIN'S MARRIED WOMEN WORKERS: INTERNATIONAL LIBRARY OF SOCIOLOGY J pdf

## 2: UCL Library Services - UCL - London's Global University

*Britain's Married Women Workers: History of an Ideology (International Library of Sociology) [Viola Klein] on www.enganchecubano.com \*FREE\* shipping on qualifying offers. First published in Routledge is an imprint of Taylor & Francis, an informa company.*

It also funded the Women to the Top program in 1991 to bring more women into top management. Members are from all areas of business, education, politics and culture. Women who are born into the upper class rather than the middle or lower class have a much better chance at holding higher positions of power in the work force if they choose to enter it. Some examples of the ways in which gender affects a field include: Prohibitions or restrictions on members of a particular gender entering a field or studying a field; Discrimination within a field, including wage, management, and prestige hierarchies; Expectation that mothers, rather than fathers, should be the primary childcare providers. Note that these gender restrictions may not be universal in time and place, and that they operate to restrict both men and women. These barriers may also be manifested in hidden bias and by means of many microinequities. Many women face issues with sexual abuse while working in agriculture fields as well. Many of the women who work in these fields are undocumented and so supervisors or other male workers may take advantage of that. These women may suffer sexual abuse in order to keep their jobs and they cannot report the incident to the police because the fact that they are documented will be brought up and may be deported. A number of occupations became "professionalized" through the 19th and 20th centuries, gaining regulatory bodies, and passing laws or regulations requiring particular higher educational requirements. For instance, women were completely forbidden access to Cambridge University until 1869, and were encumbered with a variety of restrictions until when the university adopted an equal opportunity policy. Gender pay gap, Glass ceiling, and Sexual harassment The idea that men and women are naturally suited for different occupations is known as horizontal segregation. Specific to women, since employers believe that women are more likely to drop out of the labor force to have kids, or work part-time while they are raising kids, this tends to hurt their chances for job advancement. They are passed up for promotions because of the possibility that they may leave, and are in some cases placed in positions with little opportunity for upward mobility to begin with based on these same stereotypes. An Anthology, women are at a higher risk of financial disadvantage in modern day society than men. Statistical findings suggest that women are under paid for similar jobs men complete despite having the same qualifications. The statistical data collected by the U. Department of Labor suggests that women are discriminated against in the workforce based on gender. Anderson clearly demonstrates a significant difference between men and women in the workforce in regards to pay. Women are left more exposed to financial devastation and unemployment. The textbook also mentions that women are often give public positions versus private or leadership positions despite having appropriate work experience, higher education, or necessary skills to qualify. In other words, unmarried women who are the head of household are more vulnerable to financial disadvantage than married men or women. The unemployment rate of women compared to men suggests that single women are discriminated against based on gender. The statistical information illustrates the dramatic difference between men and women in regards to finances. It can be inferred that men are favored in the workforce over women. Women are discriminated against based on their gender and thus are more likely to struggle financially because of discriminatory employers. Actions and inactions of women themselves[ edit ] Through a process known as "employee clustering", employees tend to be grouped throughout the workplace both spatially and socially with those of a similar status job. Women are no exception and tend to be grouped with other women making comparable amounts of money. They compare wages with the women around them and believe their salaries are fair because they are average. Some women are content with their lack of wage equality with men in the same positions because they are unaware of just how vast the inequality is. Furthermore, women as a whole tend to be less assertive and confrontational. One

of the factors contributing to the higher proportion of raises going to men is the simple fact that men tend to ask for raises more often than women, and are more aggressive when doing so. School-age boys and girls have been noted as enacting the same aggressive and passive characteristics, respectively, in educational settings that we see in adults in the workplace. Boys are more likely to be pushed competitively in school, and sports, to be dominant. When a woman in this scenario re-enters the workforce, she may be offered a smaller salary or a lower position than she might have merited had she remained in the workforce alongside her colleagues both male and female who have not interrupted their careers. Gender inequality by social class[ edit ] Mechanic working on a motorcycle, United States. In the last 50 years there have been great changes toward gender equality in industrialised nations such as the United States of America. With the feminist movement of the s, women began to enter the workforce in great numbers. Women also had high labor market participation during World War II as so many male soldiers were away, women had to take up jobs to support their family and keep their local economy on track. Many of these women dropped right back out of the labor force when the men returned home from war to raise children born in the generation of the baby boomers. In the late s when women began entering the labor force in record numbers, they were entering in addition to all of the men, as opposed to substituting for men during the war. This dynamic shift from the one-earner household to the two-earner household dramatically changed the socioeconomic class system of industrialised nations in the post-war period. Effects on the middle and upper classes[ edit ] The addition of women into the workforce was one of the key factors that has increased social mobility over the last 50 years, although this has stalled in recent decades for both genders. Female children of the middle and upper classes had increased access to higher education, and thanks to job equality, were able to attain higher-paying and higher-prestige jobs than ever before. Due to the dramatic increase in availability of birth control , these high status women were able to delay marriage and child-bearing until they had completed their education and advanced their careers to their desired positions. In comparison with other sectors, IT organisations may be offering equal salaries to women and the density of women in technology companies may be relatively high but this does not necessarily ensure a level playing field. For example, Microsoft US was sued because of the conduct of one of its supervisors over e-mail. The supervisor allegedly made sexually offensive comments via e-mail, such as referring to himself as "president of the amateur gynecology club. E-harassment is not the sole form of harassment. In , Juno Online faced two separate suits from former employees who alleged that they were told that they would be fired if they broke off their ongoing relationships with senior executives. Pseudo Programs, a Manhattan-based Internet TV network, was sued in January after male employees referred to female employees as "bimbos" and forced them to look at sexually explicit material on the Internet. In India HR managers admit that women are discriminated against for senior Board positions and pregnant women are rarely given jobs but only in private. In addition to this, it has been suggested that there are fewer women in the IT sector due to existing stereotypes that depict the sector as male-orientated. In a recent book, Own It: The judgment equates a hostile work environment on the same plane as a direct request for sexual favors. The judgement mandates appropriate work conditions should be provided for work, leisure, health, and hygiene to further ensure that there is no hostile environment towards women at the workplace and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment. This law thus squarely shifts the onus onto the employer to ensure employee safety but most mid-sized Indian service technology companies are yet to enact sexual harassment policies. When I point to the need for a sexual harassment policy, most tend to overlook or ignore it. Earlier the draft proposal was rejected by the company. The lax attitudes transgress the Supreme Court judgment wherein the Court not only defined sexual harassment, but also laid down a code of conduct for workplaces to prevent and punish it, "Employers or other responsible authorities in public or private sectors must comply with the following guidelines: Express prohibition of sexual harassment should be notified and circulated;private employers should include prohibition of sexual harassment in the standing orders under the Industrial Employment Standing Orders Act, The complaint committee should include an NGO or other organization that is familiar with the issue of

sexual harassment. When the offense amounts to misconduct under service rules, appropriate disciplinary action should be initiated. When such conduct amounts to an offense under the Indian Penal Code, the employer shall initiate action by making a complaint with the appropriate authority. However, the survey by Sakshi revealed 58 per cent of women were not aware of the Supreme Court guidelines on the subject. A random survey by AssureConsulting. Surprisingly, certain HR managers were also ignorant of the Supreme Court guidelines or the Draft Bill by the National Commission of Women against sexual harassment at the workplace. Not surprisingly many cases go unreported. However, given the complexities involved, company policy is the first step and cannot wish away the problem. Also the company will not tolerate any case that comes to its notice. But the man at home is no different from the person at the office," thus implying the social mindset that discriminates against women is responsible for the problem. Women would rather brush away the problem or leave jobs quietly rather than speak up, even in organizations that have a zero tolerance policy. Says Chandan, "I do not have exact statistics but from my experience as an advocate one in 1, cases are reported. The social stigma against the victim and the prolonged litigation process for justice thwarts most women from raising their voice. Purports K Chandan "It may take between three and five years to settle a case, and in a situation where the harassment is covert, evidence is hard to gather and there is no guarantee that the ruling would be in favour of the victim. In one of the rare cases I handled a Country Manager was accused and the plaintiff opted for an out of court settlement. They are more likely to bring home far less than their male counterparts with equal job status, and get far less help with housework from their husbands than the high-earning women. Women with low educational attainment entering the workforce in mass quantity lowered earnings for some men, as the women brought about a lot more job competition. The lowered relative earnings of the men and increase in birth control made marriage prospects harder for lower income women. Women who were now attaining high status jobs were attractive partners to men with high status jobs, so the high earners married the high earners and the low earners married the low earners. In other words, the rich got richer and the poor stayed the same, and have had increased difficulty competing in the economy. At 60 days or more, men and women were equal in terms of sick leave. The Family and Medical Leave Act of has allowed for workers to have up to 12 weeks a year to leave work.

**3: Professor John Goodwin " University of Leicester**

*The relationship between women's conflicting roles of mother-wives and members of the labour force is frequently used to account for the high incidence of part-time work done by women and their low investment in career development and the acquisition of skills.*

History[ edit ] Women in the wartime workforce[ edit ] Women workers in the ordnance shops of Midvale Steel and Ordnance Company in Nicetown, Pennsylvania during World War I A woman operating a turret lathe Because world wars were total wars which required governments to utilize their entire populations for the purpose of defeating their enemies, millions of women were encouraged to work in the industry and take over jobs previously done by men. World War II was similar to World War I in that massive conscription of men led to a shortage of available workers and therefore a demand for labor which could only be fully filled by employing women. Nearly 19 million women held jobs during World War II. Many of these women were already working in a lower paying job or were returning to the work force after being laid off during the depression. Only three million new female workers entered the workforce during the time of the war. Government campaigns targeting women were addressed solely at housewives, likely because already-employed women would move to the higher-paid "essential" jobs on their own, [6] or perhaps because it was assumed that most would be housewives. If so, you can learn to operate a drill. These women with children at home pooled together in their efforts to raise their families. They assembled into groups and shared such chores as cooking, cleaning and washing clothes. Many who did have young children shared apartments and houses so they could save time, money, utilities and food. If they both worked, they worked different shifts so they could take turns babysitting. Taking on a job during World War II made people unsure if they should urge the women to keep acting as full-time mothers, or support them getting jobs to support the country in this time of need. Being able to support the soldiers by making all different products made the women feel very accomplished and proud of their work. Over 6 million women got war jobs; African American, Hispanic, White, and Asian women worked side by side. In , when victory seemed assured for the United States, government-sponsored propaganda changed by urging women back to working in the home. Later, many women returned to traditional work such as clerical or administration positions, despite their reluctance to re-enter the lower-paying fields. The song was recorded by numerous artists, including the popular big band leader Kay Kyser , and it became a national hit. Walter , who "came from old money and worked on the night shift building the F4U Corsair fighter. Monroe was asked to star in a promotional film about the war effort at home. The song "Rosie the Riveter" was popular at the time, [2] and Monroe happened to best fit the description of the worker depicted in the song. The films and posters she appeared in were used to encourage women to go to work in support of the war effort. In , she crashed in her small propeller plane when the engine failed during takeoff. The accident resulted in the loss of one kidney and the sight in her left eye, and ended her flying career. She died from kidney failure on May 31, , in Clarksville, Indiana where she was a resident, at the age of Some claim that she forever opened the work force for women, but others dispute that point, noting that many women were discharged after the war and their jobs were given to returning servicemen. Rupp in her study of World War II wrote "For the first time, the working woman dominated the public image. Women were riveting housewives in slacks, not mother, domestic beings, or civilizers. By that time factory employment was in decline all over the country. This character was based on the original "Rosie" character. The restaurant is mostly a tribute to Rosie, but also contains artwork depicting other war-related manufacturing and labor. In , singer Pink paid tribute to Rosie by dressing as her for a portion of the music video for the song " Raise Your Glass ". She inspires Rosie Revere, the young subject of the book, to continue striving to be a great engineer despite early failures. Rose is shown wielding a walking stick made from riveted aircraft aluminum. It garnered over 1. In the video game Fallout 3 there are billboards featuring "Rosies" assembling atom bombs while drinking Nuka-Cola.

# BRITAINS MARRIED WOMEN WORKERS: INTERNATIONAL LIBRARY OF SOCIOLOGY J pdf

## 4: Women in the workforce - Wikipedia

*In this article, logistic regression models were used to assess the effects of live-in domestic workers on married women's economic activity status.*

## 5: Britain's Married Women Workers: History of an Ideology, 1st Edition (Paperback) - Routledge

*Buy Britain's married women workers (International library of sociology and social reconstruction) by Viola Klein (ISBN:) from Amazon's Book Store. Everyday low prices and free delivery on eligible orders.*

## 6: Home - Marriott Library - The University of Utah

*This article revisits the much neglected work of Viola Klein, one of the first sociologists of women in Britain. Her contribution to sociology lies both in her innovative work on patriarchal conceptions of seemingly scientific knowledge about women, undertaken under the tutelage of Karl Mannheim.*

## 7: Volume 17 No 3 September - Volume 17 - Past volumes - British Journal of Sociology - Home

*Abstract. During the last half of the 20th century, married women with children moved into the labor force in large numbers. This change, which occurred throughout the industrialized world, dramatically altered work, family, and gender roles.*

## 8: The Circular Trap: Women and Part-Time Work | Berkeley Journal of Sociology

*Gender and Work in Ireland There have also been changes in gender roles and gender role attitudes over the period. This review will present sociological research analysing this major social change, including research that places the Irish case in a comparative European and international context.*

## 9: History of Sociology in Britain: Science, Literature, and Society - Oxford Scholarship

*The utilization of particular workers-in this case, married women and or mothers-in part-time work is, to a great degree, aided by the fact that they are structurally confined by their respective positions in the sex-gender system.*

## BRITAINS MARRIED WOMEN WORKERS: INTERNATIONAL LIBRARY OF SOCIOLOGY J pdf

V. 5. Cundurango-Helonias Dioica 12th science question paper maharashtra board 2013 Bony-Skinned Dinosaurs (Dinosaur World) Coleridge; his life and work, by I. A. Richards. Giant and the Spring/El Gigante Y El Nino Primavera Scandalon : the final offense South African environmental legislation A survey analysis of dance wellness-related curricula in American higher education Travel Time! (My First Backseat Books) Lacelles Abercrombie Tyler Hoffman Math linear and nar systems bell Pearls and parasites. More Songs of the Nineties (90s) Little Toots Busy World (Sticker Stories) International labour conventions and national law Life in Victorian London Explaining Ethnic Differences Fun facts about farm animals (Fun facts about) West coast of Mexico and Central America Someday Said Mitchell A Kids Spring Ecojournal Codex xenos 1 The holy and profane states. By Thomas Fuller. With some account of the author and his writings. Good housekeeping caravan cooking In the studio with Simon Michael Canon in d piano chords Ecology and Restoration of Northern California Coastal Dunes V series recommendations Merge 2 uments into 1 Memoirs of a Sportsman The relation of municipal and international law The Braunschweig Scores Second helpings megan mcafferty Influence of age and caffeine on resting metabolic rate, blood pressure, and mood state in younger and ol The modern alchemist a guide to personal transformation The Three Keys to Self-Empowerment Metropolitan America in contemporary perspective The Authorized Version Lightnings daughter. Kaplan ap world history 2015