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# What Works Gender Equality By Design

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Healthcare, Social Policy, and Work Perspectives  
Men, Women, and the Decisive Formula for  
Winning at Work

Overcome the Invisible Barriers That Are Holding  
Women Back at Work

Exploring Gender at Work

Gendering Welfare States

Gender Parity and Selective Mobility Among

India's Professional Elite

Handbook for Achieving Gender Equity Through  
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Gender at Work

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Macro and Micro Perspectives on the Status of  
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Glass Half-Broken

Motherhood, Work, and the Failed Promise of  
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Gender Equality

Gender Equality by Design  
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and environmental research: Past, present, and  
future  
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How small changes can make a big difference  
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Good Guys  
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What Works for Women at Work  
Fiscal Policies and Gender Equality  
Gender Equity in Health  
Engaging Men in Building Gender Equality

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**KAILEY GALVAN**

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*Healthcare, Social  
Policy, and Work  
Perspectives* Routledge

With a foreword by Richard Thaler, winner of the Nobel Prize in Economics! New Updated Edition, 2019. Dr David Halpern, behavioural scientist and head of the government's Behavioural Insights Team, or Nudge Unit, invites you inside the unconventional, multi-million pound saving initiative that makes a big difference through influencing small, simple changes in our behaviour. Using the application of psychology to the challenges we face in the world today, the Nudge Unit is pushing us in the right direction. This is their story.

**Men, Women, and the Decisive Formula for Winning at Work** Atria Books  
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. [Overcome the Invisible Barriers That Are Holding Women Back at Work](#) Routledge  
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.

*Exploring Gender at Work* Cambridge University Press  
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. *Gendering Welfare States* John Wiley & Sons

In the vein of Tim Wise's *White Like Me* and Sheryl Sandberg's *Lean In*, *The Time Has Come*—by co-founder of the White Ribbon campaign Michael Kaufman—offers a plain-spoken and forthright look at why and how men must actively fight for gender equality. From founding the White Ribbon Campaign, the world's largest organized effort of men working to end violence against women, in the early 1990s, to his appointment as the only male member of the G7 Gender Equality Advisory Council, Michael Kaufman has been a major figure in promoting social

justice and women's rights for decades. Now, in *The Time Has Come*, he issues a stirring call for men to mobilize in the movement for gender equality. Weaving together sociological data, personal experiences, and insights gleaned from decades of work with governments and NGOs around the globe, Kaufman explores topics ranging from domestic violence to parental leave, grappling with the ways in which a culture of toxic masculinity hurts women and men (and their children). Informative and provocative, *The Time Has Come* demonstrates how real gender equality creates advancements in both the workplace and the global

economy, and urges men to become dedicated allies in dismantling the patriarchy.

*Gender Parity and Selective Mobility Among India's Professional Elite*  
Princeton University Press

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.

*Handbook for Achieving Gender Equity Through Education* Intl Food Policy Res Inst

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 at Work* Policy Press  
*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.

*Accidental Feminism*

Harvard Business Press  
Over the past decade, interest in gender equality and women's empowerment has grown rapidly, creating a unique opportunity to institutionalize gender research within agricultural research for development. This book, edited by

researchers from the CGIAR Gender Platform, reviews and reflects on the growing body of evidence from gender research. It marks a shift a way from a traditional focus on how gender analysis can contribute to improved productivity, flipping the question to ask, How does agricultural and environmental research and development contribute to gender equality and women's empowerment? Chapters synthesize the wide range of CGIAR and other research in this area, covering breeding research and seed systems, value chain participation, nutrition-sensitive agriculture, natural resources, climate adaptation and mitigation, the

“feminization” of agriculture, women’s role in agricultural research, and emerging gender transformative approaches.

Macro and Micro Perspectives on the Status of Highly Educated Women  
Routledge

This aim of this open access book is to launch an international, cross-disciplinary conversation on fatherhood engagement. By integrating perspective from three sectors -- Health, Social Policy, and Work in Organizations -- the book offers a novel perspective on the benefits of engaged fatherhood for men, for families, and for gender equality. The chapters are crafted to

engaged broad audiences, including policy makers and organizational leaders, healthcare practitioners and fellow scholars, as well as families and their loved ones.

Glass Half-Broken Createspace Independent Publishing Platform

This volume contains seven chapters that consider how fiscal policies can address women’s and girls’ disadvantages in education, health, employment, and financial well-being. Researchers from a joint collaboration between the International Monetary Fund and the UK’s Department for International Development presented papers at a 2016 international

conference on gender budgeting at the International Monetary Fund headquarters in Washington, DC, and detail the findings of their work here, which draws on published materials, a questionnaire sent to ministries of finance to all International Monetary Fund member countries, and interviews with country officials and international organizations that offer technical assistance to countries seeking to implement gender budgeting. They describe key gender budgeting efforts planning, allocating, and monitoring government expenditures and taxes to address gender inequality in sub-Saharan Africa, Asia and the Pacific, Europe,

Latin America and Canada, the Middle East and Central Asia, and the Pacific Islands and Caribbean. *Motherhood, Work, and the Failed Promise of Equality* Routledge 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 sidelining 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.

Leadership and Innovation Springer

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.

### **The Persistence of**

### **Gender Inequality**

Harvard Business Press  
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. **Gender Equality at Work** House of Anansi Exploring the unintentional production of seemingly feminist outcomes In India, elite law firms offer a surprising oasis for women within a hostile, predominantly

male industry. Less than 10 percent of the country's lawyers are female, but women in the most prestigious firms are significantly represented both at entry and partnership. Elite workspaces are notorious for being unfriendly to new actors, so what allows for aberration in certain workspaces? Drawing from observations and interviews with more than 130 elite professionals, *Accidental Feminism* examines how a range of underlying mechanisms—gendered socialization and essentialism, family structures and dynamics, and firm and regulatory histories—afford certain professionals egalitarian outcomes that are not available

to their local and global peers. Juxtaposing findings on the legal profession with those on elite consulting firms, Swetha Ballakrishnen reveals that parity arises not from a commitment to create feminist organizations, but from structural factors that incidentally come together to do gender differently. Simultaneously, their research offers notes of caution: while conditional convergence may create equality in ways that more targeted endeavors fail to achieve, “accidental” developments are hard to replicate, and are, in this case, buttressed by embedded inequalities. Ballakrishnen examines whether gender parity produced

without institutional sanction should still be considered feminist. In offering new ways to think about equality movements and outcomes, *Accidental Feminism* forces readers to critically consider the work of intention in progress narratives.

Four Patterns Working Women Need to Know

Cambridge Scholars Publishing  
 In the vein of #Girlboss and *Nice Girls Don't Get the Corner Office*, discover how to thrive at work from the head of the Global Innovation Coalition for Change at UN Women with this “passionate, practical roadmap for addressing inequality and finally making our workplaces work for women” (Arianna Huffington). For years, we've been telling

women that in order to succeed at work, they have to change themselves first—lean in, negotiate like a man, don't act too nice or you'll never get the corner office. But after sixteen years working with major Fortune 500 companies as a gender equality expert, Michelle King has realized one simple truth—the tired advice of fixing women doesn't fix anything. The truth is that workplaces are gendered; they were designed by men for men. Because of this, most organizations unconsciously carry the idea of an “ideal worker,” typically a straight, white man who doesn't have to juggle work and family commitments. Based on King's research and exclusive interviews



with major companies and thought leaders, The Fix reveals why denying the fact that women are held back just because they are women—what she calls gender denial—is the biggest obstacle holding women back at work and outlines the hidden sexism and invisible barriers women encounter at work every day. Women who speak up are seen as pushy. Women who ask for a raise are seen as difficult. Women who spend hours networking don't get the same career benefits as men do. Because women don't look like the ideal worker and can't behave like the ideal worker, they are passed over for promotions, paid less, and pushed out of the

workforce, not because they aren't good enough, but because they aren't men. In this fascinating and empowering book, King outlines the invisible barriers that hold women back at all stages of their careers, and provides readers with a clear set of takeaways to thrive despite the sexist workplace, as they fight for change from within. Gender equality is not about women, and it is not about men—it is about making workplaces work for everyone. Together, we can fix work, not women.

**Multiple Perspectives** NYU Press

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.

**How Men Can Be Better Allies for Women in the Workplace** Rutgers University Press

Taking a comprehensive global approach, this book identifies the trends, drivers and impact of gender equality. Providing best practice recommendations and posing key challenges for achieving SDG5, this is the only book which comprehensively deals with all the key aspects of the goal based on the latest credible research.

**Engaged Fatherhood for Men, Families and Gender Equality** BoD - Books on Demand

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. 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. *Gender Equality by Design* Emerald Group Publishing

Pressure to achieve work-life "balance" has recently become a significant part of the cultural fabric of working life in United States. A very few privileged employees tout their ability to find balance between their careers and the rest of their lives, but most employees face considerable organizational and

economic constraints which hamper their ability to maintain a reasonable "balance" between paid work and other life aspects—and it is not only women who struggle. Increasingly men find it difficult to "do it all." Women have long noted the near impossibility of balancing multiple roles, but it is only recently that men have been encouraged to see themselves beyond their breadwinner selves. *Gender Equality and Work-Life Balance* describes the work-life practices of men in the United States. The purpose is to increase gender equality at work for all employees. With a focus on leave policy inequalities, this book argues that men experience a phenomenon called

"the glass handcuffs," which prevents them from leaving work to participate fully in their families, homes, and other life events, highlighting the cultural, institutional, organizational, and occupational conditions which make gender equality in work-life policy usage difficult. This social justice book ultimately draws conclusions about how to minimize inequalities at work. Gender Equality and Work-Life Balance is

unique as it laces together some theoretical concepts which have little previous association, including entrepreneurialism; leave policy, occupational identity, and the economic necessities of families. This book will therefore be of particular interest to researches and academics alike in the disciplines of Gender studies, Human Resource Management, Employment Relations, Sociology and Cultural Studies.

Best Sellers - Books :

- [Stop Overthinking: 23 Techniques To Relieve Stress, Stop Negative Spirals, Declutter Your Mind, And Focus On The Present \(the Path To Calm\) By Nick Trenton](#)
- [Think And Grow Rich: The Landmark Bestseller Now Revised And Updated For The 21st Century \(think And Grow Rich Series\)](#)
- [Reminders Of Him: A Novel](#)
- [The Complete Summer I Turned Pretty Trilogy](#)

(boxed Set): The Summer I Turned Pretty; It's Not Summer Without You; We'll Always

• The Democrat Party Hates America By Mark R. Levin

• The Going To Bed Book

• How To Catch A Mermaid By Adam Wallace

• Never Never: A Romantic Suspense Novel Of Love And Fate

• A Court Of Thorns And Roses Paperback Box Set (5 Books)

• Girl In Pieces By Kathleen Glasgow