

gender as a category of analysis

Gender as a Category of Analysis: Unpacking its Complexity and Significance

Introduction:

We live in a world deeply shaped by gender. From the toys we play with as children to the career paths we pursue as adults, gender influences nearly every aspect of our lives. But what does it mean to analyze something through the lens of gender? This isn't simply about men versus women; it's a far more nuanced and complex undertaking. This comprehensive guide delves into the multifaceted concept of "gender as a category of analysis," exploring its theoretical foundations, practical applications, and ongoing debates. We'll unravel its significance across various disciplines, examining how it helps us understand power dynamics, social inequalities, and the construction of identity. Prepare to expand your understanding of a concept that is both pervasive and profoundly misunderstood.

1. Defining "Gender as a Category of Analysis"

Before diving into the specifics, it's crucial to establish a clear definition. "Gender as a category of analysis" refers to the systematic examination of how gender shapes, influences, and structures social, cultural, and political phenomena. It goes beyond simply acknowledging the existence of men and women; it investigates how gender operates as a fundamental organizing principle, creating and reinforcing social hierarchies and inequalities. This means analyzing how gender interacts with other categories like race, class, and sexuality to produce unique experiences and outcomes.

1. The Historical Development of Gender as a Category of Analysis

The understanding and application of gender as a category of analysis evolved significantly throughout history. Early feminist scholarship played a pivotal role in highlighting the systemic inequalities faced by women. However, early feminist thought often focused primarily on the experiences of cisgender women, overlooking the diverse experiences of transgender and gender non-conforming individuals. Later, intersectional feminism emerged, emphasizing the interconnectedness of gender with other social categories. This shift broadened the scope of analysis to include the experiences of marginalized

groups and challenged the binary understanding of gender.

1. Theoretical Frameworks for Gender Analysis

Several theoretical frameworks inform the use of gender as a category of analysis. These include:

Feminist Theory: This diverse field offers various perspectives on gender, including liberal feminism, radical feminism, socialist feminism, and postmodern feminism. Each provides unique insights into gender inequality and the ways it manifests.

Gender Performativity: Judith Butler's influential work highlights the performative aspects of gender, arguing that gender is not a fixed essence but rather a repeated stylized act. This perspective challenges traditional notions of gender identity and expression.

Queer Theory: Queer theory further deconstructs traditional gender categories, questioning the very notion of stable gender identities and advocating for inclusivity and challenging heteronormativity.

Intersectionality: Developed by Kimberlé Crenshaw, intersectionality emphasizes the interconnectedness of social categories like race, class, and gender. It highlights how these categories interact to produce unique experiences of oppression and privilege.

1. Applying Gender as a Category of Analysis Across Disciplines

The analytical lens of gender proves invaluable across numerous disciplines. Here are some examples:

Sociology: Sociologists use gender as a category of analysis to examine gender roles, gender stratification, and the impact of gender on social institutions like family, education, and the workplace.

Political Science: Political scientists utilize this lens to analyze gender and political participation, gendered representation in government, and the impact of gender on policymaking.

Economics: Economists examine gendered labor markets, wage gaps, and the economic impact of gender inequality.

History: Historians use it to re-examine past events and narratives, revealing the often-hidden roles and experiences of women and other gendered groups.

Literature and Film Studies: Literary and film scholars utilize gender as a category to interpret narratives, characters, and themes, uncovering the ways gender shapes storytelling and representation.

1. Challenges and Criticisms of Gender as a Category of Analysis

Despite its significance, gender as a category of analysis faces some challenges and criticisms:

Essentialism: Some critics argue that focusing on gender risks essentializing gender categories, assuming inherent differences between men and women that are not always accurate.

Oversimplification: The complex interplay of gender with other social categories can be challenging to fully capture. Oversimplification can lead to inaccurate or incomplete analyses.

Methodological Challenges: Developing robust research methodologies that account for the intersectional nature of gender and other social categories is crucial but often challenging.

1. The Future of Gender as a Category of Analysis

The field continues to evolve, incorporating insights from emerging research on gender identity and expression. Further refinement of methodologies and continued interdisciplinary collaboration are essential to ensuring a comprehensive and nuanced understanding of gender's profound impact on society. The ongoing conversation surrounding gender identity, expression, and inclusivity is vital to the ongoing development and application of gender as a category of analysis.

Article Outline: Gender as a Category of Analysis

Title: Deconstructing Gender: A Comprehensive Guide to Gender as a Category of Analysis

I. Introduction: Hook, overview of the article's content.

II. Defining Gender as a Category of Analysis: Clear and concise definition, differentiating from simple sex distinctions.

III. Historical Development: Tracing the evolution of gender analysis from early feminist movements to intersectionality.

IV. Key Theoretical Frameworks: In-depth exploration of feminist theory, gender performativity, queer theory, and intersectionality.

V. Applications Across Disciplines: Illustrative examples from sociology, political science, economics, history, and literature.

VI. Challenges and Criticisms: Addressing essentialism, oversimplification, and methodological concerns.

VII. The Future of Gender Analysis: Discussion of emerging research and the ongoing evolution of the field.

VIII. Conclusion: Recap of key points and a call to action for further engagement with gender analysis.

(Each section above would then be expanded upon to create a 1500+ word article following the outline provided. This would involve detailed explanations, relevant examples, and citations as needed.)

FAQs:

1. What is the difference between sex and gender? Sex refers to biological characteristics, while gender refers to socially constructed roles, behaviors, expressions, and identities.
2. Why is gender a significant category of analysis? It reveals how social structures create and maintain inequalities based on gender.
3. How does intersectionality relate to gender analysis? It highlights how gender intersects with other social categories to shape unique experiences.
4. What are some examples of gender bias in research? Historically, research has often overlooked or marginalized the experiences of women and non-binary individuals.
5. How can we improve gender analysis in research? Employing intersectional frameworks, using inclusive methodologies, and centering the voices of marginalized groups.
6. What is the significance of Judith Butler's work on gender performativity? It challenges the idea of gender as a fixed identity, highlighting its fluid and constructed nature.
7. How is gender analyzed in political science? By examining representation, policy, and the impact of gender on political systems.
8. What are some limitations of using gender as a category of analysis? Potential for essentialism and oversimplification if not applied carefully.
9. How can I apply gender as a category of analysis in my own work? By consciously considering how gender shapes the phenomena you are studying.

Related Articles:

1. Intersectional Feminism: Understanding the Interplay of Gender, Race, and Class: Explores the concept of intersectionality and its implications for understanding gender inequality.
2. Gender Performativity: Deconstructing Gender as a Social Construct: Discusses Judith Butler's work and its impact on gender studies.
3. The Gender Wage Gap: Causes and Consequences of Economic Inequality: Examines the persistent gap in earnings between men and women.
4. Gender and Politics: Representation, Power, and Policy: Analyzes gender's role in shaping political systems and outcomes.
5. Gender in Education: Examining Inequality and Access: Explores gender disparities in education and their lasting effects.
6. Gender and the Media: Representation and Stereotypes: Analyzes how media portrayals reinforce or challenge gender norms.
7. Gender and Health: Examining Inequalities in Healthcare Access and Outcomes: Examines gender disparities in healthcare experiences.
8. Queer Theory and Gender: Challenging Binary Constructs: A deeper dive into queer theory and its challenge to traditional gender classifications.
9. Feminist Theory: A Critical Overview of Diverse Perspectives: A comprehensive overview of the various schools of thought within feminist theory.

gender as a category of analysis: Gender and the Politics of History Joan Wallach Scott, 1999 An interrogation of the uses of gender as a tool for cultural and historical analysis. The revised edition reassesses the book's fundamental topic: the category of gender. In arguing that gender no longer serves to destabilize our understanding of sexual difference, the new preface and new chapter open a critical dialogue with the original book. From publisher description.

gender as a category of analysis: A Guide to Gender-analysis Frameworks Candida March, Ines A. Smyth, Maitrayee Mukhopadhyay, 1999 This is a single-volume guide to all the main analytical frameworks for gender-sensitive research and planning. It draws on the experience of trainers and practitioners, and includes step-by-step instructions for using the frameworks.

gender as a category of analysis: The Question of Gender Judith Butler, Elizabeth Weed, 2011-07-20 A generation after the publication of Joan W. Scott's influential essay, *Gender: A Useful Category of Historical Analysis*, this volume explores the current uses of the term—and the ongoing influence of Scott's agenda-setting work in history and other disciplines. How has the study of gender, independently or in conjunction with other axes of difference—such as race, class, and

sexuality—inflected existing fields of study and created new ones? To what extent has this concept modified or been modified by related paradigms such as women's and queer studies? With what discursive politics does the term engage, and with what effects? In what settings, and through what kinds of operations and transformations, can gender remain a useful category in the 21st century? Leading scholars from history, philosophy, literature, art history, and other fields examine how gender has translated into their own disciplinary perspectives.

gender as a category of analysis: *Theory and Method in Women's History* Nancy F. Cott, 1992 This text examines the evolving discussion of theory and method in women's history. The articles span from the first articulation of a framework to be designated women's history, to more recent discussion of the concept of gender in history.

gender as a category of analysis: *Categories We Live by* Ásta, 2018 We are women, we are men. We are refugees, single mothers, people with disabilities, and queers. We belong to social categories and they frame our actions, self-understanding, and opportunities. But what are social categories? How are they created and sustained? How does one come to belong to them? Ásta approaches these questions through analytic feminist metaphysics. Her theory of social categories centers on an answer to the question: what is it for a feature of an individual to be socially meaningful? In a careful, probing investigation, she reveals how social categories are created and sustained and demonstrates their tendency to oppress through examples from current events. To this end, she offers an account of just what social construction is and how it works in a range of examples that problematize the categories of sex, gender, and race in particular. The main idea is that social categories are conferred upon people. Ásta introduces a 'conferralist' framework in order to articulate a theory of social meaning, social construction, and most importantly, of the construction of sex, gender, race, disability, and other social categories.

gender as a category of analysis: *'Am I That Name?'* Denise Riley, 1988-10-28 Writing about changes in the notion of womanhood, Denise Riley examines, in the manner of Foucault, shifting historical constructions of the category of women in relation to other categories central to concepts of personhood: the soul, the mind, the body, nature, the social. Feminist movements, Riley argues, have had no choice but to play out this indeterminacy of women. This is made plain in their oscillations, since the 1790s, between concepts of equality and of difference. To fully recognize the ambiguity of the category of women is, she contends, a necessary condition for an effective feminist political philosophy.

gender as a category of analysis: *Gender Inequality and Welfare States in Europe* Mary Daly, 2020-02-28 Gender equality has been one of the defining projects of European welfare states. It has proven an elusive goal, not just because of political opposition but also due to a lack of clarity in how to best frame equality and take account of family-related considerations. This wide-ranging book assembles the most pertinent literature and evidence to provide a critical understanding of how contemporary state policies engage with gender inequalities.

gender as a category of analysis: *Gender in International Relations* J. Ann Tickner, 1992 -- Political Science Quarterly

gender as a category of analysis: *Gender Trouble* Judith Butler, 2011-09-22 With intellectual reference points that include Foucault and Freud, Wittig, Kristeva and Irigaray, this is one of the most talked-about scholarly works of the past fifty years and is perhaps the essential work of contemporary feminist thought.

gender as a category of analysis: *Practising Gender Analysis in Education* Fiona E. Leach, 2003 This companion applies the Harvard framework, women's empowerment approach, gender analysis matrix and social relations approach to analysis of a variety of educational contexts, including national education policies and projects, schools, colleges, ministries, teaching and learning materials, and school and teacher training curricula.

gender as a category of analysis: *Toward a New Vision* Patricia Hill Collins, 1989

gender as a category of analysis: *Gender Talk* Susan A. Speer, 2005 This book presents a powerful case for the application of discursive psychology to feminism, guiding the reader through

cutting-edge debates and providing valuable evidence of the benefits of discursive methodologies.

gender as a category of analysis: Theoretical Perspectives on Gender and Development

Jane L. Parpart, Patricia Connelly, Eudine Barriteau, 2000 *Theoretical Perspectives on Gender and Development* demystifies the theory of gender and development and shows how it plays an important role in everyday life. It explores the evolution of gender and development theory, introduces competing theoretical frameworks, and examines new and emerging debates. The focus is on the implications of theory for policy and practice, and the need to theorize gender and development to create a more egalitarian society. This book is intended for classroom and workshop use in the fields of development studies, development theory, gender and development, and women's studies. Its clear and straightforward prose will be appreciated by undergraduate and seasoned professional, alike. Classroom exercises, study questions, activities, and case studies are included. It is designed for use in both formal and nonformal educational settings.

gender as a category of analysis: Gender and the Politics of History Pilar Zazueta, Etienne

Stockland, 2017-07-15 Why has gender inequality persisted for so long without causing revolutionary change? That's the central question Scott poses in this 1998 collection of essays that examine how thoughts and discussions about gender shape everyday life and politics. While economic, social, and class inequalities have produced large-scale social change, gender inequality has not done the same. Analyzing the ways in which language controls our understanding of experience, Scott argues that gender has already played a role in many social changes, but that historians have lacked the theory needed to identify and describe that role. She insists that gender is actually the most important way to understand difference and hierarchies in society. Book jacket.

gender as a category of analysis: Sexual Harassment of Women National Academies of

Sciences, Engineering, and Medicine, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on the Impacts of Sexual Harassment in Academia, 2018-09-01 Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

gender as a category of analysis: Dance and Gender Wendy Oliver, Doug Risner, 2018-06-11

Driven by exacting methods and hard data, this volume reveals gender dynamics within the dance world in the twenty-first century. It provides concrete evidence about how gender impacts the daily lives of dancers, choreographers, directors, educators, and students through surveys, interviews, analyses of data from institutional sources, and action research studies. Dancers, dance artists, and dance scholars from the United States, Australia, and Canada discuss equity in three areas: concert dance, the studio, and higher education. The chapters provide evidence of bias, stereotyping, and

other behaviors that are often invisible to those involved, as well as to audiences. The contributors answer incisive questions about the role of gender in various aspects of the field, including physical expression and body image, classroom experiences and pedagogy, and performance and funding opportunities. The findings reveal how inequitable practices combined with societal pressures can create environments that hinder health, happiness, and success. At the same time, they highlight the individuals working to eliminate discrimination and open up new possibilities for expression and achievement in studios, choreography, performance venues, and institutions of higher education. The dance community can strive to eliminate discrimination, but first it must understand the status quo for gender in the dance world. Wendy Oliver, professor of dance at Providence College, is coeditor of *Jazz Dance: A History of the Roots and Branches*. Doug Risner, professor of dance at Wayne State University, is coeditor of *Hybrid Lives of Teaching Artists in Dance and Theatre Arts: A Critical Reader*. Contributors: Gareth Belling | Karen Bond | Carolyn Hebert | Eliza Larson | Pamela S. Musil | Wendy Oliver | Katherine Polasek | Doug Risner | Emily Roper | Karen Schupp | Jan Van Dyke

gender as a category of analysis: *On the Judgment of History* Joan Wallach Scott, 2020-09-22 In the face of conflict and despair, we often console ourselves by saying that history will be the judge. Today's oppressors may escape being held responsible for their crimes, but the future will condemn them. Those who stand up for progressive values are on the right side of history. As ideas once condemned to the dustbin of history—white supremacy, hypernationalism, even fascism—return to the world, threatening democratic institutions and values, can we still hold out hope that history will render its verdict? Joan Wallach Scott critically examines the belief that history will redeem us, revealing the implicit politics of appeals to the judgment of history. She argues that the notion of a linear, ever-improving direction of history hides the persistence of power structures and hinders the pursuit of alternative futures. This vision of necessary progress perpetuates the assumption that the nation-state is the culmination of history and the ultimate source for rectifying injustice. Scott considers the Nuremberg Tribunal and South Africa's Truth and Reconciliation Commission, which claimed to carry out history's judgment on Nazism and apartheid, and contrasts them with the movement for reparations for slavery in the United States. Advocates for reparations call into question a national history that has long ignored enslavement and its racist legacies. Only by this kind of critical questioning of the place of the nation-state as the final source of history's judgment, this book shows, can we open up room for radically different conceptions of justice.

gender as a category of analysis: Sexual Politics Kate Millett, 2016-02-16 A sensation upon its publication in 1970, *Sexual Politics* documents the subjugation of women in great literature and art. Kate Millett's analysis targets four revered authors—D. H. Lawrence, Henry Miller, Norman Mailer, and Jean Genet—and builds a damning profile of literature's patriarchal myths and their extension into psychology, philosophy, and politics. Her eloquence and popular examples taught a generation to recognize inequities masquerading as nature and proved the value of feminist critique in all facets of life. This new edition features the scholar Catharine A. MacKinnon and the New Yorker correspondent Rebecca Mead on the importance of Millett's work to challenging the complacency that sidelines feminism.

gender as a category of analysis: The Handmaid's Tale Margaret Atwood, 2011-09-06 An instant classic and eerily prescient cultural phenomenon, from "the patron saint of feminist dystopian fiction" (New York Times). Now an award-winning Hulu series starring Elizabeth Moss. In this multi-award-winning, bestselling novel, Margaret Atwood has created a stunning Orwellian vision of the near future. This is the story of Offred, one of the unfortunate "Handmaids" under the new social order who have only one purpose: to breed. In Gilead, where women are prohibited from holding jobs, reading, and forming friendships, Offred's persistent memories of life in the "time before" and her will to survive are acts of rebellion. Provocative, startling, prophetic, and with Margaret Atwood's devastating irony, wit, and acute perceptive powers in full force, *The Handmaid's Tale* is at once a mordant satire and a dire warning.

gender as a category of analysis: *Gendering Labor History* Alice Kessler-Harris, 2007 The role of gender in the history of the working class world

gender as a category of analysis: *Selling Sex in the City: A Global History of Prostitution, 1600s-2000s*, 2017-08-28 Selling Sex in the City offers a worldwide analysis of prostitution since 1600. It analyses more than 20 cities with an important sex industry and compares policies and social trends, coercion and agency, but also prostitutes' working and living conditions.

gender as a category of analysis: *Ontological Categories* Javier Cumpa, Erwin Tegtmeier, 2011 This volume explores crucial ontological categories that are designed to classify all existents. The contributors discuss three major categories: substance ontologies, trope ontologies and fact ontologies. In addition, they address the central problems of the theory categories in the classical, phenomenological and analytical tradition.

gender as a category of analysis: *France Between the Wars* Sian Reynolds, 2002-11 First published in 2004. Routledge is an imprint of Taylor & Francis, an informa company.

gender as a category of analysis: *Gender and Social Movements* Jo Reger, 2021-08-23 How does gender influence social movements? How do social movements deal with gender? In *Gender and Social Movements*, Jo Reger takes a comprehensive look at the ways in which people organize around gender issues and how gender shapes social movements. Here gender is more than an individual quality, it is a part of the very foundation of social movements, shaping how they recruit, mobilize and articulate their strategies, tactics and identities. Moving past the gender binary, Reger explores how movements can shift understandings of gender and how backlash and countermovements can often follow gendered movement successes. Adopting both an intersectional and global lens, the book introduces readers to the idea that gender as a form of societal power is integral in all efforts for social change. With a critical overview across different types of movements and gender activism, such as the women's liberation, #Metoo and transgender rights movements, this book offers a solid foundation for those seeking to understand how gender and social movements interact.

gender as a category of analysis: *The Oxford Handbook of Gender and Politics* Georgina Waylen, Karen Celis, Johanna Kantola, S. Laurel Weldon, 2013-02-12 As a field of scholarship, gender and politics has exploded over the last fifty years and is now global, institutionalized, and ever expanding. The Oxford Handbook of Gender and Politics brings to political science an accessible and comprehensive overview of the key contributions of gender scholars to the study of politics and shows how these contributions produce a richer understanding of politics and societies. Like the field it represents, the handbook has a broad understanding of what counts as political and is based on a notion of gender that highlights masculinities as well as femininities, thereby moving feminist debates in politics beyond the focus on women. It engages with some of the key aspects of political science as well as important themes in gender and feminist research (such as sexuality and body politics), thereby forging a dialogue between gender studies in politics and mainstream political science. The handbook is organized in sections that look at sexuality and body politics; political economy; civil society; participation, representation and policymaking; institutions, states and governance as well as nation, citizenship and identity. The Oxford Handbook of Gender and Politics contains and reflects the best scholarship in its field.

gender as a category of analysis: *Trifles* Susan Glaspell, 1916

gender as a category of analysis: *The Biopolitics of Gender* Jemima Repo, 2016 This book theorizes the idea of gender itself as an apparatus of power developed to reproduce life and labor. From its invention in 1950s psychiatry to its appropriation by feminism, demography and public policy, the book examines how gender has been deployed to optimize production and reproduction over the past sixty years.

gender as a category of analysis: *Gender Planning and Development* Caroline Moser, 2012-10-12 Gender planning is not an end in itself but a means by which women, through a process of empowerment, can emancipate themselves. Ultimately, its success depends on the capacity of women's organizations to confront subordination and create successful alliances which will provide

constructive support in negotiating women's needs at the level of household, civil society, the state and the global system. Gender Planning and Development provides an introduction to an issue of primary importance and constant debate. It will be essential reading for academics, practitioners, undergraduates and trainees in anthropology, development studies, women's studies and social policy.

gender as a category of analysis: Encyclopedia of Quality of Life and Well-Being

Research Alex C. Michalos, 2014-02-12 The aim of this encyclopedia is to provide a comprehensive reference work on scientific and other scholarly research on the quality of life, including health-related quality of life research or also called patient-reported outcomes research. Since the 1960s two overlapping but fairly distinct research communities and traditions have developed concerning ideas about the quality of life, individually and collectively, one with a fairly narrow focus on health-related issues and one with a quite broad focus. In many ways, the central issues of these fields have roots extending to the observations and speculations of ancient philosophers, creating a continuous exploration by diverse explorers in diverse historic and cultural circumstances over several centuries of the qualities of human existence. What we have not had so far is a single, multidimensional reference work connecting the most salient and important contributions to the relevant fields. Entries are organized alphabetically and cover basic concepts, relatively well established facts, lawlike and causal relations, theories, methods, standardized tests, biographic entries on significant figures, organizational profiles, indicators and indexes of qualities of individuals and of communities of diverse sizes, including rural areas, towns, cities, counties, provinces, states, regions, countries and groups of countries.

gender as a category of analysis: An Analysis of Joan Wallach Scott's Gender and the Politics of History

Politics of History Pilar Zazueta, Etienne Stockland, 2017-07-05 In His book Gender and the Politics of History (1998), Scott draws attention to the fact that despite gender equality's long-term recognition there has been no genuinely revolutionary change unlike economic, social, and class inequalities.

gender as a category of analysis: Gender and Everyday Life

Mary Holmes, 2008-07-23 Why are we so insistent that women and men are different? This introduction to gender provides a fascinating, readable exploration of how society divides people into feminine women and masculine men. Gender and Everyday Life explores gender as a way of seeing women and men as not just biological organisms, but as people shaped by their everyday social world. Examining how gender has been understood and lived in the past; and how it is understood and done differently by different cultures and groups within cultures; Mary Holmes considers the strengths and limitations of different ways of thinking and learning to 'do' gender. Key sociological and feminist ideas about gender are covered from Christine Pisan to Mary Wollstonecraft; and from symbolic interactionism to second wave feminism through to the work of Judith Butler. Gender and Everyday Life illustrates gender with a range of familiar and contemporary examples: everything from nineteenth century fashions in China and Britain, to discussions of what Barbie can tell us about gender in America, to the lives of working women in Japan. This book will be of great use and interest to students to gender studies, sociology and feminist theory.

gender as a category of analysis: Gender at Work

Aruna Rao, Joanne Sandler, David Kelleher, Carol Miller, 2015-11-19 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 as a category of analysis: *Feminist Critical Discourse Analysis* M. Lazar, 2005-01-07
The first collection to bring together well-known scholars writing from feminist perspectives within Critical Discourse Analysis. The theoretical structure of CDA is illustrated with empirical research from a range of locations (from Europe to Asia; the USA to Australasia) and domains (from parliament to the classroom; the media to the workplace).

gender as a category of analysis: *Women, History, and Theory* Joan Kelly, 2014-01-30
These posthumous essays by Joan Kelly, a founder of women's studies, represent a profound synthesis of feminist theory and historical analysis and require a realignment of perspectives on women in society from the Middle Ages to the present.

gender as a category of analysis: *Undoing Gender* Judith Butler, 2004-10-22
Undoing Gender constitutes Judith Butler's recent reflections on gender and sexuality, focusing on new kinship, psychoanalysis and the incest taboo, transgender, intersex, diagnostic categories, social violence, and the tasks of social transformation. In terms that draw from feminist and queer theory, Butler considers the norms that govern--and fail to govern--gender and sexuality as they relate to the constraints on recognizable personhood. The book constitutes a reconsideration of her earlier view on gender performativity from *Gender Trouble*. In this work, the critique of gender norms is clearly situated within the framework of human persistence and survival. And to do one's gender in certain ways sometimes implies undoing dominant notions of personhood. She writes about the New Gender Politics that has emerged in recent years, a combination of movements concerned with transgender, transsexuality, intersex, and their complex relations to feminist and queer theory.

gender as a category of analysis: *Sex and Secularism* Joan Wallach Scott, 2019-11-12
Drawing on a wealth of scholarship by second-wave feminists and historians of religion, race, and colonialism, Scott shows that the gender equality invoked today as a fundamental and enduring principle was not originally associated with the term secularism when it first entered the lexicon in the nineteenth century. In fact, the inequality of the sexes was fundamental to the articulation of the separation of church and state that inaugurated Western modernity. Scott points out that Western nation-states imposed a new order of women's subordination, assigning them to a feminized familial sphere meant to complement the rational masculine realms of politics and economics. It was not until the question of Islam arose in the late twentieth century that gender equality became a primary feature of the discourse of secularism-- Publisher's description

gender as a category of analysis: *Handbook of Individual Differences in Social Behavior* Mark R. Leary, Rick H. Hoyle, 2013-12-17
How do individual differences interact with situational factors to shape social behavior? Are people with certain traits more likely to form lasting marriages; experience test-taking anxiety; break the law; feel optimistic about the future? This handbook provides a comprehensive, authoritative examination of the full range of personality variables associated with interpersonal judgment, behavior, and emotion. The contributors are acknowledged experts who have conducted influential research on the constructs they address. Chapters discuss how each personality attribute is conceptualized and assessed, review the strengths and limitations of available measures (including child and adolescent measures, when available), present important findings related to social behavior, and identify directions for future study.

gender as a category of analysis: *The Gender Perspective* Council of Europe. Parliamentary Assembly, 1995-01-01
This book examines the fundamental rights of women & highlights the importance of a separate & equal station, one of the Council of Europe's guiding principles.

gender as a category of analysis: Transforming the Workforce for Children Birth Through Age 8 National Research Council, Institute of Medicine, Board on Children, Youth, and Families, Committee on the Science of Children Birth to Age 8: Deepening and Broadening the Foundation for Success, 2015-07-23 Children are already learning at birth, and they develop and learn at a rapid pace in their early years. This provides a critical foundation for lifelong progress, and the adults who provide for the care and the education of young children bear a great responsibility for their health, development, and learning. Despite the fact that they share the same objective - to nurture young children and secure their future success - the various practitioners who contribute to the care and the education of children from birth through age 8 are not acknowledged as a workforce unified by the common knowledge and competencies needed to do their jobs well. Transforming the Workforce for Children Birth Through Age 8 explores the science of child development, particularly looking at implications for the professionals who work with children. This report examines the current capacities and practices of the workforce, the settings in which they work, the policies and infrastructure that set qualifications and provide professional learning, and the government agencies and other funders who support and oversee these systems. This book then makes recommendations to improve the quality of professional practice and the practice environment for care and education professionals. These detailed recommendations create a blueprint for action that builds on a unifying foundation of child development and early learning, shared knowledge and competencies for care and education professionals, and principles for effective professional learning. Young children thrive and learn best when they have secure, positive relationships with adults who are knowledgeable about how to support their development and learning and are responsive to their individual progress. Transforming the Workforce for Children Birth Through Age 8 offers guidance on system changes to improve the quality of professional practice, specific actions to improve professional learning systems and workforce development, and research to continue to build the knowledge base in ways that will directly advance and inform future actions. The recommendations of this book provide an opportunity to improve the quality of the care and the education that children receive, and ultimately improve outcomes for children.

gender as a category of analysis: Gender and Political Analysis Johanna Kantola, Emanuela Lombardo, 2017-03-15 A major new text on gender and politics by two leading authorities, which introduces the main issues and debates about the politics of gender and its role in both domestic and international politics and feminist approaches to political analysis.

Additional Resources

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