INDEX

AARP Public Policy Institute, 88  
academic positions, women in, 109  
ADA (Americans with Disabilities Act),  
91, 94–95  
additive multiple discrimination,  
45–46, 54. See also Ministry of  
Defence v. DeBique; multiple  
discrimination  
ADEA (Age Discrimination in  
Employment Act of 1967), 55–56  
Advanced (A) Levels, 27, 31  
Advanced Placement (AP) courses, 26  
affirmative action, 159–160  
Affordable Care Act, 76, 164  
African American women  
as caregivers, 85, 87, 88  
as contingent workers, 147–148  
in DeGraffenreid v. General  
Motors, 54  
economic resources of, 180  
income of, 174  
intersectionality and, 45  
opportunat occupation of, 138–139  
stay-at-home motherhood and,  
133–134  
age discrimination  
in employment legislation, 43  
intersectionality and, 173–174  
opportunat segregation and, 51  
promotion opportunities and, 50  
 stereotyping and, 33, 37–41  
of women vs. men, 51  
Age Discrimination in Employment  
Act of 1967 (ADEA), 55–56  
ageing. See also older women  
appearance and, 47–49, 51  
as barrier to work, 50  
BME women and, 51–53  
gender implications of, 2–3  
gendered nature of, 46–47,  
172–173  
income inequality and, 1–5  
media descriptions of, 37–41  
older worker stereotypes, 38–40  
psychological impacts of, 49–50  
as relative term, 37  
ageist stereotypes  
age-group characteristics, 40  
in multiple discrimination, 10–11  
in survey/research results, 37–41, 49  
age-plus-sex theory, 55–56  
All Party Parliamentary Group  
research, 51  
Alone and Caring (Carers UK), 89  
‘alternate employment arrangements,’  
147, 161, 162. See also non-  
standard working  
ambition, gender disparities in, 24  
American Recovery and Reinvestment  
Act, 164  
Americans with Disabilities Act (ADA),  
91, 94–95  
appearance, ageing and, 47–49, 51  
Arnett v. Aspin, 54–56  
ASDA (UK store chain), 123–124  
Asian women  
Bahl v. The Law Society, 57–58  
as caregivers, 85, 87, 88  
childlessness and, 64  
median income of, 174  
opportunat patterns of, 138–139  
poverty rate of, 187  
in science, 52–53  
Social Security benefits and, 186
as stay-at-home mothers, 84, 133
stereotypes of, 54
Aspin, Arnett v., 54–56
athletic opportunities, 29

B. K. B. v. Maui Police Department, 54
baby boomers
divorce experience of, 182–183
retirement security of, 1–2
Social security benefits of, 187
Bahl v. The Law Society, 58–59
Barber v. Guardian Royal Exchange Assurance Group, 56
Bd. of Cnty. Comm’rs of Johnson Cnty, Smith v., 56
Black Minority Ethnic (BME) women, 51–53. See also Bahl v. The Law Society
boardrooms, underrepresentation of women in, 104–105, 106–108, 110–111
Bokova, Irina, 21
Boland, S., 37–38
Branson, Douglas, 105
‘breadwinner moms,’ 136–137
breastfeeding at work, 76. See also pregnancy/maternity
British Equality and Human Rights Commission, 135
broadcasting, women presenters in, 47–48
Brown v. Rentokil Initial UK Ltd., 97
bullying, 23, 30, 109
Burdis, Texas Dept. of Community Affairs v., 42
Bureau of Labor Statistics (BLS) on contingent employment, 149–150, 160–161
on labour force participation, 131–132
on women’s median earnings, 117

Carberry, Kay, 40–41
career advice, provision of, 31
career breaks
employer flexibility for, 71
as gender-based model factor, 14
impact on pensions, 173–175, 189
as incremental disadvantage, 8
pay detriment for, 121–122
policy initiatives for, 159
for pregnancy/maternity, 67
career choice, educational gender gaps and, 24–28
career outcomes. See also ‘glass ceiling’
legal/policy responses to, 109–114
in lifetime disadvantage model, 11–12
in UK, 106–109
in US, 109
caregiving roles. See also pregnancy/maternity
definitions of, 60
‘economically inactive’ classification of, 61–62
for elderly/sick, 84–86
gendered nature of, 11, 62–63
of grandparents, 86–87
impact on work, 88–91
legal approach to, 91–101
loneliness and, 88–89
mothering, 65–67
multiple identities and, 83–84
overlapping periods of, 63–64
‘sandwich generation,’ 64, 85–86
unequal division of, 60–61
women’s lifetime disadvantage and, 4–5
Carers UK, 88–90
categorisation process. See stereotyping
CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women), 31
Chartered Institute of Personnel and Development (CIPD), 151
Childbirth Connection survey, 79
caregiving arrangements, 65–67. See also caregiving roles
childlessness, 14, 64
Children and Families Act 2014, 167–168
City of Jackson, Smith v., 55–56
Civil Rights Act of 1964 (Title VII), 55–56, 91, 94, 125–127
claim intersectionality, 56–57. See also intersectionality
INDEX

class-action law suits, 113–114
classrooms, stereotyping in, 10, 34
Commission on Older Women Interim Report, 51
Commotion Ltd. v. Rutty, 99
comparable worth theory, 128, 159
comparative advantages, 142. See also occupational segregation
comparative institutionalist approaches, to problems of women/girls, 15, 192–194, 203
comprehensive rationality, 17
computing career ambitions, gender disparities in, 24–25
contingent work. See also non-standard working
categories of, 161
career break, right to ask for, 164–166
scheduling practices, 162–163
shared parental leave and, 166–168
statistical counts of, 161–162
working conditions, 163–164
Contingent Work Supplement (CWS), 162
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 31
'core diversity,' 110
corporate boardrooms, underrepresentation of women in, 104–105, 106–108, 110
Counting for Nothing: What Men Value and What Women are Worth (Waring), 62
Court of Justice of the EU (CJEU), 97, 127, 128–129
Crenshaw, Kimberlé, 45
Davies report, 106–108, 110–111
De Belin, Eversheds Legal Services Ltd. v., 98–99
DeBique, Ministry of Defence v., 57–58
defined benefit pensions, 177–179
defined contribution plans, 177–179
DeGraffenreid v. General Motors, 54
Dekker v. Stichting Vormingscentrum voor Jong Volwassenen (VJV-Centrum) Plus., 97
demographic intersectionality, 56–57. See also intersectionality
Department of Education (US), 29
Descriptive stereotypes, 34–35. See also stereotyping
disadvantage factors, incremental career breaks, 14
non-standard working, 13–14
occupational segregation, 13
pay inequality in, 12–13
retirement and pensions as, 15–16
disjointed incrementalism, 16–18
disperse impact theory, 55–56, 125
District of Columbia, Ivey v., 48–49
divorce
among baby boomers, 182–183
consequences of, 182–184
domestic responsibilities, EU analysis of, 124
'economically inactive,' caregivers as, 61–62
Education Amendments of 1972, (Title IX), 29, 30
education and training
impact on retirement, 175–176
in lifetime disadvantage model, 9–10
stereotyping in, 10
educational attainment
evaluation of, 19–20
gender differences in, 19–21, 26–27, 172–173
social inequalities and, 169
in STEM fields, 9–10
educational gender gaps/disparities
career choice and, 24–28
economic outcomes and, 19–21
families' role in, 21–22
law and policy efforts, 28–32
in proficiency, 25–26
schools' role in, 22–23
social norms and, 23–24
Eisenberg, Deborah, 125
INDEX

Elder Economic Security Standard Index (Elder Index), 174
elderly people, caregiving for, 84–86. 
See also caregiving roles
employment agencies, pregnancy discrimination and, 69
employment contracts. See also 'zero-hours' contracts
'gagging'/confidentiality clauses, 129
non-standard working and, 13–14
risk-shift in, 201
sex equality clauses, 127–128
employment discrimination claims, 43
employment rate differences, 132–133, 157, 172. See also occupational segregation
Enderby v. Frenchay Health Authority, 128–129
Enforcement Guidance: Pregnancy Discrimination and Related Issues (EEOC), 93–94
engineering career ambitions, gender disparities in, 24–25
entertainment industry, older women in, 47–48
entry barriers, occupational segregation and, 143–144
Equal Employment Opportunity Commission (EEOC)
on pregnancy discrimination, 93–94
on pregnancy leave, 94–95
sex stereotyping prohibitions, 41–42
Equal Opportunities Commission (EOC), 67–68, 81–82, 83, 144–145
Equal Pay Act of 1963, 125–127
Equal Pay Act of 1970, 43, 127, 130
Equal Pay Directive (1975), 127
equal pay legislation/claims, 43
Equal Treatment Directive (2006), 97
equal value concept (UK), 123, 127–128
Equality Act of 2010
Acts incorporated into, 43
implementation of, 97
maternity clause, 128
multiple discrimination claims and, 59
pay gap disclosure and, 129
protected characteristics in, 59, 97–98
sex equality clause, 127–128
Equality and Human Rights Commission (EHRC), 68, 73, 77, 80
Equality Commission report, 65–66
Eurofound European Quality of Life Survey, 61
European Parliament's Gender and Equality Committee report, 43–44
European Social Survey, 40
Eurostat statistics, on occupations, 141–142
Eversheds Legal Services Ltd. v. De Belin, 98–99
fair scheduling legislation, 163–164
Family and Medical Leave Act of 1993 (FMLA)
caregiving needs in, 91, 95–96
compliance with, 72
leave policies, 71
part-time workers and, 164
requirements of, 121
stereotypes and, 92
uncovered employees, 7
family responsibilities discrimination, 11, 91, 92
family status, economic security and, 180–184
family wage gap, 120. See also pay inequality
Fawcett Society survey, 119–120, 135–136
Federal Glass Ceiling Commission, 102–103. See also 'glass ceiling'
female teachers, as role models, 22–23.
See also role models
finale traits, 34–35. See also stereotyping
feminised occupations, 13, 137–138, 171
financial services industry, sex discrimination in, 69
Fineman, Jonathan, 201–202
Fineman, Martha, 6, 195
flexible work practices, 70–71, 164–166, 204–205
Flexible Working Regulations 2014, 207
FMLA (Family and Medical Leave Act of 1993)
caregiving needs in, 91, 95–96
leave policies, 71
part-time workers and, 164
requirements of, 121
stereotypes and, 92
uncovered employees, 7
Frenchay Health Authority, Enderby v., 128–129
‘gagging’/confidentiality clauses, 129–130
Gangl, M., 121
gender disparities, World Economic Forum report on, 19–20
gender gaps. See educational gender gaps/disparities
gender identity, 30. See also sexual orientation
gender implications, of ageing, 2–3
gender quotas, 110, 111–112
gender stereotyping
in classrooms, 34
effect on women, 36
government decision making and, 36
policy responses, 37
prohibitions/bans against, 41–43
in workplaces, 34–35
gender wage gap. See pay inequality
gender-based model factors
career outcomes, 11–12
caregiving roles, 11
education and training, 9–10
multiple discrimination, 10–11
stereotyping, 10
‘gendered ageism,’ 47, 49
‘gendered lives,’ 6
General and Municipal Boilermakers Union, 123–124
General Certificate of Secondary Education (GCSE), 27, 31
General Motors, Degraffenreid v., 54
geographic diversity, in educational attainment, 20–21
Gingerbread charity (report by), 149
‘glass ceiling,’ 11–12, 64, 90, 102–104, 108, 193
global ageing, income inequality and, 1–5
The Global Gender Gap Report, 19–20
government barriers, to career mobility, 102–103. See also ‘glass ceiling’
government decision making, gender imbalance in, 36
Government Equalities Office, 80–81
grandparents, caregiving roles of, 86–87. See also caregiving roles
Grant, Diane, 49–50
Grimshaw, D., 123, 192
Guardian Royal Exchange Assurance Group, Barber v., 56
Hale, Brenda Marjorie (Baroness Hale of Richmond), 108–109
Harris County Community Action Ass’n, Jeffries v., 54
health services career ambitions, gender disparities in, 24–25
HelpAge International, 46–47
Herring, Jonathan, 200
‘hidden curriculum,’ 34. See also classrooms, stereotyping in
hierarchical segregation, 141. See also occupational segregation
higher education, women in, 109
Hispanic/Latina women as caregivers, 85, 87, 88
childlessness and, 64
employment rates of, 134–135
income of, 136–137, 174
occupational patterns of, 52–53
poverty rate of, 2, 187
in science, 52–53
as single parents, 181
Social Security benefits and, 186
as stay-at-home mothers, 84
Hopkins, Price Waterhouse v., 41
horizontal segregation, 141. See also
occupational segregation
human capital theory, 121, 142

income inequality. See also
motherhood pay gap; pay
inequality
ageing and, 1–5
gender disadvantage in, 4–5
impact on women, 180–184
occupational segregation and, 137
in US/UK, 3–4

incremental disadvantage factors
career breaks, 14
non-standard working, 13–14
occupational segregation, 13
pay inequality in, 12–13
retirement and pensions as,
15–16
incrementalism, disjointed, 16–18
industry segregation, discrimination
and, 51
Institute of Women’s Policy
Research, 78
internal structural barriers, to career
mobility, 102–103. See also ‘glass
ceiling’
International Labour Organization
(ILO), 6, 120, 194
intersectional multiple discrimination,
45–46. See also multiple
discrimination
intersectionality. See also multiple
discrimination
EEOC on, 54
marital status as, 180
term usage, 8, 45
types of, 56–57
vulnerability theory and, 196
investment/underinvestment,
occupational segregation and, 142
irregular scheduling. See just-in-time
scheduling; non-standard working
Ivey v. District of Columbia, 48–49
Jeffries v. Harris County Community
Action Ass’n, 54
jobs, gender-typed images in, 35–36

John Ford Morrison Solicitors, Qua v,
100–101
journalism, women presenters in,
47–48
just-in-time scheduling
caregiving responsibilities and,
13–14
labour costs and, 152–154, 206–207
national law and, 204–205
vulnerability theory and, 204,
205–206, 208–209
Kitchen, Rona Kaufman, 64
Kulow, Marianne, 138
labour force participation, 83–84,
131–132, 170, 206
Labour Force Survey (LFS), 158
labour market data collection, 160–161
Lam v. University of Hawaii, 54
language (abusive), 23
The Law Society, Bahl v., 58–59
law/policy responses
class-action law suits, 113–114
in educational disparities, 28–32
to just-in-time scheduling, 204–205
to multiple discrimination, 53–59
to pay inequality, 125–130
to sexual discrimination, 91
vulnerability theory and, 15–16
leave policies. See Family and Medical
Leave Act of 1993 (FMLA);
pregnancy/maternity
Lee, Rebecca, 110
legal careers, women in, 105–106,
108–109
legal cases. See specific legal cases
legislation. See specific legislation
Leigh Day (solicitors), 123–124
LGBT’ community, 44
lifetime disadvantage, model of. See also
vulnerability theory
applying theory to, 190–192
changing nature of work and, 6–7
disjointed incrementalism and,
16–18
gender-based factors in, 8, 9–12,
207–208
| lifetime disadvantage, model of (cont.) | applying theory to, 190–192 |
| gender-conscious analysis in, 6 | changing nature of work and, 6–7 |
| illustration of, 8 | disjointed incrementalism and, 16–18 |
| incremental disadvantage factors, 8, 12–16 | gender-based factors in, 8, 9–12, 207–208 |
| issues affecting, 5–6 | gender-conscious analysis in, 6 |
| multiple-discrimination in, 8 | illustration of, 8 |
| part-time workers and, 7–8 | incremental disadvantage factors, 8, 12–16 |
| light duty, right to, 93. See also | issues affecting, 5–6 |
| pregnancy/maternity | multiple-discrimination in, 8 |
| Lindblom, Charles, 16–17 | part-time workers and, 7–8 |
| Listening to Mothers III: New Mothers Speak Out (survey), 79 | Moore, Sian, 50–51 |
| 'lookism,' 48–49 | motherhood pay gap, 119–123, 167–168, 192, 194. See also income inequality; pay inequality |
| Makkonen, Timo, 45 | mothering, 65–67. See also caregiving roles |
| marital status, economic security and, 180–184 | 'Mothering Effect,' 64. See also 'glass ceiling' |
| marriage/marriage trends | multiple discrimination. See also additive multiple discrimination; |
| ageing and, 46–47 | Equality Act of 2010 |
| early marriage, 22 | ageist stereotypes in, 10–11 |
| income/wage gaps and, 120, 121, 136–137 | law/policy responses to, 53–59 |
| retirement vulnerability and, 1–2 | in lifetime disadvantage model, 8, 10–11 |
| savings/asset accrual and, 178 | older women workers and, 44–46 |
| Social Security benefits and, 187 | types of, 45–46 |
| taxes and, 194 | multiple identities, labour market participation and, 83–84 |
| masculine traits, 34–35. See also stereotyping | Muslim women, attitude shifts of, 66 |
| 'maternal wall,' 103–104. See also 'glass ceiling' | National Equal Pay Task Force, 137, 145 |
| maternity. See caregiving roles; pregnancy/maternity | National Health Service (NHS), 109 |
| Maternity and Paternity Rights Survey 2009/10, 166 | National Health Service Trust, 50 |
| mathematics performance, gender disparities in, 25–26 | National Labor Relations Act (NLRA), 126 |
| Maui Police Department, B. K. B. v., 54 | National Study of Employers, 72 |
| medical professions, women in, 106, 109 | New Earnings Survey (NES), 158 |
| MetLife, 87 | New York Times, 32 |
| Ministry of Defence v. DeBique, 57–58 | news/broadcasting, women presenters in, 47–48 |
| Misclassification Initiative | non-standard working |
| (US Department of Labour), 162 | childcare and, 149 |
| Mississippi State Personnel Board, Thompson v., 55–56 | contingent work concept, 147–148 |
| model of lifetime disadvantage. See also vulnerability theory |
definitions of, 146–147
as insecure working, 147–148
just-in-time scheduling, 152–154
in lifetime disadvantage model, 13–14
lone parents and, 148
part-time work, 154–158
rational differences in, 152–153
term usage, 6–7
zero-hours contracts, 150–152
Obama administration, 164
occupational downgrading, childcare and, 80–81
occupational segregation
comparative advantages and, 142
discrimination and, 51
employment rate differences, 132–133, 157, 172
entry barriers and, 143–144
family living standards and, 135–136
feminised occupations and, 137–138
income inequality and, 137
labour force participation and, 131–132
in lifetime disadvantage model, 13
pay inequality/differentials and, 117, 124, 144–146
preferences/prejudices and, 142–143
race/ethnicity in, 138–139, 140
removing barriers to, 158–159
types of, 141–142
UK legal responses to, 164–168
underinvestment and, 142
US legal responses to, 159–164
Office for National Statistics (UK)
on economic inactivity, 61
on motherhood pay gap, 119
on zero-hours contracts, 150–151
Office of Civil Rights (OCR), 30
older women. See also pensions and retirement; Social Security system (US)
Commission on Older Women Interim Report, 51
employment and, 170–173
income of, 182
multiple discrimination and, 46
occupations of, 171
pay inequality and, 116
poverty rate/risks of, 2–3, 187
as television presenters, 47–48
ordinary multiple discrimination, 45–46. See also multiple discrimination
O’Reilly, Miriam, 47–48
Organisation for Economic Cooperation and Development (OECD) reports
on career expectations, 24–25
on educational gender disparities, 9, 21–22, 23–24
on employment protection legislation, 197
on family leave policies, 206
on income/wealth inequality, 3–4
on occupational downgrading, 80–81
on pension payments, 116
on STEM education, 28
on tax disincentives, 194
on wage/pay differentials, 12–13, 115, 117–118
organisational practices, occupational segregation and, 143–144
paid family/parental leave, 71–72, 166–168. See also Family and Medical Leave Act of 1993 (FMLA)
parenting roles, gender differences in, 65–67
part-time workers
economic circumstances of, 155–156
maternity leave and, 80–81
pay differentials of, 157–158
regulations on, 164
retirement and, 171–172
rights/benefits of, 13–14
in UK, 156–157
as voluntary/involuntary, 154–155
women as, 7–8, 154
Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, 13–14, 129, 164
pay inequality. See also income inequality; motherhood pay gap calculation of, 122
earnings loss and, 117–118
in EU countries, 115–116
gender-based factors, 125
law/policy on, 125–130
in lifetime disadvantage model, 12–13
minorities and, 117
motherhood penalty, 119–123, 167–168
occupational gaps and, 117
in OECD countries, 115
older women and, 116
reasons for, 123–125
transparency in, 129–130
in US, 116–117
Paycheck Fairness Act, 126–127
pension gap, 116, 175. See also pay inequality
Pensions Acts 2007 and 2008, 186
Pensions Adequacy Report (EU), 189
pensions and retirement. See also retirement security/insecurity
contributions to, 184–186
educational factors in, 175–176
Elder Index analysis, 174
family status and, 180–184
gender gap, factors in, 173–175, 176
gender inequality in, 4–5
as gender-based model factor, 15–16
income/asset inequality and, 169–170
labour force participation and, 170–173
Pew Research Center, 64–65
PISA assessment, 25
population ageing, gender implications of, 2–3
Porter, Nicole, 54–55
poverty rate/risks
for American women, 1–2
non-standard employment and, 148
for older women, 2–3, 187
for retired women, 6
in widowhood, 183
preferences/prejudices, in occupational segregation, 142–143
Pregnancy Discrimination Act, 78–79, 93
pregnancy/maternity. See also caregiving roles; motherhood pay gap
accommodation during, 75–76
being on leave, 77–79
breastfeeding at work, 76
career breaks and, 14
disadvantages at work during, 67–69
employer support during, 69–70
flexible work arrangements, 70–71, 166
light duty, right to, 93
lost opportunities during, 76
paid leave/replacement pay, 71–72
as precursor to caregiving, 66–67
returning to work, 79–83
shared parental leave, 166–168
state/federal protections for, 76
teen pregnancy, 22
unfair/unfavourable treatment during, 74–75
workplace support for, 73–74
prescriptive stereotypes, 35–36. See also stereotyping
Price Waterhouse v. Hopkins, 41
Prince George’s Cnty Md., Westmoreland v., 54
private pensions, 177–179. See also pensions and retirement
private sector, women in, 108
productivity growth, vs. wage growth, 3
Professional Employment Organizations (PEOs), 6–7, 147
psychological impacts, of ageing, 49–50
Qua v. John Ford Morrison Solicitors, 100–101
quotas
gender-based, 110, 111–112
race-based, 111–112
race/ethnicity. See also African American women; Asian women; Hispanic/Latina women
in occupational segregation, 138–139, 140
quotas and, 111–112
rationalist economics, 15, 193, 194, 203
recruitment practices, 103
Reding, Viviane, 111
regulatory/policy frameworks, limitations of, 5
Rentokil Initial UK Ltd., Brown v, 97
Resolution Foundation, 149
Retail Action Project, 153
'Retail Workers Bill of Rights,' 163
retirement security/insecurity. See also pensions and retirement; Social Security system (US)
elusive nature of, 1–2
gender disadvantage in, 4–5
law/policy responses to, 184–189
role models, 22–23, 28, 30
Rubery, J., 123, 192
Rubio-Marin, Ruth, 110
Runneymede research, 52
Rutty, Commotion Ltd. v, 99
'sandwich generation,' 64, 85–86.
See also caregiving roles
savings. See pensions and retirement
Scalia, Antonin, 114
Schmidt, D. F., 37–38
school athletics, 29
schools
gender disparity role of, 22–23
segregation in, 29
science, technology, engineering and mathematical (STEM) fields
college degrees in, 26–27
gender differences in, 9–10, 25–26
occupational segregation and, 145–146
Scottish Widows' Centre for the Modern Family, 172, 176–177
'second generation' discrimination, 104
Securities and Exchange Commission (SEC), 112
segregation. See occupational segregation
senior management, women in, 108
sex discrimination. See also Equality Act of 2010; Eversheds Legal Services Ltd. v. De Belin; Wal-Mart Stores, Inc. v. Dukes; Young v. United Parcel Service
age bias and, 37–41
in employment, 5
federal laws on, 91
in financial services industry, 69
legislation/claims for, 43
multiple discrimination and, 54
pregnancy and, 92–93, 97
prohibition of, 10
sex-plus theory, 55
TV presenters and, 47–48
UK regulations on, 15–16
vulnerability theory and, 203
'Sex Plus Age Discrimination,' 55
sexual harassment, 23, 30, 143
sexual orientation, 10–11, 30, 41, 59, 208
shared parental leave, 166–168
sick people, caregiving for, 84–86. See also caregiving roles
'skipped generation households,' 87
Slater & Gordon survey, 101
Smith v. Bd. of Cnty. Commrs of Johnson Cnty, 127
Smith v. City of Jackson, 55–56
social norms, impacts of, 23–24
Social Security system (US), 4–5, 47, 85, 115, 170, 175, 177, 181, 186–188
socialisation, in occupational segregation, 143
societal barriers, to career mobility, 102–103. See also 'glass ceiling'
sociological approaches, to problems of women/girls, 15, 190, 192–193, 203. See also vulnerability theory
Spencer, Benjamin, 114
'standard image.' See stereotyping
'stay at home' mothers, 64–65, 66, 79–80, 82, 84, 133–134. See also caregiving roles
STEM (science, technology, engineering and mathematical) fields
college degrees in, 26–27
<table>
<thead>
<tr>
<th>Index</th>
<th>240</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEM fields (cont.)</td>
<td>trade unions, on zero-hours contracts, 152</td>
</tr>
<tr>
<td>gender differences in, 9–10, 25–26</td>
<td>traditions, pay inequality and, 124</td>
</tr>
<tr>
<td>occupational segregation and, 145–146</td>
<td>transparency, in pay inequality, 129–130</td>
</tr>
<tr>
<td>STEM Ambassadors Programme, 31</td>
<td>TUC (Trades Union Congress) reports, 40–41, 149</td>
</tr>
<tr>
<td>stereotyping. See also ageist stereotypes</td>
<td>undergraduate enrolment, gender differences in, 26–27</td>
</tr>
<tr>
<td>categorisation process in, 33–34</td>
<td>UNISON (trade union), 152</td>
</tr>
<tr>
<td>in lifetime disadvantage model, 10</td>
<td>United Kingdom (UK)</td>
</tr>
<tr>
<td>occupational segregation and, 143</td>
<td>career advice, provision of, 31</td>
</tr>
<tr>
<td>pay inequality and, 124</td>
<td>career ambition in, 24</td>
</tr>
<tr>
<td>persistence of, 43–44</td>
<td>caregiving roles in, 4–5, 63, 90–91</td>
</tr>
<tr>
<td>term/word usage, 33</td>
<td>corporate boards in, 106–108</td>
</tr>
<tr>
<td>Stichting Vormingscentrum voor Jong Volwassenen (VJV-Centrum) Plus,</td>
<td>110–112</td>
</tr>
<tr>
<td>Dekker v., 97</td>
<td>educational attainment in, 20–21</td>
</tr>
<tr>
<td>structural barriers, to career mobility, 102–103. See also ‘glass</td>
<td>educational law/policy in, 28–32</td>
</tr>
<tr>
<td>ceiling’ Summers, Laurence, 142</td>
<td>employment rate differences, 132–133, 157, 172</td>
</tr>
<tr>
<td>survivor benefits, 181. See also Social Security system (US)</td>
<td>equal pay legislation/claims in, 43</td>
</tr>
<tr>
<td>Tackling the gender gap (EC report), 115–116</td>
<td>equal value concept in, 123, 127–128</td>
</tr>
<tr>
<td>teacher training, gender disparity and, 22–23</td>
<td>feminised occupations in, 139–140</td>
</tr>
<tr>
<td>teachers, as role models, 22–23. See also role models</td>
<td>income/pay inequality in, 3–4, 118–119</td>
</tr>
<tr>
<td>technical education, access to, 29</td>
<td>labour force participation, 131–132, 171–172</td>
</tr>
<tr>
<td>teen pregnancy, 22. See also pregnancy/maternity</td>
<td>multiple discrimination claims in, 57–59</td>
</tr>
<tr>
<td>television, women presenters in, 47–48</td>
<td>news/entertainment industry in, 47–48</td>
</tr>
<tr>
<td>temporary work/workers</td>
<td>non-standard working in, 146–147</td>
</tr>
<tr>
<td>definitional complexity, 161</td>
<td>occupational segregation in, 141–142, 144–145, 158–159</td>
</tr>
<tr>
<td>rights/benefits of, 13–14</td>
<td>parenting roles in, 65–67</td>
</tr>
<tr>
<td>statistical counts of, 161–162</td>
<td>part-time workers in, 156–157, 158</td>
</tr>
<tr>
<td>term usage, 6–7, 146–147</td>
<td>pay discrimination law/policy, 127–130</td>
</tr>
<tr>
<td>women as, 148</td>
<td>pregnancy accommodation in, 89–90</td>
</tr>
<tr>
<td>Texas Dept. of Community Affairs v. Burdine, 42</td>
<td>regulatory/policy frameworks in, 5</td>
</tr>
<tr>
<td>theoretical approaches, to problems of women/girls, 15, 191, 192–196</td>
<td>state pension system, 177, 179</td>
</tr>
<tr>
<td>also vulnerability theory</td>
<td>STEM education in, 27–28, 31</td>
</tr>
<tr>
<td>Thompson v. Mississippi State Personnel Board, 55–56</td>
<td>stereotyping, attitudes toward, 44</td>
</tr>
<tr>
<td>Title IX (in Education Amendments of 1972), 29, 30</td>
<td>United Nations Educational Scientific and Cultural Organisation</td>
</tr>
<tr>
<td>Title VII (Civil Rights Act of 1964), 55–56, 91, 94, 125–127</td>
<td>(UNESCO), 21</td>
</tr>
<tr>
<td>United Parcel Service, Young v., 93–94</td>
<td></td>
</tr>
</tbody>
</table>
United States (US)

affirmative action in, 159–160
age/attractiveness correlation in, 48–49
BME women, pressures on, 52
‘breadwinner moms’ in, 136–137
business in, 104–106
career ambition in, 4–5, 84–86, 87
class-action law suits, 113–114
comparable worth theory, 128, 159
corporate boards in, 112–113
data collection/dissemination by, 160–161
educational attainment in, 20–21, 26–27
educational law/policy in, 28–32
employment rate differences, 132–133
family responsibilities
discrimination in, 91, 92
feminised occupations in, 138
flexible work practices in, 70–71
income/pay inequality in, 3–4, 116–117
labour force participation, 131–132
legal careers in, 105–106
medical profession in, 106
multiple discrimination claims in, 53–57
non-standard working in, 147–148, 149–150
occupational segregation in, 140, 145
occupations, of older women, 171
parenting roles in, 65–67
part-time workers in, 155–156
pay discrimination law/policy, 125–127
pregnancy accommodation in, 75–76, 89–90
regulatory/policy frameworks in, 5
retirement security/vulnerability in, 1–2, 177–179
school athletics in, 29
segregation, in schools, 29
STEM education in, 26–28
wage/productivity growth in, 3

unpaid work. See caregiving roles
US Department of Labor
on contingent work, 160–161
female earnings loss estimates, 117–118
on labor force participation, 170, 206
Misclassification Initiative, 162
on occupations of women, 138
on part-time earnings, 155
US Supreme Court, 41, 93–95, 105–106, 113–114, 125–126
vertical segregation, 141. See also
occupational segregation
violence, against girls and women, 23
vocational/technical education, access to, 29
vulnerability theory
gender and, 208–209
law/policy reforms, and, 15–16
in liberal market economies, 196–199
state’s role in, 199
as subject of debate, 195–196
women’s lifetime disadvantage and, 202–207
in the workplace, 199–202
wage gap. See pay inequality
wage growth, 3, 135, 136
Walmart, equal pay claim against, 123–124
Waring, Marylin, 62
Waters, Caroline, 70
Westmoreland v. Prince George’s Cnty Md., 54
widowhood, poverty and, 183–184
Wilde, E. T., 120
Williams, Joan, 93, 103–104
Women and Work Commission, 158–159
Women in News and Current Affairs
Broadcasting report, 47–48
Women in the Labour Market, 157
women’s lifetime disadvantage, model of. See also vulnerability theory
applying theory to, 190–192
changing nature of work and, 6–7
disjointed incrementalism and, 16–18
gender-based factors in, 8, 9–12, 207–208
gender-conscious analysis in, 6
illustration of, 8
incremental disadvantage factors, 8, 12–16
issues affecting, 5–6
multiple-discrimination in, 8
part-time workers and, 7–8
‘women’s work,’ undervaluation of, 123. See also pay inequality

work, changing nature of, 6–7
work patterns, retirement vulnerability and, 1–2
workforce participation. See labour force participation
Working Lives Research Institute, 50
World Bank, 134–135
World Economic Forum, 19–20
Yale University, 32
Young v. United Parcel Service, 93–94
Yuracko, Kim, 41
‘zero-hours’ contracts, 13–14, 149, 150–152
Ziefle, A., 121