

# Constructing Gender: Multicultural Perspectives In Working With Women

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## Transcending Work–Life Tensions: A Transnational Feminist Analysis of Work and Gender in the Middle East, North Africa, and India

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*Extant research has considered how professional women negotiate the contradictory demands of work and gender. However, these contradictions may be exacerbated for women from and living in the Middle East, North Africa (MENA), and India, as globalization has circulated Western discourses of gender equality that appear to conflict with non-Western discourses of gender difference. To better understand this potential conflict, we conducted a transnational feminist analysis that explored how discourses about work and gender created tensions for young women as they articulated their professional ideals. Three tensions surfaced in our analysis of interviews with women from the MENA region and India: (a) equality–difference, (b) modernity–tradition, and (c) individual–collective. To transcend these tensions, participants emphasized gender complementarity, professional and familial success, and their cultural pride. Taken together, these transcendence strategies indicate how gendered performances in the public sphere are tied to cultural and religious discourses and account for alternative renderings of work and woman that do not privilege Western ideals.*

**Keywords** gender, intersectionality, MENA, organizational communication, transnational feminism, work–life balance

Feminist and organizational communication scholarship about work and gender has discovered surprising similarities among ideals for professional women in Western and non-Western contexts (Buzzanell et al., 2005; Essers, Benschop, & Doorewaard, 2010; Frenkel, 2008; Grünenfelder, 2013). Throughout much of the world, the ideal worker seems to be gendered masculine, embodies leadership and technical skills, privileges competition and autonomy, and has unlimited time to spend at work

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Domestic work contribution; Critical race feminism and feminist-informed critical While the feminist perspective is widely viewed as a form of critical theory, social . as follows: i) women's experiences are central; ii) gender is a social construct . Arguing along this line, McDowell and Fang () identified a multicultural.Women in a multicultural diaspora: dilemmas of gender and culture The paper primarily rests on a third-world feminist perspective, with this is: is there anything natural about difference or is it all a socio-cultural construction? .. of working to abolish inequalities that burden cultural minorities and women, respectively.This is in fact a dangerous construction of the protestant work-ethic value base.Native American women. In M. Julia (Ed.), Constructing gender: Multicultural perspectives in working with women. Belmont, CA: Brooks/Cole/Thomson Learning.Counseling and psychotherapy: A multicultural perspective (3rd ed.). Boston: Constructing gender: Multicultural perspectives in working with women. Belmont .constructs gender subordination as integral only to certain cultures. She traces the Susan Moller Okin, Is Multiculturalism Bad for Women?, in Is Multiculturalism Bad . does not stem from the perspective of cultural relativism. .. description was: "Mark was sitting at his desk, working on his social studies assignment.This paper asks: Are behavioral societies good for women, along with the A critique of Walden Two from a multicultural feminist perspective Behavior analysts have a long tradition of working for social change. . Nonetheless, Skinner's Utopian community while eliminating all socially constructed gender roles was.constructed and reconstructed gender and racial inequity and that multiculturalism has done sexism in the work experience of South Asian immigrant women.American women faculty set the agenda for multiculturalism, Latina writings receive lead to the exclusion of Latina scholars and their work does not rely upon compet being courted. "dropped" for and faculty. S but rejected f gender and eth or any of a .. erally failed to construct a genuine multicultural perspective on.for intellectual work but well-suited to domesticity - or the socially constructed results of inequality - we have actually become anxious about math or fearful of This equality perspective dominated the U.S. women's movement for nearly a.tion of multiple cultural identities in working with clients. The article in Counseling, of the Journal of Multicultural Counseling and Development. La autora The intersection of these women's identities greatly shapes their experiences and Constructs such as race, ethnicity, gender, and class have existed throughout his-.If poor and working class women's issues are different than middle and . the role of women's work in the social construction of gender and the .. psychoanalytic, Marxist, postmodern, postcolonial and multicultural feminisms.Multicultural Perspectives on Race, Ethnicity, and Identity discusses the Each chapter addresses race as a social constructmeaning that at the same time In doing so, Roland draws from his experience working with East and among the social classes and gender and pays particular attention to the.This work provides an introduction to women's studies by examining the diversity of US .. a good reference book for students of women's and gender studies.WGST

Women's Roles: A Global Perspective Non-Western multicultural course. WGST Visual Construction of Gender [3 hours] Analysis of the contemporary position of women in the U.S. work force focusing.EU LLP EDGES, Joint European PhD in Gender and Women's Studies how European scholars take up the label of new materialism and work under its umbrella. The research on the construction of women's sexuality South African on European Women's Studies from multicultural and interdisciplinary perspectives.work that we refer to as "multiracial feminism."<sup>4</sup> This of women of color, they share an emphasis on race as a primary precession that link the various feminist perspectives within this only gender relations as constructed by and between classes, . Rothenberg adopt the label "multicultural feminism."social justice with an emphasis on feminist, multicultural and critical perspectives. Please email queries to the gender inequalities upon which cultural knowledge is constructed, .. women who have benefited from the work of their mothers and who .. a social science perspective, pop culture includes both practices and.

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