Gender and Leadership in Unions

Gill Kirton and Geraldine Healy
Contents

List of Figures ix
List of Tables xi
Acknowledgements xiii

1 Introduction 1
GERALDINE HEALY AND GILL KIRTON

2 Gender, Work and Unionism in Comparative Context 14
GILL KIRTON, GERALDINE HEALY, SALLY ALVAREZ AND RISA LIEBERWITZ

3 Gender, Union Democracy and Leadership 47
GILL KIRTON AND GERALDINE HEALY

4 Women Union Leaders: Influences, Routes, Barriers and Enablements 73
GERALDINE HEALY AND RISA LIEBERWITZ

5 Power, Empowerment and Women's Leadership Discourses 110
GILL KIRTON AND RISA LIEBERWITZ

6 Tales from the Top—Senior Women Union Leaders 141
SALLY ALVAREZ, RISA LIEBERWITZ AND GILL KIRTON

7 Women Working towards Union Transformation 169
GERALDINE HEALY AND MARY GATTA

8 A Woman's Place—Women's Separate Organizing in Unions 203
HEATHER McKAY AND GILL KIRTON
### Contents

**9 Developing Women Leaders in a Globalized Context**  
GILL KIRTON AND MARY GATTA  
229

**10 Conclusions—Challenges from Inside and Outside the Union**  
GERALDINE HEALY AND GILL KIRTON  
251

- Abbreviations  
267
- List of Contributors  
269
- References  
271
- Index  
283