

# Lifetime Disadvantage, Discrimination and the Gendered Workforce

**Susan Bisom-Rapp**

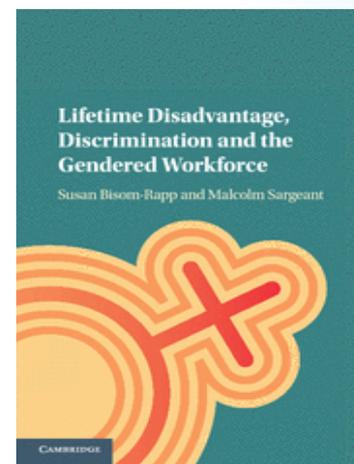
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*Lifetime Disadvantage, Discrimination and the Gendered Workforce* fills a gap in the literature on discrimination and disadvantage suffered by women at work by focusing on the inadequacies of the current law and the need for a new holistic approach. Each stage of the working life cycle for women is examined with a critical consideration of how the law attempts to address the problems that inhibit women's labour force participation. By using their model of lifetime disadvantage, the authors show how the law adopts an incremental and disjointed approach to resolving the challenges, and argue that a more holistic orientation towards eliminating women's discrimination and disadvantage is required before true gender equality can be achieved. Using the concept of resilience from vulnerability theory, the authors advocate a reconfigured workplace that acknowledges yet transcends gender.

1. Lifetime disadvantage; 2. Education and training; 3. Stereotyping and gender discrimination; 4. Caregiving and career outcomes; 5. Glass ceilings and pay inequality; 6. Occupational segregation and non-standard working; 7. Pensions and retirement; 8. Beyond lifetime disadvantage.



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'Drawing together this wide a range of data and to present it in such an accessible way is a fine achievement. The wealth of data offered on women's lifetime disadvantage, all of it drawn from a range of sources from the last five or six years, and demonstrating trends in discrimination and working patterns over the past 50 years, is extremely valuable to any one doing research into the impact of gender discrimination. ... [a] thorough, compelling, and valuable book.'

**Richard Poole**, *Feminist Legal Studies*



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