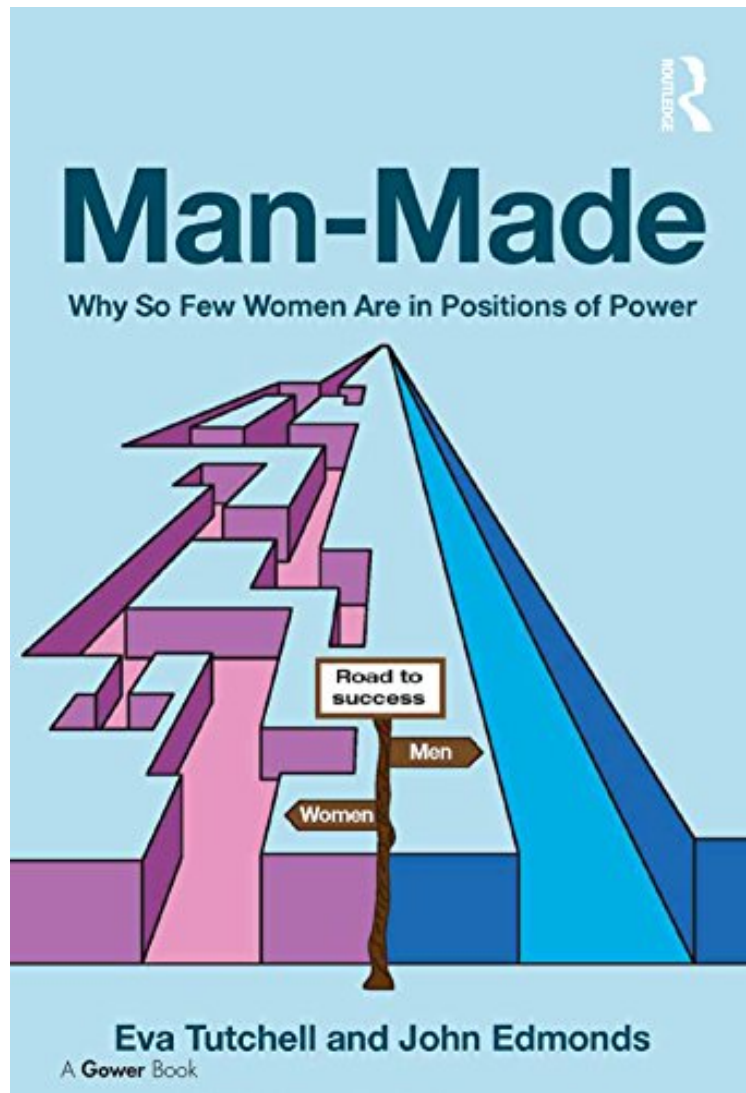


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Man-Made: Why So Few Women Are in Positions of Power

Eva Tutchell, John Edmonds

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Eva Tutchell, John Edmonds : Man-Made: Why So Few Women Are in Positions of Power before purchasing it in order to gauge whether or not it would be worth my time, and all praised Man-Made: Why So Few Women Are in Positions of Power:

Why are so few women in positions of power? Why are government, business, the institutions and so much of British life dominated by men? Eva Tutchell and John Edmonds find the answers by interviewing over a hundred successful women and discovering what it takes for a woman to get to the top. The statistics are startling. Britain is an 80/20 nation: 80 per cent of the most powerful jobs are occupied by men and only 20 per cent by women. Tutchell and

Edmonds uncover the cultural and historical reasons for this extraordinary imbalance of power. Their book is entitled *Man-Made* because men have made the rules and women must do their best to fit in. In spite of its claim to be a modern nation, Britain is conditioned by a legacy that views men as doers and leaders and expects women to be helpers and supporters. Many men still judge women more by their appearance than by their ability. Most shocking of all, *Man-Made* reveals that the birth of children pushes the careers of most women into crisis. Mothers are paid less and promoted less. Ambitious women are tempted to make their children 'invisible' to employers. *Man-Made* provides a rigorous and convincing analysis of the inadequacy of current policy and proposes a more thoroughgoing programme to achieve fairness and equality. Tutchell and Edmonds speculate about whether a new generation of female activists can produce the political pressure to change the culture of Britain.

'*Man Made* gives a graphic, very realistic and convincing account of the injustices that women still endure in our society. The information is well researched, revealing and, often, frankly breathtaking. Anyone concerned about equality and civil rights should study the radical proposals set out clearly in this very readable and truly illuminating call to action.' Baroness Kinnock, former Foreign Office Minister and MEP 'These fascinating and troubling personal stories of successful women must be read. Women shouldn't have to compensate for not being men. If we listen to the honest and thoughtful voices of a hundred women, each with their own perspective, we will realise the system has to change. We will all be the better for it.' James Smith, Chair of Carton Trust and formerly Chair of Shell UK '...prepare to become rapidly inured to such ingrained sexism as this remarkable book unfolds'. *People Management*, April 2015 'Man-Made is politically important, because it embodies, and makes vital use of, the hard slog on gender equality of many campaigners and researchers over decades.' *The Guardian* online, 18 June 2015

About the Author Eva Tutchell is an expert on gender issues, advising public authorities on challenges and solutions. Starting out as a secondary school teacher, her work has covered all age groups. Her book, *Dolls and Dungees* is recommended reading for primary school teachers, she has researched the attitudes of teenagers and particularly of teenage boys, has published guidance for schools and colleges on disordered eating and has developed and taught a module on gender for use in universities. John Edmonds is a trade unionist and specialist in work organisation. Until 2003 John was General Secretary of the 700,000 member GMB trade union where he increased the representation of women throughout the union. He also served as TUC President. More recently John has focused on environmental issues and on a more inclusive system of education and training. He is a Visiting Fellow at King's College, London, studying labour markets and gender equality.