

Contents

<i>List of tables</i>	<i>page</i> vii
<i>Preface</i>	ix
<i>List of abbreviations</i>	xvi
1 Sexual harassment and gender equality	1
Why compare sexual harassment politics?	7
The emergence of sexual harassment as a social problem	11
What explains state responsiveness to sexual harassment?	17
Alternative explanations for cross-national variation in policy approaches	21
Paths to laws against sexual harassment	26
Explaining qualitative differences between approaches to sexual harassment	30
The implementation of sexual harassment laws	37
Data	39
Chapter overview	40
2 Equality through litigation: sexual harassment in the United States	42
Early discrimination court cases	44
The social movement context for sexual harassment politics in the 1970s	50
Feminist activism and strategies	53
Feminist discourse	55
Feminist–state interaction	57
Legal revolution	63
Legal outcomes: tracing feminist discourse	66
Media coverage of high-profile cases	71
Conclusion	79
3 Diffusion through supranational actors: sexual harassment in the European Union	82
The origin of EU measures	86
EU soft-law measures	95
New opportunities in the EU – the 2002 Equal Treatment Directive	116
Conclusion	120

4	The political path of adoption: feminists and the German state	123
	The scandal in the West German Green party	126
	The 1994 Federal Employee Protection Law	140
	New impulses from the European Union: the German anti-discrimination law	154
	Conclusion	156
5	“Good behavior versus mobbing”: employer practices in Germany and the United States	158
	Workplace policies and awareness programs	161
	The innovators – in pursuit of gender equality	163
	Impact of the law on implementation	171
	Dynamics of adopting policies in the workplace	180
	Unions and sexual harassment	182
	The trade-offs of implementation paths	185
	Conclusion	198
6	Social movements, institutions, and the politics of sexual harassment	202
	Gendered policy outcomes	206
	How institutional arrangements shape movements	209
	Movements changing institutional arrangements	214
	The future of sexual harassment politics	218
	<i>Appendix A: List of cited interviews</i>	224
	<i>Appendix B: Data collection</i>	226
	<i>References</i>	230
	<i>Index</i>	248