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Section 004

**Citation:** Dawson, T. (2014). Collective Bargaining and the Gender Pay Gap in the Printing Industry. *Gender, Work & Organization,* *21*(5), 381-394.

**Search Keywords:** “equal pay”, women

**Database:** Web of Science

**Number of Search Results:** 125

In the article “Collective Bargaining and the Gender Pay Gap in the Printing Industry”, Tricia Dawson analyzes the consistent inequality in the pay gap throughout the years and how technological changes, especially in the printing industry, have influenced these changes. One main theme the journal pushes is the irony of the situation, because as Dawson claims the struggle to disband this pay gap, has actually led to its reinforcement. The research done for this journal was extensive and varied. It included surveys, questionnaires, and interviews. The main qualitative information came form a survey in 2002 of payment data, employment data, and more across the union. The most valuable data collected was through the series of interviews with workers, in which they shared their backgrounds, and opinions and views on the industries. The article concludes that an inherent mindset in society if often what leads to women being help back and denied equal pay. In unions their male counterparts trivialized the concern of equality. In addition technology, which people hoped would help bridge this gap, soon became a male dominated sector, and ended up hurting the equal pay movement.

The article is relevant to society today because equal pay is still a common issue in our generation and it has been over fifty years since John F. Kennedy signed the equal pay acts, and we still see such minimal change in the gap. As Sheryl Sandberg discusses in here book, it’s a very important issue for women to be consciously aware of. Sandberg mentions how initially she was not going to bargain for her wage when accepting her offer at Facebook, until someone mentioned to her that any man in the same position definitely would have. Therefore I believe it is often the social barriers we set up for ourselves that stop us from achieving a lot of these things and thus being more aware of the issues is pertinent and necessary to the real world.

**Citation:** Hyde, J. (2005). The Gender Similarities Hypothesis. *American Psychologist,* *60*(6), 581-592.

**Search Keywords:** female stereotypes AND media

**Database:** Web of Science

**Number of Search Results:** 543

In “The Gender Similarities Hypothesis”, Janet Hyde proposes, “men and women are more alike than they are dislike” (Hyde 1). The main method of research for this article is meta-analyses, which is a statistical modeling. The author mathematically computes the similarities both psychologically and physically between males and females. Thus most of the data was not tested directly but rather from massive databases. The data eventually concludes on a high confidence levels that on the majority of aspects men and women are the same, but when it come to certain topics like throwing velocity or sexuality higher differences have been noted. As a whole the author then concludes that many of the differences in the workplace, and life in general, are caused by overinflated stereotypes that statistically don’t hold true.

This research is important because it is relevant to the issues Sandberg discusses in her book as well as everyday life. We are taught so much in school about how different men and women are. When my mom was in high school, men took woodshop and women took sewing and cooking classes. All sports were segregated. As Sandberg mentions even men’s children toys are more geared towards helping them learn and encourage them to become inventors or engineers while women’s are usually beauty related. Realizing how similar we are scientifically can help us to disintegrate these false values and notions much of society has accepted as true.