Vaishnavi Raman

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 through the years and how technological changes, especially in the printing industry, have influenced these changes. One main theme the journal discusses is the irony of the situation, which is, as Dawson claims, that 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 and employment data of workers from 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 industry. The article concludes that an inherent mindset in society is often what leads to women being held back and denied equal pay. For example, in unions their male counterparts trivialized their concerns of equality. Also the evolution of 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 although it has been over fifty years since John F. Kennedy signed The Equal Pay Act of 1963, and we still have seen such minimal change. As Sheryl Sandberg mentions in here book, it’s a critical issue for women to be consciously aware of. Sandberg mentions how she initially was not going to bargain for her wage and compensations when accepting her offer at Facebook, until someone mentioned to her that any man in her 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 goals and thus being more aware of the issues is pertinent and necessary in 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 main argument is that, “men and women are more alike than they are dislike” (Hyde 1). The main method of research and analysis for this journal was meta-analyses, which is a form of 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 by the researcher but obtained from massive databases. The data eventually concludes on a high confidence levels that on the majority of aspects men and women are the same, and only when it come to certain fields like physical throwing velocity or sexuality slightly 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 scientifically 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, while women took sewing and cooking classes. P.E. and sports teams were segregated. As Sandberg mentions even men’s children toys are more geared towards helping them learn and encouraging them to become inventors or engineers. On the other hand women’s are stereotypically related to beauty or maternal instincts. Realizing how similar we are scientifically can help us to disintegrate these false values and notions much of society has accepted as true.