

# The Gendered World of Work

Sociology 327: 10/18/13

Presented by Group 4: Austin Bishop, Scott Silverblatt, Bo Greene, Fran Myers, and Curtis Ullerich

## Changing Gender Composition of the Labor Force

- Most significant changes
  - In the twentieth century, women entered every area of the workforce, in unprecedented numbers.
- **Percentage of both men and women entering the workforce has increased throughout the last century, but women's involvement has far outpaced men's.**
- **Percentage of women working in 1900: 20.6%**
- **Percentage of women working in 2005: more than 60%**
- Entry slowed by marriage and children.
- Dramatic increase has been true for all races and ethnicities.
  - Black women's rates: 64%
  - White women's rates: 60%
  - Hispanic women's rates: 56%
  - In the next decade, 80% of all new entrants in the workforce will be women, minorities and immigrants.
- Women's entry into the labor force has taken place at every level.
  - 1962: Women represented less than 1 percent of all engineers, 6 percent of all doctors, 19 percent of all university professors.
  - 1990: Women made up more than 7 percent of all engineers, 20 percent of all doctors, almost 40 percent of all university professors.
- 1970-1995: Women's shares of doctoral degrees jumped from 25 percent to 44 percent among whites and from 39 percent to 55 percent among blacks.
- In the all-male workplace, women's role was to "lubricate" the male-male interactions.
- Emotion work
  - Make sure all-male arena is well-oiled and running smoothly.
  - Perform jobs like stewardess, office manager, cocktail waitress, cheerleader.
- No "real" role in the workplace.
- Worked because they *had* to or because they wanted to earn extra pocket money so this made them apologetic for being there.
- Women face persistent discrimination: They are paid less, promoted less and assigned to specific jobs despite qualifications and motivations.

## The Problem of Tokens

- Tokenism: When men enter "women's" occupations and vice versa
- Experiences are very different
- Tokens are people who are recognizably different from the majority within an organization. They are accepted because of minority status.
- *Men and Women of the Organization*
- Rosabeth Moss Kanter first analyzed this problem

- Tokenism widens contrasts between groups rather than narrowing them.
- Contrasts between the token and the majority are exaggerated to become the sole difference
- Token is always in the spotlight--hypervisible as members of their category but invisible as individuals
- Men entering mostly female occupations don't experience the glass ceiling--instead they ride the glass escalator, having a much easier time being promoted
- Some negative effects for men--gay, wimpy, feminine
- Men win either way, though
- Workplace inequality is often invisible to men

### **The Persistence of Gender Ideologies**

- Even though realities of home and workplace have changed, ideas about them have lagged far behind
  - "Traditional" male breadwinner/female housewife model have dramatic consequences for women and men
  - Since early 19th century, workplace has been seen as masculine arena, and working enabled men to prove manhood as breadwinners and family providers
  - Workplace was site of "homosocial reproduction": A place where men created themselves as men. 19th century ideal of self-made man placed men on treadmill of work, sacrifice and responsibility, meaning the same things that took them as far as their dreams reached could also make them fall just as far
- Men are unhappy in the workplace
  - Why? Most married couples are now dual-earner couples, but traditional ideologies cause conflict. When wife earns more than husband, his masculinity is at stake. In Newsweek Poll, 25 percent of respondents thought it unacceptable for wife to earn more than husband but 35 percent of men said they'd quit their jobs or work fewer hours if wives earned more money
- Traditional gender stereotypes have us believe women would be content to marry less attractive but financially stable men, 50 percent of women now say that earning potential is "not at all important" in mate choice
  - However, men are still drawn to the very attractive women with no financial earning capacity

### **The Wage Gap**

- The wage gap is a consequence of sex segregation and gender ideologies which result in income discrimination
  - The wage gap begins before we even start working: Observations have found that elementary aged girls receive a smaller allowance than boys when asked to do the same chores
  - Income inequality often is invisible to us because we look at it as paying people for doing different jobs, however it is actually paying someone according to gender for doing roughly the same job

- The median annual income in 1999 for men was \$37,057 and for women it was \$27,194, about 73% of a man's income. In the early 21<sup>st</sup> century the gap widened. Today it has improved but women's annual income is still only 77% of a man's
- The recent increase in women's wages is not due to the increase in women's wages but a decrease in men's wages
- Women today bring home \$192 a week less than men
- Since biblical times women's wages have been less than men's
- In the United States the wage gap has remained consistent for the last 150 years
- The wage gap varies with levels of education
  - College-educated women earn 29% less than college-educated men
  - College-educated women earn about the same amount as non-college-educated men
- Men and women start their careers earning about the same salaries
  - Women in their mid-twenties earn 93% of their male counterparts
  - As women continue their career the gender gap in pay widens
  - As women age in the workforce they are less likely to get promotions and raises
  - Women earn less in almost every field of work
- Kimmel says a major reason for women earning less is the fact that men are in the workforce to stay
  - Most women have children causing them to dip in and out of the workforce
  - Another reason is that women only make up 12% of the managerial workforce
  - Judith Lorber says that gender discrimination in jobs such as physicians is because male physicians work against the women referring patients to other male physicians

### **The Glass Ceiling**

- The glass ceiling is when women enter well-paying fields of work and are prevented from advancing
  - The invisible barriers women face based on an attitudinal or organizational bias that prevents qualified women from advancing upward toward management positions
- The sticky floor
  - The sticky floor refers to women being trapped in low wage positions with little opportunity for upward mobility
- U.S. government's glass ceiling commissions found that the glass ceiling continued to deny "untold" numbers of qualified people the opportunity to compete for and hold executive level positions in the private sector
  - Women hold almost half the jobs and half of the Master's degrees
  - 95% of senior managers are men, and the women that did make it to positions such as senior manager only make 72% of what men do
  - Although glass ceiling cases have been fought and won by women in court there looks to be little change in the future
  - There are only 21 women CEOs of fortune 500 companies

- Glass ceiling circumstances
  - Policies may prevent diversity from being promoted in the workplace
  - The company may not have adequate job evaluation criteria
  - The company may rely on traditional gender stereotypes in evaluation
  - The company may have limited family friendly workplace policies.
- Is the most important element of the glass ceiling an effort by men to remain dominant in the corporate hierarchy?
  - Equal opportunity may disrupt the casual friendliness and informality at the top if women get involved
  - Women don't think the same way as men being unable to be involved in the corporate atmosphere
- Congress acts on the glass ceiling
  - The Civil Rights Act established the glass ceiling commission to eliminate barriers for women based on an attitudinal and organizational bias
  - These barriers include managers relying on word of mouth to fill upper level positions--"the good old boy network". Commissions suggest that system of monetary compensation be instituted for word of mouth referrals of qualified women and minorities
  - Many companies have their own policies to help women break the glass ceiling
- Farrell argues that men are also victims of the glass ceiling
  - Men hold the most dangerous occupations
  - Over 90% of all occupational deaths happen to men
  - Although hazardous, they are still more highly paying than jobs held by women

## **Gender Roles in Other Countries**

- Asia
  - Suicide: Abusive marriages leads 1.5 million women to attempt to take their lives each year with 150,000 of them succeeding
  - Economy: Although improving, real political and economic power still lies in the hands of men in China as it does in most Asian countries, as it does, for that matter, all over the world
  - Work: The biggest improvement is seen in Hong Kong where women are half the population, more than half of the university graduates and 43 percent of the labor force
- Europe
  - Jobs: Women in the lower paid jobs earn 91% of men's salaries whereas the 10% of better-paid women only earn 75% of the average male salary
  - Inequality at home: Women in the lower paid jobs earn 91% of men salaries whereas the 10% of better paid women only earn 75% of the average male salary
  - Unemployment rates: Lows in Denmark, Ireland, the Netherlands, and the United Kingdom
- Africa
  - Four main factors prevent women from realizing their rights in South Africa

- The unwillingness of men to adapt to changing gender roles
- The perceived incompatibility between cultural preservation and human rights
- Poor urban planning coupled with the economic vulnerability of women
- The police and courts' inadequate implementation of legislation
- Workforce: As an increasing number of South African women enter the workforce and legislation offers them greater protection, gender roles in the country are changing. This is threatening men in multiple ways
- Men being threatened: First, with a nationwide unemployment rate of thirty percent and a decline in manufacturing jobs for men, South African men feel threatened if their partner works. Second, men perceive a bias against them in legislation designed to protect women. What may have been considered acceptable treatment of women in the past is now an offense for which they could be arrested

**Female and male unemployment rates in the European Union  
(as a percent of the labor force, ILO definition, February 2006)**

Country	Female	Male	+/-0
Belgium	9.7	7.6	
Czech Republic	9.6	6.3	
Denmark	5.0	3.8	0
Germany	10.2	8.2	-
Estonia	6.2	6.2	
Greece	15.5	6.4	-
Spain	11.0	6.6	-
France	10.1	8.3	-
Ireland	3.8	4.7	0
Italy	9.7	6.0	
Cyprus	6.4	4.5	
Latvia	7.8	8.5	
Lithuania	7.3	6.6	
Luxembourg	7.8	3.8	
Hungary	7.5	5.0	
Malta	9.8	6.9	
Netherlands	5.0	4.3	0
Austria	5.6	4.9	
Poland	19.1	15.6	-
Portugal	8.7	6.9	
Slovenia	6.7	6.1	
Slovakia	16.6	15.2	-
Finland	8.8	7.7	
Sweden	6.3	6.4	
United Kingdom	4.5	5.4	0
<b>EU25</b>	<b>9.6</b>	<b>7.6</b>	<b>+</b>

## Sexual Harassment and Gender Inequalities

- Corporate America
  - Title VII of the 1964 Civil Rights Act
    - It is unlawful to discriminate against any individual with respect to his or her compensation, terms, conditions, or privileges of employment due to that individual's race, color, religion, **sex** or national origin
  - Human Resources Departments
    - Hiring and Equal Opportunities component of modern businesses
  - General reaction to Sexual Harassment Complaints
    - Open investigation
    - Determine if claim is legitimate
    - Investigate further through supervisors and colleagues
    - Report findings and decide ruling
    - If found to be true, depending on the severity of the incident, punishment is administered
      - Pay holds for a predetermined percentage for a predetermined period of time
      - If severe enough, or if it is a repeat offense, sexual harassment can be a fireable offense
- Military and United States government agencies
  - AR 600-20
    - The policy of the Army is that sexual harassment is unacceptable conduct and will not be tolerated. Army leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel
  - Complaint process
    - Open and closed investigations
      - UVA/IVA
      - SARC
      - Chaplain (Military): Closed option
      - Supervisor: Closed option
      - Doctor
  - Prevention Methods
    - SHARP
      - Quarterly class meant to use Esprit de Corps to help prevent sexual harassment
  - Punishments
    - Article 15, pay reduction for three months, six months or longer vacation at

- Ft. Leavenworth
    - Double Jeopardy (military)
- Gender inequalities in the workplace
  - Past
    - Prior to the Civil Rights Act in 1964
      - Men in the high paying positions
      - It was not uncommon to have women only in positions such as secretaries and bullpen typists
    - Post Civil Rights Act of 1964
      - Men still held the majority of the high paying positions in most businesses
      - Women were no longer bound by the restrictions previously placed on their employment terms
      - Men did their best to prevent the rise of the female work force
  - More recently
    - Women have risen to positions that seemed unattainable forty years ago
      - 21 CEOs of Fortune 500 companies are female
    - In the month of June 2013, it was announced that all military units will be open to both genders
      - While the jobs may still be divided, the unit composition will be different

## Remedies for Workplace Inequality

- Application of existing law
  - Full compliance with the 1963 Pay Equity Act, prohibiting pay of different wages to men and women doing the same work
  - Title VII of the 1964 Civil Rights Act, guaranteeing absence of discrimination based on race, gender, national origin, and pregnancy
  - Pregnancy Discrimination Act of 1978
  - Family and Medical Leave Act of 1993, providing up to twelve weeks of unpaid leave to care for a child
    - Compare this to Nordic countries, where parents get a year of paid leave
- Thirty states have applied equity reform: \$527 million disbursed by twenty states to correct wage discrimination
- Equal Employment Opportunity Commission
  - 1992-2001 increased charges:
    - Sexual harassment by 146%
    - Pregnancy discrimination by 126%
    - Sex discrimination by 112%
  - Sexual harassment charges have increased by 150,000% after Anita Hill charged Clarence Thomas
- Gender Neutral Job Comparison System

- Measure the worth of jobs objectively
  - Includes emotional labor and undesirable working conditions
- Requires interventionist strategies in hiring and promotion, rather than just pay equity for existing job distribution
  - Affirmative Action
  - Elimination of the "mommy track"
- Government-issued targets for percentage of women on corporate boards
  - Currently in practice in the European Union
  - Norway set 40% target
  - France set 20% target
- Family-friendly workplace policies
  - Among the most significant criteria in company retention
  - On-site child care
  - Flexible working hours
  - Parental leave
- Promotion of women has shown benefits to company bottom lines
- Ultimately, complete occupational equality will require ideological reform. Men will have to take ownership of fatherhood and balance work with family.