CHAPTER 7
Women and Work

Background Factors Related to Women’s Employment

Terminology
Working Women
   Employed Women
   Nonemployed Women

General Information About Employed Women
Education
Children
Ethnicity
Immigrant women

Women and Welfare
   AFDC & TANF
Education
Poverty

Discrimination in Hiring Patterns
Access Discrimination

When Does Access Discrimination Operate?
1. Employers who have strong gender-role stereotypes are more likely to demonstrate access discrimination.
2. Access discrimination is particularly likely to operate when women apply for a prestigious position.
3. Access discrimination often operates for both women and men when they apply for “gender-inappropriate” jobs.
4. Access discrimination is particularly likely to operate when the applicant’s qualifications are ambiguous.
How Does Access Discrimination Operate?
1. Employers may have negative stereotypes about women’s abilities.
2. Employers may assume that the candidate must have certain stereotypically masculine characteristics to succeed on the job.
3. Employers may pay attention to inappropriate characteristics when female candidates are being interviewed.

Gender-role spillover

What Is Affirmative Action?
Affirmative Action
Reverse Discrimination

**Discrimination in the Workplace**

Treatment Discrimination

*Salary Discrimination*

Gender Gap in Salaries
- Gender, Ethnicity
- Education
- Different jobs
- Other variables
- Other countries

Comparable Worth
Occupational Segregation

Reactions to Lower Salaries
Entitlement
Anger
Denial of Personal Disadvantage

*Discrimination in Promotions*

Glass Ceiling
Sticky Floor
Glass Escalator

*Other Kinds of Treatment Discrimination*
Negative Evaluation
Sexual Harassment
Negative gender-related comments
Other negative interactions
Exclusion from informal social interactions
Lack of mentoring
Discrimination Against Lesbians in the Workplace

Heterosexism
Hiring & Firing
Pros & Cons of Coming Out at Work

What To Do About Treatment Discrimination

Individuals
1. Women should be aware of the conditions in which stereotypes are least likely to operate, for example, when the job applicant’s qualifications are clear-cut rather than ambiguous. Find work you enjoy, and develop skills and experiences that are especially relevant to your occupation. Know your legal rights.
2. Join relevant organizations, use the Internet, and make connections with other supportive people.
3. Locate a woman who has achieved success in your profession; ask whether she can serve as a mentor.

Organizations
1. Understand affirmative action policies and take them seriously; make sure that women are included in the pool of candidates for hiring and promotion. Develop guidelines within the organization.
2. Appoint a task force to examine gender issues within the organization, and make it clear that the group's recommendations will be valued and carried out.
3. Train managers so that they can evaluate candidates fairly, reducing gender stereotypes.

Women’s Experiences in Selected Occupations

Employment in Traditionally Female Occupations

Domestic Work
Garment Work
Sweatshops
Maquiladoras
**Employment in Traditionally Male Professions**

Prestigious Occupations

Characteristics of Women in Traditionally Male Professions
- Personal Characteristics
- Cognitive Skills
- Test Scores & Grades
- Professional Expectations, Motivation
- Work Involvement
- Self-Confidence

The Workplace Climate for Women in Traditionally Male Professions
- Chilly Climate
- Self-confidence
- Success
- Patronizing Treatment
- Sexism

**Employment in Traditionally Male Blue-Collar Jobs**
- Good Pay
- Held to Stricter Standards
- Sexual Harassment
- Sense of Pride
- Satisfaction

**Why Are Women Scarce in Certain Occupations?**

Person-Centered Explanations
- Individual Approach

Situation-Centered Explanations
- Structural Approach

**Homemakers**

Homemaker

Variety of Tasks
- Extensive
- Repetitious
- Frustrating
- Low in Prestige
Coordinating Employment With Personal Life

Marriage
Performing Household Tasks
• Division of Responsibility
• Cultural Background & Ethnicity
• Entitlement & Denial of Personal Disadvantage
Satisfaction with Marriage
• Employment Status
• Housework

Children
Taking Care of Children
Mothers perform 60%-90% of child-care tasks in two-parent families
Benefits of fathers performing child care
Single mothers
Maternal Employment and Children
Quality of child-care program
Economic background of family
Mother's sensitivity to child's needs
Cognitive development
Emotional closeness
Social behavior
Role models

Personal Adjustment
Role Strain
Physical Health
• Most employed women are healthier than nonemployed women
• Women who have low-paying or unrewarding jobs, several children, and an unsupportive husband are more likely to have substantial health problems
Mental Health
• Employed women are typically as happy as nonemployed women
• Multiple roles can provide a buffer effect
• Self-esteem, sense of competence and accomplishment
• Cross-cultural research
• Job characteristics and Life satisfaction
• Leisure gap
Acknowledging the Reality of Employed Women and Dual-Earner Families