Gender Inequality

Introduction

- Though women have made great strides in the workplace, inequality continues to persist.
- Pay gap and inequality in job opportunities and promotions are only a few out of many factors that contribute to gender inequality in the work environment.
- Many businesses and work places tend to make the issue less obvious and difficult to contest.
- Many people are unaware of the severity of gender inequality. This issue is often brushed off and overlooked as merely ideological views of women.

Wage Gap

- The Journal of Human Resources explains that women have family responsibilities, which keep them out of the workforce and which makes men superior wage earners at the workplace.
- Groshen (1991) calculated the wage difference and found that even when the average “white male” receives 12% more in wages than a female
- Hudson and England (1986) studied that in the industrial sector there is a wage gap due to the different kinds of work that are being produced by different genders.

Inequality in Hiring

Male and Females have different sets of talents, tastes, and interests which cause them to have different occupations and to behave differently in the work place.

- Some of these sex differences have biological roots.
- Males score substantially higher on realistic aptitude tests (building, working outdoors, and working with things).
- Females, in contrast, score higher on artistic (art, drama, and language) and social (helping and teaching) aptitude tests.

Inequality in Promotions—The Glass Ceiling Effect

- The “glass ceiling” effect is described as the barrier which keeps females from reaching high level management positions in organizations.
- It has been evident in both positions and pay within organizations. Though it appears to still exist, the nature of the glass ceiling has changed.
- Approximately 20 years have passed since the government dedicated resources to addressing the glass ceiling in the United States workforce.
- These initiatives brought national attention to the hiring practices that resulted in an unequal composition of the workforce and served as a call for researchers to examine gender related issues in the workplace. Demographic trends show that the United States workforce is shifting to include more women than men.

Conclusion

- We are in the twenty first century in America where every person is supposedly granted the same opportunities and treatment.
- Women, who have overcome obstacles such as societal disenfranchisement, have their rights protected by the 19th amendment, and have diminished the stereotypical house wife norm and branched into the work environment.
- Unfortunately, these successes have been overlooked and under acknowledged in present day society.

Citations

- Sex segregation continues to have an effect on employment of women. In 2009 women made up the majority in traditionally female dominated occupations.
  - Registered nurses (92%).
  - Elementary and middle school teachers (81.9%).
  - Childcare workers (90.1%).
  - In fact, in 2005, only 0.8% of employed women worked in certain “blue-collar” industries.
  - Corcoran, M. & Duncan, G. J. (1976) Work history, labor force attachment, and earnings differences between the races and sexes, 16, 3-20