# Chapter 7 Women and Work

##### Working Women: Employed Women—work for pay

Nonemployed Women—unpaid for their work

Decision to work---National survey in 1990 found 50% women would want to work even if no financial need; 50% would not.

Factors considered in decision:

Age—child care needs or not, desire to be home with kids

Education & salary---strongest desire to work from most educated and highly paid

Important to personal identities, more psychologically rewarding experiences at work

Background Factors Related to Women’s Employment:

Education—4 yrs college—2X more likely employed

Children—married with children u6 no different

Ethnicity—not strongly related

Immigrant women—low status/salary jobs

Employment Rates

Reasons for women in workforce

Encouragement through womens movement

Higher level educational attainment prepares for careers providing challenge, stimulation, and sense of accomplishment.

Many women must work for financial reasons, especially for single households

Women and Welfare

AFDC & TANF—new govt program (Temporary assistance for needy families, under Clinton)

Changes: 5 yrs max., states make decision on recipients

Results: Poverty—most live below poverty level

Some drop out college to work

Education—w/out college degree—women 10X more likely live at poverty level

Discrimination in Hiring Patterns—overt is illegal

Rhei Steinpreis: evaluate qualifications job candidates, varied gender. Asked psych professors—45% yes/females; 75% yes/male.

No difference in male/female professor

Access Discrimination—discrimination used in hiring; rejecting well-qualified women, or offer less attractive positions

When Does Access Discrimination Operate?

1 People who have strong gender-role stereotypes are more likely to demonstrate access discrimination. Less stereotyped—less bias.

##### Strongly religious/negative attitude

2. Access discrimination is particularly likely to operate when women apply for a prestigious position.

Study: Econ depts. In US universities. Most prestigious, least likely hire female

Financial service organizations: 30,000 employees, men at senior-level positions. Women lower jobs-not likely promoted

3. Access discrimination often operates for both women and men when they apply for “gender-inappropriate” jobs.

Glick study: select male for job when 80-100% employees male, same with females.

Male-executive; female—day care worker

4.Access discrimination is particularly likely to operate when the applicant’s qualifications are ambiguous.

Insufficient or unclear info about person and qualifications

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. Misperception of woman: stereotypically feminine—even if not

3. Employers may pay attention to inappropriate characteristics when female candidates are being interviewed.

Judge according to appearance, secretarial skills, and personality not what is needed for job.

Gender-role spillover—beliefs about gender roles and characteristics spread to work setting. Stereotypically female traits

Affirmative Action—make special efforts to consider qualified people who are members of underrepresented groups—hiring and promoting.

Statistics suggest this works—companies have greater workplace equality for women and people of color

Reverse Discrimination—less qualified woman hired over qualified man---3 cases of 3000 examples of reverse discrimination

Discrimination in the Workplace

Treatment Discrimination—faced after job obtained

Salary Discrimination: in 2000-US woman earned 76% median men salary. Canada: 70% average salary earned by women

Gender Gap in Salaries---not explained by education, as women earn less at every educational level.

Female HS grad made 600 more than male w/o HS

Male—jobs that pay more

Study by Dunn—wide sample jobs—found 35% due to men in job pays better; 15% other factors—time off for child care; 50% due to discrimination

Comparable Worth—equal pay for different jobs when different jobs are comparable

Occupational Segregation---“women’s jobs” –nurse, secretary

“men’s jobs” –auto mechanic, electrician

work done by women not as highly valued as that done by men

match education, previous experience, skills, dangerousness and supervisory experience---example woman with BA in day care center, make higher income than HS trained air conditioner tech

$4, 205.00 more for woman

Reactions to Lower Salaries—research suggests women choose lower salaries—satisfied with less men/women give different salary requests—men higher

Entitlement—men, based on membership in male social group

Denial of Personal Disadvantage—women more concerned

Study—62% women expressed anger (38% didn’t)

38 % men did not express anger/concern with disparity

Discrimination in Promotions

Glass Ceiling—invisible barrier keep from top levels in professional organizations. Less likely to be promoted to management. 500 US corporations—497 headed by men

Sticky Floor—dead-end, low level jobs with no chance promotion

Glass Escalator—men quickly moving up to management in female dominated areas.

Other Kinds of Treatment Discrimination

Negative Evaluation, Lack of mentoring

Exclusion from informal social interactions

Discrimination Against Lesbians in the Workplace

What To Do About Treatment Discrimination

Individuals

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.

Join relevant organizations, use the Internet, and make connections with other supportive people.

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.

Why Are Women Scarce in Certain Occupations?

Marriage

Division of household labor

In US-53% married couples both employed

Husband & wife employed—men do 30-40% of household tasks.

Employed women: women average 27 hrs; men average 16 hrs

household labor

Canada: men performed median of 7 hr housework; 13 hrs median women

study—employed couples w/out kids—women spend 5 hrs more/week than husband. With kids—combined housework and childcare gap—17 hrs difference

Factors influence labor divisions: Latina/o couples most difference; nontraditional and politically liberal share housework more

Men entitled to leave housework to wife

Women’s and men’s family responsibilities

Women perform most childcare activities; provide care to aging parents; household chores of cook, clean, shop.

Men: male chores—yard work, repairs, car maintenance

Greater time burden for women

Variations: traditional couples: husband employed, homemaker

Dual-career couples: career vs job—share house tasks more equally than non

Explanation of family labor division

Time constraints: full time homemakers—more time for household chores

However, when compare spouses with comparable work hours—mothers still spend more time than dads in child care

Relative power: lower degree of marital power for women

Work related resources affect power levels---more resources of a partner, greater the influence/power they have

Household tasks usually not prestigious and often disliked—more power and more resources—likely to not take part in those tasks.

Gender attitudes: unequal distribution reflects spouse’s personal beliefs about appropriate gender roles. Internalized traditional gender beliefs of women’s responsibilities for home/childcare

Man main financial provider.

Satisfaction with Marriage

Employment Status—does not influence satisfaction with marriage or stability of marriage

Married women happier if husband does relatively large %age of housework

Children

Attitudes toward women’s family and employment roles

College women—want career and motherhood. Plan for discontinuous work—stay at home while children young

White women—until child is 4

Black women—child turns 21/2

72% mothers w/child u18 employed

Attitude : women should stay home with kids; women who work when kids young—seen as less communal

### Taking Care of Children

#### Mothers perform 60%-90% of child-care tasks in two-parent families. Study in US—men about 50 mn/day in child care; women 1hr 45 mn/day

#### Benefits of fathers performing child care—cognitive; higher self esteem; fewer behavioral problems

Fathers benefit—healthier and more caring of others; better relationship w/child

#### Single mothers

#### Maternal Employment and Children

Effects of mother’s employment on children

Gender role belief that women belong at home—leads to argument that women should be at home taking care of kids, and not employed outside

Various and complex variables---quality of child-care program; economic background of family; and mother’s sensitivity to child’s needs.

Research: in general, cognitive development of child in day care setting similar to child at home/mom

Low income families—day care may provide cognitive advantages—especially high quality day care

Most infants have same kind of emotional closeness w/mom as do child in high quality day care setting. Poor quality day care, and mom’s not sensitive to child’s needs

Social behavior—mixed results: child in poor quality day care may show more aggression than at home child

Child in high quality care more cooperative and fewer behavior problems than at home child (NICHD Early Child Care Research Network, 2001, 2002)

Advantages: children where mom employed---mothers provide models of competent women who can achieve in work place.

May not be as gender stereotyped; college students more supportive of maternal employment; and adolescent girls tend to have higher ed and career goals

Balance family and work

Costs: role strain---stress stemming from one’s roles. Experienced more by women, especially mothers

Role overload—role demands that exceed available time and energy (work 9 hrs, then do laundry, cook , supervise homework)

Interrole conflict----incompatible demands, from two or more roles (child’s activities interfere with work schedule/demands)

The more role strain experienced, greater depression and stress, and lower job and life satisfaction levels

**Women and Work**

Background Factors Related to Women’s Employment

Terminology

Working Women

Employed women

Nonemployed women

Employment Rates

General Information About Employed Women

Education

Children

Ethnicity

Immigrant Women

Women, Welfare, and TANF

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 the applicant’s qualifications are ambiguous.

3. Employers often discriminate against women candidates who are assertive, rather than feminine.

4. Access discrimination is particularly likely to operate when women apply for a prestigious position.

5. Access discrimination often operates for both women and men when they apply for “gender-inappropriate” jobs.

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

Discrimination in Salaries

Gender Gap in Salaries

* Overall
* 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

Labyrinth Metaphor

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

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. Then develop skills and experiences that are especially relevant to your occupation, so that you are clearly well qualified. Know your legal rights.

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Coordinating Employment With Personal Life

Marriage

Dividing Household Responsibilities

* 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
* Age of the child
* Economic background of family
* Mother’s sensitivity to child’s needs
* Cognitive development
* Social behavior
* Emotional closeness
* Role models
* Comprehensive child-care policies
* 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

* Happiness, self-concept, & independence
* Multiple roles can provide a buffer effect
* Self-esteem, sense of competence and accomplishment
* Social class
* Leisure gap
* Acknowledging the reality of employed women and dual-earner families

**Women and Work**

Stereotypes About Women and Work

76% of women work

The working woman is the norm

Stereotypes

Women are working only for a little extra money

A woman who is really ambitious and qualified can get ahead anyway

Sex Discrimination in the Workplace

Discrimination in the Evaluation of Women’s Work

Women’s work is judged inferior

Talking platypus effect

Swim et al. (1989) meta-analysis

Little evidence of bias in evaluation of women’s work, depending on material rated, amount of information provided

But, most studies used college student samples

In the real world: women’s performance less likely than men’s to be attributed to ability

Gender and race bias are present in real-world setting

Pay Equity

Wage gap is both a gender and a race issue

Job segregation

Comparable worth: principle that people should be paid equally for work that is comparable in responsibility, educational requirements, etc.

Women’s family roles lead them to make different choices about work

Discrimination in Hiring and Promotion

Laurie Larwood

Managers are more likely to select a man for an important assignment

Similar issues for ethnic minorities

Discrimination occurs because managers who are in charge of making assignments or granting promotions behave in self-interested way, perceiving that norms of the business world support discrimination

The Glass Ceiling

Refers to “invisible” barriers to the promotion of women and ethnic minorities into upper management and executive levels

Women’s resistance: occurs when women do not passively accept discriminatory treatment, but instead take active steps to resist it

Corporations with women at the top perform better than other corporations!

Leadership Issues

When women occupy positions of leadership, they tend to be stereotyped as not having the right leadership characteristics

Are they truly lacking in abilities, traits, & skills?

No (d=-.02), unless leadership position is consistent with the male role

Are people biased in their evaluations of women leaders?

Under certain conditions, yes

Eagly’s role congruity theory of prejudice toward female leaders

Do women supervisors have less power than their male counterparts?

Yes, but they need to learn maximize legitimate power

Occupational Segregation

Most occupations are segregated by gender

Stereotyping of occupations limits people’s thinking about work options

Occupational segregation is a major contributor to the gendered wage gap

Race/ethnicity

Are We Making Any Progress?

Work and Family Issues

Work and Women’s Psychological Well-Being

The typical American woman

Two major theoretical approaches to issue:

Scarcity hypothesis: adding a role (e.g., worker) creates stress, which has negative consequences for mental and physical health

Expansionist hypothesis: multiple roles are good for mental health, because they provide more opportunities for stimulation, self-esteem, etc.

Paid employment is generally positive for women’s health

Child care is a critical factor

The Second Shift

Hochschild (1989): most employed women put in a full day of work on the job and then come home to perform a second shift of house and family work

Limitations:

Men’s contributions to family work have increased somewhat

Women now spend less time doing housework

Many families have different household task arrangements

In Conclusion

In the private realm

Gender roles must continue to change so that men contribute equally to and feel equal responsibility for household and childcare tasks

In the public realm

We need new social policies planned by the government that provide real support for two-earner families

We must have a uniform policy of pay equity