

Gender and The Workplace

I. Composition of the Labor Force

A. Historical Perspective

B. Jumps in women's labor force participation

- Depression
- WW II
- 1960s
 -
 -
 -
 -
 -

II. Two Primary Indicators of “Difference” and Inequality in the Labor Market

A. Occupational Segregation

- Dissimilarity index (D)
 - Problems: 1) sensitivity to occupational classifications; 2) masks industry wide and establishment segregation
- Sex segregation has decreased over time but:
 - More men and women have entered sex typical jobs
 - Those who hold sex atypical jobs leave them at disproportionate rates

- Some that were balanced have become resegregated.
- Number of women in many occupations have been so low that increases do not mean that large numbers of women hold these jobs
- Several female-dominated occupations have become even more so
- Dependent on the age of the worker
- Other forms of segregation
 - ❖ Industry sex segregation
 - ❖ Establishment sex segregation
- Consequences
 - Tokenism
 - Glass ceiling vs. glass escalator
 - Sexual Harassment

III. The Wage Gap

A. Change over time

- Change at end of century:
 - Welfare changes
 - Men's wages declining
 - Increase in minimum wage

B. Explaining the Wage Gap

- Individual Explanations
 - Gender socialization
 - Human Capital

- Opportunity Structure – Interactionist and Institutional Explanations

- Sex Discrimination

- Taste for Discrimination
 - Statistical and Error
 - Comparable worth
 - Direct bias against jobs held by women
 - Indirect bias against jobs that utilize “female” skills

C. Putting it together

- Expectation State Theory

- Status characteristics – diffuse and specific
 - Status generalization – tendency for status characteristics to affect group structure and interaction

- Can help to explain:

- Men/women’s relative influence in interaction in the workplace
 - Why there aren’t more challenges to pay inequity
 - Who people compare themselves to
 - Rewards they feel entitled to