

GENDER INEQUALITY FOR MEN AND WOMEN AT WORK

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MEN'S WORK VS. WOMEN'S WORK

TO UNDERSTAND WHY CERTAIN OCCUPATIONS ARE CONSIDERED A MAN'S JOB OR A WOMEN'S JOB, WE NEED TO ESTABLISH WHAT TRAITS ARE TAKEN INTO CONSIDERATION IN AN OCCUPATION THAT PREFERS MEN OR WOMAN.

MASCULINITY: THE WAY IN WHICH ONE IS TO ACT MANLY- A SET OF TRAITS AND PRACTICES SOCIETY ASSOCIATES WITH THE IDEAL MAN.

MASCULINE TRAITS- STRONG, CONFIDENT, ASSERTIVE, GOAL-ORIENTED, PROACTIVE, DOMINATE, WILLING TO TAKE RISKS, COMPULSIVE, AND COMPETITIVE.

FEMININITY: THE WAY IN WHICH ONE IS TO ACT WOMANLY- TRAITS AND PRACTICES SOCIETY ASSOCIATES WITH THE IDEAL WOMAN.

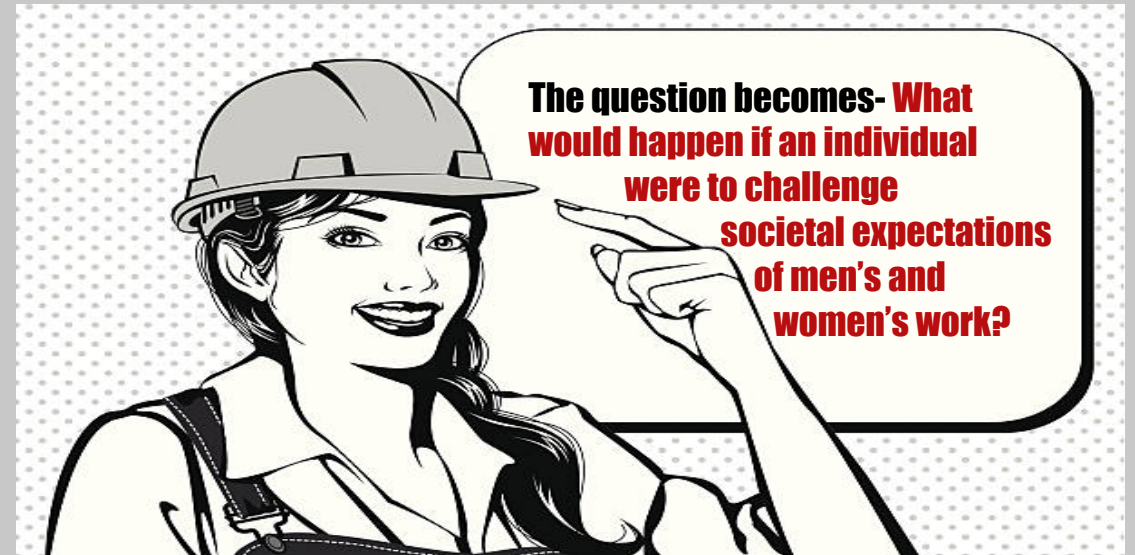
FEMININE TRAITS- CARING, NURTURING, PATIENT, EMPATHETIC, ATTENTIVE, SENSITIVE, DEPENDENT, EMOTIONAL, AND SUPPORTIVE.

BECAUSE OF THESE TRAITS SOCIETY IMPOSED ONTO MEN AND WOMEN, THEY ARE DRAWN TO AND PREFERRED MORE IN SELECT OCCUPATIONS. OCCUPATIONS THAT ARE MALE DOMINATED ARE THOSE WHICH REQUIRE THEIR WORKERS TO BE ASSERTIVE AND COMPELLING TOWARDS CONSUMERS. HENCE, WHY THERE ARE A LOT OF CAR SALESMEN AND BUSINESSMEN. OCCUPATIONS WHICH ARE FEMALE DOMINATED USUALLY TEND TO HIGHLIGHT SOFTER QUALITIES PLACING THEM IN OCCUPATIONS THAT REQUIRE A CONSIDERABLE AMOUNT OF COMPASSION AND PATIENCE.

Perceived Men's Occupations- construction, engineering, business, politics, upper management, and laborers. [\(US Department of Labor, 2015\)](#)

Perceived Women's Occupations- teaching, nursing, administrators, customer service reps, and assistants. [\(US Department of Labor, 2015\)](#)

Cited from: [iStock](#)

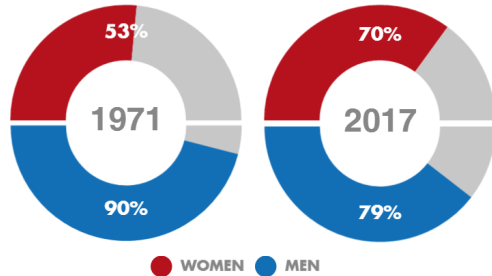


“Women were overrepresented in several industries and underrepresented in others. For example, in 2010, women represented 79 percent of the health and social services workforce and 68.6 percent of the education services workforce. However, women represented only 43.2 percent of the professional, scientific and technical services sector and 8.9 percent of the construction sector” [\(International Labour Organization, 2011\)](#)

GENDER AND SEX – AN ISSUE FOR WORK AND HEALTH?



WOMEN'S PARTICIPATION IN THE LABOUR FORCE HAS RISEN WHILE MEN'S PARTICIPATION HAS FALLEN

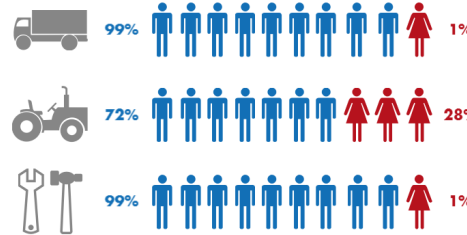


WOMEN EARN 20% LESS THAN MEN

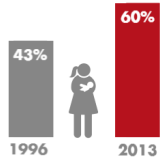


THE GENDER PAY GAP PERSISTS REGARDLESS OF EDUCATION LEVEL

LORRY DRIVERS, FARMERS, AND WORKERS IN BUILDING & CONSTRUCTION, WHO MAKE UP THE MAJORITY OF IN-WORK DEATHS AND INJURIES, ARE PRIMARILY MEN:



RATES OF LONE WORKING MOTHERS HAVE INCREASED:



COMPARED TO MEN, WOMEN ARE

4x

MORE LIKELY TO HAVE GIVEN UP WORK BECAUSE OF MULTIPLE CARING RESPONSIBILITIES

COMMON MENTAL DISORDERS AFFECT:

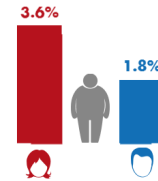


75%

OF COMPLETED SUICIDES ARE MALE



SEVERE OBESITY IS HIGHER AMONG WOMEN THAN MEN



Sources: Carers UK & Employers for Carers (2012); DEFRA (2016); HSE (2017); NatCen (2016); ONS (2014; 2017); OECD (2014)

According to the **Department of Labor** as of 2017

75% of mothers with children under the age of 18 work full time in the labor industry

40% of mothers with children under 18 are the sole providers for their household

Women's roles inside and outside of work

In the United States, men have always been assumed providers for the household. People may refer to men as the "head of the family", the "breadwinners", and even "the one who brings home the bacon". While, in the meantime, women were thought to be the care takers who were stay at home wives cleaning up after the children and cooking morning to night.

However, in the twenty-first century, women seem to be combatting the idea of a stay at home mom more often and have been divulging themselves into the everyday work place.

Women now not only have the unpaid responsibility of cleaning, taking care of the kids, and cooking – they also must go to work to help provide for the family

Gender Pay Gap- “The gap between what men and women are paid” (Vagins, 2016)

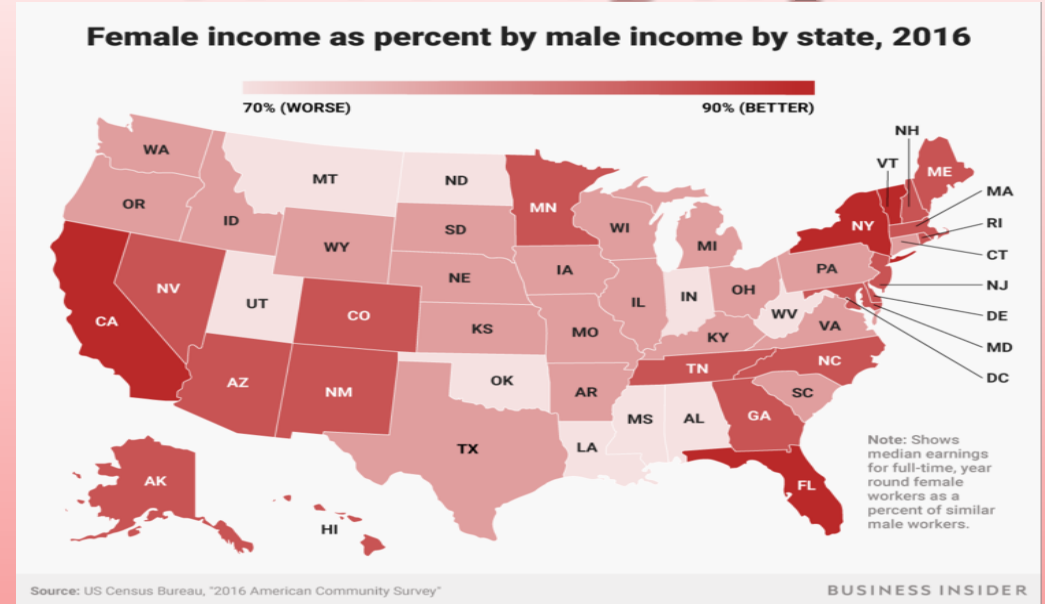
According to the US Census Bureau, in 2017 the average working women made 80.5 cents for every dollar a man made.

(US Census Bureau, 2018) When analyzing the pay gap one must also take into consideration one’s geographical location, race, and occupation. However, because the average is at 80 cents, there are many women making even less than 80 cents when compared to a mans dollar. Specifically, minorities, people of color, and mothers, are targets of this inequality. Mothers in particular face scrutiny within the workforce. Due to the rigorous amount of paid and unpaid workload , and without workplace support, mothers end up taking low paying jobs and working less hours, resulting in loss of earnings.

“Because women earn less, on average, than men, they must work longer for the same amount of pay. The wage gap is even greater for most women of color”

(US Census Bureau, 2018)

Gender Pay Gap



When examining the gender pay gap by geographical location we are able to identify how our current countries economic inequality is problematic. With Wyoming in the lead for the biggest gender pay gap in the nation with women earning 36% of what men earn. (Gal, Garfield, & Sheth, 2018) For Washington state, specifically, women make 77 cents to every dollar a man makes. (Sundell, 2018) Being a city that thrives on the success of big company headquarters I find that surprising. Companies like Amazon, Boeing, and Microsoft employ around 147,000 workers in the Seattle area. (Williams, 2018) However, only a small percentage of their employees are women. In fact, in 2004 Boeing settled a case involving 29,000 plaintiffs (all women) who claimed that Boeing wasn’t paying them equally to their male counterparts. (Wilhelm, 2015)

Men's Work & Women's Work



Unequal Roles



Gender Pay Gap



CALL FOR ACTION

With the understanding of how society has categorized men and women within the work place, we should then be able to identify how possible gender pay gaps may exist in specific work environments due to the roles women and men take on. As we have established, some work environments may be perceived as male or female dominated. When a female is employed within an occupation where majority of the people in power are men, this can create tension and lead to significant inequalities.

Inequality in the workplace for women includes but is not limited to- lack of respect, sexual harassment, pay gaps, excessive pressure, devaluation of knowledge and opinions, and basic, stereotypical assumptions



Cited From : [The Visual Communication Guy](#)

HOW DO WE DIMISH GENDER STEREOTYPES AND THE GENDER PAY GAP?

- ✓ **Be conscious of your own biases**
- ✓ **Be aware of assumptions and use of language around individuals who may not know you**
- ✓ **As an employer, strive for more inclusion within male and female dominated work places**
- ✓ **Call for legislation regarding maternity pay**
- ✓ **Work to create new laws establishing universal family leave time off**

WHAT CAN WOMEN DO TO COMBAT WORKPLACE INEQUALITY?

- ✓ **Speak up- if you feel like you should be getting paid more or if a male counterpart says something that bothers you, call him out (professionally).**
- ✓ **Do whatever you do with a passion, don't lose focus of the goal.**
- ✓ **Educate yourself and others about work place inequality, there's a chance someone may not be aware of the issue.**