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Article Review

Women in Management: Analysis of Female Managers’ Representation,

Characteristics, and Pay

This document is a government report by a joint congressional economic committee on the representation of women in management. This report reports on a number of industries all in the public sector on their representation of women in management. The report references the Bureau of Labor Statistics and the US Equal Employment Opportunity Commission as the source for the majority of their data and statistics on women in the workforce. According to the Bureau of Labor Statistics in 2010 women made up about 47 percent of the workforce. The report says that even though women’s representation in the general workforce has increased significantly there is still a need to focus on women’s “challenges women face in advancing their careers” (Maloney and Dingell 2010).

Out of the 10 industries that the report reviewed women were underrepresented in management in 4 of them. (Maloney and Dingell 2010). They found that there is a pay difference between female and male managers, but they equate these differences in pay because women were less educated, more likely to work part-time, and were on average younger than the males (Maloney and Dingell 2010). The pay difference between male and female managers varied, but based on all the industries together women made “81 cents for every dollar earned by male managers in 2007 (Maloney and Dingell 2010).

Maloney and Dingell say that their “analysis is descriptive in nature” and the report does not “confirm or refute the presence of discriminatory practices”, they simply aim to describe the nature and facts about females in management positions. To do this, as stated earlier much of their data comes from the Bureau of Labor Statistics and US Equal Employment Opportunity Commission, but their findings were also based off information from the US Census Bureau’s American Community Survey between the years 2000 and 2007. The authors use the definition from The American Community Survey to define managers, which is an individual “classified under the ‘manager occupation’” (Maloney and Dingell 2010). After the general description of the report’s findings and summary of how information was obtained, there are several factsheets on women in the workforce. These factsheets focus on mothers, women in management and then break down 13 different industries representation of women in management.

The part of this report I found most interesting was a breakdown by industry and year of the of the estimated pay differences between women and men. At the lowest end women made 66 cents to every dollar the men made in financial services and as much as 1.07 to every dollar in other services. Other services are positions not exclusively in another industry but any example includes funeral directors and auto shop repair managers (Maloney and Dingell 2010). The last section is a detailed description of the objective, scope and methodology (Maloney and Dingell 2010). There were three research questions the report wanted to address: the difference in women in management compared to women in non-managerial positions, “key characteristics” of men and women in management and their differences in pay all based on each industry (Maloney and Dingell 2010).

Citation

United States Government Accountability Office. 2010. *Women in Management: Analysis of Female Manager’s Representation, Characteristics and Pay.* Washington D.C.: United States Government Accountability.