Thea Cox

SOCI 6900

Workplace Gender Bias

Gender based pay differences has become a hot topic in the media in the last few years. The figure that women make on average 71 cents to the dollar of man in the same position has become widely disputed. This article does not dispute what most people acknowledge; that there are great gender inequalities when it comes to pay, the types of jobs people choose and gender based expectations (Nadler and Stockdale 2012). This article, however, focuses on what role society plays in gender based discrimination and discusses the ways to explain these disparities with the review of relevant statistics coupled with their own research.

This article first offers what Nadler and Stockdale call a ‘snapshot’ of gender inequalities in the workplace (2012). They offer figures on women entering male dominated positions especially, those top managerial spots. According to Nadler and Stockdale’s findings, only “8 percent of the top leadership positions go to women, with 2 percent as CEO’s” (2012). Nadler and Stockdale, also, write about the ‘58% of U.S. workers have experienced at least one unwanted social-sexual incident in the workplace’ (2012). Although, we can acknowledge a decline in sex segregation, when it comes to women entering male dominated positions, there is still a long way for most women to go.

What this article is good at, statistically; portraying is the lack of social support a lot of women in the workforce. The authors are able to illustrate a great ‘snapshot’ of women’s positions and struggles in the workplace. The authors want the reader to an in depth look at the “realities of the modern workplace” and makes the argument there are agents other than socialization forces that work against women who experience prejudice and discrimination in the workplace. The authors want the research on workplace gender issues to reflect what women are experiencing in the real world. What I fail to understand is why they were unable to accomplish this task themselves. They critique the findings of others, but do not offer any substantial alternatives to help alleviate these problems.

Reference:

Nadler, Joel T., and Margaret S. Stockdale. 2012. "Workplace Gender Bias: Not Just Between Strangers." *North American Journal of Psychology* 14(2):213.