

# [Men the workplace. padavic and reskin state,](https://assignbuster.com/men-the-workplace-padavic-and-reskin-state/)

Men and women apply different skills and experiences that lead to decisions within alabor market known as Human Capital Theory. For Instance, there are two ways of thinking ofgender inequality in the labor market, the supply side and demand side. The “ supply side” perspective corresponds to what women and men might be doing the causes women to be treatedwith less respect and not obtaining equal pay as men.

The other perspective is the “ demand side”, which focuses on the unconscious bias and discrimination in the workplace. Yet, these twotheoretical perspectives have processes that provide an explanation for the changes it has madewithin our economy, labor market, or culture. Based on the supply side, gender essentialism is assumed that women are seen as beingmore fitted in the domestic sphere which is the reason there are gender biases when getting thejob, promotion, and pay decisions. Sociologists Padavic and Reskin research, emphasises howgender is a reason for inequality in the workplace. Padavic and Reskin state, “ One wayresearchers make sense of this is that culturally progressive gender ideologies challengehierarchical differentials, but do not challenge the gender-essentialist ideologies which assumemen are a better fit for manual and women a better fit for non-manual work (Charles 2003)”. Women are stereotyped as the ones who “ take care” of the household and family while men arestereotyped as the ones who “ take charge” of the family’s financial needs. These stereotypesRolon 1determine gender roles in the workplace and dictate the types of jobs that they could work in.

Infact, it is not what women want it is what managers think women are capable of. Managers relyupon on the very persuasive stereotypes society has on what women value (the family) instead ofgetting the job done. Because women are expected to be homemakers, some women opt out andbecome full time mothers.

These stereotypes give the upper hand to men not giving anopportunity for women to demonstrate their capabilities. Statistical discrimination is a theory used when discriminating the opposite gender basedon stereotypes. For instance, some men try to preserve their advantage in the workplace. In aYoutube video, The Trouble with Women , by The Calvin Company provides a clip from acompanies training video. The main character Mr.

Brachel seems to sabotage a femaleemployee’s chances of obtaining a promotion. In the video he explains that a women namedMortal Maloud was put to work in the inspection bench based on her qualifications. However, hestated, “ the bench looked more like her dressing table”. As way to indicate that as a woman, Mortal is better off being a stay home wife/mother then being apart of the company. Thesestereotypes have given way for people in charge to overuse their power to underestimate theknowledge and strength that most women posses. The supply side perspective affect both genders because it does not help influencehealthy goals and high expectations either men or women.

In contrast, the demand side does notallow women and men to have equality because of the stereotypes. Question #2Gender inequality is seen in society due to traditional gendered perceptions that are putupon individuals. Women are seen as weak because a woman must be caring and attentive. MenRolon 2are seen as strong human beings because a man must be emotionless, tough, and dominating. Yet, these roles of an individual makes participation in both roles more difficult occurring whenthere are incompatible demands between the work and family causing a work-family conflict. However, improving work-family conflicts should be made by motivating an individual’s beliefsand institutional constraints.

Motivation is based on the need of an individual not things outside the individual that canaffect him or her. Things outside an individual are influenced through societies traditional genderpreferences in which structures work and home. For example, the slides from lecture twoexplains changes that occurred during and after the Industrial period. During the Industrial periodlabor was divided in separate spheres between gender, men were known for being the” breadwinners” and women were known for being the “ homemakers”. The post-Industrial periodfollowing 1970 to present days continues to categorize gender which creates patterns ofinequality within the workplace. This influenced Sociologists Pamela Stone’s article, T heRhetoric and Reality of “ Opting Out”, The article mentions why some professional women optout? Stone states, “ When women quit, not wanting to burn bridges, they cited family obligationsas the reason, not their dissatisfaction with work, in accordance with social expectations. Theirown explanations endorsed the prevalent idea that quitting to go home is a choice” (18). Womenwho opt out are respected.

Women that continue working are seen as selfish. In result, theworkplaces are what influences women not their traditional gender roles they chose possess. Men and women have the ability to create an egalitarian relationship at home. However, gendered institutional constraints in the workplace and at home affects both genders preferencesto create a plan preventing their work-family conflict. This lack of progress towards genderRolon 3equality in the workplace and at home is explained in lecture six presenting Sociologists DavidS.

Pedulla’s and Sarah The? baud’s research, Can We Finish the Revolution? Gender, Work-Family Ideals, and Institutional Constraint. Pedulla’s and The? baud’s research was basedon “ a growing body of scholarship suggests suggestions that persistently gendered workplacenorms and policies that limit men’s and women’s ability to create gender egalitarianrelationships at home”. Both Sociologists used their own survey-experimental data to examinedhow both single young men and women would like to structure their future relationships. Theyalso examined the level of education their respondents were in. Based on the questions theyasked here were their findings:“ Two clear patterns emerge. First, as constraints are removed and men and women canopt for an egalitarian relationship, the majority choose this option, regardless of gender oreducation level.

Second, women’s relationship structure preferences are more responsivethan men’s to the removal of institutional constraints through supportive work-familypolicy interventions.” These findings help understand how work-family preferences are shaped by institutions. Theconstraints of workplaces are based on gender-traditional roles that affect work-family decisions. In conclusion, gender traditional roles are behaviors and attitudes that are consideredacceptable by the perceived sexuality.

These perceptions hold men and women accountable toact upon which makes work and family responsibility uneven causing work-family conflicts. However, motivating an individual to do what they want to do and not letting gender traditionalroles lead institutional will help ease the work-family conflict.