

Men the workplace.  
padavic and reskin  
state,



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Men and women apply different skills and experiences that lead to decisions within labor market known as Human Capital Theory. For Instance, there are two ways of thinking of gender 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 treated with 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 two theoretical perspectives have processes that provide an explanation for the changes it has made within our economy, labor market, or culture. Based on the supply side, gender essentialism is assumed that women are seen as being more fitted in the domestic sphere which is the reason there are gender biases when getting the job, promotion, and pay decisions.

Sociologists Padavic and Reskin research, emphasises how gender is a reason for inequality in the workplace. Padavic and Reskin state, “ One way researchers make sense of this is that culturally progressive gender ideologies challenge hierarchical differentials, but do not challenge the gender-essentialist ideologies which assume men 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 are stereotyped as the ones who “ take charge” of the family’s financial needs. These stereotypes roll on to determine gender roles in the workplace and dictate the types of jobs that they could work in.

In fact, it is not what women want it is what managers think women are capable of. Managers rely upon on the very persuasive stereotypes society

has on what women value (the family) instead of getting the job done.

Because women are expected to be homemakers, some women opt out and become full time mothers.

These stereotypes give the upper hand to men not giving an opportunity for women to demonstrate their capabilities. Statistical discrimination is a theory used when discriminating the opposite gender based on stereotypes. For instance, some men try to preserve their advantage in the workplace. In a Youtube video, *The Trouble with Women*, by The Calvin Company provides a clip from a company's training video. The main character Mr.

Brachel seems to sabotage a female employee's chances of obtaining a promotion. In the video he explains that a woman named Mortal Maloud was put to work in the inspection bench based on her qualifications. However, he stated, "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 than being apart of the company. These stereotypes have given way for people in charge to overuse their power to underestimate the knowledge and strength that most women possess. The supply side perspective affect both genders because it does not help influence healthy goals and high expectations either men or women.

In contrast, the demand side does not allow women and men to have equality because of the stereotypes. Question #2 Gender inequality is seen in society due to traditional gendered perceptions that are put upon individuals. Women are seen as weak because a woman must be caring and attentive. Men are 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 when there 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 beliefs and institutional constraints.

Motivation is based on the need of an individual not things outside the individual that can affect him or her. Things outside an individual are influenced through societies traditional gender preferences in which structures work and home. For example, the slides from lecture two explains changes that occurred during and after the Industrial period. During the Industrial period labor 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 period following 1970 to present days continues to categorize gender which creates patterns of inequality within the workplace. This influenced Sociologists Pamela Stone's article, The Rhetoric and Reality of "Opting Out", The article mentions why some professional women opt out? Stone states, "When women quit, not wanting to burn bridges, they cited family obligations as the reason, not their dissatisfaction with work, in accordance with social expectations. Their own explanations endorsed the prevalent idea that quitting to go home is a choice" (18). Women who opt out are respected.

Women that continue working are seen as selfish. In result, the workplaces 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

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workplace and at home affects both genders preference to create a plan preventing their work-family conflict. This lack of progress towards gender equality in the workplace and at home is explained in lecture six presenting Sociologists David S.

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 based on " a growing body of scholarship suggests suggestions that persistently gendered workplace norms and policies that limit men's and women's ability to create gender egalitarian relationships at home". Both Sociologists used their own survey-experimental data to examine how both single young men and women would like to structure their future relationships. They also examined the level of education their respondents were in. Based on the questions they asked here were their findings: " Two clear patterns emerge. First, as constraints are removed and men and women can opt for an egalitarian relationship, the majority choose this option, regardless of gender or education level.

Second, women's relationship structure preferences are more responsive than men's to the removal of institutional constraints through supportive work-family policy interventions." These findings help understand how work-family preferences are shaped by institutions. The constraints of workplaces are based on gender-traditional roles that affect work-family decisions. In conclusion, gender traditional roles are behaviors and attitudes that are considered acceptable by the perceived sexuality.

These perceptions hold men and women accountable to act 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 traditional roles lead institutional will help ease the work-family conflict.