

# Sex Segregation in the Workplace

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*Trends, Explanations,  
Remedies*

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# Sex Segregation In The Workplace Trends Explanations Remedies

**Marianne A. Ferber**



## **Sex Segregation In The Workplace Trends Explanations Remedies:**

*Sex Segregation in the Workplace* National Research Council, Commission on Behavioral and Social Sciences and Education, Committee on Women's Employment and Related Social Issues, 1984-01-01 How pervasive is sex segregation in the workplace Does the concentration of women into a few professions reflect their personal preferences the tastes of employers or sex role socialization Will greater enforcement of federal antidiscrimination laws reduce segregation What are the prospects for the decade ahead These are among the important policy and research questions raised in this comprehensive volume of interest to policymakers researchers personnel directors union leaders anyone concerned about the economic parity of women

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*Sex Segregation in the Workplace* Barbara F. Reskin, 1984      ***Sex Segregation in the Workplace*** , 1984-01-15 How pervasive is sex segregation in the workplace Does the concentration of women into a few professions reflect their personal preferences the tastes of employers or sex role socialization Will greater enforcement of federal antidiscrimination laws reduce segregation What are the prospects for the decade ahead These are among the important policy and research questions raised in this comprehensive volume of interest to policymakers researchers personnel directors union leaders anyone concerned about the economic parity of women      *Geschlecht und Organisation* Ursula Müller, Birgit Riegraf, Sylvia M. Wilz, 2013-02-14 Die Debatten ber den Zusammenhang von Geschlecht und Organisation erleben seit den 1970er Jahren einen bemerkenswerten Aufschwung seit einiger Zeit auch im deutschsprachigen Raum So werden immer mehr Organisationstypen Hochschulen Sportvereine oder Unternehmen und Organisationseinheiten wie z B Personalabteilungen darauf hin befragt welche Rolle das Geschlecht der Besch ftigten im Alltag der Organisationen spielt und in welchen Erscheinungsformen der Herstellungsprozess von Geschlechterdifferenzen verl uft die sich in horizontalen und vertikalen Segregationen von Arbeit und Karriere auswirken Sind Organisationen demnach als durch Geschlecht strukturierte soziale Gebilde zu betrachten m ssen sie als prinzipiell geschlechtsneutral analysiert werden oder stellt sich diese Frage je nach der Situation und Kontext jeweils anders Das vorliegende Buch f hrt in die Dynamik der Debatten ein und macht relevante Theorieangebote anhand unterschiedlicher Untersuchungsfelder und themen anhand kommentierter Originaltexte sichtbar Es eignet sich als Lehrbuch f r Studierende ab dem mittleren Studienabschnitt und bietet Forschenden eine Einf hrung die

sowohl die Historie des Themas vermittelt wie auch zu Forschungsfragen anregt **Arbeitsmarktsoziologie** Martin Abraham, Thomas Hinz, 2018-06-20 Die Arbeitsmarktsoziologie beschäftigt sich mit den sozialen Determinanten bei der Erklärung von Arbeitsmarktprozessen. Dies beinhaltet u.a. den Zusammenhang zwischen Bildung und der Positionierung auf dem Arbeitsmarkt, die Risiken von Arbeitslosigkeit, die Rolle der Familie für Erwerbsentscheidungen und die Wirkung institutioneller Regelungen. Aus soziologischer Perspektive wird beleuchtet, welche Arbeitsmarktprozesse die Entstehung der Dauerhaftigkeit und die Veränderung sozialer Ungleichheit bedingen. Der Arbeitsmarkt prägt moderne Gesellschaften maßgeblich. Das System sozialer Sicherung sowie die individuellen Lebensverhältnisse hängen vom Zugang zur Erwerbsarbeit ab. Der Inhalt: Theorien des Arbeitsmarktes, Berufe in Ausbildung und berufliche Platzierung, Soziale Mobilität, Arbeitslosigkeit, Betrieb sowie Berufe und Arbeitsmarkt, Lohnbildung und Lohnverteilung, Berufliche Weiterbildung, Migration und ethnische Ungleichheit auf dem Arbeitsmarkt, Berufliche Geschlechtersegregation, Arbeitsmarkt und Demografie, Methoden der Arbeitsmarktforschung. Die Zielgruppen: Studierende, Lehrende und Forschende der Sozial- und Wirtschaftswissenschaften sowie Praktiker, die die sozialen Wirkungen von Maßnahmen auf dem Arbeitsmarkt einschätzen möchten. Die Herausgeber: Prof. Dr. Martin Abraham ist Inhaber des Lehrstuhls für Soziologie und empirische Sozialforschung am Fachbereich Wirtschaftswissenschaften der Friedrich-Alexander-Universität Erlangen-Nürnberg. Prof. Dr. Thomas Hinz leitet den Arbeitsbereich für empirische Sozialforschung an der Universität Konstanz. **The Feminization of Poverty** Gertrude Schaffner Goldberg, Eleanor Kremen, 1990-11-09 This comprehensive and carefully organized collection provides an overview of the relationship between gender and economic stratification in seven industrialized countries. Everywhere as a Polish commentator notes, men have too much power and women too much work. Nevertheless, these studies reveal large differences in the circumstances of women in different countries and help to illuminate the several developments in the labor market, the family and public policy which explain the extreme feminization of poverty in the United States. Frances Fox Piven, City University of New York. Lucid, careful and systematic, the book builds a compelling explanation for the needless impoverishment experienced by millions of American women and offers a sensible, realistic agenda for its reduction. Michael B. Katz, University of Pennsylvania. This study asks whether the feminization of poverty, the tendency of women and their families to become the majority of the poor, is unique to the United States, where the phenomenon was first discovered. Seven industrialized nations, both capitalist and socialist, with different degrees of commitment to social welfare are compared: Canada, Japan, France, Sweden, Poland, the Soviet Union, and the United States. In each of the countries, the authors analyze information about women, labor market conditions, equalization policies, social welfare programs, and demographic variables such as the rates of divorce and single parenthood. According to Goldberg and Kremen, it is possible to predict the feminization of poverty when three conditions are present: 1. insufficient efforts to reduce workplace and wage inequities for women; 2. the absence or ineffectiveness of social welfare programs which can redress the cost, both economic and personal, of

the dual role that women have assumed in industrialized societies and 3 the presence of increasing rates of divorce and single motherhood An array of labor market and social welfare programs in use in the six other industrialized nations are then reviewed by the authors for possible adaptation in the United States This important work will be a valuable resource for scholars across the academic and professional disciplines of political science sociology economics social work and women s studies

*Gender, Work, and Harness Racing* Elizabeth Anne Larsen, 2014-11-19 While gender equality has progressed in many sports since the second wave of the feminist movement in terms of women s inclusion participation and success harness horse racing has been recalcitrant to change *Gender Work and Harness Racing Fast Horses and Strong Women* in Southwestern Pennsylvania investigates the stories of women involved in harness racing to expose how they use the uniqueness of their situation to work for positive change With stirring accounts of the strong women who are surviving and sometimes succeeding in harness horse racing Elizabeth Anne Larsen s analysis provides insight for studies of gender and work occupational sex segregation and women s studies

*Women and Work* Sonia Carreon, Amy Cassedy, Kathryn Borman, Paula J. Dubeck, 2013-11-26 Focuses on vital contemporary issues Women in the work force today are still subjected to the glass ceiling sexual discrimination income inequality stereotyping and other obstacles to equal employment and professional advancement Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today s women face in the workplace discuss important contemporary issues and offers a wide range of facts and data on women s employment Offers insights and information The Handbook answer hundreds of questions as it illuminates current achievements and obstacles to success for women in the marketplace Drawing upon a growing body of research in the social and behavioral sciences the articles provide insights into such issues as the sex segregation of occupations comparable worth women in traditionally male occupations career plans of college women gender bias in job evaluations and personnel decisions sexual harassment the gendered culture of organizations the effects of maternal employment on children and child care and more The articles draw on extensive research and studies on women in the workplace across the U S and around the world A valuable research aid This handbook presents the reader with a broadly based understanding of women s work experiences and provides a useful set of sources for in depth research It is a valuable reference for professors librarians researchers guidance counselors and students who need reliable up to date information The handbook includes a subject and name index

*Health and Economic Status of Older Women* A. Regula Herzog, Karen Holden, Mildred Seltzer, 2021-05-13 *Health Economic Status of Older Women* is a collection of research issues and data sources This book is organized in three parts Part 1 sets the stage for the more focused discussion of health and economic issues in the lives of old women that follows in Part 2 This first section contains papers by both Troll and Reinharz Their papers presented as keynote addresses in the conference provide a historical context for the subsequent material Both authors issue challenges to those who would focus their research efforts on older women The second part of the book

contains the substantive discussions of health and economic aspects of women's lives The final part contains discussions of research methodologies **Familienleben und Berufsarbeit** François Höpflinger, Maria Charles, Annelies Debrunner, 1991 *Analisi SOCIOLOGIA II Sociologia della famiglia Sociologia del lavoro Svizzera LAVORO Lavoro della donna Svizzera*

Zwischen Selbstselektion und Diskriminierung Nicole Binder, 2007 Benachteiligung von Frauen am Arbeitsmarkt wird häufig nur anhand von Einkommensunterschieden untersucht Dabei wird ignoriert, dass Benachteiligung auch anhand anderer nicht monetärer Indikatoren wie z. B. der Wahrscheinlichkeit für eine befristete oder berqualifizierte Beschäftigung wahrgenommen und gemessen werden kann Um Benachteiligung auf breiter Basis zu analysieren werden in dieser Dissertation unterschiedliche ökonomische und nicht ökonomische Ansätze zur Erklärung von Einkommensbenachteiligung vorgestellt und es wird ihre Anwendbarkeit auf alternative Benachteiligungsindikatoren geprüft Anhand der Daten des sozioökonomischen Panels SOEP werden die geschlechterspezifische berufliche Segregation sowie die Determinanten der Einkommenshöhe und alternativer Benachteiligungsindikatoren empirisch untersucht Dabei wird insbesondere auch analysiert, inwieweit die Wahl eines Mannes oder Frauenberufs verschiedene Benachteiligungsformen beeinflusst Die Analyse ergibt für einige Benachteiligungsindikatoren einen signifikanten Unterschied bei den Geschlechtern, was m. glicherweise auf Diskriminierung zurückgeführt werden kann Andererseits berlagert bei anderen Indikatoren jedoch die Berufswahl den Einfluss des Geschlechts, d. h. Männer in Frauenberufen werden ebenso benachteiligt wie Frauen Werden im Zusammenhang mit Benachteiligung bewertete individuelle Entscheidungen wie etwa zur Berufswahl oder zur Teilzeitbeschäftigung einbezogen, relativiert sich das Ausmaß der Diskriminierung *Gender Inequality at Work* Jerry A. Jacobs, 1995 Comprises 14 papers on earnings inequality between men and women earnings among women managers career processes and trends and occupational resegregation Includes papers on women's increasing presence in academic sociology computer work and public school teaching **Zeitschrift für Frauenforschung & Geschlechterstudien**, 2004 **Research Report**, 1992

*Academy of Management Journal* Academy of Management, 1990 Focus on management theory and practice Women in the Labor Market Marianne A. Ferber, 1998 Contains 57 articles published between 1968 and 1997 arranged according to the following themes: women's labour force participation occupational distribution male/female earnings ratio policies to improve women's status in the labour market and the impact of women's labour force participation on the family **The Structure of the Female/male Wage Differential** Erica L. Groshen, 1987 Mathematical analysis of observed wage differences between male and female workers in a variety of industries weighing factors of occupation sex and union vs non union shop *Occupational Mobility* Mary Carolyn King, 1991 **Women and Information Technology** Marilyn J. Davidson, Cary L. Cooper, 1987-12-14 The aim of this book is to present a comprehensive overview of the impact of new information technology on women in terms of both employment as well as human and organizational issues present and future

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