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# 4 Job Changing and Occupational Sex Segregation: Sex and Race Comparisons

RACHEL A. ROSENFELD

The U.S. occupational structure is and has been extremely sex segregated (see Beller, in this volume). The extent and stability of such sex segregation prevents most individuals from considering possible mobility between sex-typical and atypical occupations. Such mobility does, however, occur. World War II was a dramatic example of a situation where many women changed from typically female to typically male jobs. Even under less extreme circumstances, the sex composition of a person's occupation is not a constant throughout one's work life, as will be shown here and as others have demonstrated (Wolf and Rosenfeld, 1978; England, 1982b; Corcoran et al., in this volume; Jusenius, 1975; *Sociology of Work and Occupations*, vol. 9, number 3, 1982). Using 1973 data on job changers, this paper will focus on change in occupational sex composition that people experience with a change in employer. It will describe the movement by black and white women and men<sup>1</sup> among

occupations with different sex compositions and will predict movement to or from sex-atypical occupations using a range of individual and job history variables.

## EXPLANATIONS OF SEX SEGREGATION

Explanations for why women end up in typically and predominantly female occupations vary depending on whether the explanations focus on labor supply or labor demand. Both types of explanations usually fail to consider that a person might break through the sex segregation barrier.

### *Labor Supply Explanations*

Labor supply arguments about sex segregation often give the impression that a person makes a once-in-a-lifetime and usually sex-typical occupational choice. Socialization explanations, one type of supply side argument, suggest that women are socialized to plan for

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<sup>1</sup> There are, of course, other ethnic groups whose occupational sex segregation would be interesting and useful to study. One might like, for example, to follow Malveaux's (1982) lead and look at the position of Hispanics and their mobility. The data set used here, how-

ever, identifies race/ethnicity only as white, black, and other. The other group is extremely small and probably quite heterogeneous. In what follows, those identified as other are dropped from the analysis, leaving comparisons between blacks and whites.

# Sex Segregation In The Workplace Trends Explanations Remedies

**Michal Rosen-Zvi**



## **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

**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 gende4r 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 **International Human Resource Management** Mila

Lazarova,Michael Morley,Shaun Tyson,2014-01-02 The extent to which organisational performance is related to the Human Resource policies and practices adopted has been a question debated by both academics and practitioners for the past two decades This book takes the debate into the international field by drawing upon the well respected Cranet data set which provides longitudinal and comparative data drawn from 40 countries across the world International Human Resource Management highlights the dominant institutional factors embedded in the societal contexts of different cultures which impact on corporate HR policies and practices and illustrates how these variables influence Human Resource Management and performance It examines how the HR function can impact upon HR policies and influence organisational performance It also discusses the role of the HR department specifically how the distribution of responsibilities between HR managers and line managers moderates the relationship between HR strategic integration and organizational performance Finally it investigates the impact of societal factors on the strategic integration of female HR directors These contributions show the complexity of the relationship between HRM and organisational performance and modify the current prevailing models of this relationship where scant attention has been paid to institutional forces and the cultural economic and social contexts in which organisations are located This book was originally published as a special issue of The International Journal of Human Resource Management **Parents' Jobs and Children's Lives** Toby Lee Parcel,Elizabeth G. Menaghan, Parents Jobs and Children s Lives considers the effects of parental working conditions on children s cognition and social development It also investigates how parental work affects the home environments that parents create for their children and how these home environments influence the children directly The theoretical underpinnings of the book draw from both sociology and economics in addition the authors make use of literature derived from developmental psychology Theoretically eclectic they rely on the personality and social structure framework developed by Melvin Kohn and his colleagues on arguments regarding the importance of family social capital developed by James Coleman as well as on ideas from Gary Becker s new home economics as guides to model specification The empirical basis for Parcel and Menaghan s study is a series of multivariate analyses using data drawn from the 1986 and 1988 waves of the National Longitudinal Survey s Child Mother data set This data set matches longitudinal data on mothers derived from the National Longitudinal Survey of Youth with data on the children of these mothers born as of 1986 Children aged 3 to 6 were given age appropriate developmental assessments every two years in order to assess the influence of parental work on short term changes in their cognition and social behavior The authors also devote considerable attention to the effects of fathers work and family structure on the well being of their

children Parcel and Menaghan's work brings evidence to bear on both the theoretical perspectives guiding the analyses and on current policy debates regarding the nexus of work and family

**Women's Work and Chicano Families** Patricia Zavella, 2018-03-15 No detailed description available for Women's Work and Chicano Families

**Key Issues in Women's Work** Catherine Hakim, 2016-09-17 Women's employment is one of the most widely discussed and often misunderstood issues of modern society Are women today oppressed or do they have the best of both worlds Do women have to go out to work to gain equality with men or do they already do more than their share of domestic work caring work and voluntary work as well as work in the informal economy Do women seek careers on the same terms as men or are they content to be dependent wives or secondary earners taking jobs on a short term basis How important is job segregation in explaining the 20% pay gap between men and women Have equal opportunities laws had any real impact Are women in Europe lagging behind or are they at the forefront of developments in modern societies This new updated edition of Catherine Hakim's classic text addresses all the key issues currently debated in relation to women's work in the domestic sphere as well as paid employment Dr Hakim tests the power of patriarchy theory and preference theory against economic theories Sex discrimination work life balance part time work flexible hours homeworking career patterns across the life cycle labour mobility labour turnover the returns to education occupational segregation the pay gap the glass ceiling and the impact of European Union policies are all considered Analysis of historical developments over the twentieth century based on censuses is complemented by case studies of people working in occupations undergoing dramatic change Throughout the book comparisons are drawn between the USA Britain other European countries Canada Australia and also China Japan and other Far Eastern societies The analysis draws on sociology economics psychology labour law history and social anthropology to conclude that the diversity of women's life goals and lifestyle preferences is increasing This explains the growing polarisation of women's employment and many contradictory recent research results

**Social Stratification** David B. Grusky, 2018-05-04 The book covers the research on economic inequality including the social construction of racial categories the uneven and stalled gender revolution and the role of new educational forms and institutions in generating both equality and inequality

**Questioning Gender** Robyn Ryle, 2023-06-28 Questioning Gender A Sociological Exploration aims to spark productive conversations and questions about gender and serve as a resource for exploring answers to many of those questions Rather than providing definitive answers this book aims to challenge students' preconceptions about gender and demonstrate how gender as a system creates and reinforces inequality Taking a global approach author Robyn Ryle uses both historical and cross cultural approaches to help students understand the socially constructed nature of gender Through examining contemporary topics including the MeToo movement sexual harassment in the workplace and the gender wage gap students will be prompted to think critically about past present and future gender related issues The Fifth Edition has been updated with expanded coverage of disability as it relates to gender discussion of issues related to transgender and

nonbinary people and examination of the COVID 19 pandemic s gender related effects as well as updated data throughout

**Secondary Breadwinners** Vered Kraus,2002-05-30 The first comprehensive account of women s participation in the Israeli labor force Kraus s book analyzes the trends in the status of women in paid employment since the 1960s Covering all aspects of labor force participation she fully integrates and tracks over time the many facets of social stratification by gender in Israeli society Though founded as an egalitarian society Kraus s research clearly shows that traditional attitudes toward women in the Israeli workplace have prevailed over those more progressive Consequently the widely held impression that the status of women in Israel differs from that of their counterparts in other liberal democratic societies is shown to be more myth than reality Though focusing on Israel comparisons are made with other modern industrial societies adding to the evidence accumulating on the changing trends in the status of women in the labor force that will interest scholars and students concerned as to how gender intersects with matters of political economy Furthermore the unique spectrum of communities in Israel ranging from traditional Muslim Arab Palestinians through Christian Arab Palestinians and Jews of African American origin through to the more modernized Jews of European American origin enables simultaneous examinations of the various stages of women s integration in the labor force *Diversity in Organizations* Cedric

Herring,Loren Henderson,2014-08-21 *Diversity in Organizations* argues that ensuring a diverse workforce composition has tangible benefits for organizations Rather than relying on touchy feely arguments Herring and Henderson present compelling evidence that directly links diversity to the bottom line Readers will learn How and why diversity is related to business performance The impact of diversity training programs on productivity business performance and promotions The biggest mistakes in diversity management and how to avoid them What can be done to make diversity initiatives more effective and politically palatable How to measure success in diversity initiatives in rigorous non technical ways to achieve desired results Presented accessibly without shying away from the contentious aspects of diversity the book also provides concrete advice and guidance to those who seek to implement diversity programs and initiatives in their organizations and to make their companies more competitive Students taking classes in diversity human resource management sociology of work and organizational psychology will find this a comprehensive helpful resource **Inequality** David Grusky,Szonja

Szelenyi,2018-05-04 This book redirects the focus of public debate to issues of gender and racial segregation and suggests that they should be fundamental to thinking about the status of black Americans and the origins of the urban underclass It is a starting point for students and advanced scholars of inequality 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

**Advances in Experimental Social Psychology** Mark P. Zanna, 1993 This volume offers essays on advances in the field of experimental social psychology Topics discussed include attitudes to high achievers tactical communication and social interaction social comparisons legitimacy appraisals and group memberships and stereotypes

**Impacts of Affirmative Action** Paul M. Ong, 1999 Most Americans support the elimination of race and gender prejudice and inequality yet attitudes toward solutions have fluctuated since the civil rights movement began A heated debate over the explicit use of race and gender based categories has taken center stage in the 1990s and all eyes are on California a precedent setting state since establishing its first antidiscrimination policies in 1934 federal policies followed almost a decade later Paul Ong's collection of cogent social policy analysis and careful research intervene in these debates with grounded and complex assessments of the present and future of affirmative action Chapters explore programs and outcomes in higher education federal and state contracting public employment and minority and women owned businesses

*Feminist Legal Theory* Katherine Bartlett, 2018-02-19 This book offers powerful analyses of the relationship between law and gender and new understandings of the limits of and opportunities for legal reform drawn from the experiences of women and from critical perspectives developed within other disciplines

*American Women in Transition* Suzanne M. Bianchi, Daphne Spain, 1986-09-02 This is the first in a series of eighteen projected volumes to be published over the next two years aimed at converting the vast statistical yield of the 1980 Census into authoritative analyses of major changes and trends in American life A collaborative research effort funded by public and private foundations this series revives a tradition of independent Census analysis the last such project was undertaken in 1960 and offers an unparalleled array of studies on various ethnic geographic and status dimensions of the U S population It is entirely appropriate that the inaugural volume in this series should document trends in the status of American women Dramatic social and demographic changes over the past two decades make American Women in Transition a landmark an invaluable one volume summary and assessment of women's move from the private domain to the public Clearly and in detail the authors describe women's increasing educational attainment and labor force participation their lagging earning power their continued commitment to marriage and family and the balancing act necessitated by this overlap of roles Supplementing 1980 Census data with even more recent surveys from the Census Bureau and other federal agencies Bianchi and Spain are able to extend these trends into the 1980s and sketch the complex challenges posed by such lasting and historic changes This definitive and sensitive study is certain to become a standard reference work on American women today and an essential foundation for future scholarship and policy concerning the status of women in our society A Volume in the Russell Sage Foundation Census Series

**H.R. 1, the Working Families Flexibility Act** United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Workforce Protections, 1997

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## **Table of Contents Sex Segregation In The Workplace Trends Explanations Remedies**

1. Understanding the eBook Sex Segregation In The Workplace Trends Explanations Remedies
  - The Rise of Digital Reading Sex Segregation In The Workplace Trends Explanations Remedies
  - Advantages of eBooks Over Traditional Books
2. Identifying Sex Segregation In The Workplace Trends Explanations Remedies
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Sex Segregation In The Workplace Trends Explanations Remedies
  - User-Friendly Interface
4. Exploring eBook Recommendations from Sex Segregation In The Workplace Trends Explanations Remedies



- Personalized Recommendations
  - Sex Segregation In The Workplace Trends Explanations Remedies User Reviews and Ratings
  - Sex Segregation In The Workplace Trends Explanations Remedies and Bestseller Lists
5. Accessing Sex Segregation In The Workplace Trends Explanations Remedies Free and Paid eBooks
    - Sex Segregation In The Workplace Trends Explanations Remedies Public Domain eBooks
    - Sex Segregation In The Workplace Trends Explanations Remedies eBook Subscription Services
    - Sex Segregation In The Workplace Trends Explanations Remedies Budget-Friendly Options
  6. Navigating Sex Segregation In The Workplace Trends Explanations Remedies eBook Formats
    - ePub, PDF, MOBI, and More
    - Sex Segregation In The Workplace Trends Explanations Remedies Compatibility with Devices
    - Sex Segregation In The Workplace Trends Explanations Remedies Enhanced eBook Features
  7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Sex Segregation In The Workplace Trends Explanations Remedies
    - Highlighting and Note-Taking Sex Segregation In The Workplace Trends Explanations Remedies
    - Interactive Elements Sex Segregation In The Workplace Trends Explanations Remedies
  8. Staying Engaged with Sex Segregation In The Workplace Trends Explanations Remedies
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Sex Segregation In The Workplace Trends Explanations Remedies
  9. Balancing eBooks and Physical Books Sex Segregation In The Workplace Trends Explanations Remedies
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Sex Segregation In The Workplace Trends Explanations Remedies
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Sex Segregation In The Workplace Trends Explanations Remedies
    - Setting Reading Goals Sex Segregation In The Workplace Trends Explanations Remedies
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Sex Segregation In The Workplace Trends Explanations Remedies

- Fact-Checking eBook Content of Sex Segregation In The Workplace Trends Explanations Remedies
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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