Chapter 1 : About workplace gender equality | The Workplace Gender Equality Agency

Doing justice, doing gender: Women in Legal and Criminal Justice Occupations. 2nd ed. Thousand Oaks, CA: Gender, Job Perspectives, and Performance in Justice.

Often the terms gender inequality and gender stratification are used interchangeably. There are a variety of approaches to the study of gender stratification. Scholarly debates focus on which dimensions of inequalities are most relevant and the level at which inequalities are generated and maintained i. Researchers have been challenged to explore gender, race, and class inequalities from an intersectional perspective, rather than treating gender as independent of race and class. There is little acknowledgment of the heteronormativity that is present in gender stratification research. Perhaps that will change once data regarding sexual orientation, gender identity, and gender expression becomes more widely available. In this section, we present key areas of gender stratification research. Gender stratification can be examined at the level of individual outcomes and interactions or with a macro perspective that compares indexes of gender inequalities across countries. Although welfare states research examines many aspects within and across societies, it provides important insights in how state policies can shape patterns of gender stratification. Although we provide examples of research noting gendered health disparities are outcomes of gender inequalities within societies, not all health research makes this connection. Research on crime as well as migration and citizenship has traditionally focused on men. Yet a recent shift to include women more explicitly and gender more broadly has great potential to inform other areas of research on gender stratification. Crompton writes that a mere cultural approach to gender inequalities ignoring class is also flawed. Blumberg argues that economic dimensions of inequality are paramount, as they precede inequalities in other domains. Keister and Southgate posits that gender is often seen as one dimension of stratification. However, Risman and McCall argue for an intersectional approach where gender is analyzed across all dimensions. In addition to questions about which dimensions of inequality are important for stratification, the level at which to examine gender stratification is also a key aspect of scholarly debate. Some scholars compare men and women within couples, others men and women within societies, and West and Zimmerman makes a compelling argument that gender and, by extension, gender inequality is created in everyday interactions. Nevertheless, Blau, et al. The book makes a strong argument that it is problematic, if not impossible, to examine class properly without also examining gender and race. A foundational work on intersectionality. Brinton, and David B. The declining significance of gender? Macro-level mechanisms economics, organization, politics, and culture , shape gender stratification and our perception of gender inequality. All essays show how macro-level mechanisms and individual outcomes are linked and need to be considered jointly. A general theory of gender stratification. She argues that a class orientation is crucial in gender research and should not be merely replaced by a new focus on sexuality. A contemporary approach to race, class, and gender. Their discussion of the persistence of gender inequality in education, paid work, and within families is very accessible. The complexity of intersectionality. Gender as social structure. This is a must-read for anyone who examines gender inequality at any level. West, Candace, and Don H. This paper can be thought-provoking even for advanced undergraduates and illuminates how actions and interactions may be at the core of the persistence of gender inequalities at all levels. Users without a subscription are not able to see the full content on this page. Please subscribe or login. How to Subscribe Oxford Bibliographies Online is available by subscription and perpetual access to institutions. For more information or to contact an Oxford Sales Representative click here.

Chapter 2 : Occupational gender segregation, social stratification and pay differences - Journalist's Resour

"Doing Justice, Doing Gender: Women in Legal and Criminal Justice Occupations is a sociologically grounded analysis of women working in the traditionally male-dominated occupations of law, policing, and corrections.

Published online Sep Find articles by Elsa M. Mountain Find articles by Gail A. Find articles by Marlene Rosario Zahira M. Find articles by Zahira M. Received Jul 16; Accepted Sep 3. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution license http: This article has been cited by other articles in PMC. Abstract Many older adults face challenges that prevent them from accomplishing common daily activities such as moving around, home maintenance, and leisure activities. There is still a need to examine and understand how environmental factors impact daily participation across gender. This study sought to make a qualitative comparison of gender differences regarding environmental barriers to participation in daily occupations from the perspectives of older adults who live alone in Puerto Rico. Twenty-six Hispanic older adults, 70 years or older participated in this study. We used a descriptive qualitative research design in which researchers administered an in-depth interview to each participant. The results elucidated that women were more likely than men to experience restricted participation due to lack of accessibility of the built environment and transportation systems. The findings could help with the development of tailored, occupation-based, preventive interventions that address gender specific environmental barriers and promote greater participation among both women and men. Further research is required to explore whether these environmental barriers to occupational participation remain consistent across living situations, socioeconomic status and ethnicity.
Introduction Considerable theoretical evidence exists to support the interconnectedness between participation in meaningful occupation and health [1 , 2 , 3]. Engagement in meaningful occupation not only meets biological needs but also is essential for healthy adaptation, meeting intrinsic needs and interests, and for promoting wellbeing [2 , 4]. Moreover, the Person Environment Occupational Performance PEOP Model, proposes that participation in meaningful occupations, defined as goal directed activities of daily life that are specific to the individual, is essential to maintaining of health, wellbeing, and quality of life [1]. Thus, to achieve a desired level of participation, people and groups require the support of personal as well as environmental enablers and must overcome barriers that limit their participation in activities, tasks, and roles that are important and meaningful to them. Since participation is always influenced by the characteristics of the environment in which it occurs, optimal levels of participation requires attention beyond the typical focus on the personal level, to address the broader community environmental restrictors and enablers. Research has shown that a supportive environment can influence older people wellbeing. For example, built environmental factors, such as high walkability and good access to parks have been associated with better overall mental health compared to less positive environmental attributes [5 , 6]. For example, climate factors can create occupational requirements driving on a rainy day that influence necessary tasks, required capabilities, and comfort. Social support and participation in social networks have been found to support wellbeing and active ageing, as well as limit cognitive and physical decline in of older people [7 , 8 , 9 , 10]. Moreover, social and economic systems including economic conditions and availability of resources determines whether or not an individual can participate in necessary or meaningful activities [1]. Previous studies have reported that satisfaction with community services and good quality of neighborhood facilities enabling successful occupational engagement are associated with better health [11 , 12]. Similarly, higher levels of education and good economic conditions of older people have been found to be protective factors against depression and physical function limitations [13]. On the other hand, environmental factors may also play a role in restricting occupational participation, and thus, the health of vulnerable groups of older people [1]. This article discusses environmental factors that result in occupational challenges related to gender. For the purpose of this study, we used the domain of the environment as defined by the PEOP model. Environmental factors refers to the external characteristics of the person that influence participation in daily

occupations, including social support, social and economic systems, culture, the built environment, and the natural environment [1]. Occupational challenge is defined as any restriction to achieving a desired level of participation in meaningful occupations. The experience of challenges to participate in daily occupations is critical, as occupational participation is considered important for healthy aging [14]. Recognizing diversity in the experience of challenges to occupational participation, including gender differences, is vital in ensuring the health of both men and women as occupational beings. Whilst some progress has been made in this area, previous research studies have failed to understand gender differences in the experience of occupational challenges from an occupational perspective. One way to focus on how engagement in occupations is understood is by studying the environmental factors that results in challenges for engaging in occupations from the perspective of the participants. Therefore, the purpose of this study was to make a qualitative comparison of gender differences regarding environment related factors that results in challenges to participation in daily occupations from the perspectives of older adults who live alone in Puerto Rico. Knowledge of the occupational participation challenges facing Puerto Rican older adults, related to gender, would then advance understanding of cultural and environmental contexts that result in barriers for engaging in occupations. This new knowledge will help occupational therapy practitioners with specific cultural knowledge, design interventions that overcome these barriers and support healthy ageing at both the individual and societal levels. What follows is a description of environmental factors restricting participation of older adults who live alone, gender related factors restricting occupational participation of older people, and environmental constraints faced by older Puerto Ricans. Living Alone, Environmental Restrictors, and Occupational Challenges Older adults with reduced social network, such as those who live alone, as compared to those who live with others, may experience increased barriers to access the environmental support and resources required to participate in occupations that are necessary and meaningful to them. For example, a secondary data analysis was conducted from a randomized controlled trial that surveyed community-dwelling non-disabled people aged 65 years and over in the UK [15]. The findings from this study revealed that those who live alone reported higher risk of social isolation as compared to those who live with others. Similarly, another study using population-based data from the National Social Life, Health and Aging Project found that social disconnectedness and perceived isolation experienced by older people who live alone was also a barrier to engagement in daily occupations [16]. Those who live alone may also experience additional environmental restrictors to participate in daily life occupations. For example, a study conducted with well older people who live alone in California, revealed that limited access to safe transportation and costs associated with resources where environmental barriers to social participation [17]. Disparities in the availability of social and community resources deny older adults who live alone the opportunities to engage in meaningful occupations in a wide variety of ways including ability, motivation, and available resources. When older adults experience diminished opportunities and resources that enable them to participate in the desired range of meaningful occupations, they experience occupational injustice [18]. Since occupational injustice occurs when people are restricted in their participation in occupations to meet their basic needs and experience wellbeing [19], older adults living alone may be a population vulnerable to occupational injustice as a result of environmental constraints. Gender, Environmental Restrictors and Occupational Participation Knowledge of gender differences in environmental factors that restrict engagement in health promoting occupations is scarce. Data from older adults in Germany who took part in a seven year follow-up telephone interview revealed that lack of societal resources for participation in sports or leisure activities and lack of transportation were barriers to participation in physical activity occupations [20]. Women reported these barriers more frequently than men, but this study failed to explore the reasons for these differences. In a cross-sectional study conducted with older adults from the U. Moreover, higher risk of social isolation for women living alone as compared to their men counterpart has also being reported in a previous study [15]. These studies reveal some differences in environmental and societal factors that restrict participation in health promoting occupations of daily living. Still, none of these studies have examined the experiences of Hispanic older adults living alone across gender.

None of these studies have systematically studied the barriers to participate in daily activities from an occupational science perspective. Therefore, a study based on the perspectives of men and women will improve the understanding of how environmental factors interact and are experienced as challenges across gender. This new knowledge will help occupational therapy practitioners to develop culturally sensitive and contextually relevant occupation-centered interventions for men as well as for women. Socioeconomic Risks for Occupational Participation Older Puerto Ricans who live alone experience social and economic conditions that may threaten their opportunities to engage in meaningful occupations. For example, national data from a representative sample of the Puerto Rican population revealed that In summary, gender differences and environmental factors are determinants of participation in daily activities. However, knowledge related to gender differences on the experience of environmental factors resulting in occupational challenges is scarce. The exploration of gender differences in the experience of occupational challenges in understudied populations at risk for occupational restrictions is important to understanding environmental barriers to good health. Socio-economically disadvantaged Hispanic older adults living alone in Puerto Rico is one group that has received little attention. New knowledge related to gender differences can better be gained when considering environmental factors that impact participation in daily life occupations [1]. Experimental Section All subjects gave their informed consent for inclusion before they participated in the study. We used a descriptive qualitative research design guided by the environmental domain of the PEOP model [1] to gain in-depth understanding of gender differences on the experience of occupational challenges from the perspectives of participants of this study. Descriptive qualitative research was the most suitable method for this study because its goal is to provide a comprehensive understanding of specific events from the perceptions of people who experience those events [24]. We conducted individual in-depth interviews with the participants to explore gender differences on the experience of environmental factors resulting in occupational challenges as perceived by older adults who live alone in Puerto Rico. The specific event of interest to this study was the experience of environmental restrictions to participation in daily life occupations. For the purpose of this study, we conceptually defined daily life occupations as the range of activities of daily living, instrumental activities of daily living, social activities, rest, and sleep activities that were restricted by environmental factors. If interested, individuals were asked to call the Principal Investigator PI to determine their eligibility for the study. We recruited four participants using flyers. Through snowball sampling procedures, we recruited an additional 22 participants. In this procedure, the researchers asked previous participants who agreed to participate in the study to make an initial contact with someone they knew who might be willing to participate. If this person was interested in participating in this study, they were asked to call the researcher to learn more about the study, determine their eligibility, and set up an appointment for an interview in their location of preference. None of the recruited participants refused to participate. Participants We recruited a purposive sample of 26 Hispanic adults 14 women and 12 men 70 years and older who lived alone in the urban metropolitan area of Puerto Rico. We defined Hispanic as Spanish speaking adults. The selection of 26 participants was determined after reaching the point in which no new or relevant information emerged with respect to the experience of occupational challenges, and were therefore saturated in each gender group. Participants 70 years and older were included because functional limitations to participate in daily activities increases with age. Older adults not receiving home health care services were included because we wanted to recruit individuals with no significant functional limitations to focus our sample on those older people who are still independent but approaching the peak of transitioning into dependence. Non-Hispanic older adults were excluded because their occupational participation patterns are culturally different compared with Hispanic older adults. Participants with significant cognitive issues were excluded to recruit older adults able to engage in an in-depth reflection required by the interview process Recruited men and women participants were similar to each other in terms of age and most were living below poverty levels see Table 1. However, women reported a higher number of health conditions and also had higher educational levels.

Chapter 3 : SAGE Books - Doing Justice, Doing Gender: Women in Legal and Criminal Justice Occupation

'Doing Justice, Doing Gender' is a readable but sociologically grounded analysis of women working in traditionally male dominant justice occupations of law, policing and corrections.

Please fill keywords to search Thank you for subscribing, a confirmation email has been sent to your inbox. You have successfully updated your user details. Thank you for registering for this event. You will receive a confirmation email from the Agency shortly. You are already registered to attend this event, please contact the Agency for more information. You will receive a tax invoice via email from the Agency shortly. You have been successfully enrolled. You have been successfully unenrolled. Thank you for registering for this paid course. Organisation details have been updated successfully. Your amendments have been successfully submitted. Changes to organisation details will be processed by the Agency before they take full effect in the portal. Your organisation is able to submit its report whilst changes are pending. The report you have selected has been placed in a queue and you will receive an email when it has been completed. See above text for more information about the queuing system. Please wait while your questionnaire is being saved. Your questionnaire cannot be submitted at this stage as some of your responses do not meet the validation requirements. To identify which questions you need to review, click on the grey circles at the top of each page to navigate through the questionnaire. The question number requiring input or a change by you will be highlighted with a red box around it, and the required action may be described in red text. Your information was updated successfully. Your EOCGE questionnaire cannot be submitted at this stage as some of your responses do not meet the validation requirements. Please complete and submit the payment form before you submit your application. The Agency will contact you to finalise the assessment of your application in due course. Thank you for submitting your compliance report. An initial assessment of the report is currently being done. You have re-opened your compliance report. Whether or not changes are made, you must re-submit this report. The requested document is currently unavailable. Please contact the Workplace Gender Equality Agency if the problem persists. Missing information We are unable to confirm your organisation details due to missing information. Please go to the Organisation tab and ensure the following is provided:

Chapter 4 : Job performance - Wikipedia

The purpose of this study was to explore qualitatively the gender differences regarding environment factors that result in challenges to participation in daily occupations from the perspectives of older people who live alone in Puerto Rico.

Outcomes[edit] First, Campbell defines performance as behavior â€"something done by an employee. This concept differentiates performance from outcomes. Campbell allows for exceptions when defining performance as behavior. For instance, he clarifies that performance does not have to be directly observable actions of an individual. It can consist of mental productions such as answers or decisions. The difference between individual controlled action and outcomes is best conveyed through an example. Revenue can be generated or not, depending on the behavior of employees. When the employee performs this sales job well, he is able to move more merchandise. For example, sales might slump due to economic conditions, changes in customer preferences, production bottlenecks, etc. In these conditions, employee performance can be adequate, yet sales can remain low. The first is performance and the second is the effectiveness of that performance. One can de-couple these two because performance is not the same as effectiveness. In other words, effectiveness is the ratio of outputs to inputsâ€"those inputs being effort, monetary costs, resources, etc. Utility, another related construct, is defined as the value of a particular level of performance, effectiveness, or productivity. Organizational goal relevance[edit] Another key feature of job performance is that it has to be goal relevant. Performance must be directed toward organizational goals that are relevant to the job or role. Therefore, performance does not include activities where effort is expended toward achieving peripheral goals. For example, the effort put toward the goal of getting to work in the shortest amount of time is not performance except where it is concerned with avoiding lateness. Multidimensionality[edit] Despite the emphasis on defining and predicting job performance, it is not a single unified construct. There are vastly many jobs each with different performance standards. Therefore, job performance is conceptualized as a multidimensional construct consisting of more than one kind of behavior. Campbell proposed an eight factor model of performance based on factor analytic research that attempts to capture dimensions of job performance existent to a greater or lesser extent across all jobs. The first factor is task specific behaviors which include those behaviors that an individual undertakes as part of a job. They are the core substantive tasks that delineate one job from another. On the other hand, non-task specific behaviors, the second factor, are those behaviors which an individual is required to undertake which do not pertain only to a particular job. Returning to the sales person, an example of a task specific behavior would be showing a product to a potential customer. A non-task specific behavior of a sales person might be training new staff members. Written and oral communication tasks refer to activities where the incumbent is evaluated, not on the content of a message necessarily, but on the adeptness with which they deliver the communication. Employees need to make formal and informal oral and written presentations to various audiences in many different jobs in the work force. This factor reflects the degree to which people commit themselves to job tasks. The performance domain might also include an aspect of personal discipline. Individuals would be expected to be in good standing with the law , not abuse alcohol , etc. In jobs where people work closely or are highly interdependent, performance may include the degree to which a person helps out the groups and his or her colleagues. This might include acting as a good role model, coaching, giving advice or helping maintain group goals. Many jobs also have a supervisory or leadership component. The individual will be relied upon to undertake many of the things delineated under the previous factor and in addition will be responsible for meting out rewards and punishments. These aspects of performance happen in a face to face manner. Managerial and administrative performance entails those aspects of a job which serve the group or organization but do not involve direct supervision. A managerial task would be setting an organizational goal or responding to external stimuli to assist a group in achieving its goals. In addition a manager might be responsible for monitoring group and individual progress towards goals and monitoring organizational resources. Another taxonomy of job

performance was proposed and developed for the US Navy by Murphy This model is significantly broader and breaks performance into only four dimensions. Interpersonally oriented behaviors are represented by any interaction the focal employee has with other employees. These can be task related or non-task related. Down-time behaviors are behaviors that employees engage in during their free time either at work or off-site. Down-time behaviors that occur off-site are only considered job performance when they subsequently affect job performance for example, outside behaviors that cause absenteeism. In addition to these models dividing performance into dimensions, others have identified different types of behaviors making up performance. Types[edit] Another way to divide up performance is in terms of task and contextual citizenship and counterproductive behaviors. Citizenship behaviors are defined as behaviors which contribute to the goals of the organization through their effect on the social and psychological conditions. Individual differences on performance are a function of three main determinants: For instance, declarative knowledge includes knowledge of principles, facts, ideas, etc. If declarative knowledge is knowing what to do, procedural knowledge and skill is knowing how to do it. For example, procedural knowledge and skill includes cognitive skill, perceptual skill, interpersonal skill, etc. The third predictor of performance is motivation , which refers to "a combined effect from three choice behaviorsâ€"choice to expend effort, choice of level of effort to expend, and choice to persist in the expenditure of that level of effort" Campbell, It reflects the direction, intensity, and persistence of volitional behaviors. See also Work motivation. Campbell also mentioned several performance parameters that may have important implications for the job performance setting and should be investigated by industrial and organizational psychologists. The first one is the distinction between speed and accuracy. This distinction is similar to the one between quantity and quality. What kind of trade offs should an employee makes? The latter question is important because speed and accuracy for the same task may be independent of one another. The second distinction is between typical and maximum performance. Sackett, Zedeck, and Fogli [10] did a study on supermarket cashiers and found that there was a substantial difference between scores reflecting their typical performance and scores reflecting their maximum performance. This study suggested the distinction between typical and maximum performance. Regular work situations reflect varying levels of motivation which result in typical performance. Special circumstances generate maximum employee motivation which results in maximum performance. Additionally, the impact of organizational justice perceptions on performance is believed to stem from Equity Theory. This would suggest that when people perceive injustice they seek to restore justice. One way that employees restore justice is by altering their level of performance. Procedural justice affects performance as a result of its impact on employee attitudes. Distributive justice affects performance when efficiency and productivity are involved. Conscientiousness is another good predictor, but correlates with intelligence and is sometimes excluded from meta-analyses. However, an American Psychological Association article [15] states that conscientiousness actually impedes success in creative, innovative or spontaneous jobs such as artistic, social and investigative jobs. That article states that other psychological factors are also related to job performance, namely: There are differences in the extent to which job performance is predicted by intelligence depending on the occupation. A [16] meta-analysis of the predictors of job performance for salesperson found that extraversion and conscientiousness predicted both ratings and sales, but general cognitive ability and age correlated with ratings but not sales. Social skills, a good mentor and interpersonal virtues predict career success, a concept related to job performance, and happiness, better than high education, IQ or cerebral virtues, except for certain occupations like theoretical physics. Detrimental impact of bullying[edit] Main article: Workplace bullying Bullying results in a loss of productivity. The way in which people appraise themselves using core self-evaluations has the ability to predict positive work outcomes, specifically, job satisfaction and job performance. The most popular theory relating the CSE trait to job performance argues that people with high CSE will be more motivated to perform well because they are confident they have the ability to do so. Role conflict Role conflict can have many different effects on the work-life of an individual as well as their family-life. In a study in Taiwan, it was found that those suffering from role conflict also suffered greatly in

their work performance, mainly in the form of lack of motivation. Those with role conflict did not do more than the bare minimum requirements at work. There was also a decline in the ability to assign tasks. Having multiple roles will often lead to job dissatisfaction. Experiencing role conflict within the work place may also lead to workplace bullying. When companies undergo organizational change workers often experience either a loss or a gain in areas of a workers job, thus changing the expectations of the worker. Change is often very stressful for workers. Workers who might have lost a degree of power may feel like they lost their authority and begin to lash out at other employees by being verbally abusive, purposefully withholding work related items, or sometimes even physically to withhold their status. Those undergoing role conflict often had an increase in work creativity. Due to multiple roles, there is an increase in flexibility, different sources of information, and these people have many different perspectives to bring to the table. The results of the former study supported the compensatory model: In contrast, EI shows little relationship to job performance in jobs that do not require emotional labor. In other words, emotional intelligence tends to predict job performance for emotional jobs only. A more recent study suggests that EI is not necessarily a universally positive trait. An explanation for this may suggest gender differences in EI, as women tend to score higher levels than men. Another study assessed a possible link between EI and entrepreneurial behaviors and success.

Chapter 5 : Challenges for Women in Policing | Hendon Publishing

Permalink: www.nxgvision.com Titel: Doing justice, doing gender test: women in legal and criminal justice occupations / Susan Ehrlich.

As our readers will discover, there is both good news and bad news. The numbers of women in policing, legal careers, and corrections work have grown, and more women are moving up the career ladder to become supervisors and partners in law firms. In this edition, we have maintained our theoretical perspective and the organizational structure of the earlier book. We have updated the material by discussing new trends in each of the occupations and how these affect women, and we have included new research findings and statistical material. In addition, given growing globalization and the presence of women in justice occupations worldwide, we have included some materials on women in each occupation from an international perspective. We wish to thank the six Sage reviewers whose comments helped guide our revision: Radosh, Phoebe Morgan, Becky L. Katz, Jessie Krienert, and Lori Elis. We also wish to thank Belinda Herrera for help with the references and comments on Chapter 2 and Madelaine Adelman for suggestions on Chapter 9. Gray Cavender reviewed and edited several of the chapters and made helpful suggestions and provided strong intellectual and moral support. Malcolm Martin gave continuous support from the initiation through the completion of the revision. The transformation of the American legal profession. Where they are now: The story of the women of Harvard Law Hierarchies, jobs and bodies: A theory of gendered organizations. From sex roles to gendered institutions. Contemporary Sociology, 21, â€" Retrieved February 11, , from http: First results of a national study of legal careers. Retrieved December 12, , from http: Differentiating sex from sex: The male irresistible impulse. Almanac of Policy Issues. The Americans with disabilities act: Statutory language and recent issues. Retrieved March 12, , from http: Success strategies of female prison wardens: Managing gender identity in a nontraditional occupation. Unpublished doctoral dissertation, Oklahoma State University, Stillwater. The burdens of both, the privileges of neither: Report of the multicultural women attorneys network. Report to the House of Delegates [Mimeograph].

Chapter 6 : Diversity Policy | Department of Justice

Gender differences in occupations, job attributes, and job satisfaction 51 (12) Medium population size and working in a first job are, in this case, non-significant.

She handled cases involving women, juveniles and children. There has been some dispute over who actually was the first female police officer due to the fact that early women in policing had such varied job tasks and did not do street patrol. They were often viewed as mothers with badges. Some of their early duties involved patrolling dance halls to keep tango dancers at least 10 inches apart and patrolling beaches to stop clandestine activity. By the early s, about 2, women were serving municipal police departments in the United States. It was not until that the Indianapolis Police Department made history by assigning two female police officers to patrol on an equal status with male counterparts. It was predicted by researchers in the late s that by the turn of the 21st century, the number of women in law enforcement would reach nearly 50 percent of the workforce. Those predictions never materialized. The growth of women in policing has progressed slowly and has not shown significant gains during the last several years. In , according to the Census Bureau, there were 99, female police officers out of approximately , officers, which is 11 percent of policing. Numerous studies have been completed since the s when women were first entering the field of law enforcement. The studies revealed time and time again that women can and do perform all the duties of patrol officers, and also excel in many areas. The question of physical strength continues to emerge when the issues of female police officers are brought up; however, physical strength has not been shown to predict either general police effectiveness or the ability to be successful in handling dangerous situations. Nor has physical strength been shown to play a role in line-of-duty deaths. Most police fatalities are related to gunfire and automobile accidents. Studies have shown that women in policing are less likely to use excessive and deadly force. They are also less likely than their male coworkers to be involved in fights or acts of aggression on the job. Female officers rely more on interpersonal skills than physical force. Women are known to deescalate potentially violent situations more often than men. Additional barriers that have been identified are double standards and the issue of balancing family with career. The primary deterrent to women entering the field of law enforcement remains the icy welcome they receive from some of their male colleagues. Women face certain psychological pressures not encountered by men. Peer acceptance is one of the greatest pressures operating within police organizations. Entrance exams for police jobs often require tests of physical agility, and some have been considered gender-biased. Some departments have required the scaling of a 5- or 6-foot solid wall, which requires great upper body strength and may keep many women from passing, no matter how strong or agile they are. Certain departments are revising their physical entrance exams, realizing that the 5- or 6-foot solid walls are discriminatory and in need of review. The women who could scale such a wall would be so drained of energy, they would likely find it difficult to complete the rest of the test in the allotted timeframe. Some changes being made to the agility testing allow for two foot braces providing foot leverage, making it easier to scale the wall, as well as more realistic. Sexual harassment is also a primary area of concern and more prevalent in male-dominated workplaces. City of Los Angeles. The year veteran suffered retaliation by being stripped of his rank and kicked out of the elite unit Donald Bender v. Legal opinions from federal court cases have indicated that a code of silence often exists in these types of cases. Preliminary results showed that subjects who report incidents of sexual harassment may be subjected to a variety of retaliatory behavior designed to deter them from reporting illicit behaviors. The retaliatory behavior is often in the form of shunning, isolating and ostracizing the victim; failing to provide backup in critical situations; and refusing to communicate or cooperate with the victim on assignments. This type of behavior manifests in preventing or delaying victim reporting and reinforces the code of silence. This sends a clear message about the treatment the victim should expect to receive if a report is made. An increased number of women can have a definite impact on reducing the climate of sexual harassment and gender discrimination. Yet another deterrent for female police is

balancing family and work, as well as pregnancy. Women who are considering a career in law enforcement need to know that, should they choose to become a mother, their job will not be in jeopardy. The Federal Pregnancy Discrimination Act requires employers to treat women affected by pregnancy, childbirth or related conditions the same as other persons who are not affected but are similar in their ability or inability to work. The act is designed to guarantee women the right to participate fully and equally in the workplace while also not denying them the right to have a family. The most important step a department can take is to have a comprehensive policy regarding pregnancy made available to all female employees. The policy should address the Family Medical Leave Act, a light duty policy, disability insurance and paid leave issues, as well as uniform modifications and firearm qualification adjustments due to potential lead poisoning. Pregnancy is a part of life for many women; employers who fail to accommodate the combined demands of work and pregnancy threaten to rescind decades of advances for women in the workplace. Police work remains a male-dominated field; however, many progressive police chiefs would like to hire more women but are finding a shortage of qualified applicants. In order for the pool of qualified women to increase, agencies need to send a clear message that women are welcome and will be valued. Some departments are going as far as specifically recruiting female officers. Consent decrees remain one of the most valuable tools for increasing the number of women in law enforcement. Studies show that they are associated with a pace of progress double that of agencies without such decrees. Furthermore, studies have shown that when such consent decrees expire, that growth slows considerably in many cases. Consent decrees may be necessary until police departments are willing and capable of successfully hiring and retaining females. Instituting a mentor program can go a long way in retaining female officers. Some women in smaller departments are entering as the only female in the department. This can make it more difficult to succeed knowing women face challenges and obstacles that their male colleagues do not. To alleviate this feeling of isolation, researchers recommend mentoring programs. They can be formal or informal. Mentoring operates under the assumption that people relate more positively and readily to peer assistance than to supervisory direction. It provides an atmosphere for non-threatening growth and learning opportunities. The benefits of a mentoring program are extensive and include improved job performance, increased cohesiveness and cooperation, and improved morale of female officers. An additional benefit of mentoring is that it can greatly reduce liability by providing a support system to resolve sexual harassment or gender complaints before they escalate into costly law suits. Regardless of the type of mentoring program chosen by a department, the goal is to encourage one-to-one partnerships which cultivate professional growth for the individual, the department and the community, while reducing the costs associated with attrition. The goal of a progressive police department should always be to recruit and retain a quality group of officers who reflect and represent the community they serve. This should include women and other minorities. The 21st century police officer is one who embodies not only physical strength, but also strength in character, communication and problem solving. The ideal officer is neither male nor female but a combination of admirable and reputable traits that embody what our communities desire in the new age of policing. It is time to redefine the outdated image of male police officers who are unapproachable and defined primarily by their prowess. Both genders bring exceptional qualities to policing that, when combined, provide for excellent service and infinite wisdom. Police departments should take the necessary measures to ensure that they provide that mix of qualities by recruiting and retaining quality female candidates. They should involve male officers in the mentoring process who outwardly exhibit the acceptance necessary to provide a supportive learning and working environment for women. Furthermore, they should implement supportive and clear sexual harassment and pregnancy policies. The question is no longer whether women should be in law enforcement, but when their representation will be sufficient. She can be reached at woolseys town-and-country. Photos by James Gorman. Published in Law and Order, Oct Rating:

Gender differences in employment and why they matter households range widely (table), but many cluster around percent.2 Results from studies that compare the performance of men.

The last of these has been viewed as the predominant form of production under modernity and has provided the central focus of the field. Following World War II, industrial sociology flourished for a time, developing classic studies on systems of managerial authority, the informal group behaviors that govern workplace life, and the lines of conflict that arise as workers informally negotiate with their managers. Since then, the field has grown increasingly complex and internally differentiated. Sociologists of work and employment are most often found in academic departments of sociology, business schools, and governmental agencies concerned with equal employment opportunity. Textbooks and Edited Collections Relatively few textbooks have currency in this field, perhaps reflecting the uncertain boundaries and the turbulence shaping work, occupations, and the employment relation itself. Smaller texts have emerged that focus on selected aspects of workplace life, some of which offer provocative critiques of the nature and consequences of work under contemporary capitalism. Several readers are available that provide useful collections of classic and contemporary studies on work and organizations especially. The major textbook is Hodson and Sullivan A recent entry is Vallas, et al. Both are comprehensive overviews, devoted to various subfields, including sections on the historical meanings of work, the occupational structure, inequalities in the distribution of job rewards, marginal jobs, the high-technology workplace, and the changing nature of work in an era of global capitalism. The latter two texts provide theoretically sophisticated analyses of work under contemporary capitalism. Both view the workplace as undergoing epochal shifts that have sweeping cultural and personal consequences. Several edited collections have also appeared that are useful guides to classic and contemporary studies in the field, including collections edited by Wharton , Ackroyd, et al. The Oxford handbook of work and organization. The chapters draw not only on sociological perspectives but also on scholarly traditions established in labor and employment relations and organizational studies. The brave new world of work. Harper, Douglas, and Helen Lawson, eds. The cultural study of work. This is a strong overview of classical and contemporary studies of workplace culture and occupational communities in varied sectors of the economy, relying largely on symbolic interactionist perspectives see Contemporary Perspectives. Hodson, Randy, and Teresa A. The social organization of work. Chapters provide a standard treatment of the occupational structure, along with analysis of marginal jobs, the high-technology workplace, and the changing nature of work in an era of global capitalism Sennett, Richard. The corrosion of character: The personal consequences of work in the new capitalism. Sweet, Stephen, and Peter Meiksins. Changing contours of work: Jobs and opportunities in the new economy. The sociology of work: In addition to analysis of the occupational structure and its attendant inequalities, this text discusses gender-related developments such as the rise of the male-breadwinner norm, the historical meanings of work, Luddism, and the consequences of globalization. More theoretically informed than most overviews of the field. Continuity, conflict, and change.

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These results contradict the view that men and women generally differ in how they perceive their wages and indicate that gender differences in justice perceptions can be explained by the structural embeddedness of employees in certain occupations.

Download image These decisions to allow doors to lucrative job opportunities to close do not take place in a vacuum. Many factors might make it difficult for a young woman to see herself working in computer science or a similarly remunerative field. A particularly depressing example is the well-publicized evidence of sexism in the tech industry Hewlett et al. Young women may be discouraged from certain career paths because of industry culture. As compared with men, more than twice as many women engage in housework on a daily basis, and women spend twice as much time caring for other household members BLS Because of these cultural norms, women are less likely to be able to handle these extreme work pressures. In addition, 63 percent of women in SET workplaces experience sexual harassment Hewlett et al. To make matters worse, 51 percent abandon their SET training when they quit their job. All of these factors play a role in steering women away from highly paid occupations, particularly in STEM fields. The long hours required for some of the highest-paid occupations are incompatible with historically gendered family responsibilities Those seeking to downplay the gender wage gap often suggest that women who work hard enough and reach the apex of their field will see the full fruits of their labor. In reality, however, the gender wage gap is wider for those with higher earnings. Women in the top 95th percentile of the wage distribution experience a much larger gender pay gap than lower-paid women. Again, this large gender pay gap between the highest earners is partially driven by gender bias. Harvard economist Claudia Goldin posits that high-wage firms have adopted pay-setting practices that disproportionately reward individuals who work very long and very particular hours. This means that even if men and women are equally productive per hour, individualsâ€"disproportionately menâ€"who are more likely to work excessive hours and be available at particular off-hours are paid more highly Hersch and Stratton ; Goldin ; Landers, Rebitzer, and Taylor It is clear why this disadvantages women. Social norms and expectations exert pressure on women to bear a disproportionate share of domestic workâ€"particularly caring for children and elderly parents. This can make it particularly difficult for them relative to their male peers to be available at the drop of a hat on a Sunday evening after working a hour week. And this disadvantage is reinforced in a vicious circle. Imagine a household where both members of a maleâ€"female couple have similarly demanding jobs. This perpetuates the expectation that it always makes sense for women to shoulder the majority of domestic work, and further exacerbates the gender wage gap. Home health aides, for example, are much more likely to be women. But research suggests that women are making a logical choice, given existing constraints. This is because they will likely not see a significant pay boost if they try to buck convention and enter male-dominated occupations. Exceptions certainly exist, particularly in the civil service or in unionized workplaces Anderson, Hegewisch, and Hayes However, if women in female-dominated occupations were to go into male-dominated occupations, they would often have similar or lower expected wages as compared with their female counterparts in female-dominated occupations Pitts Thus, many women going into female-dominated occupations are actually situating themselves to earn higher wages. These choices thereby maximize their wages Pitts This holds true for all categories of women except for the most educated, who are more likely to earn more in a male profession than a female profession. There is also evidence that if it becomes more lucrative for women to move into male-dominated professions, women will do exactly this Pitts In short, occupational choice is heavily influenced by existing constraints based on gender and pay-setting across occupations. To make matters worse, when women increasingly enter a field, the average pay in that field tends to decline, relative to other fields. Levanon, England, and Allison found that when more women entered an industry, the relative pay of that industry 10 years later was lower. Specifically, they found evidence of devaluationâ€"meaning the proportion of women in an occupation

impacts the pay for that industry because work done by women is devalued. Computer programming is an example of a field that has shifted from being a very mixed profession, often associated with secretarial work in the past, to being a lucrative, male-dominated profession Miller ; Oldenziel While computer programming has evolved into a more technically demanding occupation in recent decades, there is no skills-based reason why the field needed to become such a male-dominated profession. When men flooded the field, pay went up. In contrast, when women became park rangers, pay in that field went down Miller Further compounding this problem is that many professions where pay is set too low by market forces, but which clearly provide enormous social benefits when done well, are female-dominated. If closing gender pay differences can help boost pay and professionalism in these key sectors, it would be a huge win for the economy and society. Conclusion The gender wage gap is realâ€"and hurts women across the board. Too often it is assumed that this gap is not evidence of discrimination, but is instead a statistical artifact of failing to adjust for factors that could drive earnings differences between men and women. However, these factorsâ€"particularly occupational differences between women and menâ€"are themselves affected by gender bias. Serious attempts to understand the gender wage gap should not include shifting the blame to women for not earning more. Rather, these attempts should examine where our economy provides unequal opportunities for women at every point of their education, training, and career choices. The statements made and views expressed are solely the responsibility of the authors. Prior to joining EPI, Jessica worked at the Center for Effective Government formerly OMB Watch as a revenue and spending policies analyst, where she examined how budget and tax policy decisions impact working families. Elise Gould, senior economist, joined EPI in Her research areas include wages, poverty, economic mobility, and health care. The Union Advantage for Women. The Gender Wage Gap: Extent, Trends, and Explanations. American Time Use Survey public data series. Corbett, Christianne, and Catherine Hill. Survey conducted by the Bureau of the Census for the Bureau of Labor Statistics [machine-readable microdata file]. Hegewisch, Ariane, and Asha DuMonthier. Herbert, Jennifer, and Deborah Stipek. Hersch, Joni, and Leslie S.

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multinational economic justice think-tank of which the United States is a participating member, surveyed year-olds from 60 countries in and found only 5 percent of girls contemplated a career in computing or engineering.