

Extra Credit Week 7-1

OCCUPATIONAL SEGREGATION IN THE WORKPLACE

Purpose: This exercise is designed for you to assess the extent of occupational segregation as a function of sex and race in a specific work setting

Instructions: Occupational segregation may be revealed in two ways. First, *segregation* occurs when the proportion of women and men in an occupational category is unequal. This might involve employment patterns such as a predominance of women in service occupations and/or a lack of ethnic minority workers in upper management. In this case, the majority of jobs are held by members of one group. Second *stratification* occurs when the proportion of men and women might be equal within job categories but the women or men are clustered at certain occupational levels or tasks. A common example is the high concentration of female elementary school teachers and male principals or administrators. Labor force analyses indicate that occupational segregation is becoming less common among some occupations. On the other hand, the gender and racial composition of many occupational categories reflect patterns of inequality and segregation.

Conduct a survey of the employees on your campus. Using the occupational categories described below, complete the data sheet that follows and observe and summarize the gender and racial and ethnic composition of the campus work environments (that is, the administrative offices, food service, grounds crew, etc.). If you are enrolled at a very large campus, select representative departments for your survey. Hint: the telephone directory and university catalog also can be useful sources of information to supplement direct observation. Then summarize your findings by answering the questions that follow the data sheet.

Professional/ Managerial: This category includes professions such as accountants, engineers, physicians, scientists, and executives. These jobs require formal education and on-the-job experience. Typically, individuals in such positions have a significant level of responsibility and authority.

Blue Collar/ Craft: These jobs are often considered trades and require a significant amount of on-the-job training or an apprenticeship. Examples are construction workers, plumbers, and heavy equipment drivers.

Clerical: This category includes jobs such as file clerk, secretary, data entry, bookkeeper operator, etc. Usually, some sort of on-the-job experience is required but the level of formal education demanded by the position may vary.

Service: These jobs are relatively low skilled and require a high level of contact with the public. Examples are cashier, sales clerk, and food server.

Occupational Segregation Data Sheet

Briefly describe the occupational patterns you have observed by answering these questions:

1. Approximately what proportion of men and women did you observe in each of the following categories?

	Men	Women
Professional/Managerial		
Blue Collar/Craft		
Clerical		
Service		

2. Among these categories, what proportion of the supervisors were men? What proportion were women?

	Men	Women
Blue Collar/Craft		
Clerical		
Service		

3. What is the composition of the faculty?

	Men	Women
Full Professor		
Associate Professor		
Assistant Professor		
Lecturer or Instructor		
Part-time or Adjunct		

7. Compare and contrast your findings to the material in the text. What conclusions can you make about the gender composition of the workplace?

8. How are gender and race related? Are the experiences of women from minority groups different from those of European-American women? Men from minority groups? European-American men? How?