The Scarcity of Women in the Workplace

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The article that I found comes from Forbes magazine. Forbes is known for being a business practical understanding magazine with the latest information on the work aspect of many different companies. This is a source that I feel is trusted and reliable. The research that they do is geared towards considering what works in business, how things change, and things that can help to make business better. Many people trust Forbes to keep them updated on what is popular and profitable. The other article that I found came from The Daily Texan. This is a paper that is used at the University of Texas in Austin. It is reliable and valid because it comes from an accredited university where there is research done daily.

Both articles are showing how women are being discriminated against in the workplace. They have information on studies that have shown how men outnumber women in the fields that they are considering. The article from the Forbes magazine is focusing on women in the field of banking and the article for the Daily Texan is focusing on science, technology, engineering, and math, which are also known as STEM. All the career fields that I have just named are being dominated by men. In Forbes, they talk about how the women are more qualified for some of the roles that men are occupying, but instead of keeping the women, they were released from their job and the men are still in the positions. (Raghavan, 2009) Three different universities did research on the gender gap in area of STEM employment and each university came to the same conclusion, which is that it is an underrepresentation of women in the fields of STEM careers. (Preimesberger, 2016)

The article from the Daily Texan is more on the lines of research and therefore I will be using the content of this article. The purpose was to find out why there is not very many women that are employed in the careers of STEM. The question is why do women hold less than 25% of STEM jobs. For this study the target population is women. Women need to understand that there are plenty of careers in these fields and need to know the appropriate area to study. Women tend to study life sciences and the better areas to study are computer science and engineering. To assist in the methodology of this study the researchers used information from the U.S. Bureau of Labor Statistics. This gave information that showed during a certain timeframe the number of women graduating from college was much higher than men, but more men had a career within 2 years of graduating in the fields of STEM. Men outnumbered the women by 12%. The study describes certain attributes that an ideal worker in this field would display, and even though there were women that displayed these attributes just like men they still were not favored. These attributes included “disinterest in getting married and having children in the near future”. Perhaps it is because it is “more acceptable” for women to look to get married and have children right away and any woman that is not interested in this would be looked at as odd and not normal. The results of the study showed that unless women are devoted to only working in this area and not focusing on anything else in life then they may be considered as acceptable candidates, even though men in the same field do not have to only focus on work and can still be acceptable with being married and having children. Men in this area have traditional views on the roles of men and women, how women should be home raising children while men work and this has discouraged women from getting into this area.

This article relates to the problem that I have chosen to study, because it gives an example of one of the forms of discrimination in the workplace. People are discriminated against in so many ways and it is not only about race. Gender discrimination is real and can be an interference to productive businesses. Women are just as qualified, if not more than men.

References

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