

Memo

To: Professor Daria S. Heinemann

From: XXXXXXXX

CC: Students of COM 3300 Business and Professional Presentations

Date: February 23rd, 2012

Re: Gender Inequality Still Exists In the Workplace

The purpose of this memo is to focus on gender inequality and to show that it still exists in the workplace. There will be a focus on three main categories: that men are often preferred in leadership roles, women are usually paid less than men in the same positions, and sexual harassment can lead to these gender equality issues.

Leadership Roles

According to Christine Williams (2010), women only account for 3% of the top positions in Fortune 500 companies. Even though more and more women are entering the workforce each year and many women having the same education and experience as their male coworkers, the majority of the higher leadership roles are still being given to men.

Financial Compensation

Women are usually paid $\frac{3}{4}$ of what a man makes for the same type of job. The Bureau of Labor Statistics reported that in 2010, the median weekly earnings for women in full-time management, professional, and related occupations was \$923, compared to \$1,256 for men. Even when men and women have the same education and experience, men are still making 25% more than women.

Sexual Harassment

Sexual harassment is prevalent in many workplaces because of gender roles and inequality. Louise Fitzgerald (1993) states that large-scale surveys of working women suggest that approximately 1 of every 2 women will be harassed at some point during their academic or working lives. After researching gender inequality in the workplace it is shown that sexual harassment is extremely common and effects whether a women can get promoted into a leadership position.

Overall, the main goal is to prove that gender discrimination still exists in today's workplace. By emphasis on previous work experience and education being equal, it will be shown that gender has an effect on a person's ability to be promoted or to obtain a higher salary. There will be research to prove that sexual harassment also has an effect on a female's ability to obtain a high leadership position.

XXXX

XXXX

XXXX

XXXX

References

Bureau of Labor Statistics. (2010). *Median weekly earnings of full-time wage and salary workers by detailed occupation and sex* [Data file]. Retrieved from

<http://www.bls.gov/cps/cpsaat39.pdf>

Fitzgerald, L. F. (1993). Sexual harassment: Violence against women in the workplace. *American Psychologist*, 48(10).

Williams, C. L. (2010). *Gender and Sexuality in the Workplace*. Bingley, England: Emerald Group Publishing.