



Introduction to “Why Do Women Today Earn More Than Their Mothers, but Still Less Than Their Brothers? A Gendered Organization Perspective”

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Throughout global history, there has been discrimination against women in the labor force. According to the World Bank’s “Women, Business and the Law” report (2022), approximately 2.4 billion women workers throughout the world lack the same equal economic opportunities as their male counterparts. Moreover, 178 nations have legal obstacles which do not allow women to fully participate in the labor force to the same extent as men. Women are limited in the jobs that they can perform in 86 countries while equal pay for equal work is not ensured in 95 nations. Although female workers possess approximately 75% of male workers’ legal rights in the workplace worldwide, perhaps partially due to the global COVID-19 pandemic, as the World Bank’s 2022 report indicated, 23 countries revised their employment legislation in 2021 to provide greater levels of economic opportunity for women workers.

UN Women reports that, globally, women were paid approximately 77 cents for each dollar made by men. Because of this wage disparity, more female than male workers are poor upon retirement. This wage inequality is found in all nations and in all industrial and occupational sectors due to the undervaluing of women’s work combined with the fact that women are clustered in different job and occupational categories than men. This wage inequality is larger for certain segments of the female labor force including mothers, immigrant women, and women of color. Because mothers perform more household duties than fathers and often must interrupt their labor force participation due to caring for their children, more women workers are forced to engage in work in the informal economy or in casual and part-time jobs. This employment pattern appears to occur more frequently in developing nations as opposed to economically developed countries.

In this article, Dr. Kadumbri Randev, Assistant Professor of Human Resource Management & Organizational Behavior, at the T A Pai Management Institute, Manipal Academy of Higher Education, Manipal, India, contends that the wage gap between genders is due to what she refers to as the “gendered notions” within organizations. Utilizing institutional, human capital and feminist theories, Randev reveals that the gender pay gap is due to “insti-

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tutionalized gendered norms and occupational sex segregation.” She argues that practitioners must first understand the root cause of this pay gap problem before devising appropriate solutions.

I welcome employment relations scholars from around the globe to contribute future essays analyzing any employment-related topic from a wide variety of theoretical perspectives. Moreover, if any of the journal’s readers would like to respond to particular essays or articles published in the “Perspectives” Section, please do not hesitate to contact me with your proposal. I welcome both practitioner-based and scholarly-based articles. I hope that you enjoy this essay and find it most illuminating.

Editor of “Perspectives” Section.

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