9/29/05
Pittsburgh Area Study notes
Recorded by Nina Glassman

Titles
1. The study of feelings of sex segregation among University of Pittsburgh staff.
   Other words that may be better:
   Reactions, attitudes, perceptions, appearances
   Attitudes of people who hire will show this leads toward sex segregation
   Statistical segregation
   Attitudes: of people who hire and promote
   About sex typed occupation- certain jobs filled by women others by men
   Demand side of explanation
   Perceptions: of workers
   Of employers
   Find out about gap between expectations/applications and outcome
   Ask workers, maybe employers
   Supply or demand
   Appearance: how it looks may be different than what is really going on

2. Surveying conditions at workplace
   assuming segregation is part of – condition of the workplace

Segregation vs. segmentation
Chicken and egg scenario
One explanation is that segregation is the cause, process, division of jobs and
segmentation is the effect. In the literature thought segregation is the effect and
segmentation is the cause.

3. Occupation sex segregation among staff at the University of Pittsburgh.
   Dependent variable: occupational sex segregation
   Descriptive study
   Independent variable is not clear

4. Segregation in the work place: A case study of the University of Pittsburgh
   case of what?

5. Measuring and explaining sex segregation for staff at the University of Pittsburgh,
   Oakland campus.

More notes not on titles

Sex of employee
Or
Sex typing of jobs- characteristics, women’s work vs. men’s work
Need to see what is in the literature
Can access how people perceive and reasons of why jobs are sex typed
Instrument could ask if job in an area are sex typed
Ask to explain why
Ask to explain work

Employers construct jobs with idea of which sex would fulfill it.

Job families
Ask person who oversaw all 3 administrative support about men’s work and women’s work. Not asking their jobs but about jobs they are responsible for.

If we know the job family of respondents we can strategically pick them. They would become variables and may explain job sex typing, and we can look at variation and distribution.

Subject group: which job families are we going to look at
Who do we want to look at

Measuring occupational sex segregation propose: when we talk to key informants provide with classification titles and ask for how many men and women in their job family. This can allow us to get a sense of the number of men and women in job titles. This needs to be in the measurement.

<table>
<thead>
<tr>
<th>Men’s work</th>
<th>Women’s work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manual labor</td>
<td>Interactive</td>
</tr>
<tr>
<td>Physical labor</td>
<td>Clerical</td>
</tr>
<tr>
<td>Time-demand or over time</td>
<td>Jobs associated with home role</td>
</tr>
<tr>
<td>Dangerous</td>
<td>Emotional</td>
</tr>
<tr>
<td>Delivery/ driving</td>
<td>Social services</td>
</tr>
<tr>
<td>Administration</td>
<td></td>
</tr>
<tr>
<td>Technical/ computer</td>
<td></td>
</tr>
<tr>
<td>Intellectual/ math</td>
<td></td>
</tr>
<tr>
<td>Networking/ public</td>
<td></td>
</tr>
<tr>
<td>finance</td>
<td></td>
</tr>
</tbody>
</table>

Need literature to back these up
Other questions
  Time limit on survey
  Who are the subjects- key informants, employers, employees

Download word document of protocol and designate people who are going to present finished product

EVERYBODY NEEDS TO WORK TOGETHER!!!!!