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WOMEN DON'T ~~ASK~~

NEGOTIATION
AND THE
GENDER DIVIDE

LINDA BABCOCK
AND SARA LASCHEVER

WITH A FOREWORD BY IRIS BOHNET

Women Dont Ask Negotiation And The Gender Divide

Deborah M. Kolb, Jessica L. Porter



Women Dont Ask Negotiation And The Gender Divide:

Women Don't Ask Linda Babcock, Sara Laschever, 2021-01-05 The groundbreaking classic that explores how women can and should negotiate for parity in their workplaces homes and beyond When Linda Babcock wanted to know why male graduate students were teaching their own courses while female students were always assigned as assistants her dean said More men ask The women just don't ask Drawing on psychology sociology economics and organizational behavior as well as dozens of interviews with men and women in different fields and at all stages in their careers Women Don't Ask explores how our institutions child rearing practices and implicit assumptions discourage women from asking for the opportunities and resources that they have earned and deserve perpetuating inequalities that are fundamentally unfair and economically unsound Women Don't Ask tells women how to ask and why they should Why Women Don't Ask Linda Babcock, Sara Laschever, 2008 Did you know that by neglecting to negotiate her starting salary for her first job a woman may sacrifice over a half a million pounds in earnings by the end of her career Yet as research reveals men are four times as likely to ask for higher pay than are women with the same qualifications In this eye opening book Linda Babcock and Sara Laschever draw on research in psychology sociology economics and organisational behaviour as well as dozens of interviews to explore the personal and societal reasons women seldom ask for what they need want and deserve at work and at home Women Don't Ask a sensation when published in the US in 2003 is a call to arms that will help you recognise the ways in which our culture perpetuates inequalities and how you can begin to overcome them *Women Don't Ask* Linda Babcock, 2003 By looking at the barriers holding women back and the social forces constraining them this book shows women how to reframe their interactions and more accurately evaluate their opportunities It teaches them how to ask for what they want in ways that feel comfortable and possible taking into account the impact of asking on their relationships It teaches all of us how to recognize the ways in which our institutions child rearing practices and unspoken assumptions perpetuate inequalities that are not only fundamentally unfair but also inefficient and economically unsound Drawing on research in psychology sociology economics and organizational behavior as well as dozens of interviews with men and women from all walks of life this is the first book to identify the dramatic difference between men and women in their propensity to negotiate for what they want It tells women how to ask and why they should Negotiating at Work Deborah M. Kolb, Jessica L. Porter, 2015-01-06 Understand the context of negotiations to achieve better results Negotiation has always been at the heart of solving problems at work Yet today when people in organizations are asked to do more with less be responsive 24/7 and manage in rapidly changing environments negotiation is more essential than ever What has been missed in much of the literature of the past 30 years is that negotiations in organizations always take place within a context of organizational culture of prior negotiations of power relationships that dictates which issues are negotiable and by whom When we negotiate for new opportunities or increased flexibility we never do it in a vacuum We challenge the status quo and we build out the path for others to negotiate those

issues after us In this way negotiating for ourselves at work can create small wins that can grow into something bigger for ourselves and our organizations Seen in this way negotiation becomes a tool for addressing ineffective practices and outdated assumptions and for creating change Negotiating at Work offers practical advice for managing your own workplace negotiations how to get opportunities promotions flexibility buy in support and credit for your work It does so within the context of organizational dynamics recognizing that to negotiate with someone who has more power adds a level of complexity The is true when we negotiate with our superiors and also true for individuals currently under represented in senior leadership roles whose managers may not recognize certain issues as barriers or obstacles Negotiating at Work is rooted in real life cases of professionals from a wide range of industries and organizations both national and international Strategies to get the other person to the table and engage in creative problem solving even when they are reluctant to do so Tips on how to recognize opportunities to negotiate bolster your confidence prior to the negotiation turn asks into a negotiation and advance negotiations that get stuck A rich examination of research on negotiation conflict management and gender By using these strategies you can negotiate successfully for your job and your career in a larger field you can also alter organizational practices and policies that impact others

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Gender Economics and Gender Pay Gap - Trends and Explanations, 2025-06-25 Gender Economics and Gender Pay Gap Trends and Explanations brings together studies on gender inequalities in the labour market with a specific focus on disparities in earnings This comprehensive volume assembles scholarly research that explores the complexities of gender wage gaps investigating their extent causes and effects as well as local efforts to enhance women s socio economic status through economic activities The book comprises nine insightful chapters that will appeal to those interested in empirical and practical advancements in the field of gender studies particularly students teachers and researchers across disciplines as well as professionals employers and practitioners working towards addressing gender inequalities worldwide

The Gender Pay Gap Fatma Abdel-Raouf, Patricia M. Buhler, 2020-10-01 Closing the gender pay gap begins with awareness and understanding of the state of the gap This hybrid book that serves as a resource for both

the academic and corporate communities builds the reader's awareness of the gender pay gap its magnitude and ramifications and provides action plans to address the challenge Much of the existing literature on the gender pay gap provides an excellent foundation in stating facts and inferences yet the reader is often left wondering now what This book tells the story of the state of the gap by the numbers and then offers specific actions that can be taken to achieve equity The authors combine backgrounds in statistics and management HR to provide a unique perspective in painting a broader overview of the issue examining the history of the gender pay gap its global impact and how nations are addressing the issue The book shines a light on the wide ranging effects of the gap including women's poverty rates student loans economic growth childhood poverty and corporate profits and offers insights to help close it with best practices of select organizations Upper level undergraduate postgraduate and executive education students will appreciate the clarity and conciseness of this guide to understanding and solving an important human resources issue The inclusion of a brief instructor's manual and PowerPoint slides for each chapter differentiates this book and adds to the ease of adoption in both the academic and corporate setting

Gender Equity in the Medical Profession Bellini, Maria Irene, Papalois, Vassilios E., 2019-08-16 The presence of women in the practice of medicine extends back to ancient times however up until the last few decades women have comprised only a small percentage of medical students The gradual acceptance of women in male dominated specialties has increased but a commitment to improving gender equity in the medical community within leadership positions and in the academic world is still being discussed Gender Equity in the Medical Profession delivers essential discourse on strategically handling discrimination within medical school training programs and consultancy positions in order to eradicate sexism from the workplace Featuring research on topics such as gender diversity leadership roles and imposter syndrome this book is ideally designed for health professionals doctors nurses hospital staff hospital directors board members activists instructors researchers academicians and students seeking coverage on strategies that tackle gender equity in medical education

Managing Workplace Diversity, Equity, and Inclusion Rosemary Hays-Thomas, 2022-09-16 Managing Workplace Diversity Equity and Inclusion bridges the gap between social science theory and research and the practical concerns of those working in diversity equity and inclusion by presenting an applied psychological perspective Using foundational ideas in the field of diversity equity and inclusion as well as concepts in the social sciences this book provides a set of cognitive tools for dealing with situations related to workplace diversity and applies both classic theories and new ideas to topics such as United States employment law teamwork gender race and ethnicity sexual orientation and other areas Each chapter includes engaging scenarios and real world applications to stimulate learning and help students conceptualize and contextualize diversity in the workplace Intended for upper level undergraduates as well as graduate students this textbook brings together foundational theories with research based and practical real world applications to build a strong understanding of managing diversity equity and inclusion in the workplace This text also has its own companion website

which has been designed to give students and instructors a comprehensive look into Workplace Diversity Equity and Inclusion offering case studies practical applications tests and essay questions Architect's Essentials of Negotiation Ava J. Abramowitz, 2009-03-16 Where do you turn if you are an architect or student wanting to deepen those skill sets that will make you a more successful professional Well taking a look at Ava Abramowitz s new book The Architect s Essentials of Negotiation will be a step in the right direction Robert Greenstreet Dean University of Wisconsin at Milwaukee School of Architecture and Urban Planning This is an essential guide for architects and their clients and consultants who need professional advice on negotiations from design development to agreements and fees Contractors will want to read it too especially if they are involved with Integrated Project Delivery This new edition offers updated insights related to negotiation with references to the AIA Contract Documents communication collaboration and handling disputes change and claims

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