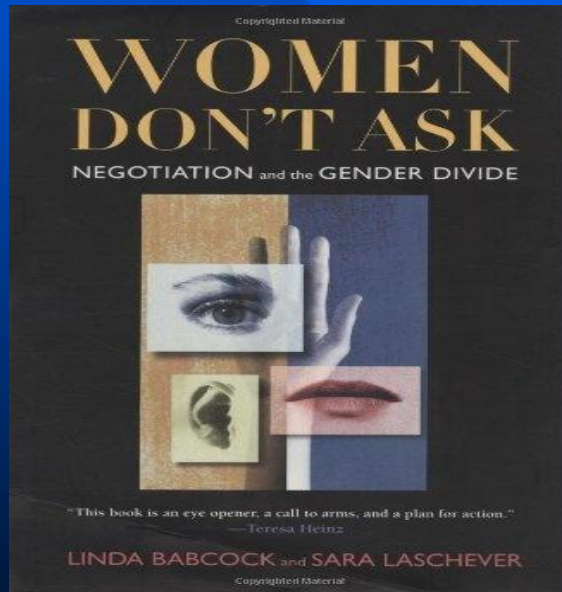


Women Don't Ask: Negotiation and the Gender Divide

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September 23, 2010

Louisiana Tech ADVANCE PAID
Program



Three questions guide presentation:

- How do the authors know this?
- Why don't women ask?
- What does “not asking” cost?

How they know

Personal Experience



Economist,
Director PhD
Program, Hinds
College, Carnegie
Mellon

- Teach course vs TA
- Opportunity to attend public policy conference
- Promotion to full professor

Research Base



Author, focus
on women's
issues in
workplace

- Interviews with 100's of people (S)
- Surveys (L)
- Game playing (L)
- Question on exit interview Hinds College(L)

Men initiate negotiations
4X more often
than women

7%
of
women
vs **58%** of
men
negotiated
first job offer
(Hinds College,
Carnegie Mellon)

Men: negotiation = “fun”
“winning a ball game”
“a wrestling match”
Women: negotiation =
“scary” “going to the
dentist”

Women: 18 month
Buying car, home

Men: within past week
Asking colleague to
support pet project,
negotiate with wife to
pick up child

Lindsey, research chemist:

“I get so nervous in negotiating that I capitulate very quickly”

**Marcela,
nuclear engineer:**

I would never ask for a bonus. If it wasn't freely given I wouldn't ask for it. I might gripe about it at home, but that would be the end of it.

**Eleanor, lit
professor and
biographer:**

When it came down to it, I backed down because I didn't want my editor to hate me.

Why don't women ask for themselves?

- ❑ Socialization as children
- ❑ Types of acceptable behavior for adult women
- ❑ Availability of professional and personal networks

From Day 1





**Girls
have
learned:**

**Wait to be
recognized**





Boys' Chores vs Girls' Chores

- | | |
|--|---|
| <input type="checkbox"/> outside home | <input type="checkbox"/> household chores |
| <input type="checkbox"/> more independent | <input type="checkbox"/> supervised |
| <input type="checkbox"/> much more frequently work for money | <input type="checkbox"/> taking care of younger sibling |
| <input type="checkbox"/> as needed | <input type="checkbox"/> regular schedule |

**Boys learn:
Work for money!**



**Girls learn:
Work for love!**

**Women come to workplace with
much less experience in
negotiation**

AND

**A much lower comfort level with
the idea that their work has a
monetary value or what that
monetary value is**

THEN:

Find that men and other women in workplace don't like aggressive women.

- Aggressive women are “punished”
 - work is undervalued
 - given mediocre referrals
 - aren't nominated for committees
 - described in unflattering terms
 - etc.



AND

Women are often peripheral or completely isolated from many of the networks men have to help them.

- Example: tennis round robin, physicians

What this means:

- do not get informal advice and guidance
- don't know what to ask, who to ask, when to ask
- don't even know what male colleagues are asking for

SO

What does it cost and who does it cost when women don't ask?



???



Who wouldn't trade 5 minutes of discomfort/embarrassment at the first of her career for three quarters of a million dollars at the end of her career?

Person A vs Person B
(22 years old)

Yr 1 \$25,000 gap = \$5,000/yr \$30,000

Both 3% increase each year

At end of career: gap = \$18,000/yr

If Person A invested difference each year into an account that earned as little as 3% a year, at age 65 the account would contain \$785,000

Person A vs Person B
(30 years old)

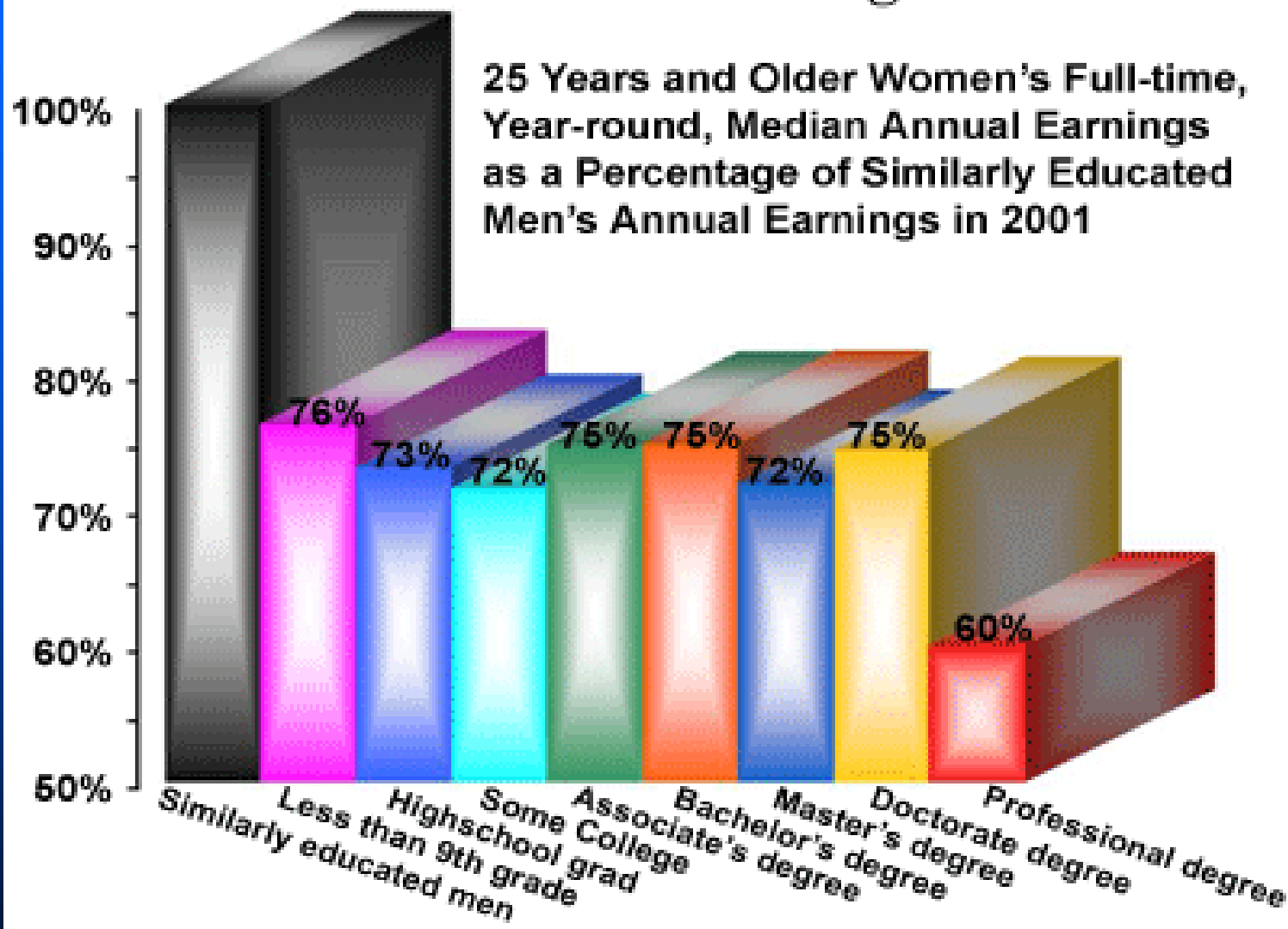
Yr 1 \$100,000 **gap = \$15,000/yr** \$115,000

Both 3% increase each year

At end of career: gap = \$42,000/yr

If Person A invested difference each year into an account that earned as little as **3%** a year, at age 65 the account would contain **\$1.5 million dollars**

Earnings in Relation to Similarly Educated Men's Earnings



Closing of wage gap has stalled since 1980:

Wage gap between salaries of females vs males

1980	60%
1990	71%
2000	71%
2007	75%

\$80,000 male = \$60,000 female (75%)

**SHE works 12 months to earn what
HE earns in 9 months**

Not only money:

- space, laboratory/research assistants
- decreased teaching load
- assignment to prestige projects
- assignment to high profile teams
- assignment to important committees
- chance to collaborate with someone from whom you could learn
- access to discretionary funds
- opportunities to travel

Women tend to think:



“I’ll be recognized for my great work.”



Women make up 50% of workforce

In major companies:

- Top 5 jobs	2.5% female
- Board of Directors	11% female
- Partners in law firms	18% female
- Tenured faculty in law schools	27% female
- General counsel, Fortune 1000	16% female

In academia:

- PhDs	46% female
- Full Professors	23% female
- College Presidents	21% female

(13% at PhD granting institutions)

The full potential of female employees is not being harnessed by industry and academia.

And at home:

- Women with families do 2/3 of all household work
 - women have less free time
 - women have higher stress levels which leads to health risks



When women do ask:

- they ask for 15 -30% less than their male colleagues ask for!



Why do women set low goals?

GOAL!!!!

Goal!



Take Home Messages

- ❑ Women currently do not negotiate effectively for themselves in either the workplace or at home.
- ❑ This is due to their upbringing, a lack of experience in the negotiation process, and a lack of awareness of the ultimate outcome of not negotiating.
- ❑ The results are huge economic costs and increased stress for women
- ❑ As a result, business and academia lose intellectual capacity

Take Home Message (cont)

- This can be changed by providing multiple opportunities for women to become aware of the issues and learn and practice the negotiation process.
- You - as professional women and mentors to young men and women – have the opportunity to further your own careers and those of your students by participating in and promoting programs that focus on these issues.