



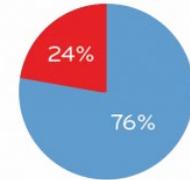
Influences Affecting the Decision of a Career

Kierstin Moulden
York College of Pennsylvania

Topic Description

- Influences affecting career choice
 - Gender and socioeconomic status
- Gender creates indirect rules individuals are supposed to follow
 - Limitations on opportunities
- High socioeconomic status gives individuals extra advantages
 - Support, resources

Women in STEM



24% WOMEN IN STEM JOBS



DISPROPORTIONATELY LOW SHARE OF UNDERGRADUATE DEGREES



1 IN 7 ENGINEERS

JOB

IN COMPUTER SCIENCE & MATH

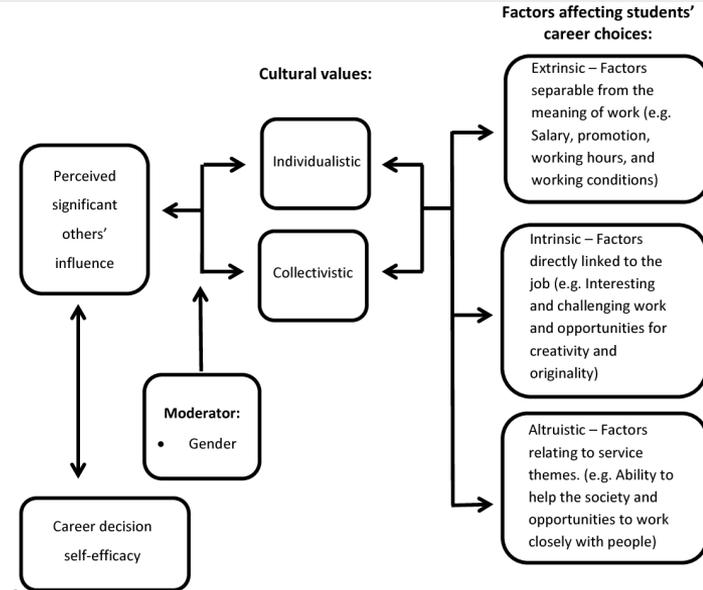


IN PHYSICAL & LIFE SCIENCES



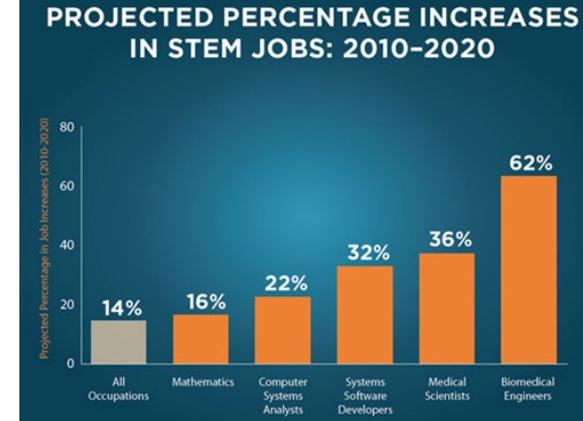
Importance

- There are always new individuals choosing careers
 - Society is forever changing
- Gender has limited the opportunities in careers
 - Different expectations for men and women
 - Stereotype of gender performance
- Socioeconomic has the ability to “make or break” a career choice
 - Support and resources are linked to different socioeconomic statuses



Prevalence

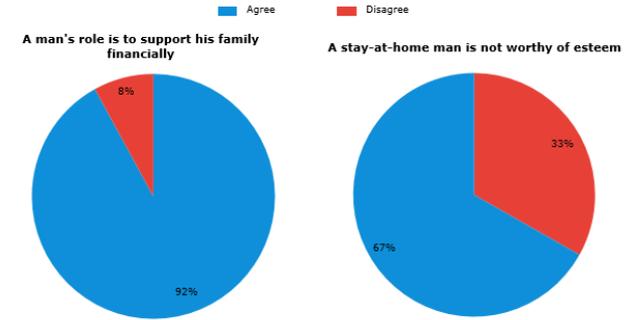
- Much more social change
 - Feminism and the fight for equal rights
 - Society is becoming more tolerant and accepting of women's participation (Nadeem and Khalid, 2018:457)
 - Breadwinner and homemaker are beginning to fade, allowing for both the man and woman to bring home income
- There are roughly 4 million students that graduate college every year and must deciding on their future career. (<https://educationdata.org/number-of-college-graduates/>)
 - Understanding the factors that influence that choice is important
 - Not everyone goes into careers they enjoy
- Some resources available to higher socioeconomic statuses allow for individuals to receive better opportunities
 - Those opportunities allow for those individuals to choose different careers



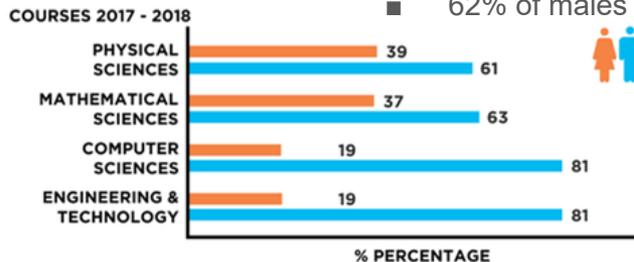
Gender

- Gender roles create expectations for both men and women
 - Women are to focus on their homebased identities while men are supposed to focus on their workbased identities (Sweet, 2016:482)
 - Women stay avoid male dominated occupations seen as deviant if gender roles are not abided by (Nadeem and Khalid, 2018:457)
- Gender performance is based off the stereotype that certain genders have certain skills.
 - Men choose physical sciences while women lean towards social sciences (Stout, 2016:491)
 - Women feel their voices are not heard in physical sciences (Stout, 2016:490)
 - 62% of males and 38% of females are in STEM majors (Niu, 2017:302)

Figure 2: Attitudes towards men's role in Burkina Faso



Source : OECD (2018), Burkina Faso SIGI country study, <http://stats.oecd.org>.

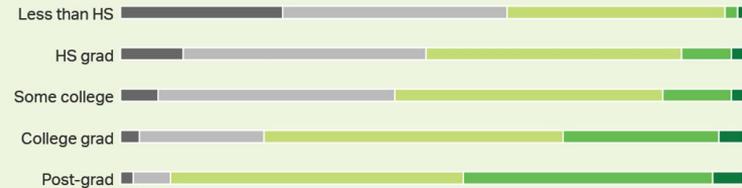


Socioeconomic Status

- Socioeconomic status has the ability to predetermine how an individual will choose their career
- The gender gap in careers tends to narrow with the increase of family socioeconomic status (Niu, 2017:307)
- Lower family socioeconomic status individuals are at a disadvantage (Niu, 2017:299)
- Students from a higher socioeconomic status normally have more resources, role models, and support (Hsieh and Huang, 2014:30)

Social Class Identification by Education Level

■ Lower ■ Working ■ Middle ■ Upper-middle ■ Upper



GALLUP, SEP 14-18, OCT 5-9, DEC 7-11, 2016



Support & Confidence

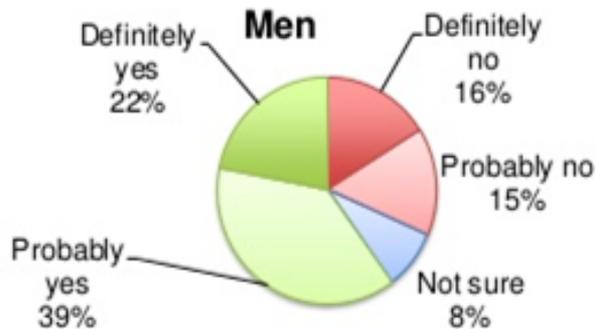
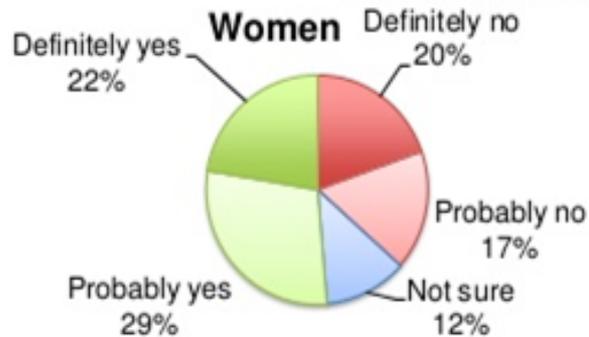
- Limited representation of women in higher status careers causing gender gaps in certain careers (Sweet, 2016:483)
 - One reason for men and women sticking to their “expected” careers is the cultural stereotypes about certain careers- gender role/performance (Stout, 2016:491)
 - Girls’ confidence in math and science declines much earlier that boys girls tend to underestimate their abilities in STEM activities due to stereotypes (Küskü, 2007:111)
- Disagreement on how individuals should go about the stereotypes
 - Only partial success if women were granted more access into STEM careers if societies do not eliminate the gender stereotypes (Küskü, 2007:124)
 - Societies are more tolerant and supportive towards gender equality (Nadeem and Khalid, 2018:457)
 - Individuals must be proactive in order to create change. If there is no push to get past the limitations, adaptation will take place. Individuals must take advantage of the opportunities. (Hsieh and Huang, 2014:31)



Gender and job suitability:

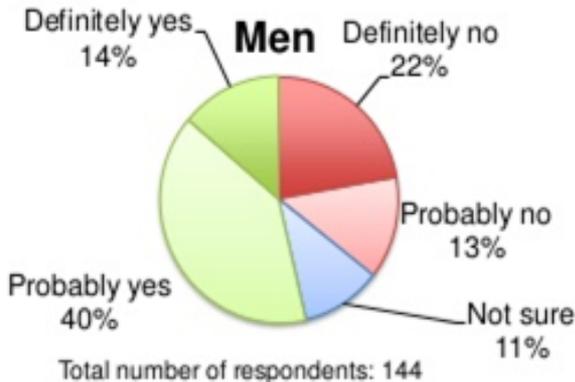
A majority of you seem to think that there are jobs which are more suitable for men:

I think that there are jobs that should only be performed by boys.



Less of you believe that there are jobs much more suitable for women:

I think that there are jobs that should only be performed by girls.



Total number of respondents: 334

Total number of respondents: 144

These charts show that gender stereotypes have affected the way men and women view certain careers. It shows that many feel there are jobs that are more suitable for men, and even less that feel there are jobs that are more suitable for women. However, these charts should not be completed at all. The presence of stereotypes results in individuals feeling a need for jobs more suitable for one gender than the other, causing the larger gender gap in the workforce. In reality, all jobs should be equally suitable for both genders, but there is only roughly 20% of individuals that feel that way.



Future Research Possibilities

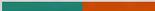
- More qualitative research - majority of quantitative research with minimal qualitative research
 - Personal experience could give insight of how gender and socioeconomic has specifically affected individuals' career choices.
- Social Change feminist movement
 - Societies are shifting their views due to the progression of the feminist movement, which would provide insight on how careers are shifting.
- Socioeconomic status in childhood how an individual is raised
 - A socioeconomic status affects how a child's life is organized; therefore, learning how socioeconomic status has affected the way a child was raised would give more information of how socioeconomic status affects a career choice.



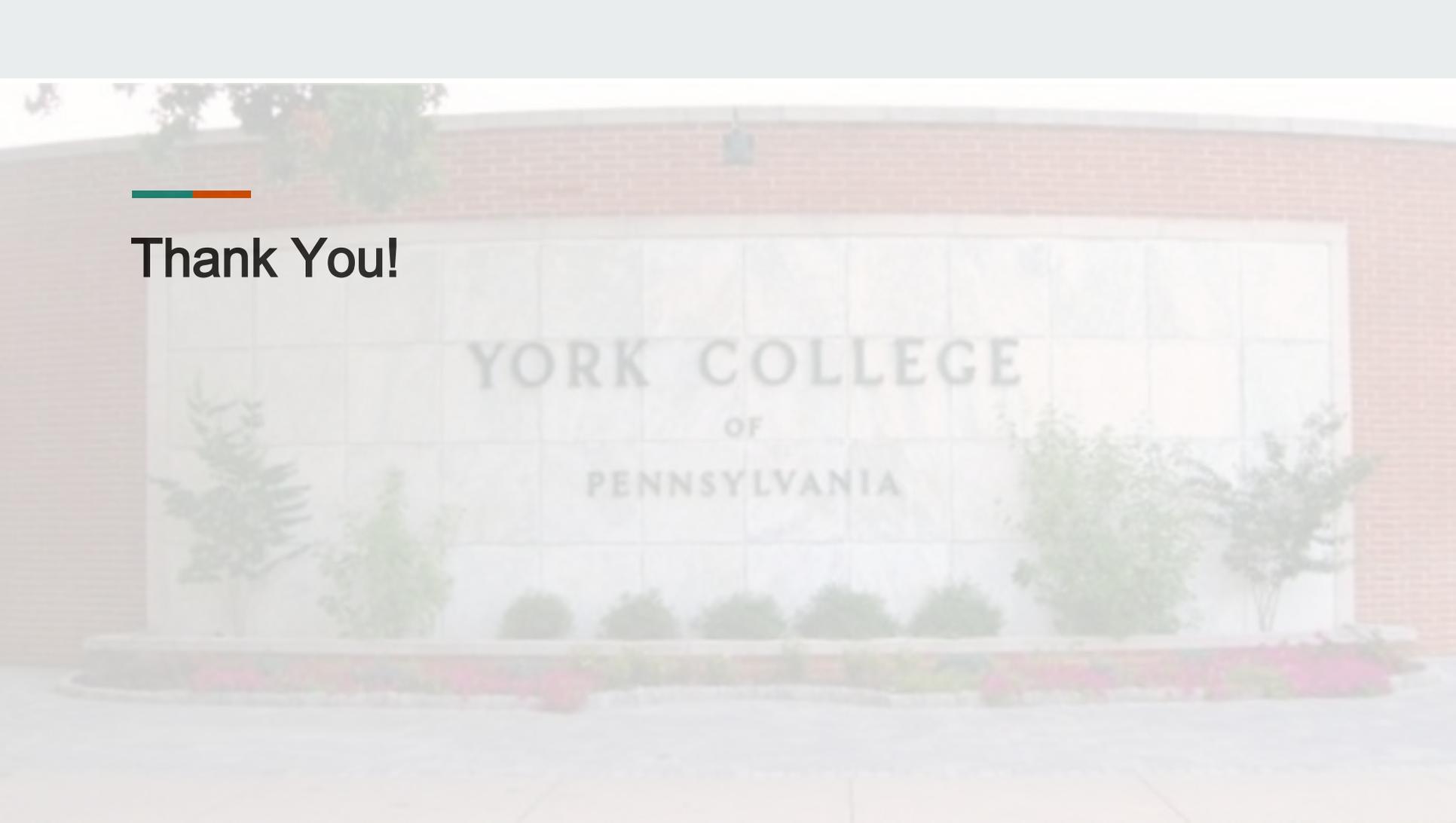


Questions

- Is the progression of the feminist movement improving the opportunities men and women have when choosing their careers?
- Is it fair for the higher socioeconomic status individuals to use the resources they have to choose a career while the lower socioeconomic status individuals do not have those resources?
- Is there enough counseling opportunities at colleges to avoid a lack of confidence and support within students choosing the major/career? How could it be improved, if that is necessary at all?



Thank You!



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