



‘Not Her Job: The Effects of Gender on Job Death’

Friday, December 1, 2017 | 3:00-4:30 PM

Room 969, Henry Angus Building, 2053 Main Mall

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Abstract

In this paper, we ask whether female gendered managerial jobs are more likely to die and whether any increased likelihood of job death can be explained by the nature of jobs held by women, the workplace gender dynamics surrounding the jobs, or the gendering of jobs beyond an organization’s boundaries. Building from research on job death, demography, and gender dynamics, we investigate the relationship between the likelihood of two types of job death – complete dissolution and recombination – and the gender of job incumbents at two levels – across the industry and within the firm. We predict that jobs held by more women at either level are more likely to be completely dissolved but less likely to be recombined. We argue that this is a result of the devaluing of work done by women and workplace gender dynamics. We find support for our predictions among managerial jobs in a sample of New York advertising agencies. Jobs held by a solo female incumbent in a firm are more likely to be dissolved than those held by solo men or by multiple incumbents, but that effect is offset by controlling for the gender composition of job holders at the industry-level and by the level and function of the job.