



# Gender Bias As Related to Women in the Workplace

*Nancy Elder Walden*

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The work environments of men and women differ substantially because they tend to hold different kinds of jobs and because even in the same job they are assigned different kinds of tasks. Furthermore, the nature of work is changing due to shifts toward a service-based economy and the impact of high technology. Men and women may also differ in their responses to the demands of the worker role. All of these factors influence and distinguish the work experience of men and women and therefore require consideration if we are to understand the worker-job interaction.

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