



Biology At Work-Rethinking Sexual Equality (Hardback)

By Kingsley R. Browne

Rutgers University Press, United States, 2002. Hardback. Condition: New. New. Language: English . Brand New Book. Does biology help explain why women, on average, earn less money than men? Is there any evolutionary basis for the scarcity of female CEOs in Fortune 500 companies? According to Kingsley Browne, the answer may be yes. *Biology at Work* brings an evolutionary perspective to bear on issues of women in the workplace: the glass ceiling, the gender gap in pay, sexual harassment, and occupational segregation. While acknowledging the role of discrimination and sexist socialization, Browne suggests that until we factor real biological differences between men and women into the equation, the explanation remains incomplete. Browne looks at behavioral differences between men and women as products of different evolutionary pressures facing them throughout human history. Women's biological investment in their offspring has led them to be on average more nurturing and risk averse, and to value relationships over competition. Men have been biologically rewarded, over human history, for displays of strength and skill, risk taking, and status acquisition. These behavioral differences have numerous workplace consequences. Not surprisingly, sex differences in the drive for status lead to sex differences in the achievement of status. Browne argues that decision...



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