

Gender Stratification in the Labor Market
Sociology 460
Winter 2002
Mon-Wed 4:30-6:50
FINAL SYLLABUS (January 8, 2002)

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Office Hours: Wed 2:00-4:00 or by appointment

Course Description

This course examines gender inequality in the labor market. The course focuses on documenting empirical trends in gender inequality in labor force participation, occupational sex-segregation, and earnings in the U.S. and other industrialized countries. We will spend the majority of the course examining alternative theoretical explanations for gender inequality including micro-economic theories of gender inequality, structural explanations for gender inequality, and institutional explanations for gender inequality.

The course will be held in a seminar format. This means come to class prepared to contribute to the discussions (having read and thought about the material). You will be expected to lead the discussion at least once during the quarter. You will also be expected to bring in at least one written question per discussion section.

One of the most important aspects of a constructive learning environment is respect for your fellow students. Keep in mind that being a good listener is a critically important part of being a good contributor.

Course Requirements

- In-class presentations, short assignments, and classroom participation. (15%) You are expected to present (with a group) on at least one of the theories of gender inequality. You are also expected to complete all short assignments, and participate actively in classroom discussion.
- Mid-term exam. (20%) Exam consisting of multiple choice and short answer questions. To be held in class on February 11.

- Book review. (20%) 4-6 page paper reviewing one of the supplementary books. Due Week 8 (February 27).
- Four short reviews of weekly readings. (20%) Students will be expected to write four 2-3 page reviews of weekly readings. Reviews should provide a brief summary of the readings, but also compare, contrast, and critique them.
- Comprehensive final exam. (25%) Exam consisting of three essay-type questions (examples listed below). To be held 4:30-6:20 Monday March 18, 2002.

Course material

Spain, Daphne and Suzanne Bianchi. 1996. *Balancing Act*. New York: Russell Sage Foundation. Available at the University Bookstore.

Course Reader. Available at the AVE Copy Center, 4141 University Way NE, Suite 103 (Underneath WA State Credit Union).

Some possible final exam questions

- What can you conclude from a figure titled “Women’s Median Annual, Weekly, and Hourly Earnings as a Percentage of Men’s Earnings, 1955-1995?”
- Discuss the relationship between labor demand and increasing women’s labor force participation in the U.S. since 1940.
- Discuss the relationship between skill and gender inequality in the labor market.
- Congress is discussing implementing legislation to promote gender equity in the labor force. Write a policy brief entitled “Lessons From Europe”.
- Discuss the feminist critique of theories of the welfare state.

Week 1. Introduction/Trends. January 7 and 9.

Spain, Daphne and Suzanne Bianchi. 1996. Chapters 4 and 5 in *Balancing Act*. New York: Russell Sage Foundation. pp. 77-140.

Gornick, Janet. 1999. "Gender Inequality in the Labor Market: Women's Employment and Earnings." In Diane Sainsbury (ed) *Gender and Welfare State Regimes*. New York: Oxford University Press. pp.210-244.

Week 2. Defining Gender and Inequality. January 14 and 16.

West, Candance and Don Zimmerman. 1991. *Doing Gender*. In Lorber and Farrell (eds) *The Social Construction of Gender*. New York: Sage Publications.

Cooper, Patricia. 1991. *The Faces of Gender: Sex Segregation and Work Relations at Philco*. In Ava Baron (ed) *Work Engendered*. Ithaca: Cornell University Press. pp.320-350.

Hochschild, Arlie. 1996. *The Time Bind*. Selections.

Week 3. Human Capital. January 23.

Spain, Daphne and Suzanne Bianchi. 1996. Chapters 1-3 in *Balancing Act*. 1-76.

Week 4. Labor Market Segmentation. January 28 and 30.

Charles, Maria. 1998. Structure, culture, and sex segregation in Europe. *Research in Social Stratification and Mobility*, 16: 89-116.

Cowan, Ruth Schwartz. 1987. Chapter 6: *Women's Work, Housework, and History: The Historical Roots of Inequality in Work-Force Participation*. Gerstel and Gross (eds) *Families and Work*. Philadelphia: Temple University Press. pp.164-177.

Reskin, Barbara. 1993. Sex Segregation in the Workplace. *ARS* 19:241-270.

Week 5. Discrimination. February 4 and 6.

Goldin, Claudia and Cecilia Rouse. 1998. *Orchestrating Impartiality: The Impact of Blind Auditions on Female Musicians*. *American Economic Review* 90:715-741.

Mink, Gwendolyn. 1990. Chapter 4: The Lady and the Tramp. In Linda Gordon (ed) *Women, the State, and Welfare*. Madison: University of Wisconsin Press. pp.92-122.

Neumark, David. 1996. Sex Discrimination in the Restaurant Industry: An Audit Study. *Quarterly Journal of Economics* 111:915-941.

Week 6. Institutions. February 11 and 13.

Burstein, Paul. 1989. Attacking Sex Discrimination in the Labor Market. *Social Forces* 67:641-65.

Dobbin, Frank, John Sutton, John Meyer and Richard Scott. 1993. Equal Opportunity Law and the Construction of Internal Labor Markets. *AJS* 99:396-427.

Goldin, Claudia. 1990. Chapter 6: Why Did Change Take So Long?, and Chapter 7: The Political Economy of Gender. *Understanding the Gender Gap*. New York: Oxford University Press. pp.159-210.

Week 7. Comparative Welfare State Theory. February 20.

Esping-Anderson, Gosta. 1989. The three political economies of the welfare state. *Canadian Review of Sociology and Anthropology*.

Quadragno, Jill. 1987. Theories of the Welfare State. *ARS* 13:107-128.

Week 8. A Feminist Critique. February 25 and 27.

Fraser, Nancy. 1994. After the Family Wage: Gender Equity and the Welfare State. *Political Theory* 22:591-618.

O'Connor et al. 1999. Chapter 1: Gendering Theories and Comparisons in Welfare States. *States, Markets, Families*. New York: Cambridge University Press. pp.1-42.

Piven, Frances Fox. 1990. Ideology and the State: Women, Power, and the Welfare State. In Linda Gordon (ed) *Women, the State, and Welfare*. Madison, WI; University of Wisconsin Press. pp.250-264.

Week 9. Formation of Public Policy. March 5 and 7.

Orloff, Anne. 1993. Gender and the Social Rights of Citizenship. ASR 58:303-328.

Piven, Frances Fox and Richard Cloward. 1994. Chapter 12. *Regulating the Poor*. New York: Free Press.

Skocpol, Theda. 1992. Understanding the origins of the modern social provision in the United States. In *Protecting Soldiers and Mothers*. Cambridge, MA: Harvard University Press. 1-62.

Week 10. Implications of public policy. March 12 and 14.

Casper, Lynne, Sara McLanahan, and Irwin Garfinkel. 1994. The gender-poverty gap: What we can learn from other countries. ASR 59:594-605.

England, Paula and Nancy Folbre. 1999. Who Should Pay for the Kids? *The Annals of the American Academy of Political and Social Science* 563:194-207.

Potential Books for Review

Gerson, Kathleen. 1985. *Hard Choices*. Berkeley: University of California Press.

Goldin, Claudia. 1990. *Understanding the Gender Gap*. New York: Oxford University Press.

Hochschild, Arlie. 1996. *The Time Bind: When Work Becomes Home and Home Becomes Work*

Luker, Kristen. 1996. *Dubious Conceptions*. Cambridge: Harvard University Press.

Ogasawara, Yuko. 1998. *Office Ladies and Salaried Men*. Berkeley: University of California Press.

- Cowan, Ruth Schwartz. 1983. *More Work for Mother*. New York: Basic Books.
- Moen, Phyllis. 1992. *Women's Two Roles*. New York: Auburn House.
- Sidel, Ruth. 1996. *Keeping Women and Children Last: America's War on the Poor*. New York: Penguin Books.
- DeVault, Majorie. 1991. *Feeding the Family: The Social Organization of Caring as Gendered Work*. Chicago: University of Chicago.