
Gender Stratification

Course #: 034:256

Spring Term 2006

T 9:30 – 12:00 pm

W18 Seashore Hall

Instructor: Mary Noonan
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Office Hours: T 12:00 – 1:30, TH 9:30-11:00 (or by appt)

Course Description

This seminar examines major theoretical and research issues in gender stratification and inequality. We will draw largely on the sociological literature, although the reading list includes some selections from other social science disciplines such as economics and political science. Our subject matter includes: the gender gap in wages, occupational segregation, gender inequality in work inside the home, men's and women's changing economic roles, the feminization of poverty, and the implications of social policy for gender stratification. Approximately three-fourths of the term is devoted to discussion of the readings. The last part of the term is devoted to presentation and discussion of student research proposals.

Prerequisites

Graduate standing or permission of the instructor is required. Some familiarity with quantitative research methods is also highly recommended.

Course Materials

Throughout the course, we will be reading/discussing a collection of scholarly articles and books. Most of the articles are available electronically via the course web page (denoted by WEB in topic schedule). The url for the course web page is: <http://www.uiowa.edu/~c034256>. Some of the articles, and all of the books, are only available in hard copy (denoted by HARD COPY in topic schedule). I will leave these articles/books on my office door for you the week before we discuss them so that you can make your own photocopies. Please do not borrow these materials for more than one hour at a time.

Requirements

There are three major requirements:

1. Leading Discussion. Each week two students will be responsible for leading discussion. Each discussion leader will prepare summaries for 2-3 of the readings, as well as a series of questions for class discussion. More specifically, the summaries should: (1) briefly review and evaluate the theoretical and substantive contributions of the assigned readings, (2) discuss how the readings relate to each other, and (3) identify a few broad questions for class discussion. The summaries

will be posted on the class web site before the class meeting (Friday by 5pm). Each student should read these summaries before attending class.

Typically, I will present for the first 30 minutes of class and then turn to the discussants. Leading a week's discussion entails providing the class with a short overview (20 minutes) of the main issues (strengths, weaknesses, and controversies) and then leading a discussion based on the questions posed in the summary memo.

2. Research Proposal. Each student will prepare a research proposal (approximately 20 pages, typed, double spaced) on a topic related to gender stratification. The proposal should include a statement of the research question, the rationale for posing the question, a review of the relevant literature, and a description of the data, methods, and analyses that will be used to address the question posed. The research question should be a question that prior literature has not yet adequately addressed. Also, the proposal should be a new piece of work for the student (i.e., this should not be something that you have already submitted for another course). Students are encouraged to use the proposal to develop a master's proposal, dissertation proposal or a journal article.

- A brief (2-3) description of the research proposal must be submitted for my approval no later than Friday, February 24th.
- During the final two weeks of the semester (April 25th and May 2nd), students will make oral presentations of the first drafts of their proposals. Presentations should be roughly 20 minutes in length. The presentation should be polished, similar to a presentation at a professional meeting.
- A randomly chosen seminar participant will serve as "discussant" of the paper. Presenters must give the discussant and instructor a copy of the first draft no later than the Thursday before the presentation (either April 20th or 27th). Following the presentation of the proposal, the discussant will present a 10-15 minute summary of the proposal's strengths and weaknesses.
- Students should revise the proposal in light of the instructor's and discussant's comments. **The final draft of the proposal is due by May 9th at noon.**

3. Participation. For the seminar to be a success, students are expected to do the assigned readings and make regular and thoughtful contributions to classroom discussions. As you do the readings, think about what the author did right as well as wrong. What are the interesting ideas in the paper? If you disagree, what would it require to persuade you? A good seminar should have active dialog and debate. If someone proposes an idea that is contrary to your view, speak up.

Grading Procedure

Class participation, discussion leading, and serving as a discussant contribute 40% to the final course grade. The research proposal contributes 60% to the final course grade.

Late work will not be accepted; the grade of "incomplete" will not be given.

Other Considerations

(1) Academic accommodation. If you have a disability that may require some modification of seating, testing, or other class requirements, please notify me after class or during my office hours so that appropriate arrangements can be made.

(2) Procedure for student complaints. If anyone is faced with an issue regarding this class that they feel they cannot resolve by speaking with me, please contact Michael Lovaglia, the Department of Sociology Executive Officer.

Tentative Topic Schedule

1. Organizational Meeting (January 17)

2. Theoretical Perspectives on Gender (January 24)

Marxist Approach

Hartmann, H. 1981. "The Unhappy Marriage of Marxism and Feminism: Toward a More Progressive Union." Pp. 1-37. in L. Sargent (ed) *Women and Revolution: A Discussion of the Unhappy Marriage of Marxism and Feminism*. Boston, MA: South End Press. (HARD COPY)

Shelton, B.A. and B. Agger. 1993. "Shotgun Wedding, Unhappy Marriage, No-Fault Divorce? Rethinking the Feminism-Marxism Relationship." Pp. 25-41 in P. England (ed) *Theory on Gender/Feminism on Theory*. New York, NY: Aldine de Gruyter. (HARD COPY)

Radical Approach

MacKinnon, C. 1987. *Feminism Unmodified*. Cambridge, MA: Harvard University Press. (Chapter 2, Pp. 32-45) (HARD COPY)

Gender Perspective and Family Research

Ferree, M.M. 1990. "Beyond Separate Spheres: Feminism and Family Research." *Journal of Marriage and the Family* 52(4): 866-884. (WEB)

3. Theoretical Perspectives on Gender Continued (January 31)

Rational Choice Approach

Friedman, D. and C. Diem. 1993. "Feminism and the Pro-(Rational-) Choice Movement: Rational-Choice Theory, Feminist Critiques, and Gender Inequality." Pp. 91-114 in P. England (ed) *Theory on Gender/Feminism on Theory*. New York, NY: Aldine de Gruyter. (HARD COPY)

Psychoanalytic Approach

Chodorow, N. 1978. *The Reproduction of Mothering*. Berkeley, CA: University of California Press. (Chapter 11) (HARD COPY)

Williams, C. 1996. "Psychoanalytic Theory and the Sociology of Gender." Pp. 131-149 in P. England (ed) *Theory on Gender/Feminism on Theory*. New York, NY: Aldine de Gruyter. (HARD COPY)

Sociobiological and Biological Approaches

Udry, R. 2000. "Biological Limits of Gender Construction." *American Sociological Review* 65:443-57. (WEB)

"Exchange on the Biological Limits of Gender Construction." *American Sociological Review* 66:592-621. (WEB)

See also:

Chodorow, N. 1979. "Mothering, Male Dominance, and Capitalism." Pp. 83-106 in Z. Eisenstein (ed) *Capitalist Patriarchy and the Case for Socialist Feminism*. New York, NY: Monthly Review Press. (HARD COPY)

Hartsock, N. 1987. "The Feminist Standpoint: Developing the Ground for a Specific Feminist Historical Materialism." Pp. 159 in S. Harding (ed) *Feminism and Methodology*. Bloomington, N: Indiana University Press. (HARD COPY)

Hess, B.B. and M.M. Ferree (Eds). 1987. *Analyzing Gender*. Newbury Park, CA: Sage. (HARD COPY)

Lorber, J. 1998. *Gender Inequality: Feminist Theories and Politics*. Los Angeles, CA: Roxbury Publishing Company. (HARD COPY)

MacKinnon, C. 1989. *Toward a Feminist Theory of the State*. Cambridge, MA: Harvard University Press. (HARD COPY)

Tong, R. 1989. *Feminist Thought: A Comprehensive Introduction*. Boulder, CO: Westview Press. (HARD COPY)

4. Occupational Sex Segregation (February 7)

Bielby, W. and J. Baron. 1986. "Men and Women at Work: Sex Segregation and Statistical Discrimination." *American Journal of Sociology* 91(4):759-99. (WEB)

Kanter, R. M. 1977. *Men and Women of the Corporation*. New York, NY: Basic Books. (Chapter 8) (HARD COPY)

Kimmel, M. 2000. "Saving the Males: The Sociological Implications of the Virginia Military Institute and the Citadel." *Gender and Society* 14(4): 494-516. (WEB)

Peterson, T. and L. Morgan. 1995. "Separate and Unequal: Occupation-Establishment Sex Segregation and the Gender Wage Gap." *American Journal of Sociology* 101:329-65. (WEB)

Williams, C. 1995. *Still A Man's World: Men Who Do "Women's Work"*. Berkeley, CA: University of California Press. (Chapters 1 and 6) (HARD COPY)

See also:

King, M.C. 1992. "The Evolution of Occupational Segregation by Race and Gender, 1940-1988." *Monthly Labor Review*. April. (WEB)

Roos, P. 1983. "Marriage and Women's Occupational Attainment in Cross-Cultural Perspective." *American Sociological Review* 48:852-64. (WEB)

Weeden, K. 1998. "Revisiting Occupational Sex Segregation in the United States, 1910-1990: Results From a Log-Linear Approach." *Demography* 35(4): 475-487. (WEB)

Williams, C. 1993. *Doing Women's Work: Men in Nontraditional Occupations*. Newbury Park, CA: Sage Publications. (HARD COPY)

5. Sex-Based Wage Gap (February 14)

Goldin, C. 1990. *Understanding the Gender Gap*. New York, NY: Oxford University Press. (Chapter 3, Pp 58-82) (HARD COPY)

Marini, M. M. 1989. "Sex Differences in Earnings in the United States." *Annual Review of Sociology* 15:343-380. (WEB)

Rosenfeld, R. and A. Kalleberg. 1990. "A Cross-National Comparison of the Gender Gap in Income." *American Journal of Sociology* 96:69-106. (WEB)

Wellington, A. 1994. "Accounting for the Male/Female Wage Gap Among Whites: 1976 and 1985." *American Sociological Review* 59:839-848. (WEB)

6. Explanations for Occupational Sex Segregation and Sex-Based Wage Gap (February 21)

Neoclassical Economic Models (and Evidence)

Bielby, D. and W. T. Bielby. 1988. "She Works Hard for the Money: Household Responsibilities and the Allocation of Work Effort." *American Journal of Sociology* 93:1031-59. (WEB)

England, P. 1982. "The Failure of Human Capital Theory to Explain Occupational Sex Segregation." *Journal of Human Resources* 17(3): 358-370. (WEB)

England, P., G. Farkas, B. Kilbourne and T. Dou. 1988. "Explaining Occupational Sex Segregation and Wages: Findings from a Model with Fixed Effects." *American Sociological Review* 53:544-59. (WEB)

Mincer, J., and S. Polachek. 1974. "Family Investments in Human Capital: Earnings of Women." *Journal of Political Economy* 82:S76-S108. (WEB)

**** Brief Description of Research Proposal is Due Friday ****

7. Explanations for Occupational Sex Segregation and Wage Gap Continued (February 28)

Structural Models

Jacobs, J. A. 1989. *Revolving Doors: Sex Segregation and Women's Careers*. Stanford, CA: Stanford University Press. (HARD COPY)

Reskin, B. F. and P. A. Roos. 1990. *Job Queues and Gender Queues*. Philadelphia, PA: Temple University Press. (HARD COPY)

Marxist/Patriarchal Models

Hartmann, H. 1976. "Capitalism, Patriarchy and Job Segregation by Sex" in *Women and the Workplace: The Implications of Occupational Segregation*, edited by Martha Blaxall and Barbara Reagan. Chicago, IL: University of Chicago Press, pp. 137-170. (HARD COPY)

See also:

Chan, T. W. 1999. "Revolving Doors Reexamined: Occupational Sex Segregation Over the Life Course." *American Sociological Review* 64:86-96. (WEB)

8. Gender Roles and Family Formation and Dissolution (March 7)

Oppenheimer, V. 1994. "Women's Rising Employment and the Future of the Family in Industrial Societies." *Population and Development Review* 20(2):293-342. (WEB)

Oppenheimer, V. 1988. "A Theory of Marriage Timing." *American Journal of Sociology* 94:563-591. (WEB)

Oppenheimer, V., M. Kalmijn, and N. Lim. 1997. "Men's Career Development and Marriage Timing During a Period of Rising Inequality." *Demography* 34(3):311-330. (WEB)

Smock, P. J. and W. D. Manning. 1997. "Cohabiting Partners' Economic Circumstances and Marriage." *Demography* 34(3):331-341. (WEB)

See also:

Brines, J. and K. Joyner. 1999. "The Ties That Bind: Principles of Cohesion in Cohabitation and Marriage." *American Sociological Review* 64(3): 333-355. (WEB)

Kaufman, Gayle. 2000. "Do Gender Role Attitudes Matter? Family Formation and Dissolution Among Traditional and Egalitarian Men and Women." *Journal of Family Issues* 21 (1): 128-144. (WEB)

Oppenheimer, V. 2003. "Cohabiting and Marriage During Young Men's Career-Development Process." *Demography* 40 (1): 127-149. (WEB)

Oppenheimer V. 1997. "Women's Employment and the Gain to Marriage: The Specialization and Trading Model." *Annual Review of Sociology* 23: 431-453. (WEB)

Ruggles, S. 1997. "The Rise of Divorce and Separation in the United States, 1880-1990." *Demography* 34(4):445-466. (and responses by Oppenheimer, Preston) (WEB)

**** No Class on March 14 due to Spring Break ****

9. Intersections Between Family Roles, Paid and Unpaid Labor - Housework (March 21)

Brines, J. 1994. "Economic Dependency, Gender, and the Division of Labor at Home." *American Journal of Sociology* 100:652-88. (WEB)

Coltrane, S. 1996. *Family Man: Fatherhood, Housework, and Gender Equity*. New York, NY: Oxford University Press. (Chapter 8, Pp. 199-235) (HARD COPY)

Gupta, S. "Her Money, Her Time: Women's Earnings and Their Housework Hours." Forthcoming in *Social Science Research*. (WEB)

Hochschild, A. and A. Machung. 1989. *The Second Shift: Working Parents and the Revolution At Home*. New York, NY: Viking. (HARD COPY)

South, S. J. and G. Spitze. 1994. "Housework in Marital and Nonmarital Households." *American Sociological Review* 59:327-347. (WEB)

See also:

Berk R. A. and S. F. Berk. 1983. "Supply-Side Sociology of the Family: The Challenge of the New Home Economics." *Annual Review of Sociology* 9:375-395. (WEB)

Bittman, M., P. England, N. Folbre., L. Sayer, G. Matheson. 2003. "When Does Gender Trump Money? Bargaining and Time in Household Work." *American Journal of Sociology* 109(1): 186-214. (WEB)

Gupta, S. 1999. "The Effects of Transition in Marital Status on Men's Performance of Housework." *Journal of Marriage and the Family* 61:700-711. (WEB)

Presser, H. 1994. "Employment Schedules, Gender, and Household Labor." *American Sociological Review* 59:348-64. (WEB)

10. Intersections Between Race and Gender (March 28)

Browne, I. 1997. "Explaining the Black-White Gap in Labor Force Participation among Women Heading Households." *American Sociological Review* 62: 236-252. (WEB)

Cintron-Velez, Aixa N. 1999. "Generational Paths into and out of Work: Personal Narratives of Puerto-Rican Women in New York" (pp 207-243) in I. Browne (Ed.) *Latinas and African American Women at Work: Race, Gender, and Economic Inequality*. New York, NY: Russell Sage Foundation. (HARD COPY)

Elmelech, Y. and H. Lu. 2004. "Race, Ethnicity and the Gender Poverty Gap." *Social Science Research* 33(1): 158-82. (WEB)

Kilbourne, B., P. England, and K. Beron. 1994. "Effects of Individual, Occupational, and Industrial Characteristics on Earnings: Intersections of Race and Gender." *Social Forces* 72: 1149-1176. (WEB)

King, D. 1988. "Multiple Jeopardy, Multiple Consciousness: The Context of Black Feminist Ideology." *Signs* 88-111. (WEB)

Rosenfeld, R. A. 1980. "Race and Sex Differences in Career Dynamics." *American Sociological Review* 45: 583-609. (WEB)

11. Intersections Between Family Roles, Paid and Unpaid Labor - Marriage and Economic Dependency (April 4)

Holden, K. and P. J. Smock. 1991. "The Economic Costs of Marital Disruption: Why Do Women Bear a Disproportionate Cost?" *Annual Review of Sociology* 17:51-78. (WEB)

Okin, S. M. 1989. "Vulnerability By Marriage." Pp. 134-169 in *Justice, Gender, and the Family*. New York, NY: Basic Books. (HARD COPY)

Oppenheimer, V. 1977. "The Sociology of Women's Economic Role in the Family." *American Sociological Review* 42:387-406. (WEB)

Smith, J. 1984. "The Paradox of Women's Poverty: Wage-Earning Women and Economic Transformation." *Signs* 10:291-310. (WEB)

Sorensen, A., and S. McLanahan. 1987. "Married Women's Economic Dependency, 1940-1980." *American Journal of Sociology* 93:659-87. (WEB)

12. Work/Family Conflict and Motherhood Penalty (April 11)

Work/Family Conflict

Hewlett, S. A. 2002. *Creating a Life: Professional Women and the Quest for Children*. London: Atlantic Books. (HARD COPY)

Swiss, D. J. and J. P. Walker. 1993. *Women and the Work/Family Dilemma: How Today's Professional Women are Finding Solutions*. New York, NY: John Wiley and Sons. (Chapters 2, 3, and 6). (HARD COPY)

Williams, J. 2000. *Unbending Gender: Why Family and Work Conflict and What To Do About It*. Oxford: Oxford University Press. (Chapter 1). (HARD COPY)

Wage Gap Between Mothers and Non-Mothers

Budig, M. J. and P. England. 2001. "The Wage Penalty for Motherhood." *American Sociological Review* 66:204-225. (WEB)

Waldfogel, J. 1998. "Understanding the Family Gap in Pay for Women with Children." *Journal of Economic Perspectives* 12(1): 137:56. (WEB)

See also:

Bielby, W. T. and D. D. Bielby. 1989. "Family Ties: Balancing Commitments to Work and Family in Dual Earner Households." *American Sociological Review* 54:776-789. (WEB)

Crittenden, A. 2001. *The Price of Motherhood*. New York, NY: Metropolitan Books. (HARD COPY)

Hochschild, A. 1997. *The Time Bind: When Work Becomes Home and Home Becomes Work*. New York, NY: Metropolitan Books. (HARD COPY)

Shauman, K. A and Y. Xie. 1996. "Geographic Mobility of Scientists: Sex Differences and Family Constraints." *Demography* 33:455-468. (WEB)

Spain, D. and S. Bianchi. 1996. *Balancing Act: Motherhood, Marriage, and Employment Among American Women*. New York, NY: Russell Sage Foundation. (HARD COPY)

13. Gender and Poverty (April 18)

Casper, L. M., S. S. McLanahan, and I. Garfinkel. 1994. "The Gender-Poverty Gap: What We Can Learn From Other Countries." *American Sociological Review* 59:594-605. (WEB)

Edin, K. and L. Lein. 1997. *Making Ends Meet: How Single Mothers Survive Welfare and Low Wage Work*. New York, NY: Russell Sage Foundation. (Chapter 2). (HARD COPY)

Harris, K. 1993. "Work and Welfare among Single Mothers in Poverty." *American Journal of Sociology* 99:317-352. (WEB)

Miscellaneous

Tiano, S. 1987. "Gender, Work, and World Capitalism: Third World Women's Role in Development." in Hess and Ferree (Eds) *Analyzing Gender*. Newbury Park, CA: Sage. (HARD COPY)

Smith-Lovin, L. and J. M. McPherson. 1993. "You are Who You Know: A Network Approach to Gender." Pp. 223-251 in P. England (ed) *Theory on Gender/Feminism on Theory*. New York, NY: Aldine de Gruyter. (HARD COPY)

14. Research Proposal Presentations (April 25)

15. Research Proposal Presentations (May 2)