FYSP 163: She Works Hard for the Money: Women, Work and the Persistence of Inequality

Prof. Daphne John

MWF 11-11:50 King 239
Office: King 305b
Office Hours:

Course Description

Current U.S. Bureau of Labor Statistics reports indicate that women who are employed full-time earn only 76.7% of what men who are employed full-time earn. In this course, we will explore the causes and consequences of gender based wage discrepancy. Topics to be covered include: occupational segregation, comparable worth, shift work, "the Mommy Track", gender based job queuing, career trends and unpaid labor. In addition to class reading, each student will choose an occupation and research it throughout the semester.

Required Texts


Optional Texts


Required Assignments

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Percentage</th>
<th>Due Dates</th>
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</thead>
<tbody>
<tr>
<td>Class Attendance and Participation</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Two Essay Responses to Questions</td>
<td>15% each</td>
<td>(DUE DATES: 9.22 and 10.15)</td>
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<tr>
<td>Reading a Journal Article Exercise</td>
<td>10%</td>
<td>(DUE DATE: 11.5)</td>
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<tr>
<td>Quantitative Exercises</td>
<td>10% each</td>
<td>(DUE DATES: 10.29 and 12.1)</td>
</tr>
<tr>
<td>Oral Presentation of Occupation Report</td>
<td>10%</td>
<td>(TBS: 12.06-12.14)</td>
</tr>
<tr>
<td>Written Report on Occupation</td>
<td>20%</td>
<td>(DUE DATE: 12.17)</td>
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Course Outline

9.3-9.13

I. Introduction/History

Hesse-Biber and Carter:
  Preface, Chapter 1: Models of Women and Work, Chapter 2: A Brief History of Working Women

Reserve Reading:
  Amott and Matthaei: Race, Class, and Gender and Women’s Work
  Edwards: Contested Terrain
  Hall: Gender and Work
  Ortiz: Puerto Rican Women in the Garment Industry of New York City, 1920-1980
  Dublin: Lowell Millhands, Lynn Shoeworkers, Working Women in New England, 1900
  Korabick: Sex and Gender in the New Millenium
  Brush: Gender, Work, Who Cares?! Production, Reproduction, Deindustrialization and Business as Usual

9.15-9.20

II. Indicators and Explanations of Inequality

Hesse-Biber and Carter:
  Chapter 3: Gender Inequality: Economic and Legal Explanations

Reserve Reading:
  Marx: Alienated Labor
  Durkheim: The Social and Political Role of Occupational Groups
  Weber: Bureaucracy
  Federal Glass Ceiling Commission: The Glass Ceiling
  Tomaskovic-Devey: Sex and Racial Segregation and Pay Gaps
  Ferdman: The Color and Culture of Gender in Organizations
  England, Thompson and Aman: The Sex Gap in Pay and Comparable Worth: An Update
  Hossfield: The Logic Against Them
  Baker: Mexican-Origin Women in the Southwestern Labor Markets
  Loo and Ong: Slaying Demons with A Sewing Needle: Feminist Issues for Chinatown’s Women
Reskin and Roos: Occupational Sex Segregation: Persistence and Change, Queueing and Changing Occupational Composition, Consequences of Desegregation: Occupational Integration and Economic Equity?

9.20-9.24

III. Work, Inequality and Socialization

Hesse-Biber and Carter:
Chapter 4: Gender Inequality and Socialization: The Influences of Family, School, Peers and the Media

Reserve Reading:

Freeman: Parental Influence and Women’s Careers
Hattery: Theoretical Paradigms for Understanding Maternal Labor Force Participation
Helgeson: Women’s Ways of Leading
Cintron-Velez: Generational Paths into and out of Work: Personal Narratives of Puerto Rican Women in New York

IV. Occupations, Professions and the Experience of Working

9.27-10.4


Hesse-Biber and Carter:
Chapter 5: Women in Everyday Jobs: Clerical, Sales, Service and Blue-Collar Work

10.6-10.15

Reserve Reading:

Casey: New Tappings on the Keys
Garson: The Electronic Sweatshop
Parker: Temporary Clerical Work
Burton: Dilemmas of Organizing Women Office Workers
Biggart: Family, Gender and Business in Direct Selling Organizations
Conoley and Rhoton: Women in Direct Sales
Leidner: Over the Counter
Giuffre and Williams: Boundary Lines
Hall: Waitering/Waitressing
Paules: “Getting” and “Making” a Tip
Reskin and Roos: Women Behind Bars
Rollins: Between Women
Romero: Domestic Service and Women of Color in the United States, Bonds of Sisterhood-Bonds of Oppression
Zhou and Nordquist: Work and Its Place in the Lives of Immigrant Women: Garment Workers in New York City’s Chinatown
Juravich: Women on the Line
Reskin and Roos: Hot-Metal to Electronic Composition

10.25-11.1


11.3-11.10

Hesse-Biber:
Chapter 6: Professional and Managerial Women

Reserve Reading:

Higginbotham: Black Professional Women: Job Ceilings
Rosenberg, Perlstadt and Phillips: “Now That We Are Here:” Discrimination, Disparagement and Harrassment at Work and the Experience of Women Lawyers
Bird: An Analysis of Gender Differences in Income among Dentists, Physicians and Veterinarians, 1987
Glazer: “Between a Rock and a hard Place”: Racial, Ethnic, and Class Inequalities in Women’s Professional Nursing Organizations
Reskin and Roos: Industrial and Occupational Change in Pharmacy; A Woman’s Place is Selling Homes; High Finance, Small Change
Colwill: Women in Management: Power and Powerlessness
Schwartz: Management Women and the New Facts of Life
Reskin: Culture, Commerce, Gender
11.12-11.19


V. Work and Family

11.22-12.1

Hesse-Biber and Carter:
Chapter 7: Working Women and Their Families

Reserve Reading:
Torruellas, Benmayor and Juarbe: Negotiating Gender, Work and Welfare:
*Familia* as Productive labor among Puerto Rican Women in New York City
Hattery: Balancing and Weaving to be a “Good” Mother, To Work or Not to Work? That is the Question, Are Children Better Off if they have New Bikes Rather than Having You at Home?
Devault: Feeding the Family
Shelton and John: The Division of Household Labor, Who Does What and How Much Do They Do? Gender and Total Work Time

VI. Social Change and the Global Economy

12.3

Hesse-Biber and Carter:
Chapter 8: Changing the Lives of Working Women

Reserve Reading:
Moghdam: Gender and the Global Economy
Wichterich: The Global Conveyor Belt, Worldwide Service