

**SOC 557: GENDER AND LABOR MARKETS**  
**Spring 2007**

PROFESSOR:

**Louise Marie Roth**

Social Sciences 433

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Wednesday 2:00-4:30

Social Sciences 415

Office hours: Fri. 1:30-3:00 ABA

**Course Description**

This course surveys the body of theoretical and empirical research on gender and labor markets in sociology. This course will consider historical trends and current patterns of labor market participation and competing theories of gender inequality and sex-segregation. Work is analyzed as a “gendered” institution: one in which the design, perception, and compensation of jobs encompass assumptions about the gender division of labor. Race and class differences intersect with gender to further stratify the labor market. We will also explore changes in employment legislation and welfare policies accompanying women’s changing labor force participation, the feminization of poverty, work-family conflict, and the gender implications of globalization.

You will be reading work that defines the contemporary field and, by semester’s end, you will have some solid theoretical and analytical tools for studying gender and labor markets. Many of the readings for the course have been drawn from the Gender comprehensive exam reading list, and will help students to prepare for exams in this area. Students are expected to always come to class prepared to participate in a discussion of the readings.

**Non-Sociology Graduate Students:** You must have permission from the instructor to take this course. Please contact me for a face-to-face meeting before the 2<sup>nd</sup> class.

**Requirements**

- (1) Submit two discussion questions each week. These questions can address conceptual ambiguities in the readings, interesting similarities or differences across readings, or the relevance of readings for other research. Questions are due by email by 2pm on Tuesday. These questions will be an important part of the agenda for each class meeting; come prepared to explain your question, why it is worth asking, and how you have begun to think of an answer. Discussion questions will be part of your class participation grade. You may also submit clarification questions with your discussion question.
- (2) Each student will lead one week’s discussion with an analysis of one of the week’s readings.
- (3) Two 4-6 pages conceptual papers, due in weeks 5 and 9.

- (4) Final project, due during exam period. You have three choices:
1. You may write a proposal in which you design a research study that you could execute in the future, possibly as a Masters paper or dissertation proposal. After choosing a topic, you will need to find a data source or design a data collection procedure. You may find a statistical source in the statistical resources available through SBSRI, or your question may require some type of data collection. Regardless of which methodology you use, the data should fit the question that you pose and you should describe the data or data collection thoroughly. Also be sure to explain *thoroughly* how you will analyze the data.
  2. You may use a research proposal that you have designed for another class that is related to gender and labor markets, and use the semester to refine the topic, sharpen its gender focus, execute the research and write it up as an empirical paper. Students working on a related MA topic may submit a draft of their MA paper as their final paper.
  3. You may substantially revise a paper that you have written in another class in order to submit it for publication. The original paper must be related to gender and labor markets, or you may add a related dimension if this will strengthen the central argument of the paper. You may also introduce an empirical data analysis to a paper that was formerly only a literature review. If you choose this option, you should have a paper suitable for journal submission by the end of the semester.

Choosing one of the second two options means that you will be writing a paper that analyzes empirical data.

A 1-2 page description of your intentions for the final assignment and the data source you plan to use or how you will collect data will be due in Week 3. The final proposal or paper is due on the last Wednesday of the exam period. The last two class sessions will be devoted to assisting each other with your proposals or papers.

**Grade**

30%	Two 4-6 page conceptual papers (15% each)
15%	Class participation (includes submitted questions)
5%	Description of final project
50%	Final project

### Books

Kanter, Rosabeth Moss. 1977. *Men and Women of the Corporation*. New York: Basic Books.

Nelson, Robert L. and William P. Bridges. 1999. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*. New York: Cambridge University Press.

Roth, Louise Marie. 2006. *Selling Women Short: Gender and Money on Wall Street*. Princeton, NJ: Princeton University Press.

All articles and other book excerpts will be available in scanned .pdf form or through electronic reserves at <http://eres.library.arizona.edu>. The password is **inequality**.

## COURSE SCHEDULE

### WEEK 1: Introduction

#### WEEK 2: Supply-Side Theories for Inequality in Paid Work

Becker, Gary. 1962. "Investment in Human Capital: A Theoretical Analysis." *The Journal of Political Economy*, 70, 5, Part 2: Investment in Human Beings. (October): 9-49.

Hakim, Catherine. 2001. *Work-Lifestyle Choices in the 21<sup>st</sup> Century*. New York: Oxford University Press. Chapters 1, 6, 9, 10.

#### WEEK 3: Demand-Side Theories for Inequality in Paid Work

Reskin, Barbara and Patricia Roos. 1991. *Job Queues, Gender Queues*. Philadelphia: Temple. Ch. 1-3, 15.

Cancio, A. Silvia, T. David Evans, and David J. Maume, Jr. 1996. "Reconsidering the Declining Significance of Race: Racial Differences in Early Career Wages" *American Sociological Review*, 61, 4 (August): 541-556.

Browne, Irene, and Joya Misra. 2003. "The Intersection of Gender and Race in the Labor Market" *Annual Review of Sociology* 29: 487-513.

Reskin, Barbara F. 2000. "The Proximate Causes of Employment Discrimination." *Contemporary Sociology*, 29, 2 (March): 319-328.

### ***Description of final project research question and data due***

#### WEEK 4: Occupational Segregation

England, Paula. 1992. *Comparable Worth: Theories and Evidence*. New York: Aldine de Gruyter. Ch. 1 and 7.

Kaufman, Robert L. 2002. "Assessing Alternative Perspectives on Race and Sex Employment Segregation" *American Sociological Review*, 67, 4 (Aug): 547-572.

Petersen, Trond and Laurie A. Morgan. 1995. "Separate and Unequal: Occupation-Establishment Sex Segregation and the Gender Wage Gap." *American Journal of Sociology* 101 (2): 329-365.

Tam, Tony. 1997. "Sex Segregation and Occupational Gender Inequality in the United States." *American Journal of Sociology* 102: 1652-1692.

England, Paula, Joan M. Hermsen, and David A. Cotter. 2000. "The Devaluation of Women's Work: A Comment on Tam." *American Journal of Sociology*, 105, 6 (May): 1741-1751.

#### WEEK 5: Gendered Organizations

Acker, Joan. 1990. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations." *Gender and Society*, 4(2): 139-158.

Kanter, Rosabeth Moss. 1977. *Men and Women of the Corporation*. New York: Basic Books. Chapters 6-9.

Martin, Patricia Yancey. 2001. "'Mobilizing Masculinities': Women's Experiences of Men at Work." *Organization*, 8 (4): 587-618.

#### ***Conceptual paper #1 due***

#### WEEK 6: Female-dominated Occupations

England, Paula. 2005. "Emerging Theories of Care Work." *Annual Review of Sociology* 31: 381-399.

England, Paula, Michelle Budig, and Nancy Folbre. 2002. "Wages of Virtue: The Relative Pay of Care Work" *Social Problems*, 49, 4 (Nov): 455-473.

Duffy, Mignon. 2005. "Reproducing Labor Inequalities: Challenges for Feminists Conceptualizing Care at the Intersections of Gender, Race, and Class." *Gender & Society* 19, 1 (Feb): 66-82.

Chang, Grace. 2006. "Disposable Domestic: Immigrant Women Workers in the Global Economy." Chapter 3 in *Global Dimensions of Gender and Carework*. Mary K. Zimmerman, Jacquelyn S. Litt, and Christine Bose (eds). Stanford, CA: Stanford Social Sciences.

Williams, Christine L. 1992. "The Glass Escalator: Hidden Advantages for Men in the 'Female' Professions." *Social Problems* 39 (3): 253-267.

#### WEEK 7: Male-dominated Occupations

Budig, Michelle J. 2002. "Male Advantage and the Gender Composition of Jobs: Who Rides the Glass Escalator?" *Social Problems* 49, 2: 258-277.

Roth, Louise Marie. 2006. *Selling Women Short: Gender and Money on Wall Street*. Princeton, NJ: Princeton University Press. Intro, Ch. 3-5.

Gorman, Elizabeth. 2005. "Gender Stereotypes, Same-Gender Preferences, and Organizational Variation in the Hiring of Women: Evidence from Law Firms." *American Sociological Review* 70, 4 (August): 702-728.

Blair-Loy, Mary, and Gretchen DeHart. 2003. "Family and Career Trajectories among African American Female Attorneys." *Journal of Family Issues* 24, 7 (Oct): 908-933.

Yoder, Janice D., and Patricia Aniakudo. 1997. "'Outsider within' the Firehouse: Subordination and Difference in the Social Interactions of African American Women Firefighters." *Gender and Society*, 11, 3. (June): 324-341.

#### WEEK 8: Domestic Labor and Childcare

Brines, Julie. 1994. "Economic Dependency, Gender, and the Division of labor at Home." *American Journal of Sociology* 100: 652-689.

Wrigley, Julia. 1999. "Hiring a Nanny: The Limits of Private Solutions to Public Problems." *The Annals of the American Academy of Political and Social Science*, 563 (May): 162-174.

Hertz, Rosanna, and Faith I. T. Ferguson. 1996. "Childcare Choice and Constraints in the United States: Social Class, Race and the Influence of Family Views." *Journal of Comparative Family Studies* 27, 2 (summer): 249-280.

Zimmerman, Mary K., Jacquelyn S. Litt, and Christine Bose. 2006. "Motherhood, Domestic Work, and Childcare in Global Perspective." Chapter 15 in *Global Dimensions of Gender and Carework*. Mary K. Zimmerman, Jacquelyn S. Litt, and Christine Bose (eds). Stanford, CA: Stanford Social Sciences.

Bridget Anderson, "Doing the Dirty Work? The Global Politics of Domestic Labour." Chapter 18 in *Global Dimensions of Gender and Carework*. Mary K. Zimmerman, Jacquelyn S. Litt, and Christine Bose (eds). Stanford, CA: Stanford Social Sciences.

#### WEEK 9: Gender and Work-Family Issues

Budig, Michelle J. and Paula England. 2001. "The Wage Penalty for Motherhood." *American Sociological Review* 66: 204-255.

Taniguchi, Hiromi and Rachel A. Rosenfeld. 2002. "Women's Employment Exit and Reentry: Differences among Whites, Blacks, and Hispanics." *Social Science Research* 31, 3 (Sept): 432-471.

Clarkberg, Marin, and Phyllis Moen. 2001. "Understanding the Time Squeeze: Married Couples' Preferred and Actual Work-Hour Strategies." *American Behavioral Scientist*, 44, 7: 1115-1135.

Roth, Louise Marie. 2006. *Selling Women Short: Gender and Money on Wall Street*. Princeton, NJ: Princeton University Press. Ch. 6.

#### ***Conceptual paper #2 due***

#### WEEK 10: Work-family Policies

Blair-Loy, Mary F., and Amy S. Wharton. 2004. "Organizational Commitment and Constraints on Work-Family Policy Use: Corporate Flexibility Policies in a Global Firm." *Sociological Perspectives* 47, 3 (Fall): 243-268.

Kelly, Erin. 1999. "Theorizing Corporate Family Policies: How Advocates Built the 'Business Case' for 'Family-Friendly' Programs." *Research in the Sociology of Work* 7: 1169-1202.

Roth, Louise Marie. 2006. *Selling Women Short: Gender and Money on Wall Street*. Princeton, NJ: Princeton University Press. Ch. 7.

Caputo, Richard K. 2000. "Race and Marital History as Correlates of Women's Access to Family-Friendly Employee Benefits." *Journal of Family and Economic Issues*, 21, 4 (winter): 365-385.

Mandel, Hadas and Moshe Semyonov. 2005. "Family Policies, Wage Structures, and Gender Gaps: Sources of Earnings Inequality in 20 Countries." *American Sociological Review* 70, 6 (December): 949-967.

#### WEEK 11: The Feminization of Poverty and Welfare

Pearce, Diane. 1978. "The Feminization of Poverty: Women, Work, and Welfare." *Urban and Social Change Review*, 11 (1/2): 28-36.

Edin, Kathryn, and Laura Lein. 1997. "Work, Welfare, and Single Mothers: Economic Survival Strategies," *American Sociological Review*, 62, 2: 253-266.

Leahey, Erin. 2001. "A Help or a Hindrance? The Impact of Job Training on the Employment Status of Disadvantaged Women." *Evaluation Review*, 25, 1 (February): 29-54.

Moller, Stephanie. 2002. "Supporting Poor Single Mothers: Gender and Race in the U.S. Welfare State." *Gender & Society*, 16, 4 (August): 465-484.

Wessels, Anke. 2003. "Displacing Mothers from Work and Welfare" *International Social Science Journal* 55, 1(175): 79-88.

#### WEEK 12: Gender, Labor, and the State

Lovell, Vicky. 2002. "Constructing Social Citizenship: The Exclusion of African American Women from Unemployment Insurance in the US." *Feminist Economics* 8, 2 (July): 191-197.

Guthrie, Douglas and Louise Marie Roth. 1999. "The State, Courts, and Equal Opportunities for Female CEOs in U.S. Organizations: Specifying Institutional Mechanisms." *Social Forces* 78, 2 (December): 511-542.

Nelson, Robert L. and William P. Bridges. 1999. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*. New York: Cambridge University Press. Ch. 1, 2, 3, and 9.

Zimmerman, Mary K., Jacquelyn S. Litt, and Christine Bose. 2006. "Valuing Carework through Policy and Culture: Communities, States, and Supranational Institutions." Chapter 23 in *Global Dimensions of Gender and Carework*. Mary K. Zimmerman, Jacquelyn S. Litt, and Christine Bose (eds). Stanford, CA: Stanford Social Sciences.

#### WEEK 13 Gender and the Global Economy

Mills, Mary Beth. 2003. "Gender and Inequality in the Global Labor Force." *Annual Review of Anthropology*, 32: 41-62.

Zimmerman, Mary K., Jacquelyn S. Litt, and Christine Bose. 2006. "Globalization and Multiple Crises of Care." Chapter 1 in *Global Dimensions of Gender and Carework*. Mary K. Zimmerman, Jacquelyn S. Litt, and Christine Bose (eds). Stanford, CA: Stanford Social Sciences.

Ganguly-Scrase, Ruchira. 2003. "Paradoxes of Globalization, Liberalization, and Gender Equality: The Worldviews of the Lower Middle Class in West Bengal, India." *Gender & Society*, 17, 4 (Aug): 544-566.

Cruz, Alicia. 1998. "Maya Women, Gender Dynamics, and Modes of Production." *Sex Roles*, 39, 7-8 (Oct): 573-587.

Zaman, Habiba. 2004. "Transnational Migration and the Commodification of Im/migrant Female Labourers in Canada." *International Journal of Canadian Studies/Revue Internationale d'etudes canadiennes* 29 (Spring): 41-61.

WEEK 14: WORKSHOP RESEARCH PROJECTS

WEEK 15: WORKSHOP RESEARCH PROJECTS

***Final Project due Wednesday, May 9 at noon.***