
SOC 545

Gender and Work

Spring 2017
Faner 3410
Wednesdays 1-3:30

Instructor: Dr. Kristen Barber
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Office Hours: W 10-1:00

Course Description

This course focuses on how gender structures the workplace, as well as how people negotiate gender at work. By reading on select topics, you will develop an understanding of workplaces as gendered organizations and discuss sex segregation, wage inequality, the glass ceiling, the glass escalator, sex work and sexuality at work, men and women in nontraditional occupations, the body in work, and emotional labor, as well as immigration, globalization, and informal work. We will also use an intersectional approach to analyze gender; meaning, we will take seriously how gender interacts with race, ethnicity, class, sexuality, and immigration status to shape both power and resistance at work.

Course Format

This class will operate as a typical graduate seminar, with individual students responsible for leading class discussions. As discussion leader, you will initiate dialogue on important concepts and issues that arise in the readings and ask questions that encourage the class to work through the authors' main points together. This format helps to move you from passive learning to actively engage the ideas presented in key sociological texts. You will learn to dissect theoretical and empirical work, ask important questions, find theoretical gaps, build on theories, and identify nuggets of knowledge that help us to better understand the creation of community, inequality, resistance, and identity in the workplace. These are crucial skills for graduate students to build and will help you to develop a sophisticated understanding of how to approach scholarship for use in your research, writing, and teaching.

Materials

The required readings for this class consist of these four books and numerous journal articles that you are responsible for acquiring:

- Men and Women of the Corporation, by Rosabeth Moss Kanter
- Styling Masculinity, by Kristen Barber
- Jornalero, by Juan Thomas Ordóñez
- The Managed Heart, by Arlie Hochschild

Important Dates

February 8

Class Canceled

March 15

Spring Vacation

May 3

1. Final papers due in class.
2. 15-minute paper presentations.

Course Requirements and Grades

Your grade will be based on the quality of your performance with respect to the below responsibilities and assignments.

Attendance/Participation

This is a graduate-level class and so you are expected to attend seminar each week. Make sure you are prepared to do the work, stay on track, and contribute to each discussion. Included in your participation grade is the final presentation. The last day of the course is reserved for 15-minute presentations and Q&A.

20% of grade

Leading Class Discussion:

You will each be responsible for leading TWO class discussions. Come to class with a handout that outlines the main contributions of the reading, lists questions to consider, and highlights poignant quotes—bring a copy for each student and the instructor. Compose questions on issues you find particularly important or puzzling and discuss how the readings build on previous work we have read in class. Although you should include on the handout the key points from the readings, you do not want to simply state these in discussion; instead present questions in ways that encourage your colleagues to identify and work through the main contributions of the readings.

2 x 10% each = 20% of grade

Weekly Memos:

You are expected to submit FOUR short memos throughout the semester. These memos should be 2-3 pages, double-spaced, and analytic in nature. This means that you consider what the author is doing in their work instead of simply summarizing the readings or presenting your opinions. You might address a theoretical gap in the reading, a possible extension or test of the theoretical perspective, identify an empirical challenge to a theory or concept, or discuss how the readings dialogue with previous works we have read. I will collect hard copies of the memos at the *beginning* of class, and will not accept late papers or papers submitted electronically. Memos should focus on the readings for weeks that you are *not* responsible for leading discussion. Keep track of how many memos you have written and how many weeks you have left to complete all four memos.

4 x 5% each = 20% of grade

Final Paper:

For your final paper, you may write a research proposal to examine an issue related to gender and work OR a more conventional paper where you apply the course material and additional outside literature to a case regarding gender and work. The first option should set you up to conduct independent research on the topic of gender and work, while the second should cover what research has been already conducted on a particular topic related to gender and work while also raising new questions. Final papers are due at the beginning of class on May 3rd. You will also give a 15-minute presentation, during which you will discuss your final paper topic, what you have found, and questions that encourage us to ask: “Where do we go from here?” Make sure you answer the “So what?” and “Why should we care?” questions to highlight the importance of the topic and convince your audience of why they should care about this work.

40% of grade

Policies and Other Information

Make Up and Late Work:

I do not accept late work. If you know ahead of time that you will not be in class when an assignment is due, it is your responsibility to get a copy to me before the due date. If you miss an assignment because of an emergency, please contact me as soon as possible.

Academic Honesty:

I expect every student to do their own writing, present original thoughts, and cite all ideas that are not their own. Papers must be cited properly using APA, ASA, Chicago, or MLA guidelines. You can find instructions on in-text and bibliographic documenting in the Bedford Handbook. To access the Bedford Handbook online, see: <http://www.dianahacker.com/resdoc/>. Plagiarism will not be tolerated and students who turn in work that is not their own will be sanctioned according to the University’s policies on academic dishonesty. This will result in an F in the class and possible expulsion.

Students with Disabilities:

Special accommodations will be made for students with disabilities. Please contact me within the first two weeks of class and in-person (after class or during office hours) to discuss accommodations. See SIUC’s Disability Support Service website for more information, including guidelines and forms: <http://disabilityservices.siuc.edu/>.

Emergency Procedures:

SIUC is committed to providing a safe and healthy environment for study and work. Because some health and safety circumstances are beyond our control, we ask that you become familiar with the SIUC Emergency Response Plan and Building Emergency Response Team (BERT) program. Emergency response information is available on posters in buildings on campus and is available on the BERT website at <http://www.bert.siu.edu/>, Department of Public Safety's website <http://www.dps.siu.edu/>, and in the Emergency Response Guidelines pamphlet. Know how to respond to each type of emergency.

Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency. The Building Emergency Team will provide assistance to your instructor in evacuating the building or sheltering within the facility.

Contacting Me:

E-mail is the best way to reach me. Feel free to email questions you have regarding assignments or class discussions. I will do my best to respond to emails promptly, but keep in mind that I may not receive your email until the next business day. Place "SOC 545" in the subject heading. Some questions are best-answered in-person, and in this case you may visit me during office hours—no appointment required. I will not discuss individual grades before or after class, these types of discussions must be handled in person during office hours. *If you know ahead of time that you are coming by office hours, I would appreciate an email ahead of time.

Class Etiquette:

Make sure your CELL PHONE IS TURNED OFF! Not low, not vibrate, but OFF. This is a matter of common courtesy and one that I am not flexible on.

NO BROWSING THE INTERNET. I understand that some people prefer to take notes on their computers or iPads, and this is perfectly fine. However, wait until class is over to check your email, browse Facebook photos, or surf the Internet.

Make sure all assignments you turn in are properly stapled. Loose papers not secured with a staple risk getting lost or disorganized. For this reason, I DO NOT ACCEPT UNSTAPLED PAPERS.

Key Journals to Consult

Work & Occupations
Gender, Work & Organizations
Gender & Society
Research in the Sociology of Work
Work, Employment & Society

Course Schedule

January 18: **Course Introduction**

January 25: **The Gendered Organization**

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

Recommended Readings:

- Acker, Joan. 2006. Inequality Regimes: Gender, Class and Race in Organizations. *Gender & Society* 20(4): 441-464.
- Acker, Joan. 1999. Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations. *Gender & Society* 4(2): 139-58.
- Barber, Kristen. 2016. "Men Wanted": Heterosexual Aesthetic Labor in the Masculinization of the Hair Salon. *Gender & Society* 30(4): 618-642.
- Britton, Dana M. 2000. The Epistemology of the Gendered Organization. *Gender & Society* 14(3): 418-434.
- Sargent, Carey. 2009. Playing, Shopping, and Working as Rock Musicians: Masculinities in "De-Skilled" and "Re-Skilled" Organizations. *Gender & Society* 23(5): 665-687.
- Williams, Christine L. Chandra Muller, and Kristine Kilanski. 2012. Gendered Organizations in the New Economy. *Gender & Society* 26(4): 549-573.

February 1: **Occupational Segregation and the Wage Gap**

- Blau, Francine D. and Lawrence M. Kahn. 2007. "The gender pay gap: Have women gone as far as they can?" *Academy of Management Perspectives* 21(1):7-23.
- England, Paula. 1992. *Comparable Worth: Theories and Evidence*. New York: Aldine de Gruyter. [Chapters 1 and 7—D2L].
- Huffman, Matt L., Philip N. Cohen, and Jessica Pearlman. 2010. "Engendering Change: Organizational Dynamics and Workplace Gender Segregation, 1975-2005." *Administrative Science Quarterly* 55(2):255-277.
- Pew Research Center. 2016. ON Views of Race and Inequality, Blacks and Whites are Worlds Apart. In *Social and Demographic Trends* <http://www.pewsocialtrends.org/2016/06/27/on-views-of-race-and-inequality-blacks-and-whites-are-worlds-apart/>

Recommended Readings:

- Branch, Enobong. 2011. *Opportunity Denied: Limiting Black Women to Devalued Work*. New Brunswick: Rutgers University Press.
- Budig, Michelle and Melissa Hodges. 2010. "Differences in Disadvantage: Variation in the Motherhood Penalty across White Women's Earnings Distribution." *American Sociological Review* 75(5): 705-728
- Harvey Wingfield, Adia. 2013. *No More Invisible Man: Race and Gender in Men's Work*. Philadelphia: Temple University Press.
- Paap, Kris. 2006. *Working Construction: Why White Working-Class Men Put Themselves—and the Labor Movement—in Harms Way*. Ithaca: Cornell University Press.
- Reskin, Barbara. 1990. *Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations*. Temple University Press.
- Tomaskovic-Devey, Don and Sheryl Skaggs. 2002 Sex Segregation, Labor Process Organization, and Gender Earnings Inequality. *American Journal of Sociology* 108: 102-128.

February 8: **CLASS CANCELED, INSTRUCTOR AT SWS**

February 15: **Sexual Harassment in the Workplace**

- Dellinger, Kirsten and Christine L. Williams. 2002. The Locker Room and the Dorm Room: Workplace Norms and the Boundaries of Sexual Harassment in Magazine Editing. *Social Problems* 49(2): 242-257.

- Giuffre, Patti A. and Christine L. Williams. 1994. Boundary Lines: Labeling Sexual Harassment in Restaurants. *Gender & Society* 8(3): 378-401.
- Lerum, Kari. 2004. Sexuality, Power, and Camaraderie in Service Work. *Gender & Society* 18(6): 756-776.
- Williams, Christine L., Patti A. Giuffre, and Kirsten Dellinger. 1999. Sexuality in the Workplace: Organizational Control, Sexual Harassment, and the Pursuit of Pleasure. *Annual Review of Sociology* 25: 73-93.

February 22: **Work and Family**

- Budig, Michelle J. and Paula England. 2001. The Wage Penalty for Motherhood. *American Sociological Review* 66: 204-255.
- Coltrane, Scott and Masako Ishil-Kuntz. 1992. Men's Housework: A Life Course Perspective. *Journal of Marriage and Family* 53(1): 43-57.
- Robinson, Bryan K. and Erica Hunter. 2008. Is Mom Still Doing it All? Reexamining Depictions of Family Work in Popular Advertising. *Journal of Family Issues* 29(4): 465-486.
- Wharton, Carol S. 1994. Finding Time for the "Second Shift": The Impact of Flexible Work Schedules on Women's Double Days. *Gender & Society* 8(2): 189-205.

Recommended Readings:

- Hochschild, Arlie Russell. 2001. *The Time Bind: When Work Becomes Home and Home Becomes Work*. New York: Holt Paperbacks.
- Hochschild, Arlie Russell. 1989. *The Second Shift*. New York: Penguin Books.
- Stone, Pamela. 2007. *Opting Out?: Why Women Really Quit Careers and Head Home*. Berkeley: University of California Press.
- Waldfogel, Jane. 1997. The Effect of Children on Women's Wages. *American Sociological Review* 62(2): 209-217.
- 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: 162-174.

March 1: **Women and Men in Nontraditional Occupations**

- Williams, Christine. 1992. The Glass Escalator: Hidden Advantages for Men in the "Female" Professions. *Social Problems* 39(3): 253-267.
- Harvey Wingfield, Adia. 2008. Racializing the Glass Escalator: Reconsidering Men's Experiences with Women's Work. *Gender & Society* 23(1): 5-26.
- Yavorsky, Jill E., Philip N. Cohen, and Yue Qian. 2016. "Man Up, Man Down: Race-Ethnicity and the Hierarchy of Men in Female-Dominated Work. *The Sociological Quarterly* 57: 733-758.
- Yoder, Janice D. and Patricia Aniakudo. 1997. "Outsider Within" The Firehouse: Subordination and Difference in the Social Interactions of African American Women Firefighters. *Gender & Society* 11(3): 324-341.

Recommended Readings:

- Budig, Michelle J. 2002. Male Advantages and the Gender Composition of Jobs: Who Rides the Glass Escalator? *Social Problems* 49(2): 258-277.
- Henson, Kevin D. and Jackie Krasas Rogers. 2001. "Why Marcia You've Changed!": Male Clerical Temporary Workers Doing Masculinity in a Feminized Occupation. *Gender & Society* 15(2): 218-238.
- Robinson, Victoria, Alexandra Hall, and Jenny Hockey. 2009. Masculinities, Sexualities, and the Limits of Subversion: Being a Man in Hairdressing. *Men and Masculinities* 14(1): 31-50.
- Williams, Christine L. 1989. *Gender Differences at Work: Women and Men in Nontraditional Occupations*. Berkeley: University of California Press.
- Williams, Christine L. (Ed). 1993. *Doing Women's Work: Men in Nontraditional Occupations*. Thousand Oaks, CA: Sage Publications.

March 8: **Sex Work**

- Boris, Eileen, Stephanie Gilmore, and Rhacel Parreñas. 2010. Sexual Labors: Interdisciplinary Perspectives Toward Sex as Work. *Sexualities* 13: 131-137
- Hoang, Kimberly Kay. 2011. She's Not a Dirty Low Class Girl: Sex Work in Ho Chi Minh City. *Journal of Contemporary Ethnography* 40(4): 367-396.
- Trautner, Mary Nell. 2005. Doing Gender, Doing Class: The Performance of Sexuality in Exotic Dance Clubs. *Gender & Society* 19(6): 771-788.

Recommended Readings:

- Allison, Anne. 1994. *Nightwork: Sexuality, Pleasure, and Corporate Masculinity in a Tokyo Hostess Club*. Chicago: University of Chicago Press.

- Dewey, Susan. 2011. *Neon Wasteland: On Love, Motherhood, and Sex Work in a Rust Belt Town*. Berkeley: University of California Press.
- Flowers, Amy. 1998. *The Fantasy Factory: An Insider's View of the Phone Sex Industry*. Philadelphia: University of Pennsylvania Press.
- Parreñas, Rhacel. 2011. *Illicit Flirtations: Labor, Migration and Sex Trafficking in Tokyo*. Stanford: Stanford University Press.

March 15: **SPRING BREAK**

March 22: **Service Industry: Emotional Labor and Feeling Rules**

- Hochschild, Arlie. 1983. *The Managed Heart: Commercialization of Human Feeling*. Berkeley: University of California Press.

Recommended Readings:

- Adkins, Lisa. 1995. *Gendered Work: Sexuality, Family and the Labour Market*. Open University Press.
- Erickson, Karla. 2004. To Invest or Detach? Coping Strategies and Workplace Culture in Service Work. *Symbolic Interaction* 27(4): 549-572.
- Harvey Wingfield, Adia. 2010. Are Some Emotions Marked “Whites Only”? Racialized Feeling Rules in Professional Workplaces. *Social Problems* 57(2): 251-268.
- Leidner, Robin. 1991. Serving Hamburgers and Selling Insurance: Gender, Work, and Identity in Interactive Service Jobs. *Gender & Society* 11(1): 52-68.
- Pierce, Jennifer L. 1995. *Gender Trials: Emotional Lives in Contemporary Law Firms*. Berkeley: University of California Press.
- Sherman, Rachel. 2007. *Class Acts: Service and Inequality in Luxury Hotels*. Berkeley: University of California Press.

March 29: **Service Industry: Aesthetic Labor and the Body at Work**

- Barber, Kristen. 2016 *Styling Masculinity: Gender, Class, and Inequality in the Men's Grooming Industry*. New Brunswick, NJ: Rutgers University Press.

Recommended Readings:

- Warhurst, Chris and Dennison Nickson. 2009. ‘Who’s Got the Look?’: Emotional, Aesthetic and Sexualized Labour in Interactive Services. *Gender, Work & Organization* 16(3): 385-404.
- Warhurst, Chris and Dennison Nickson. 2007. Employee Experience of Aesthetic Labour in Retail and Hospitality. *Work, Employment and Society* 21(1): 103-120.
- Witz, Anne, Chris Warhurst, and Dennis Nickson. 2003. The Labour of Aesthetics and the Aesthetic of Organization. *Organization* 10(1): 33-54.
- Wolkowitz, Carol. 2006. *Bodies at Work*. Thousand Oaks: Sage Publications.

April 5: **Inequality in the Global Economy**

- Mills, Mary Beth. 2003. Gender and Inequality in the Global Labor Force. *Annual Review of Anthropology* 32: 41-62.
- Otis, Eileen M. 2008. Beyond the Industrial Paradigm: Market-Embedded Labor and the Gender Organization of Global Service Work. *American Sociological Review* 73: 15-36.
- 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): 544-566.

Recommended Readings:

- Bales, Kevin. 2012. *Disposable People: New Slavery in the Global Economy*. Berkeley: University of California Press.
- Ehrenreich, Barbara and Arlie Hochschild. 2003. *Global Woman: Nannies, Maids, and Sex Workers in the New Economy*. New York: Metropolitan Books.
- Falson, Elyssa. 2007. *Managing Women: Disciplining Labor in Modern Japan*. Berkeley: University of California Press.
- Freeman, Carla. 2000. *High Tech and High Heels in the Global Economy: Women, Work, and Pink-Collar Identities in the Caribbean*. Durham: Duke University Press.
- Otis, Eileen M. 2011. *Markets and Bodies: Women, Service Work and the Making of Inequality in China*. Palo Alto: Stanford University Press.

April 12: **Immigration and Work**

- Ordóñez, Juan Thomas. 2015. *Jornalero: Being a Day Laborer in the USA*. Berkeley: University of California Press.

Recommended Readings:

- Espiritu, Yen Le. 1999. Gender and Labor in Asian Immigrant Families. *American Behavioral Scientist*. 42(4): 628-647.
- Estrada, Emir and Pierrette Hondagneu-Sotelo. 2013. "Living the Third Shift: Latina Adolescent Street Vendors in Los Angeles." In *Immigrant Women Workers in the Neoliberal Age*, Nilda Flores-Gonzalez, Anna Romina Guevarra, Maura Toro-Morn and Grace Chang. (Eds). Urbana: University of Illinois Press.
- Hondagneu-Sotelo, Pierrette and Ernestine Avila. 1997. "I'm Here, but I'm There": The Meaning of Latina Transnational Motherhood. *Gender & Society* 11(5): 548-571.
- Man, Guida. 2004. Gender, Work and Migration: Deskilling Chinese Immigrant Women in Canada. *Women's Studies International Forum* 27(2): 135-148.

April 19: **Unemployment, Poverty, and Welfare**

- Boushey, Heather. "Not Working: Unemployment Among Married Couples." Brief for the *Center for American Progress*. <https://cdn.americanprogress.org/wp-content/uploads/issues/2011/05/pdf/maritalunemployment.pdf>
- Christopher, Karen, Paula England, Timothy M. Smeeding and Katherine Ross Phillips. 2002. The Gender Gap in Poverty in Modern Nations: Single Motherhood, The Market, and the State. *Sociological Perspectives* 45(3): 219-242.
- Rao, Aliya Hamid. 2017. Stand by Your Man: Wives' Emotion Work During Men's Unemployment. *Journal of Marriage and Family*. First published online, January 2017.
- Scott, Ellen K., Andrew S. London, and Glenda Gross. 2007. "I Try Not to Depend on Anyone But Me": Welfare-Reliant Women's Perspectives on Self-Sufficiency, Work, and Marriage." *Sociological Inquiry* 77(4): 601-625.

Recommended Readings:

- Edin, Kathryn and Laura Lein. 1997. Work, Welfare, and Single Mothers: Economic Survival Strategies. *American Sociological Review* 62(2): 253-266.
- Grant, Jaime M., Lisa A. Mottet, and Justin Tanis. 2011. "Injustice at Every Turn: A Report of the National Transgender Discrimination Survey." *National Center for Transgender Equality and National Gay and Lesbian Task Force*. [Education Section, pages 32-50]. http://www.thetaskforce.org/static_html/downloads/reports/reports/ntds_full.pdf
- Hays, Sharon. 2004. *Flat Broke with Children: Women in the Age of Welfare Reform*. Oxford: Oxford University Press.
- Pearce, Diane. 1978. The Feminization of Poverty: Women, Work, and Welfare. *Urban and Social Change Review* 11(1/2): 28-36.
- Moller, Stephanie. 2002. Supporting Poor Single Mothers: Gender and Race in the U.S. Welfare State. *Gender & Society* 16(4): 465-484.
- Reese, Ellen. 2005. *Backlash Against Welfare Mothers: Past and Present*. Berkeley: University of California Press.

April 26: **Street Commerce**

- Agadjanian, Victor. 2002. Men Doing "Women's Work": Masculinity and Gender Relations among Street Vendors in Maputo, Mozambique. *The Journal of Men's Studies* 10(3): 329-342.
- Estrada, Emir and Pierrette Hondagneu-Sotelo. 2010. Intersectional Dignities: Latino Immigrant Street Vendor Youth in Los Angeles. *Journal of Contemporary Ethnography* 40(1): 102-131.
- Venkatesh, Sugir Alladi. 1998. Gender and Outlaw Capitalism: An Historical Account of the Black Sisters United Girl Gang. *Signs: A Journal of Women in Culture and Society*. 1998. Volume 23(3): 683-709.
- Venkatesh, Sugir Alladi and Steven D. Levitt. "Are We a Family or a Business?" History and Disjuncture in the Urban American Street Gang. *Theory and Society* 29(4): 427-462.

May 3: **PAPER PRESENTATIONS and FINAL PAPER DUE**

HAVE A PRODUCTIVE SUMMER!