

Sociology 3290: Gender and Work Fall 2009

- Instructor:** Ms. Maria Paino
- Office and Contact Info:** Baldwin Hall 214A
Email: mpaino@uga.edu (Please do NOT email me through ELC)
- Office Hours:** Monday and Wednesday 10:00-11:00; and by appointment.
- Class Meeting Times:** Section 1: MWF 9:05-9:55. Baldwin Hall Rm. 311
Section 2: MWF 11:15-12:05. Baldwin Hall Rm. 307
- Prerequisites:** Sociology 1101 or permission from instructor

Course Description:

In this course, we will explore men's and women's roles both in the workplace and at home. We will examine a wide variety of theoretical and empirical debates to inform our lecture and discussion. Main topics include the following: (1) Understanding Sex and Gender; (2) Gender and the Labor Force; (3) Gendered Organizations; (4) Men and Masculinity; (5) Sexual Harassment and Sexuality in the Workplace; (6) The Intersection of Race, Class, and Gender; and (7) Work and Family. This course will complement other sociology of work and occupations courses, but it will focus primarily on how gender shapes, and is shaped by, the labor-market.

Required Readings:

Hochschild, Arlie Russell. 1989. *The Second Shift*. New York: Penguin Books.
(Please wait to purchase. Required portions may be available through E-Learning Commons)

The rest of your required readings for this course will be available on E-Learning Commons in the folder marked "Class Readings."

Note: The amount and difficulty of readings assigned varies per week. Please plan ahead to handle "crunch" periods.

Class Format:

This class will be a combination of lecture and discussion, with an emphasis on discussion. For this reason, it is extremely important that you come prepared for class each day. It is difficult to discuss readings if you have not read for the day. Furthermore, students who come to class unprepared are often those who distract themselves and others during class time. Attendance is expected, although I will not take attendance every day. You are responsible for all class notes, discussions, readings, and films regardless of your attendance. If you know you will be absent

then please arrange to have a fellow student provide you with notes or details of the class. I will not be responsible for providing you with these materials.

Note: Unless you have a documented disability, I will NOT permit the use of laptops in class. You should have no problem keeping up with the pace of notes in this class. In addition, the use of cell phones in my class is absolutely prohibited. TURN OFF your cell phone BEFORE class. This will eliminate the temptation to text during class. We only get 50 minutes together each class meeting and it is important that we make the most of this time.

Group Work:

Much of our time in this class will be spent in group work and discussion. I expect everyone to participate in discussion and group activities. Groups may be formally assigned. Because the topic of this class (gender and work) will be familiar to everyone, I do not expect this to be a problem.

Grades and Evaluation:

Your grade in this course will be based on three (3) exams, 10-15 pop-quizzes, and one term paper. Final grades will be calculated using the following table:

Assignment	Percentage of Final Grade
Exam 1	20%
Exam 2	20%
Exam 3	20%
Quizzes	15%
Final Paper	25%
Total	100%

Final grades for the course are based on the following scale:

Final Grade	Percentage
A	93-100
A-	90-92
B+	87-89
B	83-86
B-	80-82
C+	77-79
C	73-76
C-	70-72
D	60-69
F	<60

Note: Sociology majors need a grade of C or better in order to graduate. A grade of C- is not high enough

A. Exams

There are three (3) in class exams in this course. I consider all class notes, readings, films, and discussions to be “fair game” on these exams. Please make a note of these important dates:

Exam 1: September 18

Exam 2: October 19

Exam 3: December 2

B. Quizzes

There will be 10-15 quizzes at random points throughout the semester. These quizzes will account for 15% of your final grade. I will grade the quizzes on a one point scale. Your two lowest quiz grades will be dropped. Quizzes will be short and based only on the readings for that day. They are not designed to trick you – only to ensure that students come to class prepared each day. They will be administered during the first ten minutes of class. If you come in late, you may take the quiz if the rest of the class is not finished. But, if you come in late and the class has already turned in their quizzes then you may not take the quiz for that day. There will be no make-up quizzes, nor will I “excuse” quizzes. You are allowed to drop only two, so plan accordingly.

C. Final Paper

Instead of a final exam, you will be required to complete a final paper which will count for 25% of your grade. I will hand out a description and a rubric for this paper in October. You will be required to show a first draft prior to the final paper and this will count for 10 points of the assignment. If you fail to complete this part of the assignment then the highest grade you can receive on the paper is a 90. The first draft is due **November 30** and your final paper is due on **December 7**.

Late Work:

Because situations inevitably arise during a semester when students are unable to complete their assignments on time, I believe that it is in everybody’s best interests to make my policy on late work explicit. This policy is relevant whether the assignment in question is an in-class test or a paper assignment.

I reserve the right and have been known to reject work that was turned in late. (Alternatively, I may accept work that is late, but I will lower your grade on that work by half a letter grade (5 percentage points) for every day it is late.) I do this because it is often difficult or impossible for me to grade the late work without holding up the evaluation of the work of students who turned theirs in on time. I usually hold to a policy of returning students’ work within a week, and late papers or make-up tests generally make that impossible. I should add that since credit hours are the same regardless of whether or not they are in your major, I do not hold as valid the argument that another course’s work precluded completion of work for this course. Having a detailed syllabus means that there are no excuses for not knowing ahead of time how best to manage your time and complete work by the specified deadlines. Rejecting late work most often occurs but is certainly not limited to the end of the semester when grading has to be completed by a time

specified by the Academic Vice-President in conjunction with the Registrar's Office. It is a critical time in the semester for both faculty and students and a time when students cannot afford to receive a failing grade on an assignment. Don't put yourself in that kind of jeopardy. Manage your time wisely and get your work done on time.

Nonetheless, situations arise which are beyond anyone's control which preclude fulfilling one's responsibilities in a timely fashion. Genuinely valid justifications will be considered if they are concurrently registered with an appropriate administrative wing of the College such as the Registrar, and/or Health Services. This is consistent with the policy outlined in the *Student Handbook*. At this point, each case will be considered on an individual basis.

I hope that for most students, this section will be irrelevant. If you have questions, please come in and see me. The worst situation would be not to communicate with me about your situation. If you having problems of any kind, come in and we can talk about ways to make completing your course work easier.

Academic Honesty

Everything you do in this class must be done within the letter and spirit of the UGA academic honesty policy. In particular, I expect everyone to abide by the student honor code (section 7 of the honesty policy). For more *information* about the student honor code see the UGA web site.

Human Rights Statement:

All students should know that the Department of Sociology has a Human Rights Committee for the resolution of student grievances. Any student registered for a sociology course at the University of Georgia who feels that he or she has not been treated in a fair or professional manner by an instructor is advised to follow these procedures: (1) The student should discuss his or her problems with the instructor of the course, unless extenuating circumstances prohibit this. (2) If that discussion does not resolve the grievance, the student should then discuss the problem with the Head of the Department of Sociology (Dr. William Finlay). (3) If that discussion does not resolve the grievance to the satisfaction of the student, the student may request the activation of the Human Rights Committee by submitting a letter to the Chair of the Human Rights Committee, Department of Sociology, University of Georgia.

The Human Rights Committee will have the responsibility of investigating all charges in accordance with procedures on file in the Sociology office, copies of which are available to students. The Committee will also have the responsibility of making recommendations in writing to the Head, copies of which will be made available to the student complainant and the instructor involved. The Department Head will review the recommendations and make a decision in writing, with copies of the student's complainant and the instructor or staff member involved. Any appeal of that decision must be to the Dean of the college of Arts and Sciences.

Disabilities:

If you have a documented disability and would like to request classroom accommodations, please see me (instructor) after class or make an appointment during office hours.

DATE	READING
8/17 Monday Intro	None
Intro	
8/19 Wednesday What is Work?	Mills, C. Wright. Chapter 10 in <i>White Collar</i> p. 215-238
8/21 Friday How do we Study Work?	Hodson and Sullivan. P 34-40 in <i>The Social Organization of Work</i>
Understanding Sex and Gender	
8/24 Monday Understanding Sex and Gender	West, Candace and Don H. Zimmerman 1987. "Doing Gender" in <i>Principles of Gender Construction</i> : 13-37.
8/26 Wednesday Constructions of Gender, Culture, Structure, Interaction	Messner, Michael. 2000. "Barbie Girls Versus Sea Monsters: Children Constructing Gender." <i>Gender & Society</i> 14(6):765-784.
8/28 Friday Gender and Education: Setting the Stage for Employment	Mickelson, Roslyn Arlin. Excerpt from "Why does Jane Read and Write so Well?" from <i>Sociology of Education</i> . 62 (January 1989). Orenstein, Peggy. <i>Shortchanging Girls</i> pages 28-36
8/31 Monday	Continuation – No New Readings Today
Gender in the Labor Force	
9/2 Wednesday Separate Spheres and Female Labor Force Participation Rates- Calculating	Reskin, Barbara F. and Irene Padavic. 2001. "The Doctrine of Separate Spheres" in <i>Gender and Social Life</i> : 57-62. Definitions and Calculations – Lecture will be important for understanding concepts)
9/4 Friday Gender and Work in Historical Context	Friedan, Betty. 1963. "The Problem That Has No Name" in <i>The Feminine Mystique</i> . 15-22. Reprinted in <i>Gender and Social Life</i> . 73-77. Film in class – Rosie the Riveter
9/7 Monday	No Class. Labor Day
9/9 Wednesday Changes in Gender and Work	Reskin and Roos "Occupational Sex Segregation: Persistence and Change" in <i>Job Queues and Gender Queues</i> p. 3-21
9/11 Friday Changes in Gender and Work	Continuation – No New Readings Today

9/14 Monday A Few Women in the Workplace	Kanter, Rosabeth Moss. <i>Tokens</i> Yodanis, Carrie L. 2000. "Constructing Gender and Occupational Segregation: A Study of Women and Work in Fishing Communities." <i>Qualitative Sociology</i> . 23(3): 267-290.
9/16 Wednesday	Catch up and Review for Exam
9/18 Friday	Exam 1
Gendered Organizations	
9/21 Monday Organizational Logic	Britton, Dana M. 1997. "Gendered Organizational Logic: Policy and Practice in Men's and Women's Prisons." <i>Gender & Society</i> 11(6):796-818.
9/23 Wednesday Are Organizations Gender Neutral?	Acker, Joan. 1990. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations." <i>Gender and Society</i> 4(2): 139-58.
9/25 Friday Do Women get Promoted?	Reskin, Barbara, and Irene Padavic. 1994. "Moving Up and Taking Charge." Pp. 81-99 in their text <i>Women and Men at Work</i> . Thousand Oaks, CA: Pine Forge Press.
9/28 Monday Gender and Earnings. Why is there a Pay Gap?	Reskin, Barbara, and Irene Padavic. 2002. "Sex Differences in Earnings." 101-126 in their text <i>Women and Men at Work</i> . Thousand Oaks, CA: Pine Forge Press.
9/30 Wednesday Motherhood Penalty	Shelley J. Correll, Stephen Benard, and In Paik. "Getting a Job: Is There a Motherhood Penalty?" <i>AJS</i> Volume 112 Number 5 (March 2007): 1297-1338
10/2 Friday Emotional Labor	Hochschild, Arlie. 1983. "Gender, Status, and Feeling." Pp. 162-84 in <i>The Managed Heart</i> by Arlie Hochschild. Berkeley: University of California Press
Men and Masculinity	
10/5 Monday Male Emotional Labor	Pierce, Jennifer. 2004. "Rambo Litigators: Emotional Labor in a Male-Dominated Occupation." Pp.241-257 in Michael Kimmel and Michael Messner (eds.), <i>Men's Lives</i> . New York: Pearson.
10/7 Wednesday Promotions	Williams, Christine. 1992 "The Glass Escalator: Hidden Advantages for Men in the 'Female' Professions." <i>Social Problems</i> . 39(3) 253-268.
10/9 Friday Males in Feminized Occupations	Henson and Rogers. 2001. "'Why Marcia You've Changed!' Male Clerical Temporary Workers Doing Masculinity in a Feminized Occupation." <i>Gender & Society</i> 15(2):218-238.
10/12 Monday Males in Feminized Occupations	Murray, Susan B. 1996. "'We All Love Charles': Men in Child Care and the Social Construction of Gender." <i>Gender & Society</i> 10(4): 368-385.

10/14 Wednesday Failed Men	Nonn, Timothy. 2004. "Hitting Bottom: Homelessness, Poverty, and Masculinity." Pp. 258-267 in Michael Kimmel and Michael Messner (eds.), <i>Men's Lives</i> . New York: Pearson.
10/16 Friday	Catch Up and Review for Exam
10/19 Monday	Exam 2
Sexual Harassment (and Sexuality in the Workplace)	
10/21 Wednesday Sexual Harassment in the Workplace.	Roscigno, Vincent. Sexual Harassment chapter in <i>The Face of Discrimination</i> (chapter 4) Giuffre and Williams. "Boundary Lines" in <i>Working in America</i> p. 226-240. *10/22 is the Last Day to Withdraw
10/23 Friday Sexual Harassment	Rogers, Jackie Krasas, and Kevin D. Henson. 1997. "'Hey, Why Don't You Wear a Shorter Skirt?' Structural Vulnerability and the Organization of Sexual Harassment in Temporary Clerical Employment." <i>Gender & Society</i> 11:215-237.
10/26 Monday Homosexuality and Sexuality at Work	Britton, Dana M, Williams, Christine L. 1995 "'Don't ask, don't tell, don't pursue': Military policy and the construction of heterosexual Masculinity" <i>Journal of Homosexuality</i> . 30(1), p. 1-21
10/28 Wednesday Sexuality in the Workplace	Lerum, Kari. 2004. "Sexuality, Power, and Camaraderie in Service Work." <i>Gender & Society</i> 18(6): 756-76. Williams, Christine, Paul Giuffre and Kirsten Dellinger. 1999. "Sexuality in the Workplace: Organizational Control, Sexual Harassment, and the Pursuit of Pleasure." <i>Annual Review of Sociology</i> 25: 73-93
Intersections of Race, Class, and Gender	
10/30 Friday	Fall Break – No Class
11/2 Monday Race, Class, and Gender	Hingginbotham, Elizabeth "Black Professional Women" in <i>Gender and Social Life</i> . ed. Satow, Robert pages. 89-93 Rollins, Judith. "Between Women: Domesticity and their Employers"
Work and Family	
11/4 Wednesday	Film – Juggling Work and Family
11/6 Friday Family Medical Leave Act in US and Abroad	Barnett, Rosalind Chait. 1999. "A new work-life model for the twenty-first century." <i>Annals of the American Academy of Political and Social Science</i> 562:143-158.

11/9 Monday Family Friendly Workplaces and Homes	Singley SG, Hynes K. 2005. Transitions to parenthood - Work-family policies, gender, and the couple context” <i>Gender & Society</i> 19 (3): 376-397
11/11 Wednesday Are Women Opting Out? And Alternative Work Arrangements	Stone, Pamela. “The rhetoric and reality of “opting out” <i>Contexts</i> , Vol. 6, Number 4, pp 14-19 Reynolds, Jeremy and Linda Renzulli. 2005 “Economic Freedom or Self Imposed Strife: Work-Life Conflict, Gender, and Self Employment” in <i>Research in the Sociology of Work</i> . 15(30): 33-60.
11/13 Friday Work-Family Conflict	Hochschild, Arlie Russell. 1989. <i>The Second Shift</i> . New York: Penguin Books. Chapters TBA
11/16 Monday Continued	Hochschild, Arlie Russell. 1989. <i>The Second Shift</i> . New York: Penguin Books. Chapters TBA
11/18 Wednesday Continued	Hochschild, Arlie Russell. 1989. <i>The Second Shift</i> . New York: Penguin Books. Chapters TBA
11/20 Friday Continued	Hochschild, Arlie Russell. 1989. <i>The Second Shift</i> . New York: Penguin Books. Chapters TBA
11/23 – 11/27	No Class. Happy Thanksgiving!
11/30 Monday	Catch Up and Review for Exam First Draft of Papers Due
12/2 Wednesday	Exam 3
12/4 Friday	Paper Workshop in class – Bring Hardcopy to Class
12/7 Monday	Final Papers Due – Discussion of Papers
12/8 Tuesday (Friday Schedule)	Discussion of Papers

This syllabus is a general plan. Deviations may be necessary