

Families, Work, and Gender Inequality
Spring, 2007
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The class will focus on three goals, reflected in the provisional schedule below:

(1) To provide a brief introduction to contending theoretical frameworks for explaining gender. These approaches mirror the analytic tensions and debates that most contemporary social theories confront: disentangling processes of reproduction and change; theorizing the interaction between structure and agency; balancing the influence of coercion and choice; and accounting for the dynamics of similarity and difference.

(2) To examine the links between gender inequality and the institutions of work and family through a sampling of core studies. We will use a work-family lens to understand gender dynamics in post-industrial contexts and, conversely, use a gender lens to explore the shape of work and family arrangements.

(3) To provide a chance to “do” sociology on this topic in one of three ways – by formulating a research project, by conducting original research, or by preparing for a comprehensive exam.

Jan. 17: Introduction and Class Overview

Part I: Explaining Gender Inequality: A Whirlwind Tour of Theoretical Approaches

Jan. 24: Gender Theory: Paradoxes, Dilemmas, Tensions

Jan. 31: Classical Roots and Early Feminist Responses

Feb. 7: Contending Contemporary Frameworks

Feb. 14: Confronting Difference: Race, Class, and Gender Diversity

Part II: Selected Studies in Gender, Work, and Family

Feb. 21: Gender and Work-Family Connections

Feb. 28: Gender, Class, and Carework

Mar. 7: Social Change and Gender Transformations

Mar. 14: Spring Break

Part III: Digging Deeper: Doing Research on Gender, Work, and Family

Mar. 21: Developing Research Projects

Mar. 28: Developing Projects, cont.

Apr. 4: Designing/Conducting Research Projects

Apr. 11: Designing/Conducting Projects, cont.

Apr. 18: Writing Research Proposals/Papers

Apr. 25: Writing Proposals/Papers, cont.

Course Requirements:

Class meetings will be organized around student discussion and write-ups.

For Parts I and II, short memos (no longer than 1-3 pages) are due each week. They may contain either (1) a brief list of the central questions (and range of answers) raised by the assigned readings, or (2) a short summary of the main arguments and debates. The memos should be brought to class to be used as guide for class discussion. Memos will not be graded, although failure to write one will be duly noted.

For Part III, students will work on their individual projects, with short write-ups that contribute to developing a research project or preparing for a comprehensive exam. A paper, due at the end of the semester, can take the form of either a research report, a research proposal, or a critical review of the issues to be covered in the comps.

Books Ordered:

Theoretical Overviews of Gender Inequality:

Patricia Hill Collins, *Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment* (Routledge, 2nd Edition)

R. W. Connell, *Gender and Power: Society, the Person, and Sexual Politics* (Stanford University Press)

Judith Lorber, *Gender Inequality: Feminist Theories and Politics* (Roxbury, 3rd Edition)

Selected Studies in Gender, Work, and Family:

Mary Blair-Loy, *Competing Devotions: Family and Work Among Women Executives* (Harvard University Press)

Kathleen Gerson, *Hard Choices: How Women Decide About Work, Career, and Motherhood* (University of California Press)

Sharon Hays, *The Cultural Contradictions of Motherhood* (Yale University Press)

Arlie Hochschild, *The Second Shift: Working Couples and the Revolution at Home* (Metropolitan Books)

Pierette Hondagneu-Sotelo, *Domestica: Immigrant Workers Cleaning and Caring in the Shadows of Affluence* (University of California Press)

Barbara Risman, *Gender Vertigo: Families in Transition* (Yale University Press)

Joan Williams, *Unbending Gender: Why Work and Family Conflict and What to Do About It* (Oxford University Press)

A longer (but still incomplete) list of recommended readings, organized by general (albeit arbitrary) categories is appended.

Provisional Topics and Assigned Readings

1. Explaining Gender Inequality: Paradoxes, Dilemmas, Tensions

Connell, *Gender and Power*

Introduction

Part I: Theorizing Gender

Part II: The Structure of Gender Relations

Lorber, *Gender Inequality*

Part I: The Variety of Feminisms and Their Contributions to Gender Inequality

Recommended:

England, Paula, editor. 1993. *Theory on Gender. Feminism on Theory. (Social Institutions and Social Change)*. Aldine Transaction.

Epstein, Cynthia. *Deceptive Distinctions: Sex, Gender, and the Social Order..* New Haven: Yale University Press.

Lorber, Judith. 1994. *Paradoxes of Gender*. New Haven: Yale University Press.

2. Classical Theoretical Frameworks and Early Feminist Responses

Lorber, *Gender Inequality*

Chapter 1. Liberal Feminism

Chapter 2. Marxist Feminism

Chapter 3. Socialist Feminism

Chapter 5. Radical Feminism

Chapter 6. Lesbian Feminism

Chapter 7. Psychoanalytic Feminism

A. Functionalism and the “Sex Roles” Paradigm

Parsons, Talcott 1966. The Incest Taboo in Relation to Social Structure in *The Family: Its Structures and Functions*, Coser RC (ed.). New York: St. Martin’s Press.

Parsons, Talcott, and Robert Bales. 1960. *Family Socialization and Interaction Process*. New York: Free Press.

B. Psychoanalytic, Marxist, and Weberian Reformulations

Chodorow, Nancy. 1977. *The Reproduction of Mothering: Psychoanalysis and the Sociology of Gender*. Berkeley and Los Angeles: University of California Press.

Collins, Randall. 1971. "A Conflict Theory of Sexual Stratification." *Social Problems* 19: 3-21.

Hartman, Heidi. 1983. “Capitalism, Patriarchy, and Job Segregation by Sex,” in *The Signs Reader*, edited by Elizabeth Abel and Emily Abel. Chicago: University of Chicago Press.

Gilligan, Carol. 1982. *In a Different Voice: Psychological Theory and Women’s Development*. Cambridge, MA: Harvard University Press.

Rich, Adrienne. 1983. "Compulsory Heterosexuality and Lesbian Existence." in *Powers of Desire: The Politics of Sexuality*, edited by C. S. Ann Snitow, and Sharon Thompson. New York: Monthly Review Press.

Rubin, Gayle. 1975. “The Traffic in Women: Notes on the 'Political Economy of Sex,’” in *Toward an Anthropology of Women*, Rayna Reiter (ed.). New York: Monthly Review Press.

3. Contemporary Frameworks: The Social Construction of Gender

Connell, *Gender and Power*
Part III: Femininity and Masculinity
Part IV: Sexual Politics

Lorber, *Gender Inequality*
Chapter 4. Post-Colonial Feminism
Chapter 8. Standpoint Feminism
Chapter 11. Social Construction Feminism
Chapter 12. Postmodern Feminism
Chapter 13. Third-Wave Feminism

Gender as Interaction and Performance

West, Candace, and Don Zimmerman. 1987. "Doing Gender." *Gender and Society* 1(2): 125-51.

Ridgeway, Cecilia and Lynn Smith-Lovin. 1999. "The Gender System and Interaction." *Annual Review of Sociology* 25:191-216.

Gender as the Interplay of Structure and Agency

Gerson, *Hard Choices*,
Chapter 1. Women's Work and Family Decisions
Chapter 2. Explaining Women's Behavior

Hochschild, *The Second Shift*
Chapter 1. A Speed-up in the Family
Chapter 2. Marriage in the Stalled Revolution
Chapter 3. The Cultural Cover-up

The Influence of Culture and Cultural Contradictions

Hays, *Cultural Contradictions of Motherhood*
Chapters 1 – 3

Blair-Loy, *Competing Devotions*
Introduction

Gender as a Multi-layered Institution

Risman, *Gender Vertigo*
Introduction
Chapter 1. Gender as Structure

4. Confronting Difference: Gender, Race, and Class Diversity

Lorber, *Gender Inequality*

Chapter 9. Multicultural/Multiracial Feminism

Chapter 10. Feminist Studies of Men

Part V: Do We Need a New Feminism?

Hill Collins, Patricia. *Black Feminist Thought*

Part I: The Social Construction of Black Feminist Thought

Chapter 3. Work, Family, and Black Women's Oppression

Chapter 4. Mammies, Matriarchs, and Other Controlling Images

Chapter 6: Black Women and Motherhood

Part III: Black Feminism and Epistemology

West, Candace and Sarah Fenstermaker. 1995. "Doing Difference." *Gender and Society* 9(1): 8-37.

Recommended:

Bettie, Julie. 2003. *Women Without Class: Girls, Race and Identity*. Berkeley and Los Angeles: University of California Press.

Durr, Marlese, and Shirley A. Hill, editors. *Race, Work, and Family in the Lives of African Americans*. Rowman & Littlefield.

Grusky, David B., and Szonja Szelenyi, editors. 2006. *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*. Westview Press.

McCall, Leslie.

Willis, Paul. *Learning to Labor*

Zinn, Maxine Baca, Pierette Hondagneu-Sotelo, Michael Messner, editors. *Gender Through the Prism of Difference*. New York: Oxford University Press.

5. Gender and Work-Family Connections

Blair Loy, *Competing Devotions*
Chapters 1 – 4. Skim

Gerson, *Hard Choices*
Chapters 3 – 7. Skim

Hays, *The Cultural Contradictions of Motherhood*
Chapters 4 – 5. Skim

Hochschild, *The Second Shift*
Chapters 4 - 12. Skim
Chapter 13. Beneath the Cover-up: Strategies and Strains

Risman, *Gender Vertigo*
Chapters 3 – 5. Skim

Williams, Joan. *Unbending Gender*
Introduction
Chapters 1 – 4. Skim

Recommended:

Barnett, Rosalind, and Caryl Rivers. 1996. *She Works, He Works: How Two-Income Families are Happy, Healthy, and Better Off*.

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

Carrington, Christopher. 2002. *No Place Like Home : Relationships and Family Life Among Lesbians and Gay Men*. Chicago: University of Chicago Press.

Coltrane, Scott. 1996. *Family Man: Fatherhood, Housework, and Gender Equity*. Oxford: Oxford University Press.

Coltrane, Scott. "Household Labor and the Routine Production of Gender"

Deutsch, Francine. 1999. *Halving It All: How Equally Shared Parenting Works*. Cambridge, MA: Harvard University Press.

Garey, Anita I. 1999. *Weaving Work and Motherhood*. Philadelphia: Temple Press.

Gerstel, Naomi, Dan Clawson, and Robert Zussman, editor. 2002. *Families at Work: Expanding the Bounds*. Vanderbilt University Press.

6. Gender, Class, and Carework

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

Hays, *The Cultural Contradictions of Motherhood*
Chapter 6. The Mommy Wars

Hondagneu-Sotelo, *Domestica* (skim)

Williams, *Unbending Gender*
Chapter 5. How Domesticity's Gender Wars Take on Elements of Class and Race Conflict
Chapter 6. Do Women Share an Ethic of Care?

Recommended:

Ehrenreich and Hochschild, editors. *Global Woman: Nannies, Maids, and Sex Workers in the New Economy*. New York: Metropolitan Books.

Folbre, Nancy, *The Invisible Heart*

Rollins, Judith. 1985. *Between Women: Domesticity and their Employers*. Philadelphia: Temple University Press.

Zimmerman, Mary K., Jacqueline Litt, and Christine Bose. 2006. *Global Dimensions of Gender and Carework*. Palo Alto: Stanford University Press.

7. Gender Transformations and Social Change

Blair-Loy, *Competing Devotions*

Chapter 5. Turning Points

Chapter 6. Implications

Gerson, *Hard Choices*

Chapter 8. The Changing Contours of Women's Place

Chapter 9. The Politics of Parenthood

Gerson, Kathleen. 2002. "Moral Dilemmas, Moral Strategies, and the Transformation of Gender." *Gender and Society* 16 (1): 8-22.

Hays, *The Cultural Contradictions of Motherhood*

Chapter 7. Love, Self-Interest, Power, and Opposition

Hochschild, *The Second Shift*

Chapter 14. Tensions in Marriage in an Age of Divorce

Chapter 15. Men Who Do and Men Who Don't

Chapter 16. The Working Wife as Urbanizing Peasant

Chapter 17. Stepping into Old Biographies or Making History Happen?

Risman, *Gender Vertigo*

Chapter 6. Ideology, Experience, and Identity

Chapter 7. Toward a Dizzy but Liberating Future

Williams, *Unbending Gender*

Chapter 7. Do Women Need Special Treatment? Do Feminists Need Equality?

Chapter 8. The New Paradigm Theorized

Four Themes of Conclusion

Recommended

Cancian, Francesca. 1987. *Love in America: Gender and Self-Development*. Chapter 2. New York: Cambridge University Press.

Gerson, Kathleen. 1993. *No Man's Land: Men's Changing Commitments to Family and Work*. New York: Basic Books.

Grusky, David B., editor. *The Declining Significance of Gender?* New York: Russell Sage Foundation.

Hertz, R. 2006. *Single By Chance, Mothers By Choice: How Women Are Choosing Parenthood without Marriage and Creating the New American Family*. New York: Oxford University Press.

Hertz, Rosanna, and Nancy Marshall, editors. 2001. *Working Families: The Transformation of the American Home*. Berkeley and Los Angeles: University of California Press.

Jackson, Robert Max. 1998. *Destined for Equality*. Cambridge, MA: Harvard University Press.

Jacobs, Jerry A. and Gerson, Kathleen. 2004. *The Time Divide: Work, Family and Gender Inequality*. Cambridge, MA: Harvard University Press.

Stone, Pamela. 2007. *Opting Out? Why Women Really Quit Careers and Head Home*. Berkeley and Los Angeles: University of California Press.

Stone, Pamela, and Lovejoy, M. 2004. Fast-Track Women and the “Choice” to Stay Home. *The Annals of the American Academy of Political and Social Science*, 596, 62-83.

Additional Topics and Suggested Readings:
Gender and the Workplace

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

Charles, Maria, and David Grusky. *Occupational Ghettos*. Stanford University Press.

Goldin, Claudia. *Understanding the Gender Gap*. New York: Oxford University Press.

Grusky, David, editor. 2000. *Social Stratification: Class, Race, and Gender in Sociological Perspective*. Boulder: Westview Press.

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

Jacobs, Jerry A. 1989. *Revolving Doors: Sex Segregation and Women's Career*. Stanford: Stanford University Press.

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

Pierce, Jennifer. 1995. *Gender Trials: Emotional Lives in Contemporary Law Firms*. Berkeley: University of California Press.

Reskin, Barbara. 1993. "Sex Segregation in the Workplace." *Annual Review of Sociology* Vol. 19:241-270.

Reskin, Barbara. "Bringing Men Back In: Sex Differentiation and Devaluation of Women's Work." *Gender and Society*. (Kimmel reader)

Reskin, Barbara and Patricia Roos. 1991. *Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations*. Philadelphia: Temple University Press.

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

Salzinger, Leslie. 2003. *Genders in Production: Making Workers in Mexico's Global Factories*. Berkeley: University of California Press.

Williams, Christine L. 1995. *Still a Man's World: Men Who Do Women's Work*. Berkeley and L.A.: University of California Press. (see also, "The Glass Escalator: Hidden Advantages for Men in the 'Female' Professions." 1992. *Social Problems* 39(3): 253-267.

Gender Politics and the State

Edin, Kathryn, and Maria Kefalas, *Promises I Can Keep*

Gornick, Janet, and Marica Myers. 2003. *Families That Work: Policies for Reconciling Parenthood and Employment*

Haney, Lynne. 1996. "Homeboys, Babies, Men in Suits: the State and the Reproduction of Male Dominance." *American Sociological Review* 61:759-778.

Haney, Lynne. *Inventing the Needy*. Berkeley and Los Angeles: University of California Press.

Hays, Sharon. 2004. *Flat Broke with Children: Women in the Age of Welfare Reform*. New York: Oxford University Press.

Luker, Kristin. 1984. *Abortion and the Politics of Motherhood*. Berkeley: University of California Press.

Okin, Moller. *Justice, Gender, and the Family*. New York: Basic Books.

Stacey, Judith. 1997. *In the Name of the Family: Rethinking Family Values in the Postmodern Age*. Boston: Beacon Press.