

GENDER AND WORK 4375.001

University of Texas at Dallas
Spring, 2006

Professor: Sheryl Skaggs, Ph.D.

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Office Hours: Tues. 3:00 – 3:45 PM (or by appointment)

Lectures: M 12:00 - 2:45 PM

Room: SOM 2.904

COURSE DESCRIPTION AND OBJECTIVES:

This course will attempt to: a) examine and critically assess some of the central theoretical debates and recent research on gender and work; b) analyze historical and contemporary patterns of gender and race/ethnicity and the organization of work; c) allow students the opportunity to examine and analyze career options for themselves; d) discuss and evaluate practical and policy solutions for the gendered problems men and women experience in the workplace. Some of the topics to be covered include earnings inequality; discrimination and equal employment opportunity laws; job and occupational segregation; sexual harassment; intersection of gender, race and ethnicity in the structuring of work; and work/family conflicts.

REQUIRED TEXT:

Irene Padavic and Barbara Reskin, Women and Men at Work (2nd edition). Pine Forge Press, 2002.

A Coursepack of readings available through Off Campus Books and the UTD Bookstore.*

*You will be responsible for the material covered in these readings as well as from the textbook.

COURSE REQUIREMENTS:

- Because of the structure of this course, attendance and participation are necessary elements. If you are not in class, then you will not be able to participate and this will no doubt negatively influence your grade. Thus, **attendance** is a requirement and is worth **10%** of your course grade.
- You are also required to write and submit **journal entries**† for **6** of the 10 weeks where readings are assigned and noted. Thus, you will be able to skip 4 journal submissions during the semester and will have the opportunity to choose which of the 6 weeks to submit your entries. The journals will be due at the beginning of class (starting Jan. 23, 2006) and each will be worth 10 points. This will comprise **15%** of your course grade.
- In addition, you will have **2 class assignments/mini-projects** which will be worth a possible 20 points each and comprise **15%** of your grade.
- There will be one **in-class examination*** based on course readings, lectures, films and class discussions. This exam will be worth **30%** of your course grade and will include essay questions.
- You will also have a **take-home exam** which will comprise **30%** of your course grade. This exam will consist of essay questions requiring a more thorough use of the material. **No late exams will be accepted.**

*Make-up exams will be permitted only under extreme documented circumstances (e.g., a signed letter from your physician with specific dates of care and condition). If it becomes absolutely necessary to miss an exam, students must **contact the professor by telephone at least one hour prior to the scheduled exam time**. The time and date of the make-up exam will be determined by the professor and the content will differ from the original exam.

† Journal Entries

Reading for this class includes actively thinking and writing about the texts and assigned materials prior to each class meeting. This is done through the journal entries. Each entry should be approximately 2 – 2.5 double spaced, typed pages and should cover the materials for each class period. The purpose of these short writing exercises is to help you think in a structured way about the reading materials and to help you prepare in an organized way for class discussions.

Under no circumstances will late journal entries be accepted!

Your entries should cover the following areas:

- Central theme of the reading or readings. In other words, what is the argument(s) being made by the author(s)?
- Your critique of the argument—do you agree or disagree and why; strengths and weaknesses of the authors' presentation of the material.

COURSE EVALUATION:

Evaluation of the student will be based upon performance on examinations, class participation, attendance and a term paper. The grade will be determined on a percentage of the total points earned. If the student earns 93% - 100% of total points or more, the grade will be an A; 90% - 92% will be an A-; 87% - 89% = B+; 83% - 86% = B; 80% - 82 % = B-; 77% - 79% = C+; 73% - 76% = C; 70% - 72% = C-; 69% - 67% = D+, 66% - 63% = D, 62% - 60% = D-, 59% and below an F.

OTHER POLICIES:

- All students are expected to attend class on a regular basis. If for some reason you are unable to attend a class, it will be your responsibility to obtain class notes, announcements, assignments and handouts prior to the next class session.
- Participation in class should remain relevant to the particular readings and lecture materials.
- It is the responsibility of each student to formally drop the course if so desired. The professor will **not** withdraw or drop a student from the class for nonattendance.
- Students are expected to always be respectful of other's opinions and beliefs in the classroom. Personal attacks and racially/sexually harassing behaviors are unacceptable and will not be tolerated. Anyone involved in such behaviors will be asked to leave the class session.
- As a courtesy to your fellow students and professor, all cell phones should be turned off before class begins. If, however, you are expecting an important call during class, you should place your phone on vibrate mode and find a seat near the door for that session.
- Students are expected to conform to the university policy for academic honesty. **Absolutely no form of academic dishonesty will be tolerated.**

Academic dishonesty includes, but is not limited to: cheating on assignments or examinations, plagiarizing (misrepresenting as your own work any part of work done by another), submitting the same assignment, or substantially similar assignments to meet the requirements of more than one course without the approval of all instructors, working in conjunction with another student on your assignments or exams, depriving another student of necessary course materials, or interfering with another student's work. If in doubt about the ethics of your actions, consult the university catalog to see the stated policy. Violations of this policy will be punished severely and according to the fullest extent of the policy.

TENTATIVE COURSE OUTLINE AND READING ASSIGNMENTS

- Jan. 9: General Introduction
- Jan 16: Holiday**
- Jan. 23: **A Brief History of Gendered Work**
- READ:
Padavic and Reskin, Chapters 1 & 2
Journal Entries Due
- Jan. 30: Film: *The Life and Times of Rosie the Riveter* (VT1047) 65 min.
- Sex Inequality Overview**
READ: Padavic and Reskin, Chapter 3
Journal Entries Due
- Feb. 6: **Sex Segregation/Race, Ethnicity and Gender in the Workplace**
- READ:
Padavic and Reskin, Chapter 4
Coursepack -
Joan Huber, "Trends in Gender Stratification, 1970-1985"
Young-Hee Yoon, "African-American Women and Work"
Susan E. Moreno & Chandra Muller, "Latinas in the U.S. Labor Force"
David G. Hogan, "Immigrant Women in the U.S. and Work"
Misra, Joya, "Latinas and African American Women in the Labor Market: Implications for Policy"
Journal Entries Due
- Feb. 13: **Gender and Authority in the Workplace**
- READ:
Padavic and Reskin, Chapter 5
Coursepack -
Rodolfo Alvarez, et. al., "Women in the Professions: Assessing Progress"
Christine Williams, "The Glass Escalator: Hidden Advantages for Men in the Female Professions"
Journal Entries Due
- Feb. 20: Earnings Inequality**
- READ:
Padavic and Reskin, Chapters 6
Assignment 1 (Differences in Earnings)
Journal Entries Due
- Feb. 27: **Gendered Workplace**
- READ:
Coursepack -
Rosabeth Moss Kanter, "The Impact of Hierarchical Structures on the Work Behavior of Women and Men"
Joan Acker, "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations,"
Journal Entries Due
- MARCH 6: SPRING BREAK!**
- March 13: EXAM 1 (in-class)**
Film: *Sexual Politics at Work*
NO JOURNAL ENTRIES DUE

- March 20: **Employment Discrimination**
- READ:
Coursepack -
 David L. Sterling, "Protective Legislation in American Courts"
 David L. Sterling, "Women's Work and Protective Legislation"
 Mary Ann Rossi, "Women's Rights in the Labor Market"
 Russel J. Summers, "Affirmative Action"
 Russel J. Summers, "Sexual Harassment"
 Douglas D. Baker & Dana L. Stover, "Sexual Harassment: Legal and Policy Issues"
 Giuffre, Patti A. and Christine L. Williams, "Boundary Lines: Labeling Sexual Harassment in restaurants"
- Journal Entries Due**
- March 27: **Paid and Unpaid Work**
- READ:
 Padavic and Reskin, Chapter 7
Coursepack -
 Arlie Hochschild, "The Second Shift: Employed Women are Putting in Another Day of Work at Home"
 Arrighi, Barbara A. and David J. Maume, Jr., "Workplace Subordination and Men's Avoidance of Housework"
- Journal Entries Due**
- April 3: **Family/Work Conflicts**
- READ:
Coursepack –
 Epstein, Cynthia Fuchs, Carroll Seron, Bonnie Oglensky, and Robert Sauté,
 "The Part-time Paradox: Time Norms, Professional Lives, Family, and Gender"
 David J. Maume, Jr. and Paula Houston, "Job Segregation and Gender Differences in Work-Family Spillover Among White-Collar Workers"
 Macdonald, Cameron L., "Manufacturing Motherhood: The Shadow Work of Nannies and Au Pairs"
 Johnson, Jennifer, "The Work of Caring" in Getting by on the Minimum
- Journal Entries Due**
- April 10: **Balancing Work and Family Life**
- READ:
Coursepack –
 Hochschild, Arlie Russell, "Catching up on the Soaps"
 Mitchell, Olivia, "Work and Family Benefits"
 Bergmann, Barbara, "Work-Family Policies and Equality Between Women and Men"
 Peters, H. Elizabeth, "The Role of Child Care and Parental Leave Policies in Supporting Family and Work Activities"
- Journal Entries Due**
Assignment 2
- April 17: **Assignment 2 Due** – Discussion and presentation of research
- April 24: **Take-Home Exam Due no later than 2:00 PM in GR 2.206**