

Coming next.....

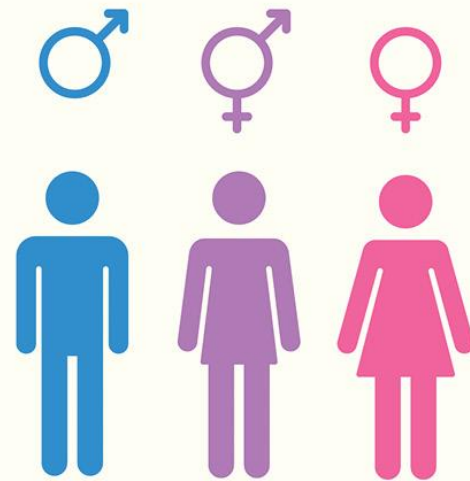
- Journal # 3 due next Wednesday by midnight
- Midterm review will be communicated

Journal #3: sociologist's movie club due by midnight on April 13th

- It is an analysis paper (minimum 550 words)
- Pick a movie at your choice
- Use the movie to illustrate up to 2 sociological concepts/perspectives/theories
- Keep the overview of the movie at minimum (not exceed 150 words)
- Include a title page of the movie flyer/poster
- This is a Turn-it-in assignment

Gender

Chapter 9





Warm Up

- Write down stereotypically gendered characteristics / actions / activities of men and women
- Based on the above, have you even been criticized about your behavior that is “NOT A GIRL/BOY THING?”

Sex and Gender (1 of 2)

- The terms **sex** and **gender** are often used interchangeably, but sociologists differentiate between the two.
- **Sex** refers to an individual's membership in one of two biologically distinct categories: male or female.
- Primary sex characteristics: biological factors, such as chromosomes, hormones, and reproductive organs, that distinguish males from females
- Secondary sex characteristics: physical differences between males and females, including facial and body hair, musculature, and bone structure, that are unrelated to reproduction

Sex and Gender: Characteristics

TABLE 9.1 Human Sex Characteristics

	Females	Males
Chromosomes	XX	XY
Dominant Hormone	Estrogen	Testosterone
Primary Sex Characteristics	Reproductive organs: vagina, cervix, uterus, ovaries, fallopian tubes, other glands	Reproductive organs: penis, testicles, scrotum, prostate, other glands
Secondary Sex Characteristics	Shorter than males; larger breasts; wider hips than shoulders; less facial hair; more subcutaneous fat; fat deposits around buttocks, thighs, and hips; smoother skin texture	Abdominal, chest, body, and facial hair; larger hands and feet; broader shoulders and chest; heavier skull and bone structure; greater muscle mass and strength; Adam's apple and deeper voice; fat deposits around abdominals and waist; coarser skin texture

Sex and Gender (2 of 2)

- ***Gender*** refers to the physical, behavioral, and personality traits that a group considers normal for its male and female members.
- ***Gender identity*** refers to an individual's self-definition or sense of gender, while ***gender expression*** refers to an individual's behavioral manifestations of gender.

Nature or nurture ?

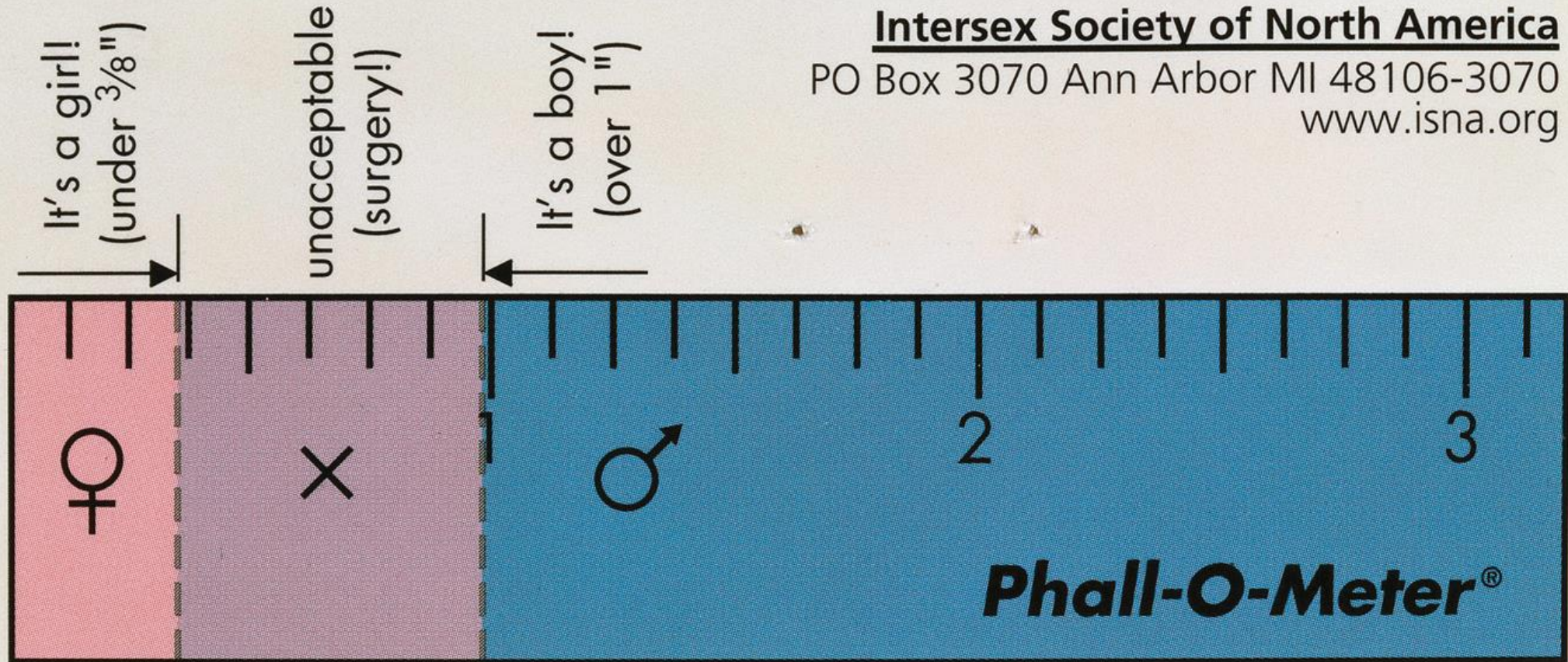
- Sex vs. gender
- Biological essentialism vs. Gender socialization



Intersex Society of North America

PO Box 3070 Ann Arbor MI 48106-3070

www.isna.org



Actual scale. The above are actual current medical standards. Challenging these arbitrary standards, ISNA works to create a world free of shame, secrecy, and unwanted genital plastic surgery for children born with mixed sex anatomy.

Gender Socialization



Socialization, Gender, and Sexuality: Early Socialization

- ***Families*** are usually the primary source of socialization and greatly impact gender role socialization.
- ***Social learning theory*** suggests that babies and children learn behaviors and meanings through social interaction and internalize the expectations of those around them.

Socialization: childhood construction of gender



Socialization, Gender, and Sexuality: Schools

- ***Schools*** also socialize children into gender roles that accord with their sex. For instance, research shows that teachers treat boys and girls differently. This may teach children that there are different expectations of them, based on their sex.



Socialization, Gender, and Sexuality: Media

- There is no question that sex-role behavior is portrayed in a highly stereotypical manner in all forms of the media: television, movies, magazines, books, video games, and so on.





Sociological Theories of Gender Inequality: Functionalism

- ***Functionalists*** believe that there are social roles better suited to one gender than the other and that societies are more stable when certain tasks are done by the appropriate sex.

Sociological Theories of Gender Inequality: Instrumental versus Expressive Roles

- According to Talcott Parsons:
 - Men are more suited for an ***instrumental role*** (the person who provides the family's material support and is often an authority figure).
 - Women are more suited for an ***expressive role*** (the person who provides the family's emotional support and nurturing).

Sociological Theories of Gender Inequality: Interactionism

- *Interactionists* emphasize how the concept of gender is socially constructed, maintained, and reproduced in our everyday lives.

Doing Gender

- In sociology and gender studies, "doing gender" is the idea that gender, rather than being an innate quality of individuals, is a psychologically ingrained social construct that actively surfaces in everyday human interaction.

Discussion: Mad Men

- Watch this video clip and discuss: how is “doing gender” illustrated in this scene?



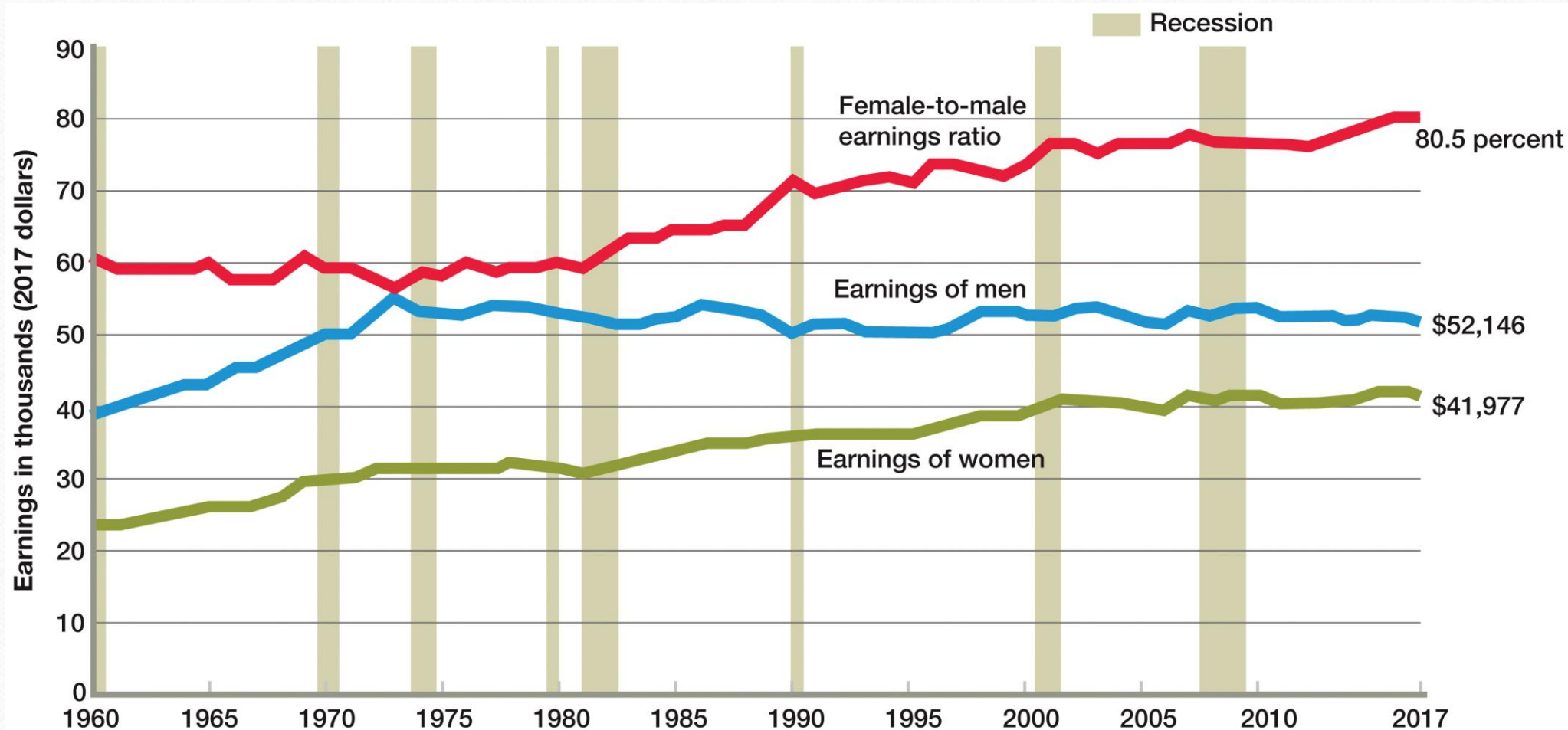
Sociological Theories of Gender Inequality: Conflict Theory

- *Conflict theorists* believe men have historically had access to most of society's material resources and privileges, so it is in their interest to try to maintain their dominant position.

Sociological Theories of Gender Inequality: Feminist Theory

- *Feminist theorists* apply assumptions about gender inequalities to social institutions to illuminate how gender inequality affects all areas of social life.

Female-to-Male Earnings Ratio, 1960–2017



SOURCE: Fontenot, Semega, and Kollar 2018.

Gender Pay Gap

FIGURE 9.2

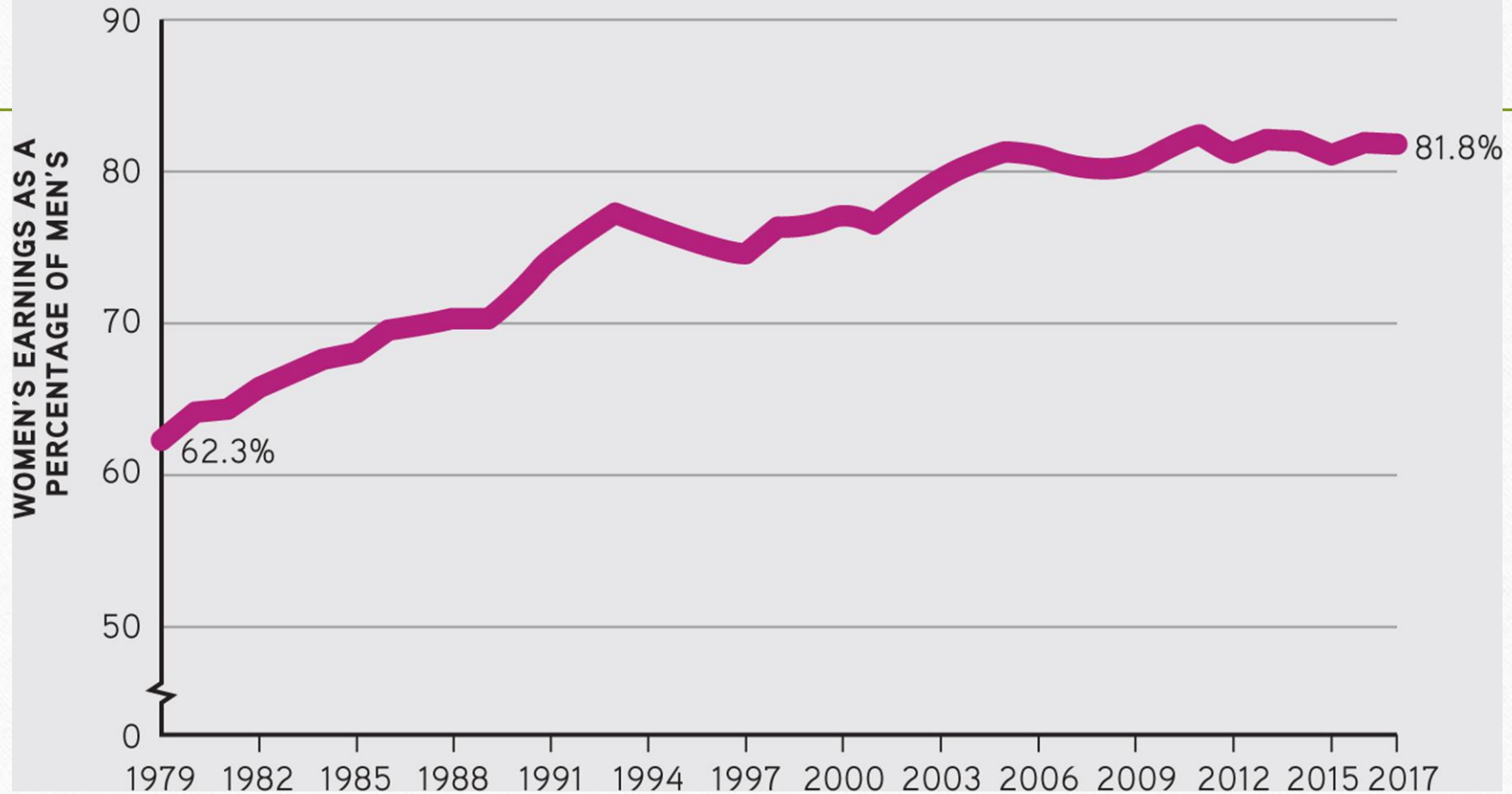
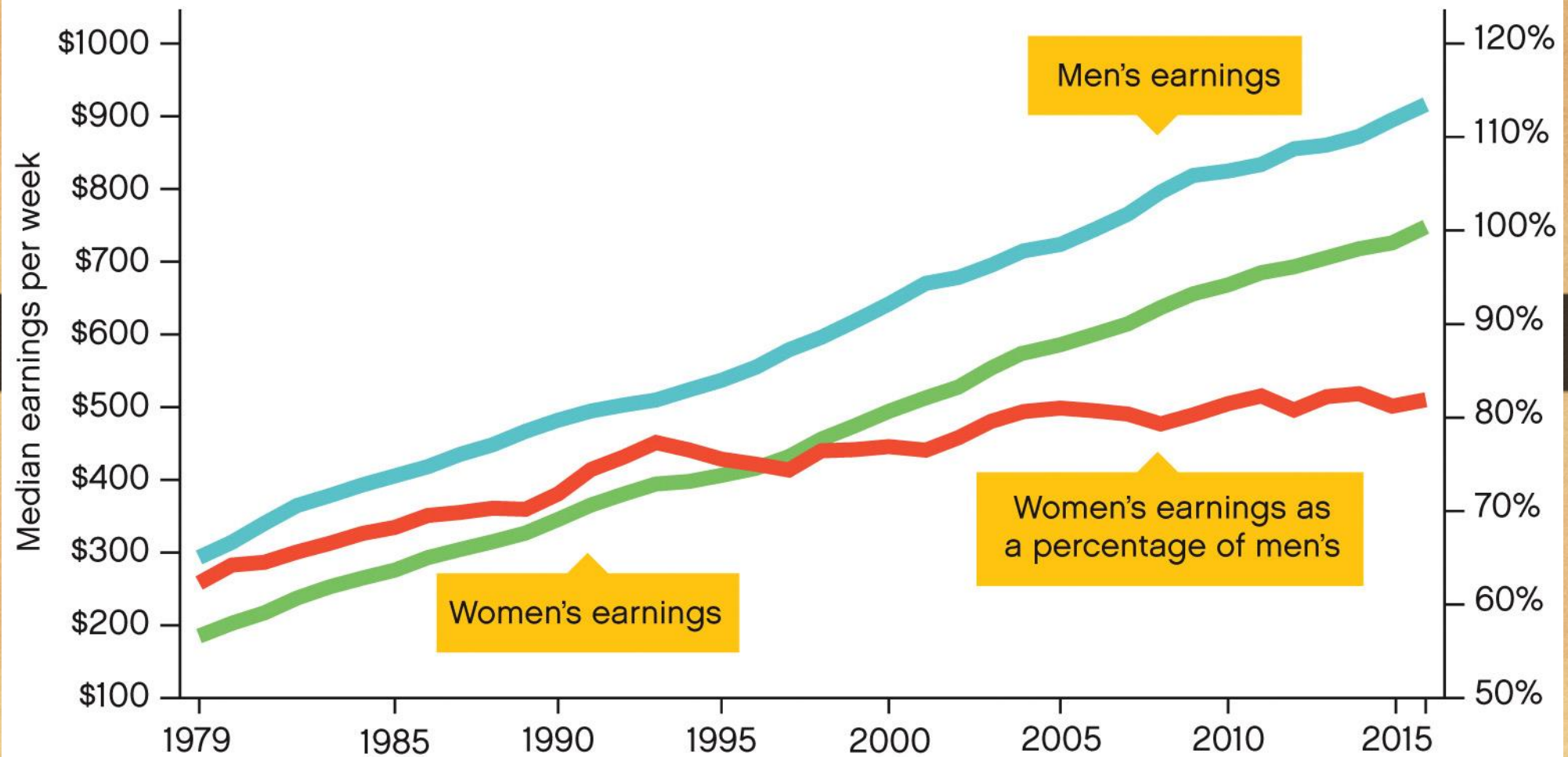


FIGURE 8.3 Pay Discrepancy Based on Gender



SOURCE: Bureau of Labor Statistics, 2017c.

What is “gender pay gap”?

- The gap between what men and women paid.
- Commonly refer to the MEDIAN annual pay of all women who work full-time and year-round, compared to the pay of the same cohort of men.

But is it real?

- Yes.
- It is a compounded and intricate social issue.

From Socialization to Occupational Segregation



Left picture from Giddens et al. (2019)

Right picture from

https://www.google.com/search?rlz=1C1GCEU_enUS820US820&biw=1920&bih=937&tbm=isch&sxsr=ACYBGNQUU0wBO4tUke6t0qCC7W583aDMEg%3A1571068456047&sa=1&ei=KJqkXdHDAsyusAXByJnwDQ&q=girls+toy+vs+boys+toy&coq=girl&gs_l=img.1.1.35i39l2j0i67l2j0l6.1185.3567..4991...1.0..1.68.1145.27.....0....1..gws-wiz-img.....10..35i362i39.ZWIpgWeUCks#imgc=IjLWcYx8Qsc7-M:

From Socialization to Occupational Segregation



Left picture from

https://www.google.com/search?rlz=1C1GCEU_enUS820US820&biw=1920&bih=937&tbn=isch&sxsr=ACYBGNSyZBEEyh5IK5yept8cbbgKLzEX5A%3A1571068652315&sa=1&ei=7JqkXYPtEsm4sgXP66C4DQ&q=child+care+worker&oq=child+care+worker&gs_l=img_3..35i39j0l9.23955.28762..28978...1.0..0.63.810.17.....0....1..gws-wiz-img.....10..35i362i39j0i67.-1Zenf_Gf9o&ved=0ahUKEwiDk8HnjpzAhVJnKwKHc81CNeQ4dUDCAc&uact=3#imgrc=UOKZnabOZ_wjTM:

Right picture from

https://www.google.com/search?rlz=1C1GCEU_enUS820US820&biw=1920&bih=937&tbn=isch&sxsr=ACYBGNSjp2-24gwL3S8zTsyKPecZ5Tqsbw%3A1571068682148&sa=1&ei=CpukXbjNCISwsAW_rLmwDQ&q=marine+engineering+worker&oq=marine&gs_l=img_1.0.35i39j0i67l5j0l4.39398.40093..41556...1.0..0.56.298.6.....0....1..gws-wiz-img.....10..35i362i39.044esOlcQDc#imgrc=SE4BE1hz5nD2XM:

From Socialization to Occupational Segregation

TABLE 9.1

MAJORS WITH HIGHEST CONCENTRATION OF WOMEN			MAJORS WITH HIGHEST CONCENTRATION OF MEN		
	Median Earnings	Percentage Women		Median Earnings	Percentage Men
Early Childhood Education	\$36,000	97	Naval Architecture and Marine Engineering	\$82,000	97
Medical Assisting Services	\$56,000	96	Mechanical Engineering Related Technologies	\$80,000	94
Communication Disorders Sciences and Services	\$40,000	94	Construction Services	\$70,000	92
Family and Consumer Sciences	\$40,000	93	Electrical and Mechanic Repairs and Technologies	\$57,000	91
Nursing	\$60,000	92	Industrial Production Technologies	\$65,000	91
Elementary Education	\$40,000	91	Mechanical Engineering	\$80,000	90
Nutrition Sciences	\$46,000	89	Mining and Mineral Engineering	\$80,000	90
Special Needs Education	\$42,000	88	Electrical Engineering Technology	\$68,000	90

Problems with Glass



Glass Ceiling



Glass Escalator

Problems with Homophily

-- Unintentional

Homophily – Let's hire, mentor, network, connect with more folks who look like us

“They are a good fit.”

“They fit in with our culture.”



Problems with the Stereotype

-- Unintentional

- “women are naturally nurturing /caring / compassionate.”
- Beliefs about women that are subjectively positive but serve to future gender disparities



Problems with Sexism

-- Intentional Discrimination

BSC

Birmingham-Southern College

Title IX Training

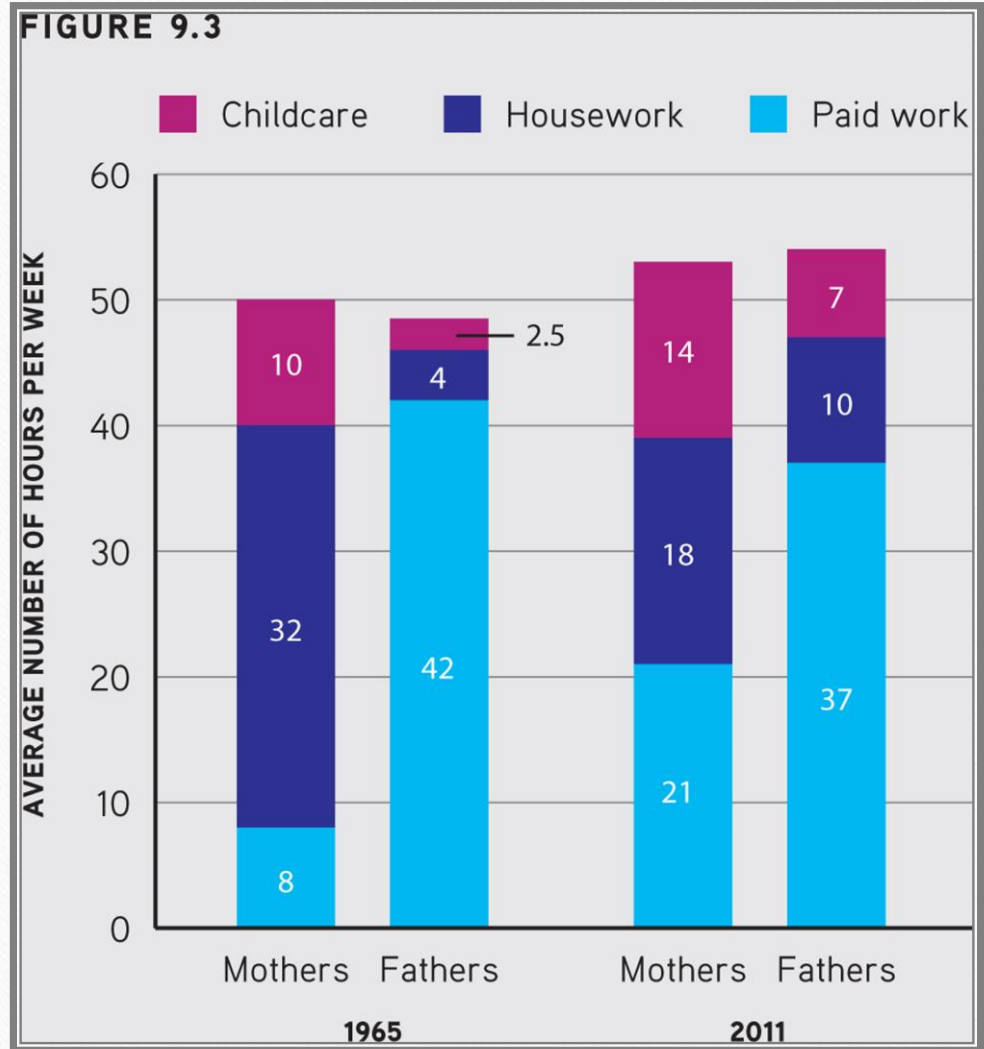


The Motherhood Penalty



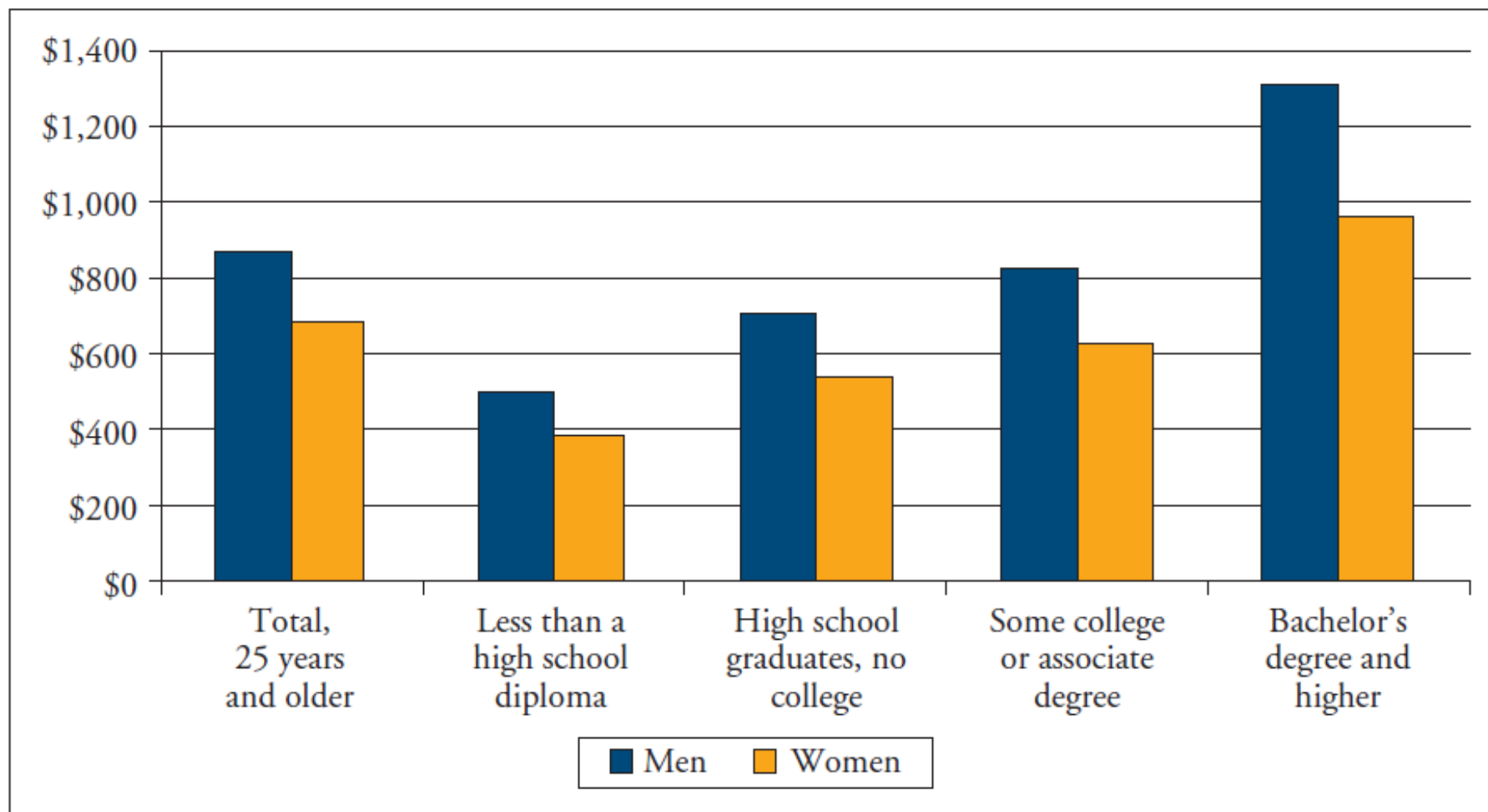
- Family and Medical Leave Act (FMLA) protects employees with up to 12 weeks of unpaid leave for child birth and adoption.
- But there are limitations for eligibility.
- And more barriers in the real practice

Second Shift



Earnings by Educational Attainment

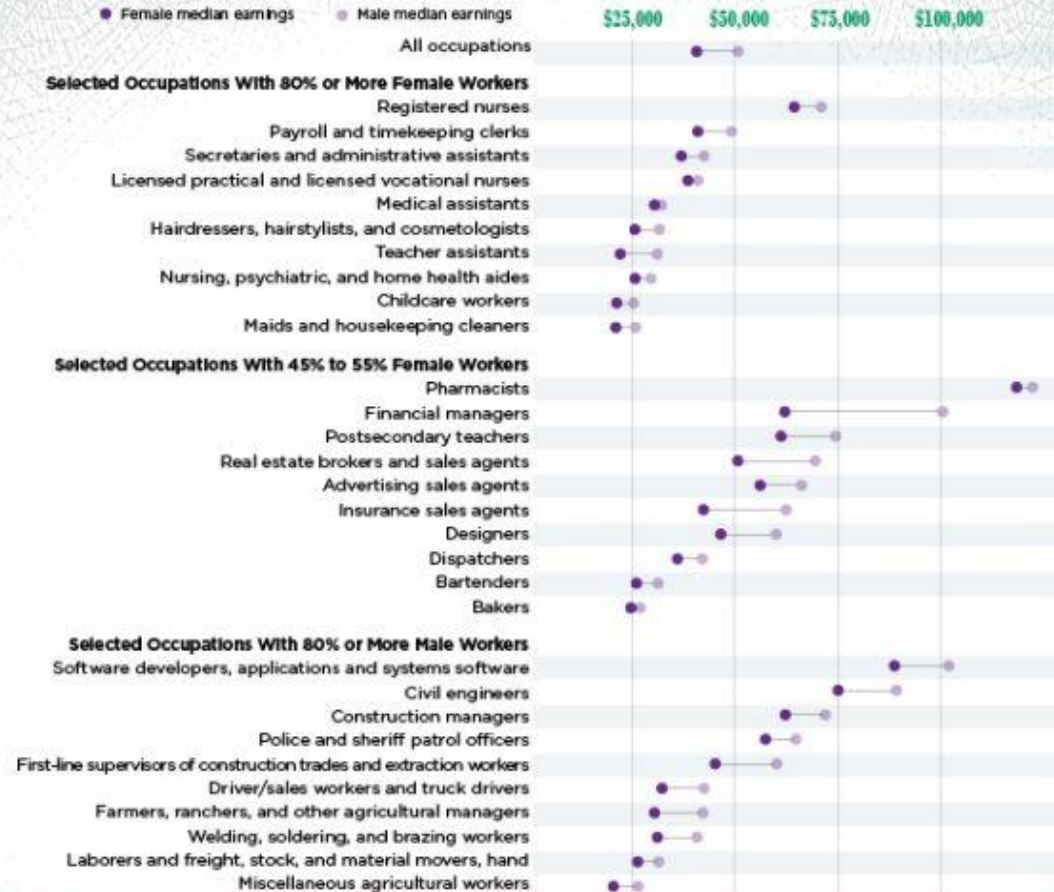
(Median Weekly Earnings of Full-Time Workers Age 25 and Older, Annual Averages, 2009)



Source: Bureau of Labor Statistics

Women's Earnings by Occupation

Median Earnings of Full-Time, Year-Round Workers in the Past 12 Months by Sex and Occupation



United States[™]
Census
Bureau

U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
[census.gov](https://www.census.gov)

Source: 2016 American Community Survey
www.census.gov/topics/employment/industry-occupation/data/tables.html

So, is gender pay gap real?

Yes.