

# Coming next.....

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- Exam 2 next Wednesday, covers chapter 1 through 9, same format
- Interview project due in two weeks (April 24<sup>th</sup>), schedule and conduct the interview this week
- Finish gender today, social stratification on Wednesday
- Reading assigned on Moodle for next week's topic (section "readings for health & aging")

# Sex and Gender

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- 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.
- ***Gender*** refers to the physical, behavioral, and personality traits that a group considers normal for its male and female members.



# 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: Interactionism

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- *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

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



# Sociological Theories of Gender Inequality: Conflict Theory

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- *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.



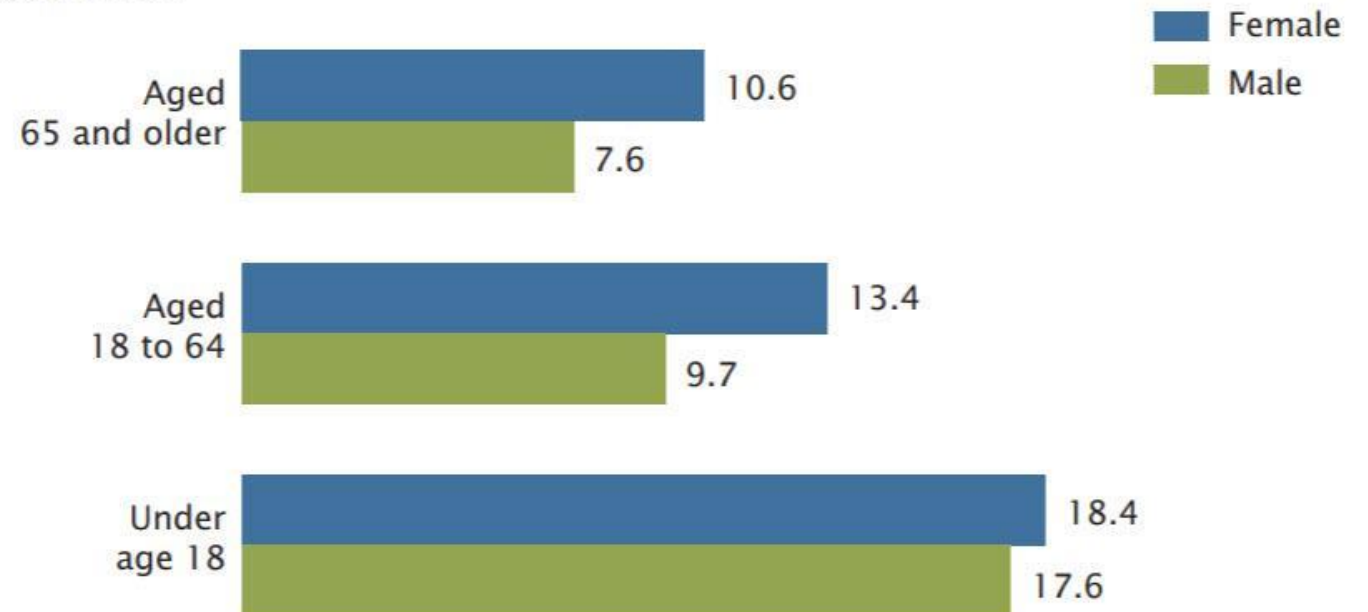
## The Feminization of Poverty

- refers to the economic trend that women are more likely than men to live in poverty, due in part to the gendered gap in wages, the higher proportion of single mothers compared to single fathers, and the increasing cost of child care.

Figure 6.

### Poverty Rates by Age and Sex: 2016

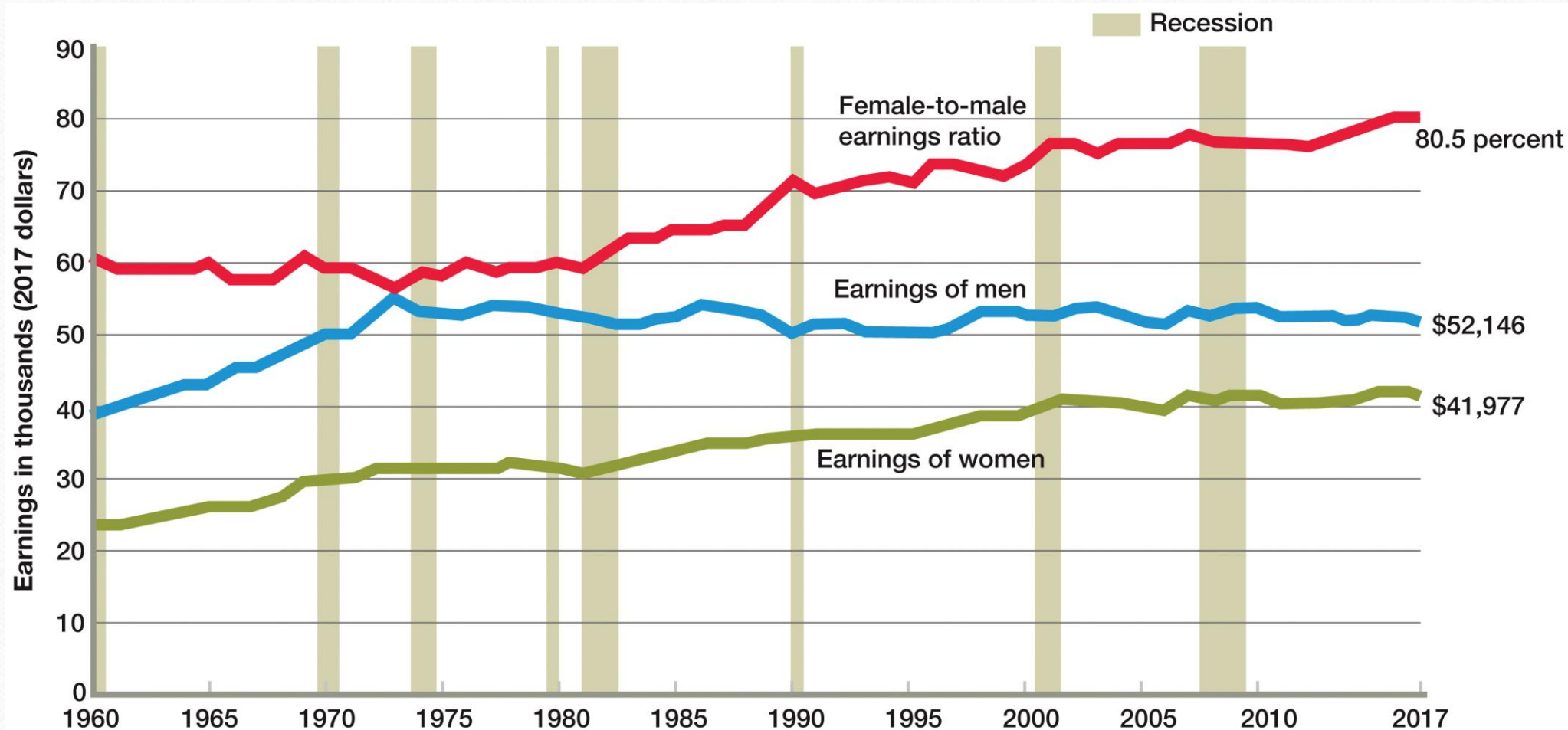
(In percent)



Note: For information on confidentiality protection, sampling error, nonsampling error, and definitions, see [www2.census.gov/programs-surveys/cps/techdocs/cpsmar17.pdf](http://www2.census.gov/programs-surveys/cps/techdocs/cpsmar17.pdf).

Source: U.S. Census Bureau, Current Population Survey, 2017 Annual Social and Economic Supplement.

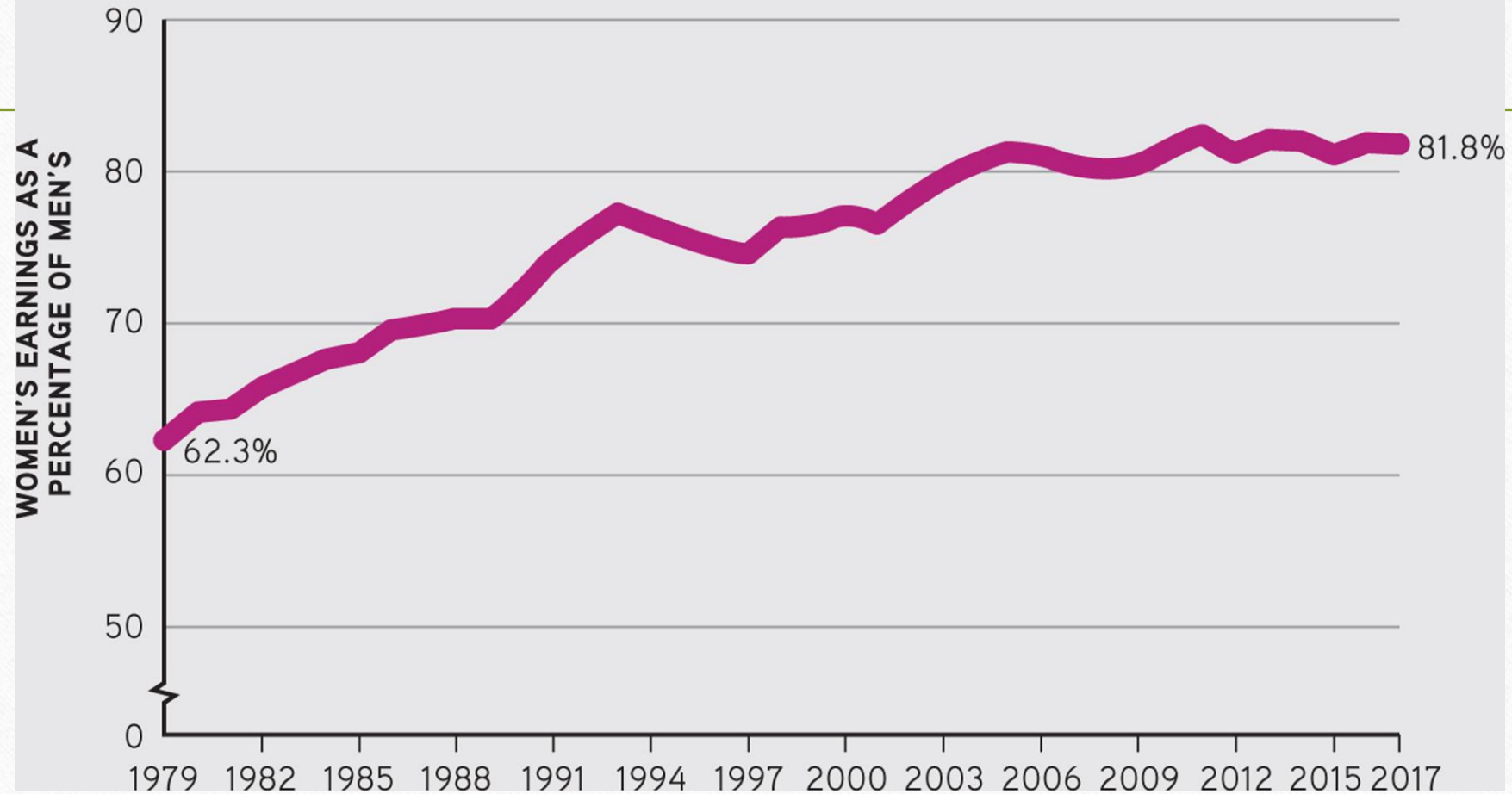
# Female-to-Male Earnings Ratio, 1960–2017



SOURCE: Fontenot, Semega, and Kollar 2018.

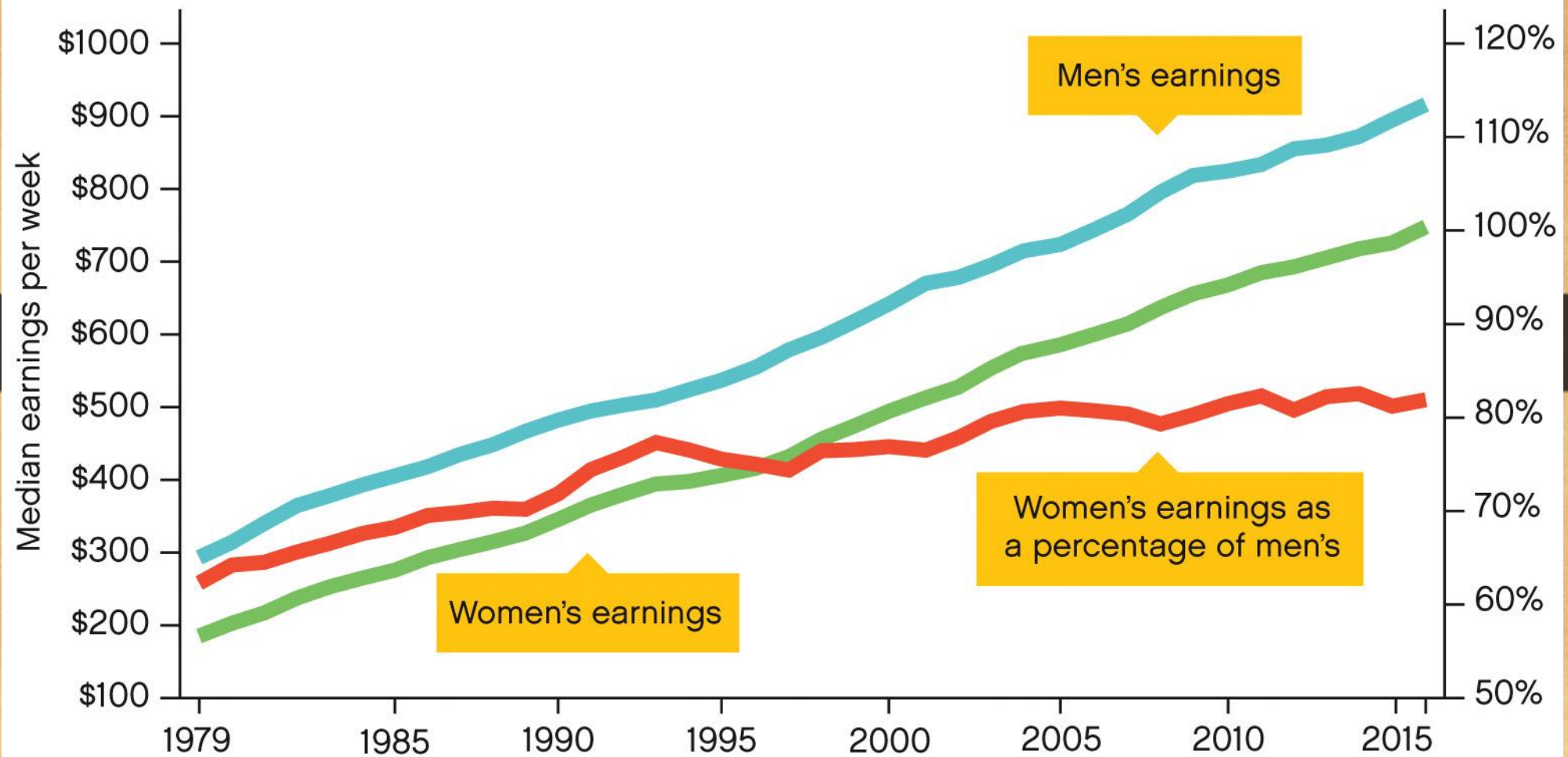
# Gender Pay Gap

FIGURE 9.2





**FIGURE 8.3** Pay Discrepancy Based on Gender



SOURCE: Bureau of Labor Statistics, 2017c.

'Jurassic World' actress Bryce Dallas Howard says she was paid 'so much less' than co-lead Chris Pratt

## Netflix's *The Crown* paid its queen less than its prince

Claire Foy was the star of the show, but her paycheck didn't reflect that.

Some see this success as fresh evidence in support of the case for equal pay for male and female players. According to [a lawsuit](#) filed on March 8 by the US women's soccer team, their players are being paid less than the men, in some cases earning just 38 percent of their pay per game.

# But is it real?

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Let's read, think and discuss.



# What is “gender pay gap”?

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- The gap between what men and women’s pay.
- 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.

# 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.ZWlpgWeUCks#imgre=IjLWcYx8Qsc7-M:](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.ZWlpgWeUCks#imgre=IjLWcYx8Qsc7-M:)



# From Socialization to Occupational Segregation



Left picture from

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Right picture from

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# From Socialization to Occupational Segregation

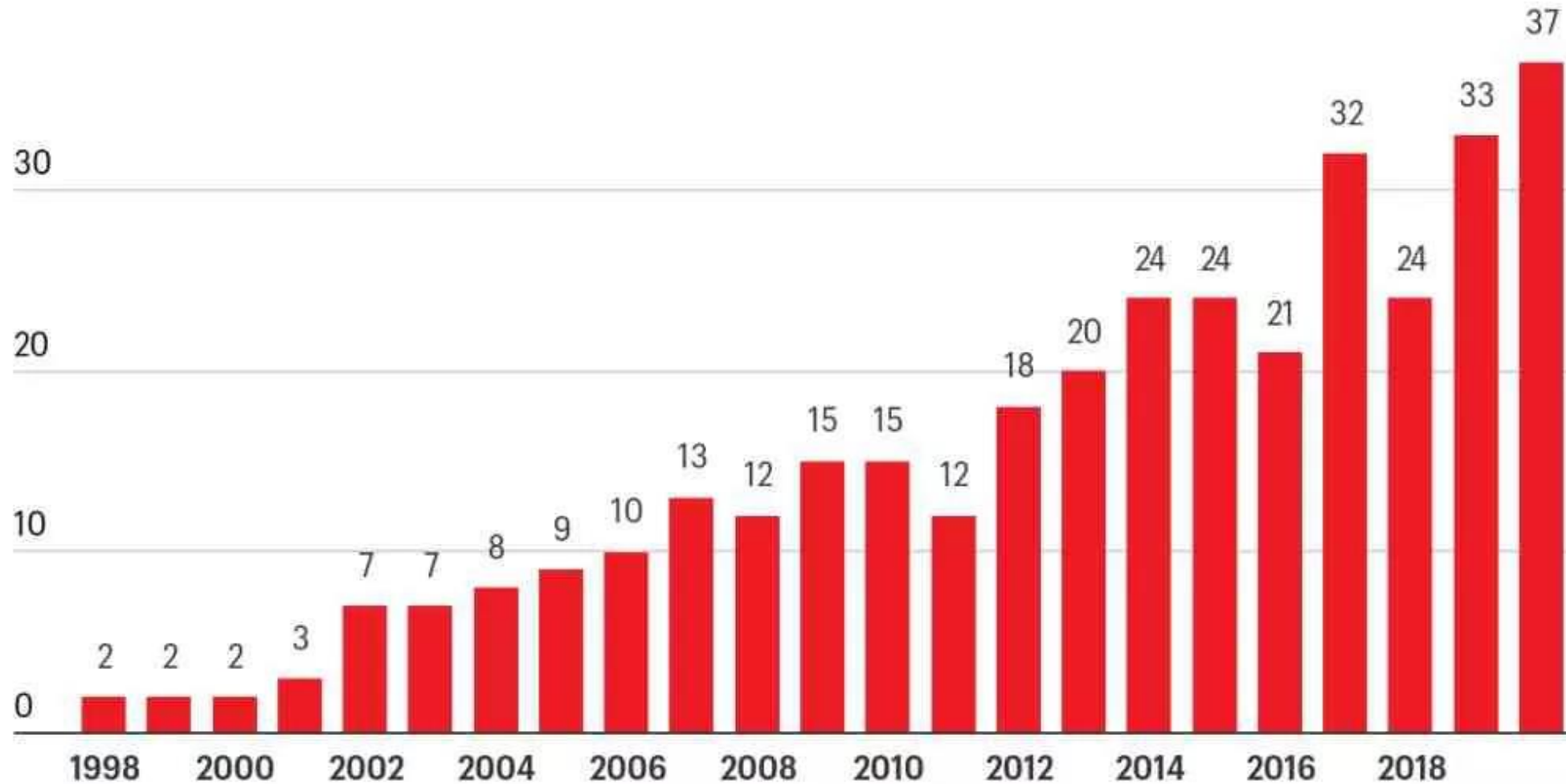
TABLE 9.1

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

# Lack of Role Model



# Number of female CEOs in the Fortune 500



DATA FOR FORTUNE 500 LIST FROM 1998 TO 2020

CHART: LANCE LAMBERT • SOURCE: FORTUNE

FORTUNE



# Problems with Glass



Glass Ceiling



Glass Escalator

# Problems with the Stereotype

## -- Unintentional

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- “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

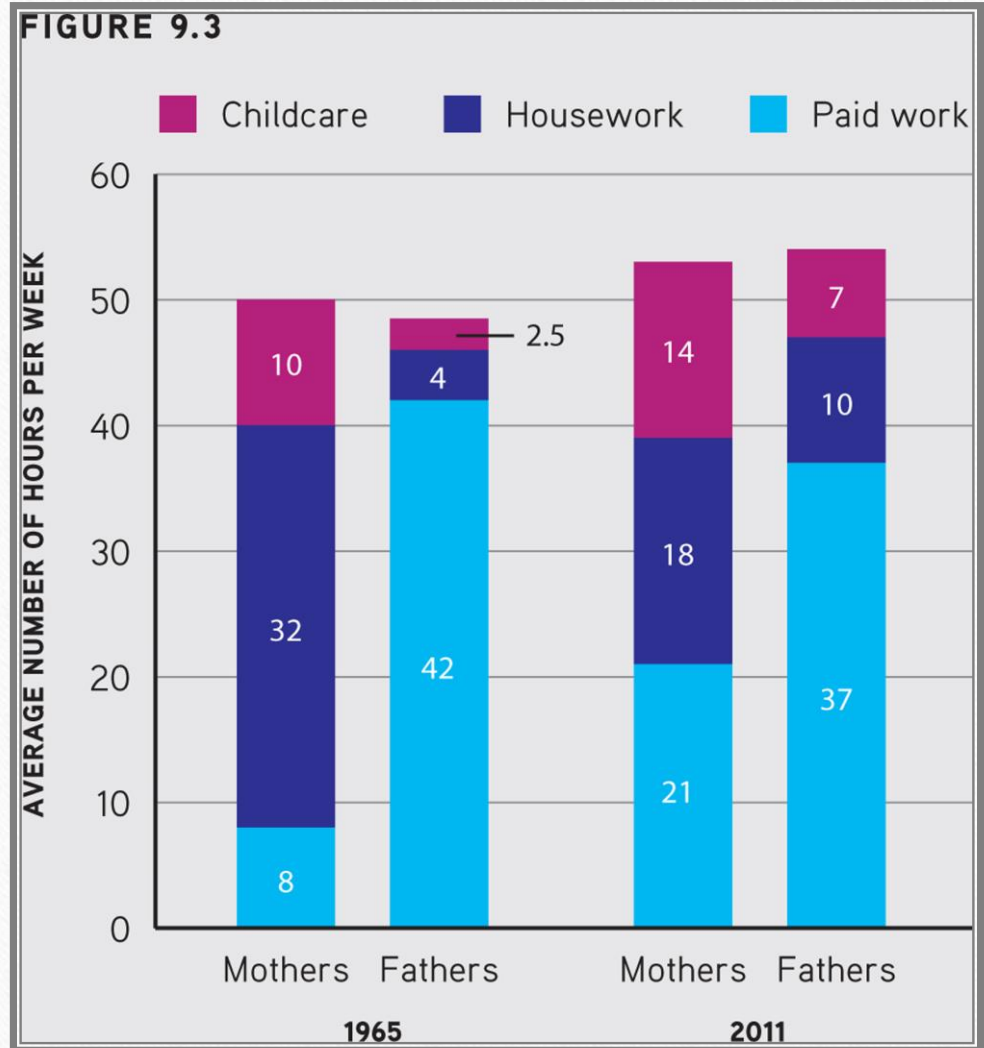
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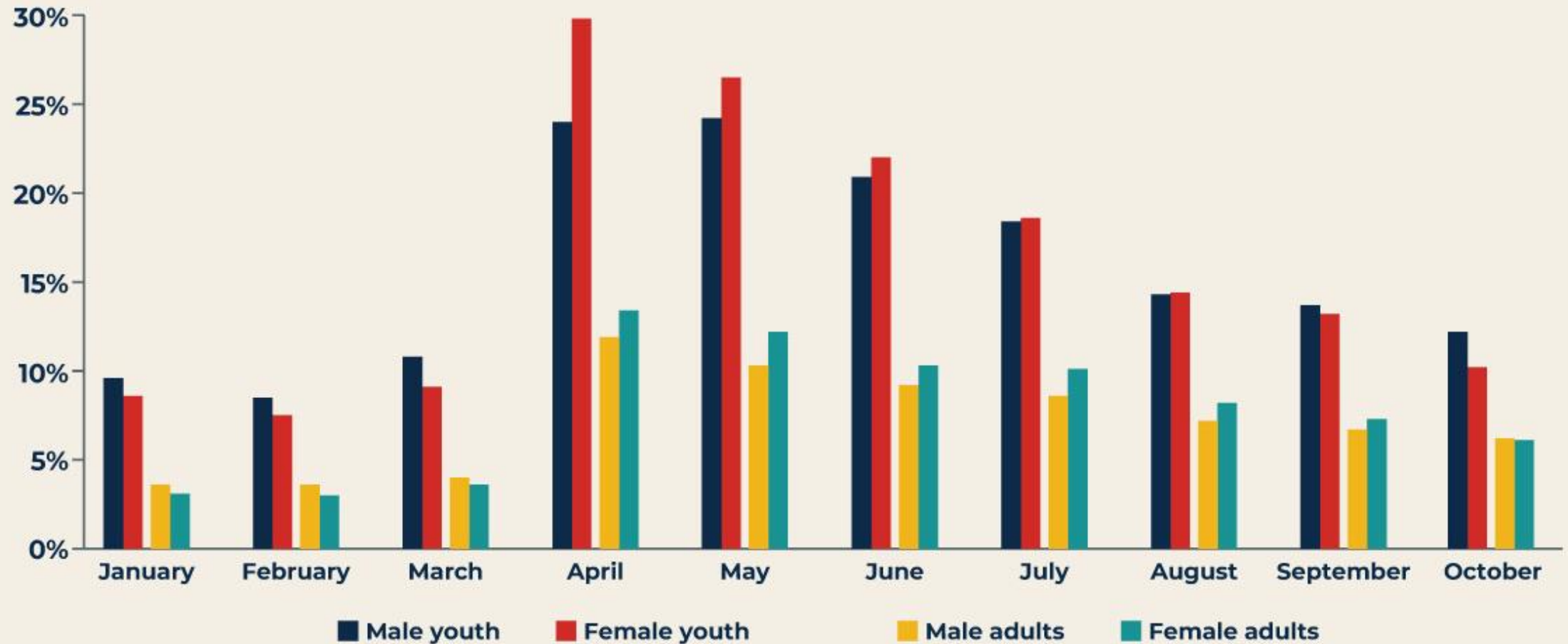
- Family and Medical Leave Act (FMLA) protects employees with up to 12 weeks of unpaid leave for child birth and adoption.
- But there are limitations for eligibility.
- And more barriers in the real practice



# Second Shift



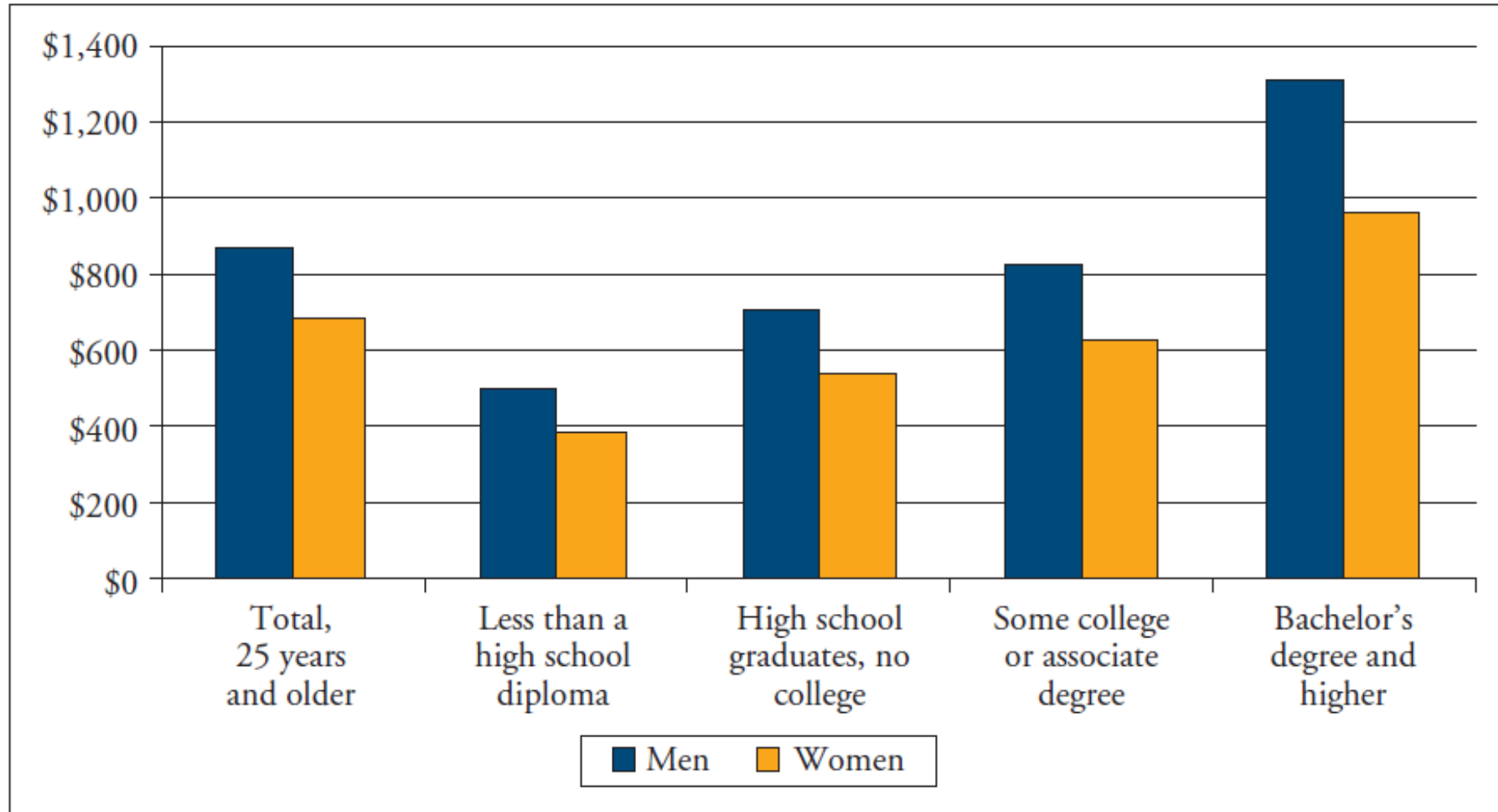
## Unemployment rate by age and gender, 2020





## Earnings by Educational Attainment

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



Source: Bureau of Labor Statistics

# So, what do you think now?

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- There is a REAL gap between women and men's median earning in the US.
- It may have very little to do with gender discrimination when women and men are working on the same position, with same educational background, and same working schedule.
- Yet, it is a compounded issue that rooted from gender socialization.



# In summary...

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- Sex vs. gender
- Gender socialization
- Theories about gender inequality
- Complexity of gender earning gap

# Participation grade

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- Please tell me one thing that you newly learned about gender this and past week.
- Please “add a new submission”.