
Issues of Sex and Gender



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- **Sex**—the biological characteristics that distinguish males and females.
- **Gender**—social traits a group considers proper for its males and females.

Are men and women treated equally?

Does "patriarchy" still exist (male dominance in society)?

And, what are its origins?

Gender Difference in Behavior

What contribution do you think biology and culture make to gender differences?

Biology or Socialization?

Testosterone/estrogen or social factors?

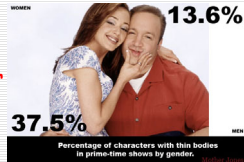
Where do sex role differences come from?



Gender Difference in Behavior

Do gender stereotypes affect our thinking?

Where do we learn gender stereotypes?



Three (female) Revolutions that have Reduced Male Dominance in the U.S.

Any idea what these three time periods might be?

Three Revolutions to Reduce Male Dominance

1. Women's suffrage in early 1900s
 - 1917 picketing of the White House
 - right to vote in 1920 in U.S.
2. Women's fight for equal jobs and pay
 - 1960's

3. The current "feminist" movement is pushing for changes in society.
What changes do women want to see?

- historically have pushed for an emphasis on different values than those generally dominating society. Want: cooperation, sensitivity to others, interdependence
- workplace equality (e.g., type of job and income)
- equality for women around the world

Gender Inequality in the United States

Workplace gender stratification by rank and pay in jobs.
What does this mean?
What do we find?

- Women work at lower job levels
- Women are paid less for the same job though this is illegal and hopefully changing

Gender Inequality in the United States

What would you guess are some gender stereotypes in education?

"Gender tracking" -degrees obtained follow gender patterns (library science; health services)

What is meant by the "glass ceiling" in the workplace?

—the most invisible barrier that keeps women from reaching the executive suite in the workplace.

What causes this to happen?

The Glass Ceiling

- Men who dominate the workplace hire people who look like themselves.
- Women lack mentors and coaches as well.

How is the workplace changing as women move toward equality?

- The number of women in the workforce has grown rapidly
- More flexible work policies such as "flex time" and working at home

What is meant by the "Double Shift" when examining women in the workplace?



More workers are doing a "double shift" in terms of working at work and then returning home to do family/house work.

How can women and men work AND have a family to?

- Look for role models
- Ideally obtain a profession that allows you some flexibility
- Marry someone who is willing to share the responsibilities

What do you know about sexual harassment?

- Sexual Harassment—unwelcomed sexual attention at work or at school, which may affect a person's job performance or create a hostile work environment.
- Sexual desire is not a necessary condition for "sexual harassment", as ruled by the U.S. Supreme Court.

Why are there so few women in politics given there are 8 million more women of voting age?

- Discrimination
- Women are less likely to go into careers from which politicians come
- Women are less likely than men to choose jobs with irregular working hours that could negatively effect the quality of parenting

Theories and Gender

Which theory/paradigm do you feel is most useful for viewing women in society:

- structure functional theory,
- conflict theory, or
- symbolic interaction perspective?

Theories and Gender

Structure Function: Sexual stratification serves a variety of functions for society

Conflict: Men don't want to give up their dominant position (conflict view)

Symbolic interaction: labels such as "sexual harassment" have helped to heighten awareness of women's issues

The End

Everyday sexism: Laura Bates at TEDxCoventGardenWomen (16 minutes)

<https://www.youtube.com/watch?v=LhjsRjC6B8U>

Group exercise considering several issues related to gender inequality.