

Social Stratification: Sex and Gender Part II



Culture does not make people.
People make culture.
If it is true that the full humanity of women is not our culture,
then we can and must *make* it our culture.

Chimamanda Ngozi Adichie



Global Perspective: Gender and Work

- Women are exploited for labor in many developing countries.
- gender and prestige of work: Sociologists see work-related status as conferring occupational prestige. Women and men don't necessarily choose women's work and men's work. There are social repercussions (a prestige penalty) to being a man in a woman's job or a woman in a man's job.

Women in the global labour force

2006



2015



each figure represents a quarter billion



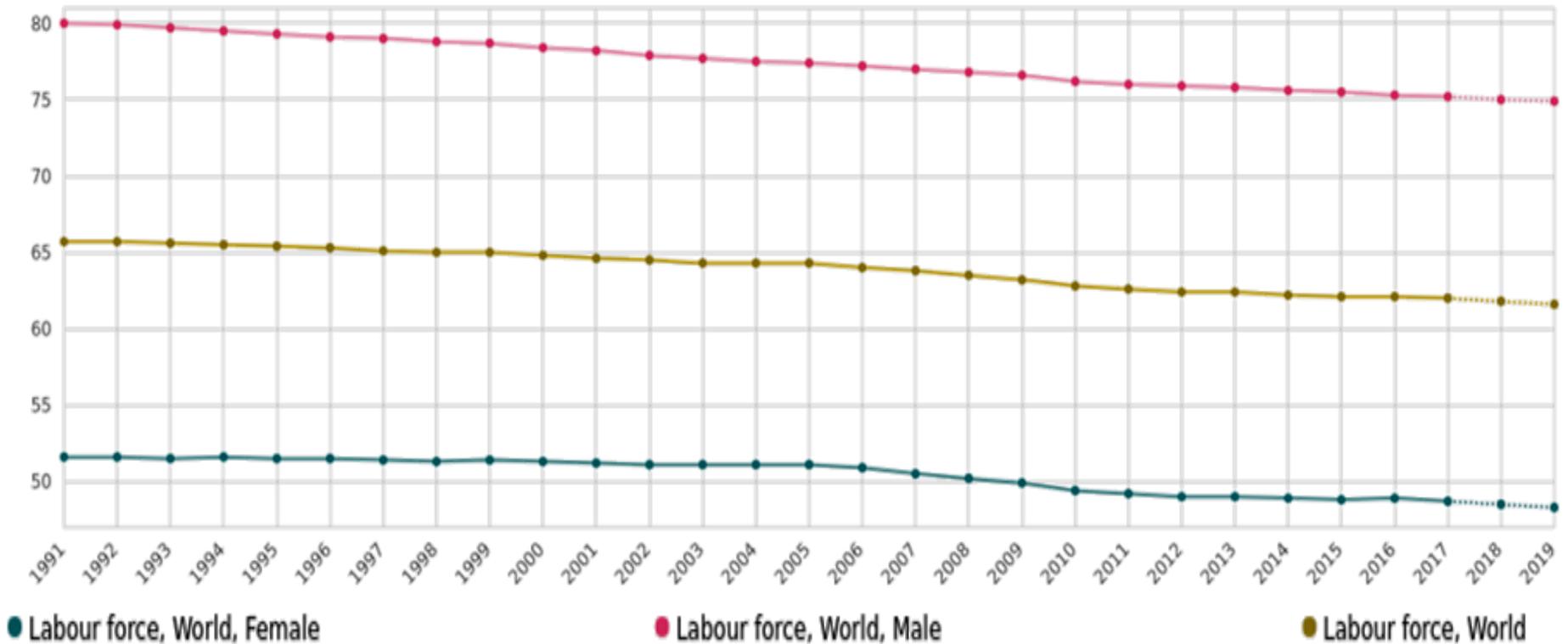
Global Perspective: Gender and Work

- **sex typing**: belief that men and women have characteristics and skills that make particular jobs suitable only for men or only for women ... example: low number of women in engineering jobs
- **labor force participation rate**: how many people (women, men, Hispanics, elderly, etc) are available to work as a percentage of the total population ... calculated as the total number in the labor force divided by the total working-age population (ages 15 to 64)



World Labor Force Participation Rates by Gender, 1991-2019

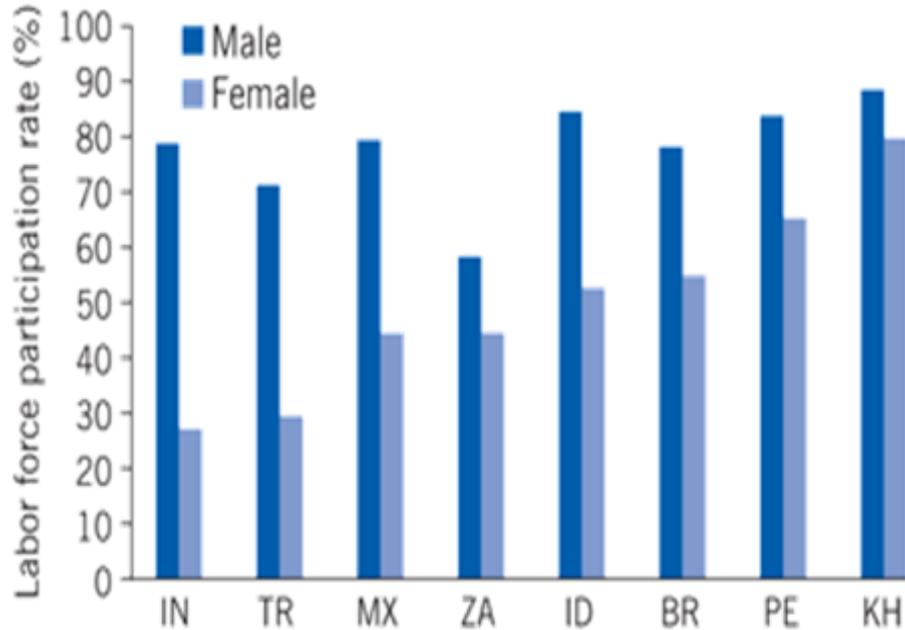
Rate %





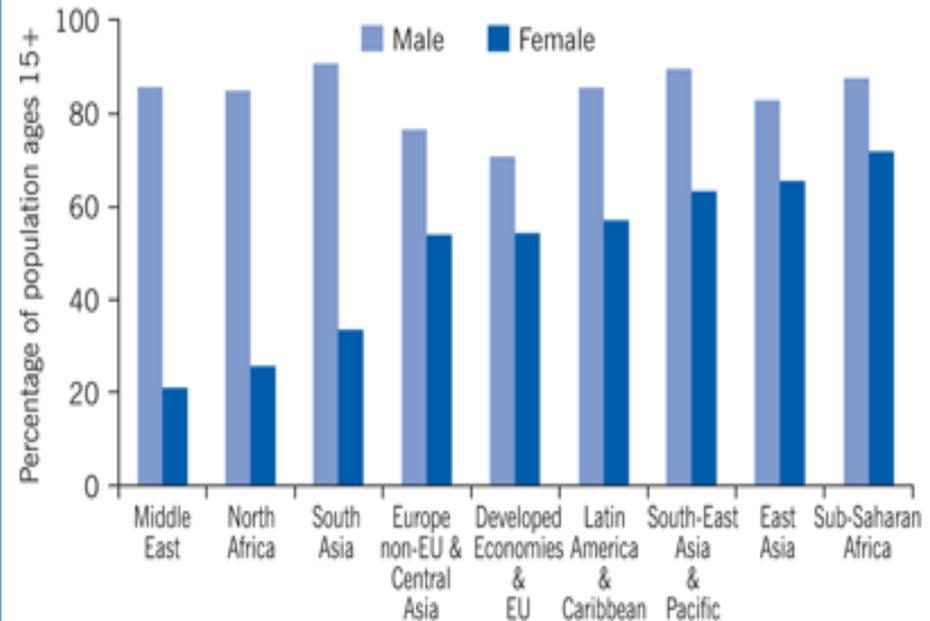
Labor Force Participation Rates by Gender and Country/Region

Gender disparities in labor force participation rates



IZA
World of Labor

Male and female labor force participation rate in 2013



Source: ILO Key Indicators of the Labor Market. Online at:
http://www.ilo.org/empelm/what/WCMS_114240/lang--en/index.htm

IZA
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IN India
TR Turkey
MX Mexico
ZA South Africa

ID Indonesia
BR Brazil
PE Peru
KH Cambodia



Labor Force Participation Rates by Gender and Country/Region

pros

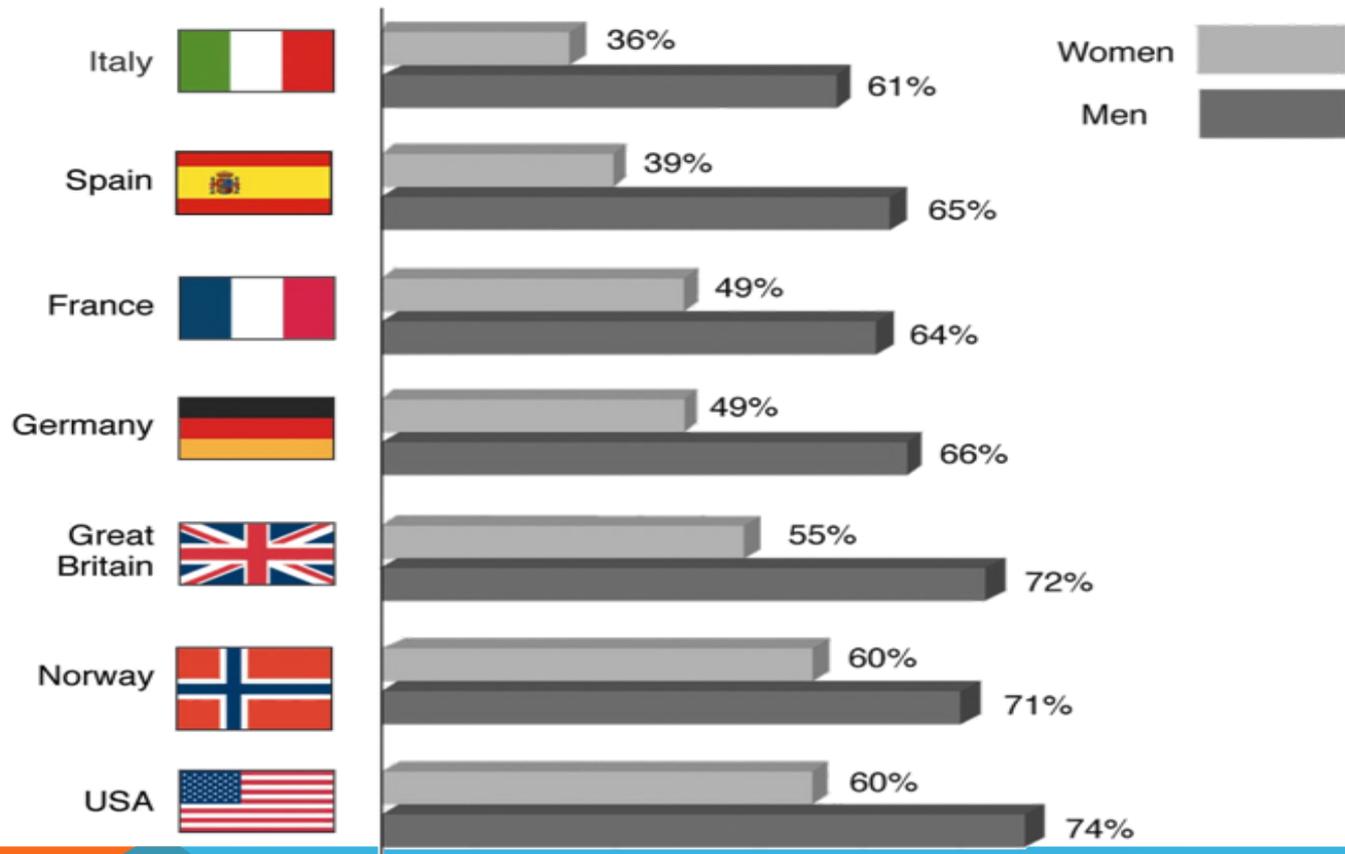
- Female labor force participation is an important driver and outcome of growth and development.
- Women join the workforce in developing countries as a coping mechanism in response to shocks.
- The participation of women is the outcome of various macro and individual factors.
- Access to quality education (beyond secondary) is critical to improve employment outcomes for women.

cons

- In developing countries, high female labor force participation rates typically reflect poverty.
- Women earn less than men and are more likely to have unprotected jobs, such as domestic work.
- Underreporting is common, so data on women's participation rates don't always reflect women's work.
- Education raises the wages and expectations of women but it needs to be matched by job creation.



Labor Force Participation Rates by Gender and Country





Global Perspective: Gender and Work

- Women earn less money than men.
- **global pay gap**: The pay gap is widening despite numerous initiatives. The average pay for women in 2017 was \$12,000, compared with \$21,000 for men.
- Men and women doing the same job are paid differently.
- Women are more likely to work in industries with lower average pay.
- Women are more likely to work part time due to commitments to care for children, elderly parents or both.

2017



\$12k



\$21k



Global Perspective: Gender and Work

- Even in rich countries such as the US (where female labor force participation rose dramatically in the second half of the 20th century and women's college attendance exceeds men's), **women continue to be overrepresented in low-wage jobs.**
- Globally, women are much less likely to be in highly paid senior positions.
- **glass ceiling:** invisible barrier that blocks promotion of qualified individuals in work environment because of gender, race or ethnicity

THE GENDER PAY GAP





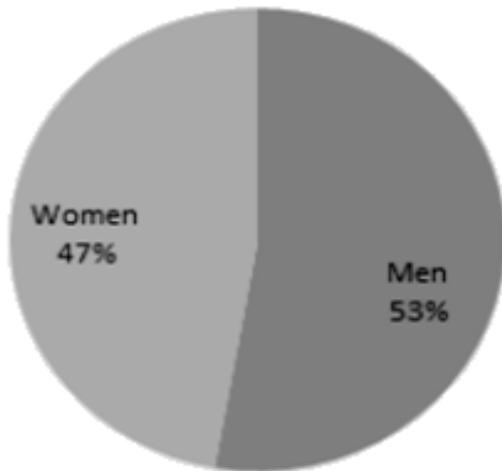
US Women as a Percentage of All Workers in Selected Occupations, 2014

underrepresented		overrepresented	
women as a percentage of all workers in the occupation		women as a percentage of all workers in the occupation	
cement, concrete workers	0.0%	speech pathologists	98.4%
oil, gas, mining	0.0%	preschool, kinderg. teachers	97.2%
crane, tower operators	0.2%	medical transcriptionists	97.1%
bus, truck mechanics	0.3%	dental hygienists	97.1%
roofers	0.5%	dental assistants	96.6%
firefighters	5.7%	child care workers	95.5%
airline pilots	7.2%	hair stylists	94.6%
engineers	11.7%	secretaries	94.2%
police	12.4%	medical assistants	92.8%
clergy	18.6%	dieticians, nutritionists	92.4%



Women in Low Wage Occupations

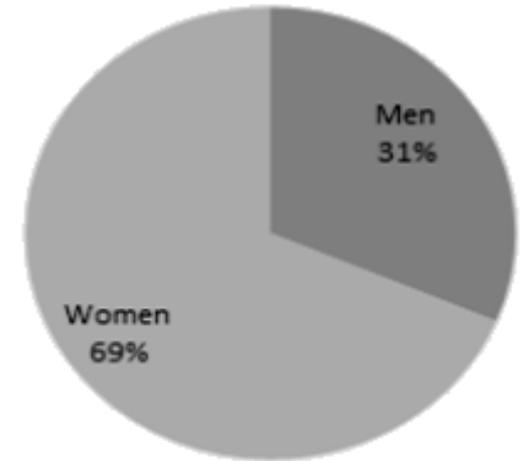
Overall Workforce



Low-Wage Workforce



Lowest-Wage Workforce





Global Perspective: Division of Labor

- The division of labor in the modern dual-income household is remarkably gendered and continues to reflect ideas of the roles that women and men ought to play.
- **the second shift**: double burden that working women face ... work outside the home, followed by child care and housework ... few men share equitably
- **chore gap**: Women put in much longer hours on unpaid chores and childcare than men ... even when both have full-time paid jobs.



Global Perspective: Division of Labor

- Employed women spend 50% more time **caring for children** than employed men.
- On average, women spend nearly 14 hours on such work a week, while men spend only about 8 hours on the same.

○ Women spend about 65% more time doing **unpaid domestic chores** than men, including housework and maintenance work around the home and garden.

○ On any day, 20% of US men do **housework**, compared with 49% of US women.

99
minutes
per day



38
minutes
per day



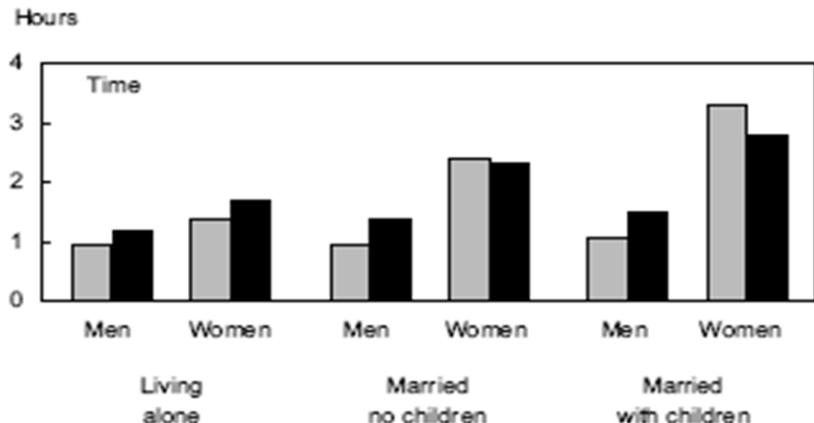
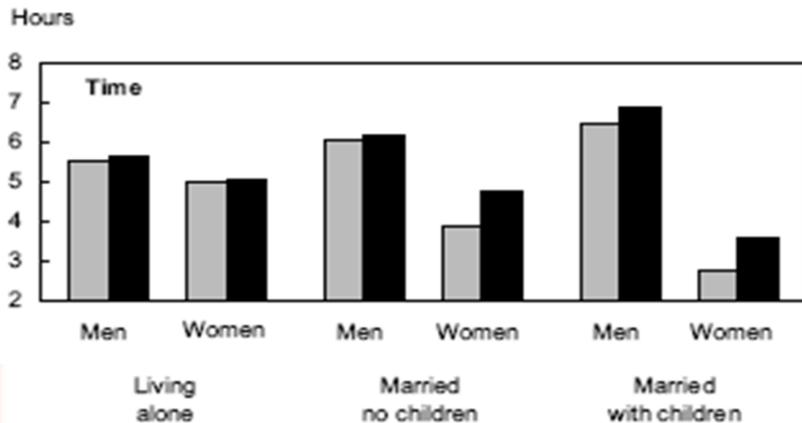
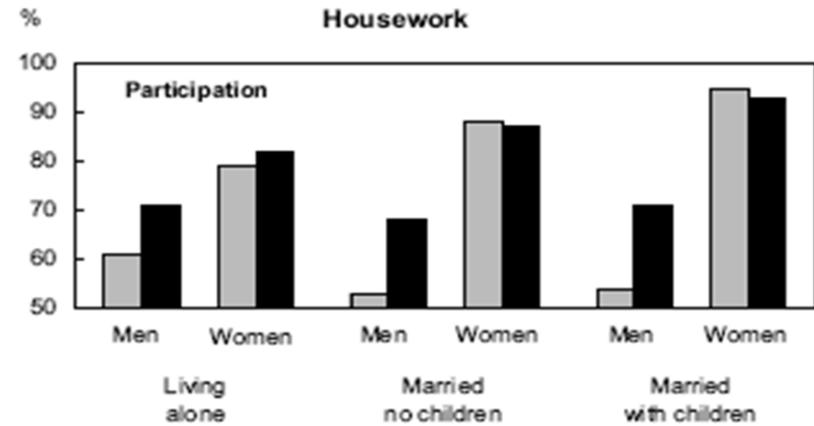


Global Perspective: Division of Labor

- In the UK, women carry out 70% of household **chores**.
- Men consistently spend more time than women watching TV and doing sports and **leisure** activities.
- Women spend 15 fewer hours than their husbands in leisure activities each week.
- Women who have **heart disease** tend to have worse symptoms and are more likely to die from the condition than men. New research has shown that caring for children and performing household chores account for more of this difference than do biological factors.



Daily Participation in Paid Work and Housework by Living Arrangements



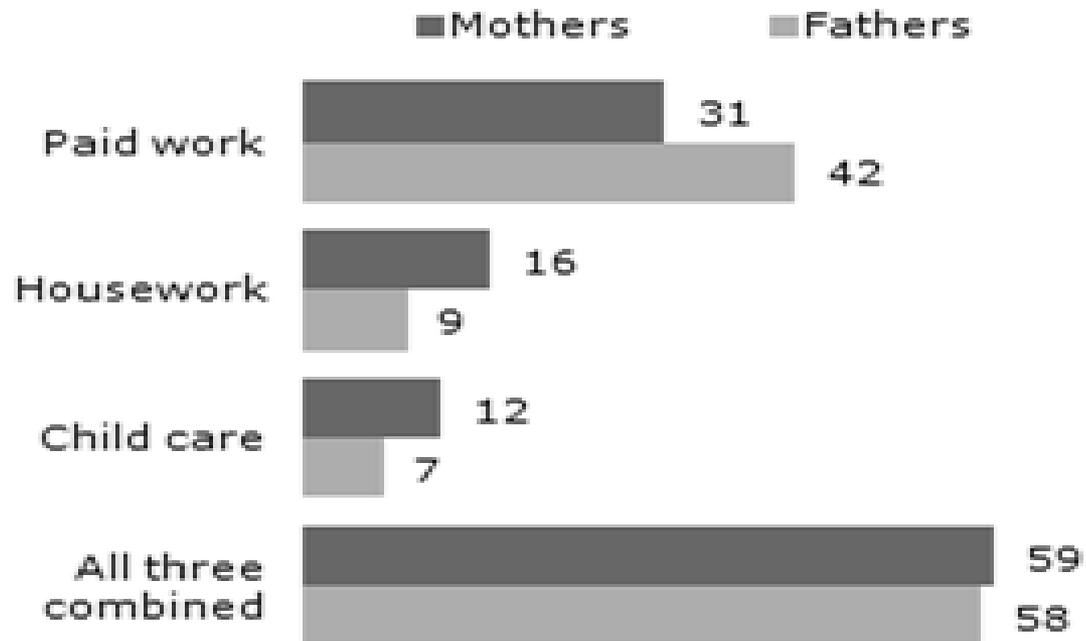
1986

2005



How Dual Income Couples Divide Their Time

In dual-income households, average number of hours spent each week on ...





Participation in Household Chores by Gender

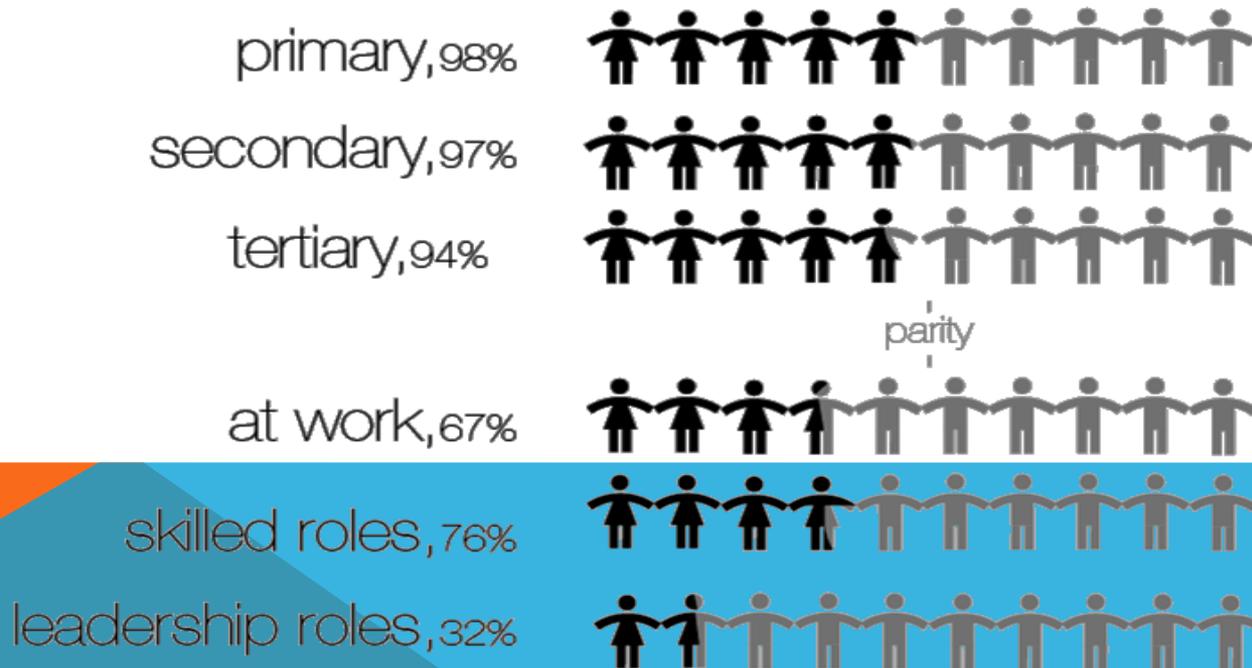
activity	women	men	difference
working	162.41	225.82	-63.41
education	36.66	34.15	2.51
volunteering	24.20	20.86	3.34
childcare	126.25	63.23	63.02
shopping	54.45	41.67	12.78
cooking	55.34	27.31	28.03
housekeeping	55.49	20.45	35.04
maintenance and repair	4.76	16.48	-11.72
meals at home	59.93	63.52	-3.59
restaurant meals	16.81	17.65	-0.84
watching TV	114.37	136.81	-22.44
socializing	86.16	76.45	9.71
sports and leisure	59.35	87.04	-27.69
reading	22.97	17.83	5.14
sleeping	501.41	490.43	10.99

mean reported
activity
duration (in
minutes) for
women and
men



Global Perspective: Gender and Education

- **global gap in education**: Few gender gaps in education remain. Women make up an equal or larger share of those attending university in 93 countries, for example. Nevertheless, economic outcomes are significantly less favorable for women than for men





Global Perspective: Gender and Politics

- Significant gender inequality persists in politics.
- Only 22.8% of all national parliamentarians are women.
- On average, many countries do badly in terms of women's political empowerment. Women are widely underrepresented as decision-makers.
- In legislatures around the world, women are outnumbered 4 to 1, yet women's political participation is crucial for achieving gender equality.



Global Perspective: Gender and Violence

- **violence against women**: global human rights issue ... historical examples: foot binding in China, witch burning in Europe, honor killings, *suttee* (burning living widows with bodies of dead husbands) in India
- Violence against women, particularly intimate partner violence and sexual violence, is a major public health problem and a violation of women's human rights.
- Global estimates indicate that about 1 in 3 (35%) of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.





Global Perspective: Gender and Violence

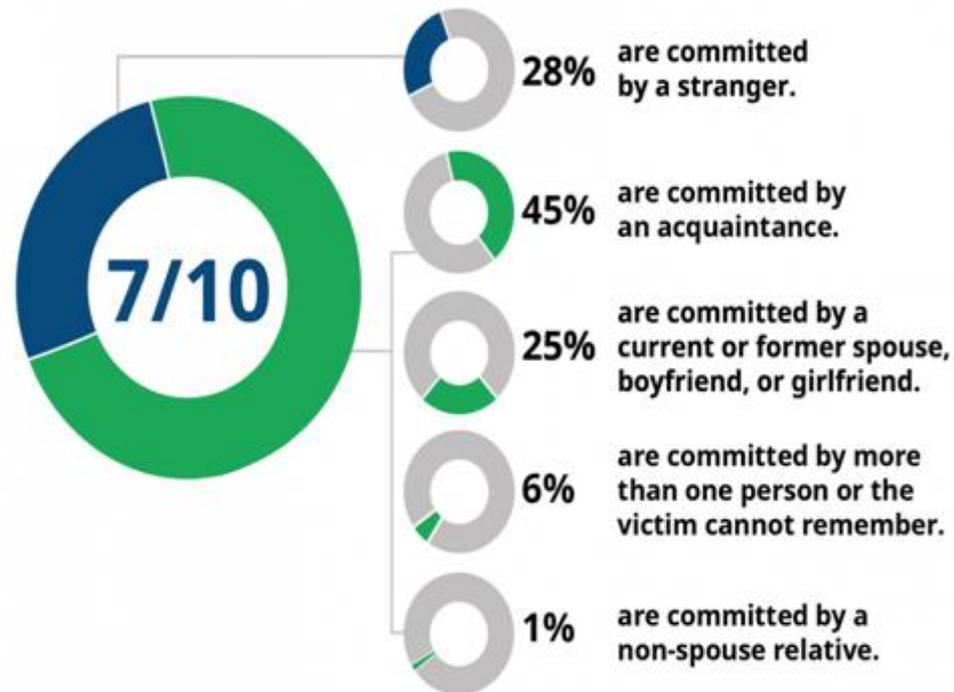
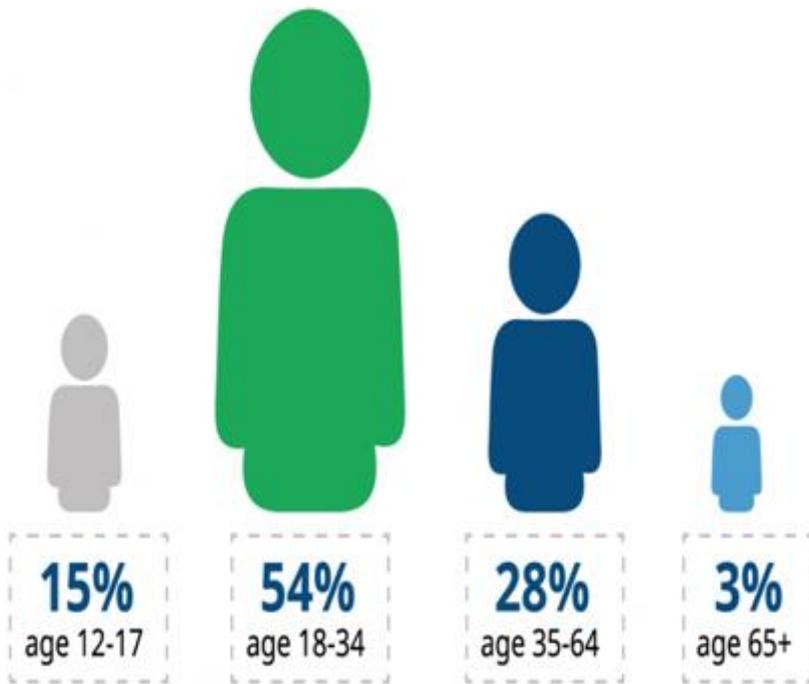
- types of violence against women
 - financial abuse
 - physical, emotional and verbal abuse
 - workplace sexual harassment
 - forcible rape and date (acquaintance) rape
 - murder
 - human trafficking
- Gender inequality and gender norms on the acceptability of violence against women are a root cause of violence against women.



Global Perspective: Gender and Violence

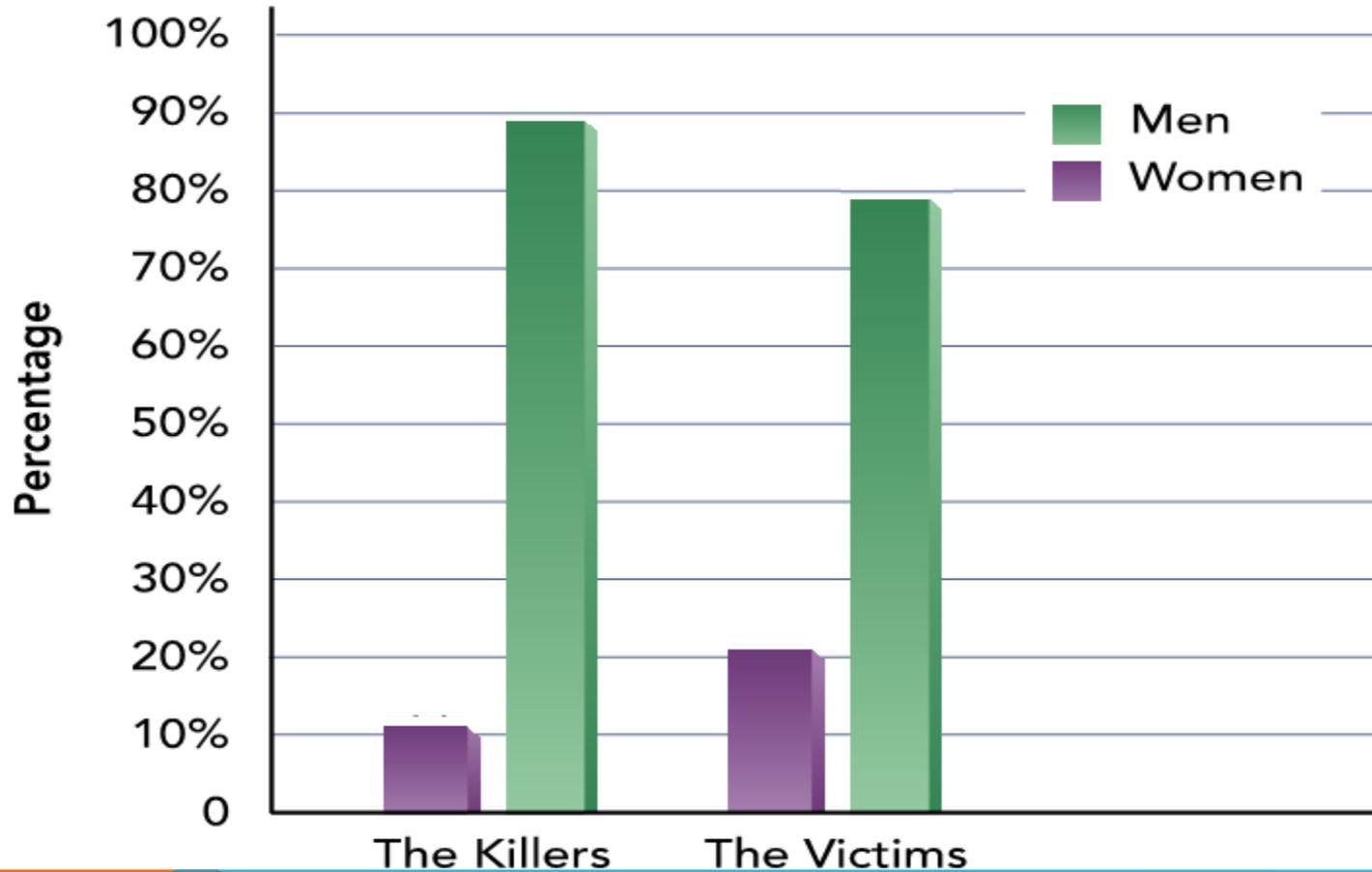
THE MAJORITY OF SEXUAL ASSAULT
VICTIMS ARE UNDER 30

7 OUT OF 10 RAPES ARE COMMITTED BY
SOMEONE KNOWN TO THE VICTIM





Global Perspective: Gender and Violence



Murders



Gender Inequality in the US

Negative, deeply rooted stereotypes about women's abilities and opportunities are at the root of US gender inequality, perpetuating societal issues like pay disparity, occupational segregation and fewer leadership opportunities.

Percentage of college students who are women	
1970	NOW
42%	57%

Percentage of dental school graduates who are women	
1970	NOW
1%	45%

Percentage of medical school graduates who are women	
1970	NOW
8%	49%

Women make up this percentage of the U.S. labor force		
1890	1970	NOW
18%	38%	47%

Percentage of men's salary earned by women	
1970	NOW
59%	70%

OTHER NUMBERS Number of U.S. senators since 1789	
MEN	WOMEN
2,000	38



Gender Inequality in the US: The US Feminist Movement

- emergence of a collective consciousness
- the rise of feminism
 - **first wave** (early 1900s): US feminist movement originated in upstate New York in 1848 ... consisted of radical and conservative branches ... By 1920s, women gained right to vote.
 - **second wave** (began 1960s): movement re-emerged in 1960s to battle sexist attitudes and the position of women in the workforce ... broad changes ranging from work roles to violence against women



Gender Inequality in the US: The US Feminist Movement

- the rise of feminism
 - **third wave** (emerged recently): greater focus on women in least developed societies ... criticism of values dominating workplace
- Feminism is alive today in the growing acceptance of women in nontraditional roles.
 - basic acknowledgment that a mother not only *can* be working outside the home but perhaps *belongs* there
- Many women agree with the positions of the feminist movement but reject the label feminist.

Feminism Noun \ fem-i-nism
A BELIEF IN THE SOCIAL, POLITICAL AND
ECONOMIC EQUALITY OF THE SEXES



Gender Inequality in the US: Everyday Life

- The inequities that women experience - so many of them invisible - are a stark reminder that we do not live in a country that treats women and men equally, but rather one often designed for men. Consider:
 - For decades, car companies used crash dummies based on an average man's body and designed cars to protect that body. Partly as a result, women have been more likely to suffer debilitating injuries or die in vehicle crashes.
 - Biomedical researchers conduct studies on men, which means the science of male illness is more advanced than the science of female illness. Example: Doctors don't know as much about women's heart attack symptoms as men's.



Gender Inequality in the US: Everyday Life

- In thousands of public spaces — theaters, museums, sports arenas and more — women must wait in longer lines to use the bathroom than men. It's an entirely solvable problem that society simply accepts, to women's detriment.
- Women put in more hours of work over their lifetimes, but we pay them less for it overall. And that's not just because of the gender pay gap, but also because women do far more unpaid work than men.
- Want to know more? [In Her Words](#)



Gender Inequality in the US: Everyday Life

- **devaluation of the feminine:** US culture devalues femininity in all kinds of ways and much of the time we don't even notice it's happening. Despite the 56% of males who'd like to wish it so, sexism is far from over. Women are valued for how they look and men are valued for what they do. Some examples...
 - view kindness, sensitivity, emotions as weakness (being a pushover)
 - perceive feminine men as weak, *girly* is an insult
 - things written or created by women are only for women, niche work (women's comedy, women's lit)



Gender Inequality in the US: Everyday Life

- devaluation of the feminine
 - assume femininity undercuts feminism (If you wear makeup, you're against women's equality.)
 - idea that in order for a woman to be successful, she needs to act like a man, feminine women can't be successful
 - devalue parenting (unproductive, doesn't bring money into household)



“Son, you throw like a girl raised in a patriarchal society that discourages women from participating in sports.”



Gender Inequality in the US: Everyday Life

- devaluation of the feminine
 - devalue people-oriented professions and fields (Jobs that involve working with and caring for people - nursing, counseling, human resources - tend to be considered feminine and pay less than medicine, engineering, etc that are considered masculine.)
- gender and conversation
 - Men and women are socialized to use language differently.



Gender Inequality in the US: Everyday Life

- gender and conversation
 - Both men and women are more likely to interrupt and to use dependent clauses when speaking with a woman than with a man.
 - Women are more likely to use hedges (probably, kind of), intensive adverbs (very, extremely), fillers (uhh, I mean) and tag questions (the *isn't it* in: “It’s cold out, isn’t it?”).



“That’s an excellent suggestion, Miss Triggs. Perhaps one of the men here would like to make it.”



Gender Inequality in the US: Health Care

- US women are less likely than men to be insured through their own job and **more likely to be covered as a dependent**.
- A woman is at **greater risk of losing her insurance** if she becomes widowed or divorced, her spouse loses a job or her spouse's employer drops family coverage or increases premium and out-of-pocket costs to unaffordable levels.
- Most states have limited scope Medicaid programs to pay for **breast and cervical cancer treatment** for low-income women.

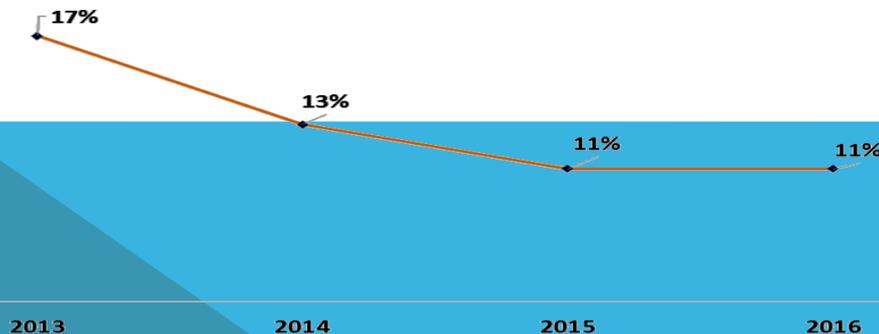


Gender Inequality in the US: Health Care

- Low-income women, women of color and immigrant women are at greatest risk of being uninsured.
- Single mothers are more likely to be uninsured than women in two-parent households.
- There is considerable state-level variation in uninsured rates across the nation, ranging from 19% of women in Texas to 5% of women in Washington DC.

Uninsured Rate Among Women Has Dropped Since the Passage of the ACA

Uninsured Rate Among Non-Elderly Women 19-64, 2013-2016





Gender Inequality in the US: Health Care

- Historically, [women paid far higher premiums](#) than men. This is largely due to regulations of private insurance companies.
- Less than 10 state governments prohibit gender discrimination in insurance premiums.
- Under the [Affordable Care Act](#) (Obamacare), passed in 2010, insurance companies are prohibited from charging men and women differently.



Gender Inequality in the US: Health Care

- **Contraceptives** are considered under Obamacare to be a requisite component of health care and all health care plans are required to provide coverage for contraceptives approved by the FDA. (Viagra is considered to be a standard part of healthcare but contraception has traditionally been framed as a government subsidy for sexual activity.)
- Congress continues attempts to do away with Obamacare.





continued in
Social Stratification:
Sex and Gender Part III