“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

—Kofi A. Annan, Nobel Prize winner, 7th Secretary-General of the United Nations
Chapter Outline

• The Global Context: The Status Of Women And Men
• Sociological Theories Of Gender Inequality
• Gender Stratification: Structural Sexism
• The Social Construction Of Gender Roles: Cultural Sexism
• Social Problems And Traditional Gender Role Socialization
• Strategies For Action: Toward Gender Equality
• Understanding Gender Inequality
Introduction

- **Sex** refers to one’s biological classification, whereas **gender** refers to the social definitions and expectations associated with being female or male.

- A **transgender individual** (sometimes called “trans” or “transgender”) is a person whose sense of gender identity—masculine or feminine—is inconsistent with their birth (sometimes called chromosomal) sex.
Sexism is the belief that there are innate psychological, behavioral, and/or intellectual differences between women and men and that these differences connote the superiority of one group and the inferiority of the other.
Introduction
Advertising and Sexism

• This billboard is a good example of the cultural emphasis placed on women’s physical appearance.
What Do You Think? Ceara Lynn Sturgis graduated from high school in 2010 (NSBA 2011). When having her senior picture taken, feeling uncomfortable in the “scoop-neck drape” worn by women in her class, she asked and received permission to wear a tuxedo as were her male classmates. However, when Ceara, who identifies as a female, received her yearbook, her picture had been excluded. She is suing for damages based on sex discrimination and civil rights violations. Do you think she should be awarded damages?
Introduction

In India’s 2011 national census, the census form had three options under the heading of “sex”—male, female, and other. Similarly, Nepal, after a ruling by their highest court which held that lesbian, gay, bisexual, and transgendered (LGBT) persons needed greater protection, also used the three-gender option in their census. Pictured here is a hijra, the Indian word for “third sex,” institutionalized in India for thousands of years.
The Global Context: The Status of Women and Men

• There is no country in the world in which women and men have equal status.
• Although much progress has been made in closing the gender gap in areas such as education, health care, employment, and government, gender inequality is still prevalent throughout the world.
The Global Context: The Status of Women and Men

• The World Economic Forum assessed the gender gap in 134 countries by measuring the extent to which women have achieved equality with men in four areas: economic participation and opportunity, educational attainment, health and survival, and political empowerment.
### The Global Context: The Status of Women and Men

#### TABLE 10.1 Gender Gap Rankings: Top and Bottom 10 Countries and the United States, 2010

<table>
<thead>
<tr>
<th>Country</th>
<th>Overall Score*</th>
<th>Overall</th>
<th>Economic Participation and Opportunity</th>
<th>Educational Attainment</th>
<th>Health and Survival</th>
<th>Political Empowerment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iceland</td>
<td>0.8496</td>
<td>1</td>
<td>18</td>
<td>1</td>
<td>96</td>
<td>1</td>
</tr>
<tr>
<td>Norway</td>
<td>0.8404</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>91</td>
<td>3</td>
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<tr>
<td>Finland</td>
<td>0.8260</td>
<td>3</td>
<td>16</td>
<td>28</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Sweden</td>
<td>0.8024</td>
<td>4</td>
<td>11</td>
<td>41</td>
<td>80</td>
<td>4</td>
</tr>
<tr>
<td>New Zealand</td>
<td>0.7808</td>
<td>5</td>
<td>9</td>
<td>1</td>
<td>91</td>
<td>8</td>
</tr>
<tr>
<td>Ireland</td>
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<td>6</td>
<td>25</td>
<td>1</td>
<td>89</td>
<td>7</td>
</tr>
<tr>
<td>Denmark</td>
<td>0.7719</td>
<td>7</td>
<td>23</td>
<td>1</td>
<td>68</td>
<td>10</td>
</tr>
<tr>
<td>Lesotho</td>
<td>0.7678</td>
<td>8</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>34</td>
</tr>
<tr>
<td>Philippines</td>
<td>0.7654</td>
<td>9</td>
<td>13</td>
<td>1</td>
<td>1</td>
<td>17</td>
</tr>
<tr>
<td>Switzerland</td>
<td>0.7562</td>
<td>10</td>
<td>30</td>
<td>71</td>
<td>74</td>
<td>13</td>
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<tr>
<td>United States</td>
<td>0.7411</td>
<td>19</td>
<td>6</td>
<td>1</td>
<td>38</td>
<td>40</td>
</tr>
</tbody>
</table>
### The Global Context: The Status of Women and Men

#### TABLE 10.1 Gender Gap Rankings: Top and Bottom 10 Countries and the United States, 2010

<table>
<thead>
<tr>
<th>Country</th>
<th>Overall Score*</th>
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<th>Health and Survival</th>
<th>Political Empowerment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Egypt</td>
<td>0.5899</td>
<td>125</td>
<td>121</td>
<td>110</td>
<td>52</td>
<td>125</td>
</tr>
<tr>
<td>Turkey</td>
<td>0.5876</td>
<td>126</td>
<td>131</td>
<td>109</td>
<td>61</td>
<td>99</td>
</tr>
<tr>
<td>Morocco</td>
<td>0.5767</td>
<td>127</td>
<td>127</td>
<td>116</td>
<td>85</td>
<td>103</td>
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<tr>
<td>Benin</td>
<td>0.5719</td>
<td>128</td>
<td>85</td>
<td>133</td>
<td>110</td>
<td>100</td>
</tr>
<tr>
<td>Saudi Arabia</td>
<td>0.5713</td>
<td>129</td>
<td>132</td>
<td>92</td>
<td>53</td>
<td>131</td>
</tr>
<tr>
<td>Cote d'Ivoire</td>
<td>0.5691</td>
<td>130</td>
<td>132</td>
<td>130</td>
<td>1</td>
<td>104</td>
</tr>
<tr>
<td>Mali</td>
<td>0.5713</td>
<td>131</td>
<td>106</td>
<td>131</td>
<td>55</td>
<td>81</td>
</tr>
<tr>
<td>Pakistan</td>
<td>0.5691</td>
<td>132</td>
<td>133</td>
<td>127</td>
<td>122</td>
<td>52</td>
</tr>
<tr>
<td>Chad</td>
<td>0.5330</td>
<td>133</td>
<td>77</td>
<td>134</td>
<td>110</td>
<td>122</td>
</tr>
<tr>
<td>Yemen</td>
<td>0.4603</td>
<td>134</td>
<td>134</td>
<td>132</td>
<td>81</td>
<td>130</td>
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</tbody>
</table>
The Global Context: The Status of Women and Men

• Gender inequality varies across cultures, not only in its extent or degree but also in its forms.
  – For example, in the United States, gender inequality in family roles commonly takes the form of an unequal division of household labor and child care.

• A global perspective on gender inequality must also take into account the different ways in which such inequality is viewed.
  – For example, many non-Muslims view the practice of Muslim women wearing a headscarf in public as a symbol of female subordination and oppression.
The Global Context: The Status of Women and Men

- In traditional Muslim societies, women are forbidden to show their faces or other parts of their bodies.
- Some women adhere to this out of fear, others believe veiling was first imposed out of respect for women and the desire to protect them.
The Global Context: The Status of Women and Men

In 2011, in Manila, 1,500 boys were forced to take place in a mass circumcision as the organizers of the event tried to get into the Guinness Book of World Records for the most circumcisions performed on boys 9 and older. Of late, the medical procedure has come under fire as questions arise about its safety, necessity, and, similar to FGM/C, abuse of a child’s anatomical integrity.
Ask the Class…

• If you could temporarily be the other gender, how long would you like to do so?
  A. One day
  B. One week
  C. I have no desire to be the other gender
Sociological Theories of Gender Inequality
Structural Functionalist Perspective

• Pre-industrial society required a division of labor based on gender.
  – Women nursed and cared for children.
  – Men were responsible for material needs.
• Industrialization made traditional division of labor less functional, belief system remains.
Sociological Theories of Gender Inequality
Conflict Perspective

• Continued domination by males requires a belief system that supports gender inequality.

• Two beliefs:
  – Women are inferior outside the home.
  – Women are more valuable in the home.
In traditional Muslim societies, women are forbidden to show their faces or other parts of their bodies when in public. Muslim women wear a veil to cover their faces and a chador, a floor-length loose-fitting garment, to cover themselves from head to toe. Although some women adhere to this norm out of fear of repercussions, many others believe veiling was first imposed on Muhammad’s wives out of respect for women and the desire to protect them from unwanted advances. More than half a million Muslims are living in the United States.
Sociological Theories of Gender Inequality
Symbolic Interactionist Perspective

• Gender and gender roles are learned through socialization process.
  – Women are socialized into **expressive roles**.
    • Roles into which women are traditionally socialized (i.e., nurturing and emotionally supportive roles).
  – Men are socialized into **instrumental roles**.
    • (i.e., task-oriented roles)
What Do You Think? In Afghanistan, little girls in families with no male children often assume the persona of little boys—short hair, traditional male clothing, and an appropriate male name (Nordberg 2010). In addition to the social pressure to have a boy child, the decision to raise a female child as a “bacha posh” is pragmatic—such a child can help “his” father at work, get a better education, and does not have to be chaperoned. The problem is that when it’s time to return to being female, usually at puberty, some have difficulty transitioning. Said one young woman, “Nothing in me feels like a girl. . . . For always I want to be a boy. . . .” (Nordberg 2010, p. 6). Do you think gender is a consequence of nature or nurture?
Gender Stratification: Structural Sexism

• **Structural Sexism:** The ways in which the organization of society, and specifically its institutions, subordinate individuals and groups based on their sex classification.
Gender Stratification: Structural Sexism

Education and Structural Sexism

• **Education Dividend:** The additional benefit of universal education for women is that it reduces the death rate of children under 5 years of age.

• Literacy rates worldwide indicate that women are less likely than men to be able to read and write, with millions of women being denied access to even the most basic education.
Gender Stratification: Structural Sexism
Education and Structural Sexism

• In 2009, few differences existed between men and women in their completion rates of high school and college degrees. In fact, in recent years, most U.S. colleges and universities have had a higher percentage of women than men enrolling directly from high school.

• Further, women earn fewer advanced degrees than men because they are socialized to choose marriage and motherhood over long-term career preparation.

• From an early age, women are exposed to images and models of femininity that stress the importance of domestic family life.
Gender Stratification: Structural Sexism
Education and Structural Sexism

Figure 10.1: Percentage of Master's Degrees Awarded to Females by Degree-Granting Institutions in Selected Fields of Study, Academic Year 2008–2009
Source: NCES 2011.
Gender Stratification: Structural Sexism
Work and Structural Sexism

• According to the International Labour Organization (ILO), in 2008, women made up 40.4% of the world’s total labor force.
• Worldwide, women tend to work in jobs that have little prestige and low or no pay, where no product is produced, and where they are the facilitators for others.
• Women are more likely to hold positions of little or no authority and to have more frequent and longer periods of unemployment.
Gender Stratification: Structural Sexism
Work and Structural Sexism

• The concentration of women in certain occupations and men in other occupations is referred to as **occupational sex segregation**.

• For example, between 1983 and 2009, the percentage of female physicians nearly doubled from 16% to 32%, female dentists increased from 7% to 30%, and female clergy increased from 6% to 17%.
# Gender Stratification: Structural Sexism

**Work and Structural Sexism**

<table>
<thead>
<tr>
<th>10 MOST COMMON OCCUPATIONS FOR WOMEN</th>
<th>PERCENT OF WORKERS IN OCCUPATION THAT ARE FEMALE</th>
<th>MEDIAN WEEKLY EARNINGS FOR WOMEN</th>
<th>MEDIAN WEEKLY EARNINGS FOR MEN</th>
<th>WOMEN'S EARNINGS AS PERCENT OF MEN'S</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All female workers (44,472,000)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretaries and administrative assistants</td>
<td>95.7%</td>
<td>$657</td>
<td>$725</td>
<td>90.6%</td>
</tr>
<tr>
<td>Registered nurses</td>
<td>90.5%</td>
<td>$1,039</td>
<td>$1,201</td>
<td>86.5%</td>
</tr>
<tr>
<td>Elementary and middle school teachers</td>
<td>80.9%</td>
<td>$931</td>
<td>$1,024</td>
<td>90.9%</td>
</tr>
<tr>
<td>Nursing, psychiatric, and home health aides</td>
<td>87.0%</td>
<td>$427</td>
<td>$488</td>
<td>87.5%</td>
</tr>
<tr>
<td>Customer service representatives</td>
<td>66.2%</td>
<td>$586</td>
<td>$614</td>
<td>95.4%</td>
</tr>
<tr>
<td>First-line supervisors/managers of retail sales workers</td>
<td>45.5%</td>
<td>$578</td>
<td>$782</td>
<td>73.9%</td>
</tr>
<tr>
<td>Cashiers</td>
<td>71.5%</td>
<td>$366</td>
<td>$400</td>
<td>91.5%</td>
</tr>
<tr>
<td>First-line supervisors/managers of office and administrative workers</td>
<td>56.9%</td>
<td>$726</td>
<td>$890</td>
<td>81.6%</td>
</tr>
<tr>
<td>Receptionists and information clerks</td>
<td>92.5%</td>
<td>$529</td>
<td>$547</td>
<td>96.7%</td>
</tr>
<tr>
<td>Accountants and auditors</td>
<td>59.1%</td>
<td>$953</td>
<td>$1,273</td>
<td>74.9%</td>
</tr>
</tbody>
</table>
### Gender Stratification: Structural Sexism

#### Work and Structural Sexism

<table>
<thead>
<tr>
<th>10 MOST COMMON OCCUPATIONS FOR MEN</th>
<th>PERCENT OF WORKERS IN OCCUPATION THAT ARE FEMALE</th>
<th>MEDIAN WEEKLY EARNINGS FOR WOMEN</th>
<th>MEDIAN WEEKLY EARNINGS FOR MEN</th>
<th>WOMEN’S EARNINGS AS PERCENT OF MEN’S</th>
</tr>
</thead>
<tbody>
<tr>
<td>All male workers (55,059,000)</td>
<td>44.7%</td>
<td>$669</td>
<td>$824</td>
<td>81.2%</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>3.3%</td>
<td>$492</td>
<td>$691</td>
<td>71.2%</td>
</tr>
<tr>
<td>Managers, all other</td>
<td>36.6%</td>
<td>$1,045</td>
<td>$1,395</td>
<td>74.9%</td>
</tr>
<tr>
<td>First-line supervisors/managers of retail sales workers</td>
<td>45.5%</td>
<td>$578</td>
<td>$782</td>
<td>73.9%</td>
</tr>
<tr>
<td>Janitors and building cleaners</td>
<td>28.5%</td>
<td>$400</td>
<td>$494</td>
<td>81.0%</td>
</tr>
<tr>
<td>Retail salespeople</td>
<td>42.1%</td>
<td>$421</td>
<td>$651</td>
<td>64.7%</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>15.8%</td>
<td>$419</td>
<td>$508</td>
<td>82.5%</td>
</tr>
<tr>
<td>Construction laborers</td>
<td>2.2%</td>
<td>*</td>
<td>$569</td>
<td>*</td>
</tr>
<tr>
<td>Sales representatives, wholesale and manufacturing</td>
<td>24.0%</td>
<td>$842</td>
<td>$983</td>
<td>85.7%</td>
</tr>
<tr>
<td>Computer software engineers</td>
<td>20.6%</td>
<td>$1,445</td>
<td>$1,590</td>
<td>90.9%</td>
</tr>
<tr>
<td>Chief executives</td>
<td>25.6%</td>
<td>$1,598</td>
<td>$2,217</td>
<td>72.1%</td>
</tr>
</tbody>
</table>
Gender Stratification: Structural Sexism

Work and Structural Sexism

- **Glass Elevator Effect**: The tendency for men seeking or working in traditionally female occupations to benefit from their minority status.
- **Pink-Collar Jobs**: Jobs that offer few benefits, often have low prestige, and are disproportionately held by women.
- **Glass Ceiling**: An invisible barrier that prevents women and other minorities from moving into top corporate positions.
Gender Stratification: Structural Sexism
Work and Structural Sexism

• There is evidence that working mothers pay a price for motherhood.

• Research indicates that when qualifications, background, and work experience were held constant, evaluators rated mothers as less competent and committed to paid work than non-mothers.

• Other examples of the “motherhood penalty” include women who feel pressured to choose professions that permit flexible hours and career paths, sometimes known as mommy tracks. (i.e. Elementary Education)

• Although the type of career pursued may be the woman’s choice, it is a structured choice—a choice among limited options as a result of the structure of society.
Gender Stratification: Structural Sexism
Income and Structural Sexism

• Women are twice as likely as men to earn at or below minimum wage.

• In 2010, full-time working women in the United States earned, on the average, 81 percent of the weekly median earnings of full-time working men, a 1.0 percent increase from the previous year.

• Racial differences also exist. Although women in general earn 81 percent as much as men, Black American and Hispanic American women earn just 69.9 percent and 59.8 percent, respectively, of white men’s salaries.
Gender Stratification: Structural Sexism

Income and Structural Sexism

- **Human Capital Hypothesis**: The hypothesis that pay differences between females and males are a function of differences in women’s and men’s levels of education, skills, training, and work experience.

- One variation of the human capital hypothesis is called the *lifecycle human capital hypothesis*. Here it is argued that women have less incentive to invest in education and marketable skills because they know that they will be working less than their male counterparts as wives and mothers.
Gender Stratification: Structural Sexism

Income and Structural Sexism

**Figure 10.2: Average Income Amounts by Source for Older Women and Men (Aged 65 and Older)**
Source: Gault 2010.
Gender Stratification: Structural Sexism
Income and Structural Sexism

Societal definitions of the appropriateness of gender roles have traditionally restricted women and men in terms of educational, occupational, and leisure-time pursuits. Fifty years ago, little boys playing with dolls and displaying nurturing behaviors would have been unheard of.
Gender Stratification: Structural Sexism
Income and Structural Sexism

• **Devaluation hypothesis**
  – Argues women are paid less because the work they do is socially defined as less valuable than the work performed by men.

• **Emotion Work**
  – Work that involves caring for, negotiating, and empathizing with people.
Gender Stratification: Structural Sexism
Income and Structural Sexism

• Comparable Worth:
  – The belief that individuals in occupations, even in different occupations, should be paid equally if the job requires “comparable” levels of education, training, and responsibility.
  – In a comparable worth lawsuit, nurses successfully sued the city of Denver for paying them less than other employees (e.g., tree trimmers, sign painters) who had less education.
What Do You Think? In 2010, Ana Lopez-Rodriguez was fired from Area Temps, a northeastern Ohio temporary job agency for not participating in a cover-up. She just “couldn’t hide it anymore,” she told authorities. The company had been using code words (e.g., “chocolate cupcake” for young black women, “figure skater” for white women, and “basketball player” for black men) to fulfill the discriminatory hiring requests of their clients (EEOC 2011a). Although the company was fined $650,000, the clients were never punished. Do you think they should have been?
Women received the right to vote in the United States in 1920, with the passage of the Nineteenth Amendment. Even though this amendment went into effect more than 90 years ago, women still play a rather minor role in the political arena.
Gender Stratification: Structural Sexism
Politics and Structural Sexism

In general, the more important the political office is, the lower the probability that a woman will hold it. Although women constitute 52% of the population, the United States has never had a woman president or vice president, and, until 2010, when Justice Elena Kagan was appointed, had only three female Supreme Court Justices in the history of the Court.

<table>
<thead>
<tr>
<th>Office</th>
<th>Representation</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Secretary of State</td>
<td>Hillary Clinton</td>
</tr>
<tr>
<td>U.S. Governors</td>
<td>12%</td>
</tr>
<tr>
<td>U.S. Congress</td>
<td>16.6%</td>
</tr>
<tr>
<td>Average State Legislatures</td>
<td>23.6%</td>
</tr>
<tr>
<td>Colorado’s State Legislature</td>
<td>41%</td>
</tr>
</tbody>
</table>
Gender Stratification: Structural Sexism
Politics and Structural Sexism

![Bar chart showing proportion of seats held by women in national legislatures, 2000 and 2011.](chart)

**Figure 10.3: Proportion of Seats Held by Women in National Legislatures, 2000 and 2011**

Gender Stratification: Structural Sexism
Civil Rights, the Law, and Structural Sexism

• Discrimination still occurs in the workplace as evidenced by the thousands of grievances filed each year with the Equal Employment Opportunity Commission.

• One technique employers use to justify differences in pay is the use of different job titles for the same type of work.
Gender Stratification: Structural Sexism
Civil Rights, the Law, and Structural Sexism

- Discrimination, although illegal, takes place at both the institutional and the individual levels
- In the United States, women often have difficulty obtaining home mortgages or rental property because they have lower incomes, shorter work histories, and less collateral.
- Until fairly recently, husbands who raped their wives were exempt from prosecution.
- Women in the military have traditionally been restricted in the duties they can perform.
Gender Stratification: Structural Sexism
Civil Rights, the Law, and Structural Sexism

Some child brides are as young as 5 years old and rarely know the ramifications of what’s happening to them. Here, a 16-year-old screams in protest as she is carried in a cart to her new husband’s village.
What Do You Think? Throughout the world, as many as 10 to 12 million young girls (Gorney 2011)—some as young as age 5—have been forced into marriage by their parents or as a result of human trafficking. Consequently, they have little or no education, bear children long before they are physically mature and, in many cases, die in childbirth. Do you think that all countries where this tradition exists should have anti-child marriage laws? What if such laws contradict religious beliefs?
The Social Construction of Gender Roles: Cultural Sexism

• Cultural Sexism: The ways in which the culture of society (norms, values, beliefs, symbols) perpetuates subordination based on sex classification.
From birth, males and females are treated differently.

The toys that male and female children receive convey different messages about appropriate gender roles.

Gender roles are patterns of socially defined behaviors and expectations, associated with being female or male.
The Social Construction of Gender Roles: Cultural Sexism
Family Relations and Cultural Sexism

• **Household Division of Labor**
  – The fact that women, even when working full-time, contribute significantly more hours to home care than men is known as the “second shift.”
  – The traditional division of labor in the household still exists
    1. *Time-availability approach*
    2. *Relative resources approach*
    3. *Gender role ideology*
The Social Construction of Gender Roles: Cultural Sexism
Family Relations and Cultural Sexism

The Second Shift:
According to Hochschild, women are expected to work “second shifts” by having gainful outside employment as well as performing household chores and child care once they arrive home after a day’s work.
The Social Construction of Gender Roles: Cultural Sexism
The School Experience and Cultural Sexism

• 1990 study of storybooks used in schools found:
  – Males were depicted as clever, brave, adventurous, and income-producing.
  – Females were depicted as passive and as victims in need of rescue.
What Do You Think? In 2009, Amber Parker, coach of Franklin County girl’s varsity basketball team and mother of one of the players, sued the county alleging violations of Title IX. Specifically, the plaintiffs argued that scheduling differences (i.e., the boys games were scheduled Friday and Saturday nights, and the girls on weekday nights) created a hardship on the female basketball players in that it “unfairly placed academic burdens on the girls, who competed on school nights, [and] were deprived of crowd support, and were made to feel like second-class athletes” (AAUW 2011c, p. 1). Do you think female and male athletic teams should have rotating schedules?
The Social Construction of Gender Roles: Cultural Sexism

The School Experience and Cultural Sexism

- Gender-based interactions are not the only things that affect student outcomes. Dee (2006) tested the effect of teachers’ gender on school performance by using the National Education Longitudinal Survey.

- Analyzing data from a nationally representative sample of eighth grade boys and girls and their teachers, he found that:
  - (1) when the teacher is a female, boys are more likely to be seen as disruptive;
  - (2) when the teacher is a female, girls are less likely to be seen as either disruptive or inattentive;
  - (3) when the teacher is male, female students are less likely to perceive a class as useful, to ask questions in class, or to look forward to the class; and
  - (4) when the teacher is female, regardless of the subject, boys are less likely to report looking forward to the class.
The Social Construction of Gender Roles: Cultural Sexism

Media, Language, and Cultural Sexism

• Another concern social scientists voice is the extent to which the media portray females and males in a limited and stereotypical fashion and the impact of such portrayals. For example, Levin and Kilbourne (2009), in So Sexy So Soon, document the sexualizing of young girls and boys. Advertising, books, cartoons, songs, toys, and television shows create:
  – [a] narrow definition of femininity and sexuality [that] encourages girls to focus heavily on appearance and sex appeal. They learn at a very young age that their value is determined by how beautiful, thin, “hot,” and sexy they are. And boys, who get a very narrow definition of masculinity that promotes insensitivity and macho behavior, are taught to judge girls based on how close they come to an artificial, impossible, and shallow ideal.
Men are also victimized by media images:

- A study of 1,000 adults found that two-thirds of the respondents thought that women in television advertisements were pictured as “intelligent, assertive, and caring,” whereas men were portrayed as “pathetic and silly.”

Women are dramatically underrepresented as news subjects

Male journalists are more likely to work on the “hard” news (e.g., politics), whereas women are more often assigned “soft stories” (e.g., social issues).
• Most Americans claim membership in a church, synagogue, or mosque.
• Research indicates that women attend religious services more often, rate religion as more important to their lives, and are more likely to believe in an afterlife than are men.
• In general, religious teachings have tended to promote traditional conceptions of gender.
Roman Catholic women with the sacraments of communion as part of their ordination as “women priests” in conflict with Roman Catholic Church doctrine.

Faced with excommunication, women participated in five such ordinations around the world since 2002.
The Feminization of Poverty

• Called the “feminization of poverty,” the tendency for women to be disproportionately poor is evidenced in developing nations where suitable housing, clean water, food, health care, and sanitary living conditions are scarce.

• Women in the United States make up the majority of minimum wage workers and are significantly more likely to live in poverty than men.
The Feminization of Poverty

- Two groups of women are the most likely to be poor in the United States—heads of households with dependent children and women over the age of 65 who have outlived their spouses.
- Women with children are far more likely to work part-time than their male counterparts or women that don’t have children (ITUC 2011).
- Further, 13.8 percent of male-headed households are below the poverty level compared to 28.7 percent of female-headed households.
- Hispanic (39.2 percent) and black female-headed (37.2 percent) households are the poorest of all families, headed by a single woman.
Social Problems and Traditional Gender Role Socialization
The Social Psychological Costs of Gender Socialization

• Significant others, through the socialization process, expect certain behaviors and prohibit others based upon our birth sex.

• Both girls and boys, often as a consequence of these expectations, feel varying degrees of self-esteem, autonomy, depression, and life dissatisfaction.

• Adolescent girls are more likely to be dissatisfied with their looks, including physical attractiveness, appearance, and body weight than adolescent boys.
  – “Cult of Thinness”: Research indicates that 25 percent of college-aged women have tried to lose weight using unhealthy means.
Social Problems and Traditional Gender Role Socialization
The Social Psychological Costs of Gender Socialization

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**Bar Chart: Impact of Family Acceptance on Transgender Life Experiences**

- **Used drugs or alcohol to cope with mistreatment**
  - Families Who Did Not Accept: 32%
  - Families Who Did Accept: 19%

- **Are current smokers**
  - Families Who Did Not Accept: 32%
  - Families Who Did Accept: 27%

- **Had attempted suicide**
  - Families Who Did Not Accept: 32%
  - Families Who Did Accept: 51%

- **Did sex work or other underground work for income**
  - Families Who Did Not Accept: 19%
  - Families Who Did Accept: 11%

- **Had been incarcerated**
  - Families Who Did Not Accept: 19%
  - Families Who Did Accept: 11%

- **Experienced homelessness**
  - Families Who Did Not Accept: 26%
  - Families Who Did Accept: 9%
Boys too, from an early age, are concerned about body image, and as adults, their self-esteem is also linked to body shape and weight.

Men are also affected by traditional gender socialization, which places enormous cultural pressure to be successful in their work and to earn high incomes.

Traditional male socialization also discourages males from expressing emotion and asking for help; this concept is called the “boy code.”
Social Problems and Traditional Gender Role Socialization
The Social Psychological Costs of Gender Socialization

According to sociologist Michael Kimmel, the residents of Guyland, from the book of the same name (2008), represent over 22 million young men between the ages of 16 and 26, and are a major consumer group. They are targeted by Hollywood, magazines such as Stuff, Men’s Health, and Maxim, by television sports channels, and by a variety of technology-related products such as computers, video games, software, and CDs.
What Do You Think? The good news is that fathers who live with their children are increasingly becoming involved in their lives, spending 6.5 hours a week with them compared to 2.6 hours a week in 1965 (Livingston & Parker 2011). The bad news is that more and more children live apart from their fathers—27 percent in 2010. What do you think accounts for the increased time spent between fathers and children who live together? Why are fewer fathers living with their children?
Men are less likely to go to a doctor than women for a variety of structural and cultural reasons. Men are also less likely to have a regular physician or to go to the hospital, even if time permits. At every stage of life, “American males have poorer health and a higher risk of mortality than females.”
Social Problems and Traditional Gender Role Socialization

Gendered Violence

• Overall, men are more likely than women to be involved in violence.

• Women and girls are also the victims of male violence. Worldwide, as many as 71 percent of women will be physically or sexually abused in their lifetime.

  – Over 5,000 women and girls are killed each year in **honor killings** – murders, often public, as a result of a female dishonoring, or being perceived to have dishonored, her family or community.
What Do You Think? Worldwide, much of the violence against women is steeped in “harmful traditional practices,” including honor killings, female genital mutilation, forced marriage, and dowry killings. Dowry killings involve “a woman being killed by her husband or in-laws because her family is unable to meet their demands for her dowry—a payment made to a woman’s in-laws upon her engagement or marriage as a gift to her new family” (UNIFEM 2007, p. 1). Bride burning, acid attacks, and many deaths ruled as suicides are linked to dowry disputes. In India, courts have ruled that “customary payments” to a groom’s family are not illegal (Mahapatra 2008), but in 2009, the India Supreme Court expressed outrage at such “barbaric practices” (Venkatesan 2009). Do you think dowry killings can be prevented through law? Why or why not?
Strategies for Action: Toward Gender Equality
Grassroots Movements

• Feminism and the Women’s Movement
  – **Feminism** is the belief that women and men should have equal rights and responsibilities.
  – The U.S. feminist movement began in Seneca Falls, New York, in 1848, when a group of women wrote and adopted a women’s rights manifesto modeled after the Declaration of Independence.
Feminism and the Women’s Movement

- The rebirth of feminism almost 50 years later was facilitated by a number of interacting forces:
  - an increase in the number of women in the labor force, the publication of Betty Friedan’s book *The Feminine Mystique*, an escalating divorce rate, the socially and politically liberal climate of the 1960s, student activism, and the establishment of the Commission on the Status of Women by John F. Kennedy.
The National Organization for Women (NOW) was established in 1966, and remains one of the largest feminist organizations in the United States.

One of NOW’s hardest fought battles is the struggle to win ratification of the equal rights amendment (ERA), which states that “equality of rights under the law shall not be denied or abridged by the United States, or by any state, on account of sex.”
Strategies for Action: Toward Gender Equality
Grassroots Movements

• The Men’s Movement
  – One of the early branches of the men’s movement is known as the mythopoetic men’s movement. Participants met in men-only workshops and retreats to explore their internal masculine nature, male identity, and emotional experiences through the use of stories, drumming, dance, music, and discussion.
  – The men’s movement also includes men’s organizations that advocate gender equality and work to make men more accountable for sexism, violence, and homophobia.
Strategies for Action: Toward Gender Equality
U.S. National Policy

• Sexual Harassment
  – Sexual harassment is a form of sex discrimination that violates Title VII of the 1964 Civil Rights Act.
  – The U.S. EEOC (2009) defines sexual harassment in the workplace as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature . . . when this conduct explicitly or implicitly affects an individual’s employment, unreasonably interferes with an individual’s work performance, or creates an intimidating, hostile, or offensive work environment.”
Strategies for Action: Toward Gender Equality
U.S. National Policy

• Sexual Harassment
  – There are two types of sexual harassment:
    • (1) quid pro quo, in which an employer requires sexual favors in exchange for a promotion, salary increase, or any other employee benefit, and
    • (2) the existence of a hostile environment that unreasonably interferes with job performance, as in the case of sexually explicit comments or insults being made to an employee.
What Do You Think? After Jessica Gonzales’s estranged husband abducted their three little girls, she called the police nine times within a 10-hour period, called 911, and went to the police department asking that the restraining order against her husband be enforced. When her husband drove to the police department and opened fire, police fatally shot him soon after discovering the slain bodies of Ms. Gonzales’s three daughters. That was over 10 years ago. After a 2005 U.S. Supreme Court decision determined that there is no constitutional right to enforce a restraining order, Ms. Gonzales, the first individual to do so, sued the United States of America, alleging an international human rights violation (Gonzales v. The United States of America 2009; ACLU 2011b). Do you think that the failure to protect domestic violence victims is a human rights violation?
Strategies for Action: Toward Gender Equality
U.S. National Policy

• Sexual Harassment
  – There are two types of sexual harassment:
    • (1) quid pro quo, in which an employer requires sexual favors in exchange for a promotion, salary increase, or any other employee benefit, and
    • (2) the existence of a hostile environment that unreasonably interferes with job performance, as in the case of sexually explicit comments or insults being made to an employee.
Affirmative Action:

- As discussed in Chapter 9, **affirmative action** refers to a broad range of policies and practices to promote equal opportunity as well as diversity in the workplace and on campuses.

- Affirmative action policies, developed in the 1960s from federal legislation, require that any employer (universities as well as businesses) that receives contracts from the federal government must make “good faith efforts” to increase the number of female and other minority applicants.
Understanding Gender Inequality

• Gender roles and the social inequality they create are ingrained in our social and cultural ideologies and institutions and are therefore difficult to alter as indicated by the persistence of discriminatory attitudes.
• Eliminating gender stereotypes and redefining gender in terms of equality does not simply mean liberating women but liberating men as well as society.
• Increasingly, people are embracing androgyny - the blending of traditionally defined masculine and feminine characteristics.
• An international strategy for achieving gender equality, gender mainstreaming is “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.”
Quick Quiz

1. George is both gay and Hispanic. On the job he encounters discrimination because of his membership in two minority groups. This is known as:

   A. intensive discrimination.
   B. polysemia.
   C. double jeopardy.
   D. dual prejudice.
Answer: C

• George is both gay and Hispanic. On the job he encounters discrimination because of his membership in two minority groups. This is known as **double jeopardy**.
Quick Quiz

2. Which is true about women regarding gender inequality in the U.S.?
   A. Women have lower incomes.
   B. Women earn fewer graduate degrees.
   C. Women hold fewer prestigious jobs.
   D. All of these choices.
Answer: D

• All of the following statements are true about women regarding gender inequality in the U.S.:
  – Women have lower incomes.
  – Women earn fewer graduate degrees.
  – Women hold fewer prestigious jobs.
Quick Quiz

3. In hunting and gathering societies, men hunted and women gathered. This division of labor based on gender became defined as normal and natural over time. Which sociological perspective views this division as purposeful for the time?

A. conflict theory
B. structural functionalism
C. symbolic interactionism
D. exchange theory
Answer: B

- In hunting and gathering societies, men hunted and women gathered. This division of labor based on gender became defined as normal and natural over time. The **structural functionalism** sociological perspective views this division as purposeful for the time.
Quick Quiz

4. Symbolic interactionists emphasize that through the socialization process both females and males are taught the meanings associated with being feminine and masculine.
   A. True
   B. False
Answer: A. True

• Symbolic interactionists emphasize that through the socialization process both females and males are taught the meanings associated with being feminine and masculine.
5. Steve and Linda are married. Both work full time outside the home. Steve works as a lawyer, Linda as a schoolteacher. Linda does most of the household work. Using this example, which of these ideas explains the continued traditional division of labor?

A. "relative resources approach"
B. "time-availability approach"
C. all of these choices
D. "gender role ideology"
Answer: C

- Steve and Linda are married. Both work full time outside the home. Steve works as a lawyer, Linda as a schoolteacher. Linda does most of the household work. Using this example, all three of these ideas explain the continued traditional division of labor: **relative resources approach, time-availability approach, and gender role ideology.**