

Sociology 265H1F

## **Gender and Society**

**Bonnie Fox**

Office Hours: mine are cancelled, this week; I can meet later in the week, by appointment.

**Spencer Underwood:** 11:00 – 11:45 in room 225

### **Week 8: Gender Inequalities in Paid Work**

1

#### **I. On the Nature of Global Capitalism**

#### **II. Women's Employment and Gender Inequality in Canada and the U.S.**

##### **A. Women's employment:**

- (1) A majority of Canadian women are in the paid labour force: In 2009, **72.9%** of women with children under 16 were employed;  
**64.4%** of women with children under 3 years old were employed.

2

In 2014, the labour-force participation rate for women 25 to 54 yrs.was **81.6%**

(2) Most employed women work full time

### **B. Gender inequality in employment:**

The “gender gap” in earnings: In 2018, in Canada, for full-year, full-time work, white women made (on average) 74% of what men made; women of colour made 70% of what men made.

A larger gap when part-time work is included (as women are a majority of part-time workers).

3

### **C. “Occupational segregation” or sex/gender segregation**

(1) In 2009, 67% of employed women worked in teaching, nursing and related health occupations, or clerical and other administrative occupations, or sales and service jobs; only 31% of men worked in those jobs.

(2) Women are not necessarily in jobs that fit their presumed abilities (caring abilities)

(3) Women are not necessarily in jobs more compatible with family responsibilities

4

### III. The Causes of Gender Inequality in Paid Work. Why are Women Paid Less?

- A. “Human capital” – investment in ourselves (e.g., education) -- which explains a minority portion of the gender gap in earnings
- B. “Occupational segregation” (gender segregation) – women and men in different jobs -- which explains a major portion of the gender gap in earnings

2014, Largest industries, Women: 27.1% in sales & services; 24.6% in business, finance & administration; 16.8% in education services, law services and community or government services

5

Men: 25.5% in trades, transport & equipment operations; 18.7% in sales & services; 13.9% in management

- C. Discrimination in pay within jobs – after all else is considered, it also is a (small) cause

### IV. The Barriers Women Face

- A. “**Gendered organizations,**” Joan Acker: Workplace culture, practices or organization, policies and interpersonal relations reflect assumptions about gender:

6

They assume a “man,” or an employee without any daily family responsibilities that would distract him/her from full attention to work

On workplace organization and practices that are gendered:

- (1) G. Ranson’s study of women in engineering, a masculine occupation, with women entering as “conceptual men” – until they become mothers

A note on the “motherhood penalty”

7

- (2) M. Cooper and the “Go-To-Guys”: workplaces that assume 24/7 workers; “new masculinity” is still masculinity, in a workplace only “men” could inhabit.

- (3) P. Stone and women in “gilded cages”, from *Opting Out?* No, being pushed out of paid work because of the way it is organized: a “motherhood bar”

On workplaces with gendered cultures:

- (4) B. Beagan and medical schools and the “climate of gendered expectations”

8

- (5) K. Paap and construction jobs that “construct” masculinity, and seem like jobs that women cannot do.
- (6) Sexual harassment and its impact
- (7) Bias: K. Schilt’s transmen in a “natural experiment” in the workplace: evidence that men are evaluated differently than women