

I. Introduction: Gender

II. Distinguishing Sex and Gender

- Sex as a biological concept

- i. Sex: a biological concept determined on the basis of primary sex characteristics
 - Biological/anatomical differences distinguishing male and females
- ii. Primary sex characteristics: the physiological traits essential to reproduction
- iii. Secondary sex characteristics: physical traits not essential to reproduction (breast development, voice, hair distribution, musculoskeletal form) that result from so-called male (androgen) and female (estrogen) hormones
- iv. Intersexed: a broad term used by the medical profession to classify people with some mixture of male and female biological characteristics; formerly known as hermaphrodites.
- v. Transsexuals: one whose gender identity is opposite his/her biological sex
 1. Tens of thousands of people have had sex change operations.
- vi. Transgendered: one whose appearance and/or behaviors do not conform to traditional gender roles.

- Gender as a social construct

- i. Gender: a social distinction based on culturally conceived and learned ideas about appropriate appearance, behavior, and mental or emotional characteristics for males or females
 - *Not the physical attributed of men and women, but to the socially formed traits of masculinity and femininity*
- ii. Socialization
 - *Gender socialization -the learning of gender roles through social factors-school, media, family*
<http://abcnews.go.com/Health/genderless-baby-controversy-mom-defends-choice-reveal-sex/story?id=13718047>
- iii. Gender identity: one's self-image as being either female or male
- iv. Gender role: the behavior associated with one's gender identity

- v. Androgyny: the blending of female and male characteristics
- vi. Significance of gender- *gender is so pervasive in structuring social life, gender status must be clearly differentiated if society is to function in an orderly manner*
- vii. Gender varies across cultures- *thus it is socially constructed*
- Gender Identity in Everyday Life- *gender is a part of the institutions of society; economy, politics, religions, educational system, family etc...*
- Cross-cultural comparisons

III. Forms of Gender Inequality

- Women and Work
 - i. Feminization of poverty
 - ii. Displaced homemakers
 - *Human capital theory- individuals make investments in their own "human capital" in order to increase success*
 - *Sex segregation- concentration of men and women in different occupations*
- Pay differentials
 - *Comparable worth- policies that attempt to remedy gender pay gap by adjusting pay so that men and women are not penalized for working in female-dominated occupations*
- The "glass ceiling"- *promotion barrier that prevents a woman's upward mobility within an organization*
- The "glass escalator"- *reflects men's rapid ascent up the hierarchy when they work in female-dominated occupations*
- Sexual harassment- *unwanted/repeated sexual advances, remarks, or behavior that are offensive to the recipient and causes discomfort/interferes with job performance*

IV. Family and Gender

- Balancing work and child care
- Housework

V. Education

- *Differential treatment of boys/girls perpetuated stereotypic gender-role behavior*
- *Content of teacher-student interactions differ depending on student's sex*
- Primary and Secondary Schooling
 - *Females trained to be quiet/well-behaved vs. Males trained to be outspoken problem solvers*
 - *Male/female uniforms, child stories*
- Title IX (1974-1975)
- University education
 - *Males interact more with teachers than females, receive more attention/instructional time.*
- Politics
 - *the further away from home the political office, the more likely it is to be regarded as "man's work"- because it provides a living wage, full-time, lifetime career*
- Violence against Women-
 - *found in many societies/political weapon/sensationalized by media*
 - *Physical and sexual abuse, mutilation, murder, forced prostitution, stalking, rape, sexual harassment*
 - *Rape culture- male domination fosters a state of continual fear in women*

VI. Gender Inequality in Global Perspective

- Economic inequality- women work a domestic "second shift", the "second sex"
- Political inequality- women are more likely to hold seats in national legislatures in countries in which women's rights are a strong cultural value.

VII. Analyzing Inequality

- Functionalist approaches
 - *Argues that gender differences and gender specializations in specific tasks contributes to social stability and integration- heavily criticized for neglecting social tensions at the expense of consensus*