

## The gender pay gap

- The “glass escalator”
  - Men move up to higher positions in female dominated occupations in disproportionately higher numbers
- Sexual Harassment
  - The making of unwanted sexual advances by one individual toward another, in which the first person persists even though it is clear that the other party is resistant
  - Quid pro quo
  - Hostile work environment
- Family and gender issues
  - Balancing work and child care
    - Working mothers are paid less
    - Working mothers (not working fathers) are seen as primarily responsible for children
  - Housework
    - In 1960s women performed 32 hours and men performed 4 hours per week of housework
    - By 2000 women's hours dropped to 19 and men's rose to 10 hours per week spent on housework
    - Arlie Hochschild and the “second shift” - women are at a disadvantage bc we work two shifts..
- Education and unequal treatment in the classroom
  - Children are taught gender roles through games, activities, and storybooks
  - Teachers interact with boys and girls differently
- Gender inequality in politics
  - Women are underrepresented in all levels of government
    - 2010-17 out of the 100 US senators were women and 76 of the 435 US house members
  - There are more women involved in local politics than in national politics
  - The democratic party has the highest number of women politicians
- Functionalist approaches
  - Men and women specialize in different tasks to achieve social solidarity and integration
  - Anthropologist George Murdock
    - Sexual division of labor is the most logical and efficient way to organize society
- Feminist approach
  - Feminist Theory
    - Sociological theory that emphasizes the centrality of gender in analyzing the social world and particularly the uniqueness of the experience of women
    - 4 main feminist perspectives-liberal, radical, black, and postmodern
  - Liberal feminism (most thought of)

- Form of feminist theory that believes that gender inequality is produced by unequal access to civil rights and certain social resources, such as education and employment, based on sex
  - Seeks solutions through legislation
  - Radical Feminism (most extreme form of feminism)
    - Form of feminist theory that believes that gender inequality is the result of male domination in all aspects of social and economic life
    - End inequality by overthrowing patriarchy
    - Focus on violence against women and control over women's bodies
  - Black feminism
    - A strand of feminist theory that highlights the multiple disadvantages of gender, class, and race that shape the experiences of nonwhite women
    - Gender equality requires racial and class equality
  - Postmodern Feminism
    - Feminist perspective that challenges the idea of a unitary basis of identity and experience shared by all women
    - Celebrates the "otherness" of different groups and individuals
    - There is no overarching solution to gender inequality...no way of addressing inequality because there is no way to address what "womanhood" is
  - Conflict theory- carl marx, big picture, macro sociology, struggle between classes over resources and power
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#### ETHNICITY AND RACE CHAPTER 11

- Ethnicity
  - Cultural values and norms that distinguish the members of a given group from others
  - Some combination of language, history, religion, ancestry, and styles of dress or adornment are usually used to categorize people into ethnic groups
- Race
  - Differences in human physical characteristics used to categorize large numbers of individuals
- Racialization
  - The process by which understandings of race are used to classify individuals into exploitive political or economic systems
  - Racial categories vary across time and culture