

The University of Calgary
Faculty of Arts
Department of Sociology

Sociology Department Home Page: <http://www.soci.ucalgary.ca>

Sociology 403.10/401-B
Fall, 2014

***SPECIAL TOPICS IN THE SOCIOLOGY OF GENDER:
GENDER AND PAID EMPLOYMENT***

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Office hours:

COURSE OVERVIEW AND OBJECTIVES

This course will offer a sociological exploration of gender issues in paid employment. Beginning with a review of historical changes accompanying the Industrial Revolution, the course will trace shifts over time in constructions of particular work as the domain of women, or of men. Using examples from a wide variety of workplaces and kinds of paid work, and drawing on a range of theoretical approaches, the course will raise questions about the persistence of gender segregation in paid employment, and the inequality usually accompanying it. Paying particular attention to the diversity of contemporary Canadians' working lives – shaped by factors such as race and ethnicity, immigration status, age, and family circumstances as well as gender – it will consider gender-related policies affecting work. It will also explore the extent to which local and global economic changes, and changes in family life, may create opportunities for changes in gender relations at work. Overall, the goal will be to explore a wide variety of workplace issues and concerns using a gender lens.

TEXT

The course will be organized around a series of readings, which will be posted on Desire2Learn on a weekly basis. There is no assigned textbook.

COURSE REQUIREMENTS AND GRADING

Grade components for this course will include two sets of reflections on paid employment (due Sept. 18 and Nov. 6), a midterm exam (on Oct. 21), and an in-class quiz on the last day of class. Students will also write a research paper, work for which will involve a formal proposal, and a class presentation of the paper. Students will also be expected to take an active part in class discussions; a small proportion of the class grade will be reserved for participation.

The grade components and their values are as follows:

Reflections on paid employment (two sets, due Sept. 18 and Nov. 6)	10%
Midterm exam (Oct. 21)	20%
Paper proposal (due Oct. 7)	10%
Presentation of paper (dates to be scheduled)	10%
Class participation	10%
Term paper (due Dec. 4)	30%
Final quiz	10%

Grades will be assigned according to the following scale:

A+ = 95-100	B+ = 80-84	C+ = 67-69	D+ = 54-58
A = 90-94	B = 75-79	C = 63-66	D = 50-53
A- = 85-89	B- = 70-74	C- = 59-62	F = 49 or less

Please note that ALL grade components must be completed to obtain a passing grade in this course. A pass in this course also requires a pass in the participation component. Please note also that final grades are NOT negotiable. No grade will be increased beyond what a student has earned during the term, and in the class.

CONTACT INFORMATION:

Desire2Learn will be used to post class outlines, assignment information, and general announcements. I will be available during office hours or by appointment, and it's during those times, and in person, that questions about course content and readings, concerns about grades, or any other personal issues should be dealt with. It's acceptable to e-mail me for administrative purposes, for example to set up an appointment – but please don't use e-mail as a replacement for an office visit, if there is something you want to discuss.

OTHER ADMINISTRATIVE INFORMATION:

Emergency Evacuation: In the case of fire or other emergency evacuation of this classroom, please proceed to the assembly point at the Social Science food court.

1. The main Sociology Department office does not deal with any course-related matters. Please speak directly to your instructor.

2. Academic Misconduct: Please refer to the website listed below for information on University of Calgary policies on Plagiarism/Cheating/Other Academic Misconduct: <http://www.ucalgary.ca/pubs/calendar/current/k-2-1.html>
3. Protection of Privacy: The Freedom of Information and Protection of Privacy (FOIPP) legislation does not allow students to retrieve any course material from public places. Anything that requires handing back will be returned directly during class or office hours. "If students are unable to pick up their assignments from the instructor, they provide the instructor with a stamped, self-addressed envelope to be used for the return of the assignment."
4. Ethical Research: The research assignments and exercises described in this outline have received the approval of the Department of Sociology research ethics committee. Students are advised that any research with human subjects--including any interviewing (even with friends and family), opinion polling, or unobtrusive observation--must have this approval. In completing course requirements, students must not undertake any human subjects research without discussing their plans with the instructor, who is responsible for supervising the research.
5. Deferrals: If possible, please provide advance notice to the instructor if you are unable to write an exam or complete/turn-in assignments on time. All requests for deferral of a course component due to health reasons must be accompanied by written documentation as outlined in the University Calendar and should be obtained while the student has the health issue rather than after recovery. Deferrals will be allowed in the following circumstances: illness, domestic affliction or religious conviction. Travel arrangements and misreading of the syllabus are not valid reasons for requesting a deferral. Deferrals will not be granted if it is determined that just cause is not shown by the student. If you have missed a test for a legitimate reason, the instructor can require you to write a "make up" test as close in time to the original test as possible or can choose to transfer the percentage weight to another course component. If the instructor schedules a "make up" test for you, its date and location will be at the convenience of the Department of Sociology.
Deferred Term Work Form: Deferral of term work past the end of a term also requires a form to be filled out. It's available at <http://www.ucalgary.ca/registrar/files/registrar/defTW.pdf>
Once an extension date has been agreed between instructor and student, the form should be taken to the Faculty of Arts Program Information Centre (SS 110) for approval by an Associate Dean (Students).
6. Safewalk: The University of Calgary provides a "safe walk" service to any location on Campus, including the LRT, parking lots, bus zones, and campus housing. For Campus Security/Safewalk call 220-5333. Campus Security can also be contacted from any of the "Help" phones located around Campus.
7. Academic Accommodation: Students with a disability, who require academic accommodation, must register with the Disability Resource Centre (MC 293, phone 403-220-8237). Please provide academic accommodation letters to the instructor as early in the semester as possible and no later than two weeks after the course begins.

COURSE SCHEDULE

The following is a tentative schedule of topics for discussion, with the associated readings. Please note that the schedule, and the readings, may change if discussions and emerging interests during the term suggest that other topics may also be relevant. The reading numbers come from the readings list which follows. All readings will be posted ahead of time on D2L.

<i>Week</i>	<i>Topic</i>	<i>Readings</i>
(Sept. 4 RDC only)	<i>[General introduction, discussion of teleconference process]</i>	
1 (Sept. 9, 11)	Introduction: The big picture on gender and paid employment	1, 2
2 (Sept. 16, 18)	<i>[Sept. 16: First set of reflections due]</i> Historical context	3, 4, 5
3 (Sept. 23, 25)	Theorizing about gender (1)	6, 7, 8
4 (Sept. 30, Oct. 2)	Understanding “work”	9, 10, 11
5 (Oct. 7, 9)	<i>[Oct. 7: Paper proposals due]</i> Women and men at work (1)	12, 13, 14
6 (Oct. 14, 16)	Women and men at work (2)	15, 16, 17
7 (Oct. 21, 23)	<i>Oct. 21: Midterm exam</i> Theorizing about gender (2)	18, 19
8 (Oct. 28, 30)	Other dimensions of inequality (1)	20, 21, 22
9 (Nov. 4, 6)	Other dimensions of inequality (2) <i>[Nov. 6: Second set of reflections due]</i>	23, 24, 25
10 (Nov. 13)	<i>[Reading Days Nov. 11]</i> Signs of change? (1)	26, 27, 28
11 (Nov. 18, 20)	Signs of change? (2) / <i>Paper presentations</i>	29, 30
12 (Nov. 25, 27)	<i>Paper presentations: Review class</i>	
13 (Dec. 2)	<i>[RDC: In-class quiz. U of C: Work on papers]</i>	
(Dec. 4 U of C only)	<i>[U of C: In-class quiz]. Term papers due</i>	

SOCI 403.10: Fall 2014

List of readings

1. Cool, Julie. (2010). *Wage Gap Between Women and Men*. Ottawa: Library of Parliament Background Paper. Publication #2010-30 E.
2. England, Paula. (2010). "The gender revolution: Uneven and stalled", *Gender & Society*, 24 (2): 149-166.
3. Bradbury, Bettina. (2008). "Gender at work at home: Family decisions, the labour market, and girls' contributions to the family economy", in Bryan D. Palmer and Joan Sangster (eds.) *Labouring Canada: Class, gender, and race in Canadian working-class history*. Don Mills: Oxford University Press.
4. Adams, Tracey. (1998). "Gender and women's employment in the male-dominated profession of dentistry: 1867-1917," *Canadian Review of Sociology and Anthropology*, 35 (1): 21-42.
5. Mills, Albert. (1998). "Cockpits, hangars, boys and galleys: Corporate masculinities and the development of British Airways", *Gender, Work and Organization*, 5 (3): 172-188
6. West, Candace and Don Zimmerman. (1987). "Doing gender", *Gender & Society*, 1: 125-151.
7. Leidner, Robin. (1991). "Serving hamburgers and selling insurance: Gender, work and identity in interactive service jobs", *Gender & Society*, 5 (2): 154-177
8. Ranson, Gillian. (2011). "Firms as 'gender regimes': The experiences of women in IT workplaces", in Julie Ann McMullin (ed.) *Age, Gender and Work: Small information technology firms in the New Economy*. Vancouver: UBC Press
9. Acker, Joan. (1990). "Hierarchies, jobs, bodies: A theory of gendered organizations", *Gender & Society*, 4 (2): 139-158.
10. Detman, Linda A. (1990). "Women behind bars: The feminization of bartending", in Barbara F. Reskin and Patricia A. Roos (eds.) *Job Queues, Gender Queues: Explaining women's inroads into male occupations*. Philadelphia: Temple University Press.
11. Erickson, Bonnie E., Patrizia Albanese and Slobodan Drakulic. (2000). "Gender on a jagged edge: The security industry, its clients, and the reproduction and revision of gender", *Work and Occupations*, 27 (3): 294-318.
12. Ranson, Gillian. (2005). "No longer 'one of the boys': Negotiations with motherhood, as prospect or reality, among women in engineering", *Canadian Review of Sociology and Anthropology*, 45 (2): 145-166.

13. Evans, Joan. (2002). "Cautious caregivers: Gender stereotypes and the sexualization of men nurses' touch", *Journal of Advanced Nursing*, 40 (4): 441-448.
14. Williams, Christine L. (1992). "The glass escalator: Hidden advantages for men in the 'female' professions", *Social Problems*, 39 (3): 253-267.
15. Williams, Christine L. , Chandra Muller and Kristine Kilanski. (2012). "Gendered organizations in the New Economy", *Gender & Society*, 26 (4): 549-573.
16. Monaghan, Lee. (2002). "Hard men, shop boys and others: Embodying competence in a masculinist occupation", *The Sociological Review*, 50 (3): 334-355.
17. Lerum, Kari. (2004). "Sexuality, power and camaraderie in service work", *Gender & Society*, 18 (6): 756-776.
18. Williams, Christine L. (2013). "The glass escalator, revisited: Gender inequality in neoliberal times", *Gender & Society*, 27 (5): 609-629.
19. Wingfield, Adia Harvey. (2009). "Racializing the glass escalator: Reconsidering men's experiences with women's work", *Gender & Society*, 25 (1): 5-26.
20. Schilt, Kristen. (2006). "Just one of the guys?: How transmen make gender visible at work", *Gender & Society*, 20 (4): 465-490.
21. Sugiman, Pamela. (2001). "Privilege and oppression: The configuration of race, gender and class in Southern Ontario auto plants, 1939 to 1949," *Labour/Le Travail*, Spring: 83-113.
22. Bhatt, Wasudha. (2013). "The little brown woman: Gender discrimination in American medicine", *Gender & Society*, 27 (5): 659-680.
23. Denissen, Amy M. and Abigail C. Saguy. (2014). "Gendered homophobia and the contradictions of workplace discrimination for women in the building trades", *Gender & Society*, 28 (3): 381-403.
24. Giuffre, Patti, Kirsten Dellinger and Christine L. Williams. (2008). "'No retribution for being gay?': inequality in gay-friendly workplaces." *Sociological Spectrum*, 28: 254-277.
25. Shier, Michael, John R. Graham and Marion E. Jones. (2009). "Barriers to employment as experienced by disabled people: A qualitative analysis in Calgary and Regina, Canada", *Disability & Society*, 24 (1): 63075.
26. Busby, Nicole. (2006). "Affirmative action in women's employment: Lessons from Canada", *Journal of Law and Society*, 33 (1): 42-58

27. Kelly, Erin L., Samantha K. Ammons, Kelly Chermack and Phyllis Moen. (2010). "Gendered challenge, gendered response: Confronting the ideal worker norm in a white-collar organization", *Gender & Society*, 24 (3): 282-303.
28. Roberts, Steven. (2012). "Boys will be boys . . . won't they? Change and continuities in young working-class masculinities", *Sociology*, 47 (4): 671-686.
29. Ranson, Gillian. (2012). "Men, paid employment and family responsibilities: Conceptualizing the 'working father'", *Gender, Work and Organization*, 19 (6): 741-761.
30. Williams, Christine L., Kristin Kilanski and Chandra Muller. (2014). "Corporate diversity programs and gender inequality in the oil and gas industry", *Work and Occupations*, article available online.