

Chapter 9: Gender Stratification

She, He...Who Goes First?

Soc 100

Dr. Santos

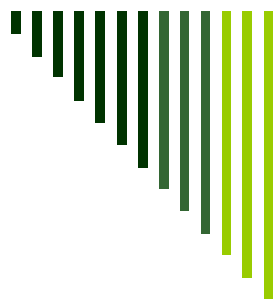


TABLE 9.4 Income by Educational Level and Ethnicity or Race, 2003 (in dollars)

Education	Male	Female
Asian American	32,291	17,679
White	30,732	17,259
African American	21,986	16,581
Hispanic	21,053	13,642

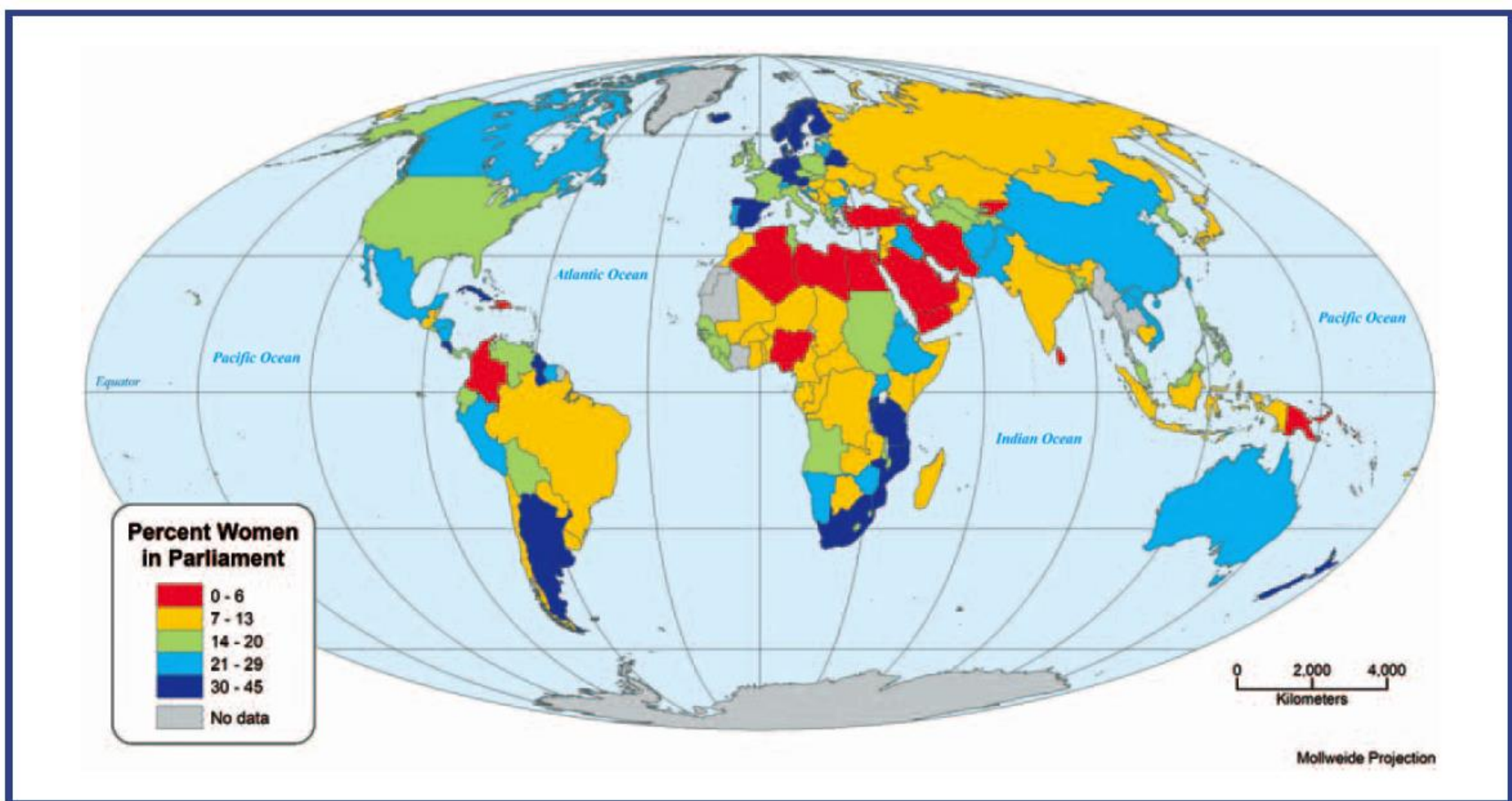
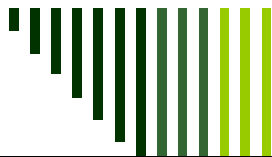
Source: U.S. Census Bureau (2006e, Table 684).



TABLE 9.3 U.S. Income by Educational Level and Sex (in dollars)

Education	Men	Women
Not a high school graduate	19,802	10,613
High school graduate	27,526	15,972
Some college; no degree	35,023	20,602
College graduate (bachelor's)	50,600	30,788
Master's degree	60,830	40,939
Doctorate	76,147	52,748
Professional degree	88,147	44,748

Source: U.S. Census Bureau (2005i).



MAP 9.1 Percentage of Seats in National Parliaments Held by Women in 2006

Source: Inter-Parliamentary Union (2006).



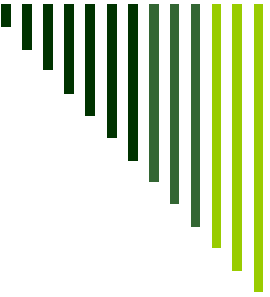
Introduction

- Gender roles are ***socially constructed***
 - Gender roles are created by humans to meet the needs of their societies
 - Life chances in the stratification system depend upon the combination of age and sex (and other categories as well)
-



Sex, gender, and stratification

- **Sex-** usually thought of as a biological term referring to ascribed genetic, anatomical, and hormonal differences between males and females, but it is actually determined by socially accepted biological criteria, e.g.:
 - Intersexed- persons with ambiguous genitalia (usually ascribed one or another sex in different cultures)
-

- 
- **Gender identity** - the socially constructed meanings associated with males or females and how individuals construct their gender identity within these constraints
 - **Gender roles**- rigidly assigned tasks or expected behaviors of individuals because of their sex category
 - **Sexuality** - how we experience our own bodies and our bodies in relation to others
 - The three terms are frequently used interchangeably, but are all distinct
-

Sex, gender, and sexuality at the micro-level

- **Agents of socialization** teach us from birth how to display “proper” gendered behaviors
 - Failure to comply often results in sanctions
 - Compliance is celebrated





Sex, gender, and sexuality at the meso-level

- Adults roles and responsibilities in social institutions differ by age and sex
 - Rites of passage differ by age and sex
 - Women's reduced power in micro-level settings is often related to a lack of power in meso-level organizations and institutions
-



Sex, gender, and sexuality at the macro-level

- Inequality at the global/national level is independent of personal prejudices
 - **Institutionalized discrimination-** patterns of social action that are imbedded in the entire social system may influence women and men, providing unrecognized privileges or disadvantages
-



Gender socialization

- **Gender socialization** is the process by which people learn the cultural norms, attitudes, and behaviors appropriate to their gender through sanctions
 - **Parents** focus on gender socialization during infancy and childhood
 - Meso-level agents include:
 - Corporations
 - Mass Media
 - Education
 - Religion
-



Macro-level processes of gender socialization

- **Glass ceiling-** social forces that keep women from reaching the highest levels of corporate and public responsibility
 - **Sticky floor-** social forces that keep the vast majority of the world's women stuck in low-paid jobs
 - **Glass escalator-** even if men do not seek to climb in the organizational hierarchy, occupational social forces push them up the job ladder into higher echelons, especially in female-dominated occupations
 - The workplace itself is gendered
-



Gender discrimination

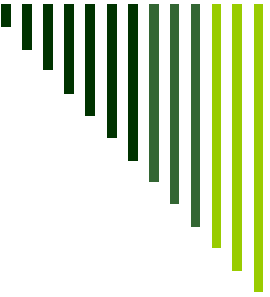
- *De jure* discrimination- done legally & deliberately because of cultural images of women as inferior/weaker to or fundamentally different from men
 - *De facto* discrimination- unequal treatment that is unintended, customary
 - Side effect discrimination
 - Past-in-present discrimination
-



Theories of sex-based stratification

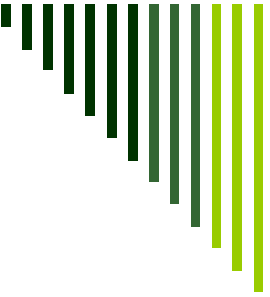
- Symbolic interactionism- gender is socially constructed; physical, biological differences come to be regarded as symbols that differentiate rights and rewards in society
 - Gender is not intrinsically related to sex
 - Humans have agency to influence the society around them
 - “Doing” gender is an option
-

- 
- Structural-functionalist theory- each sex has a role to play in the interdependent groups and institutions of society
 - As societies organize, roles and relationships change
 - Mechanical solidarity
 - Organic solidarity
 - Complimentary roles are necessary for efficiency in society
 - Expressive
 - Instrumental
-

- 
- Conflict theory- by keeping women in subordinate roles, men ensure that they control the means of production and protect their privileges

- Men will not voluntarily give up their current beneficial positions of power



- 
-
- Feminist theory- patriarchy is the cause of women's oppression
 - Patriarchy- a few men dominate and hold authority over all others, including women, children, and less powerful men
 - *Class, race, and gender* intersect in a way that privileges some women over others, though most women are still subordinate to most men
-



Gender and minority group status

- Women are a “minority group” because:
 - Distinguished by physical, cultural, or social characteristics
 - Share of desired goods is limited by the dominant group
 - Ideological or other justifications are used to deny them equal treatment
 - They have a collective identity used to help insulate them from unequal treatment
 - Minority group status is generally determined by rules of descent, with members born into a status they cannot change
 - Benefited from the Civil Rights Era
-



Gender, homosexuality, and minority status

- The government and dominant religious group determines how gay men and lesbians are treated in society
 - Lesbians seen as threatening because they are not reliant on men
 - Gay men seen as inferior because they are perceived to be more feminine
-



Homophobia and heterosexism

- *Homophobia*- intense fear and hatred of homosexuality and homosexuals
 - Highly correlated with a belief in traditional gender roles
 - Homosexual slurs are used to reinforce gender conformity
 - *Heterosexism*- society reinforces heterosexuality and marginalizes anyone who does not conform to this norm
-



Micro costs and consequences of gender stratification

- Rigid stereotyping can have psychological and social consequences for individuals
 - For men- guilt, anxiety; early death
 - For women- superwoman image; beauty image
 - An alternative: androgyny
-



Meso and macro costs and consequences of gender stratification

- Stratification has consequences for all social institutions
 - Men are able to “take gender privilege with them”
 - Stratification can lead to:
 - Poor educational achievement of female children
 - Loss of human talents and resources of half of the population
 - Lack of health care coverage for women, which impacts both those women and their children
 - Social divisiveness leading to alienation, if not hostility.
-



Changing gender stratification

- Practices used by other groups may be effective
 - Non-violent protests, sit-down strikes, boycotts, and walkouts
 - Support groups
 - Using the internet to carry the message to others
 - Building on traditions of community and church activism
 - Difficult to end women's subjugation because most women agree on the goal, but not the means for achieving the goal
-