

Social Stratification: Sex and Gender Part III



Culture does not make people.
People make culture.
If it is true that the full humanity of women is not our culture,
then we can and must *make* it our culture.

Chimamanda Ngozi Adichie

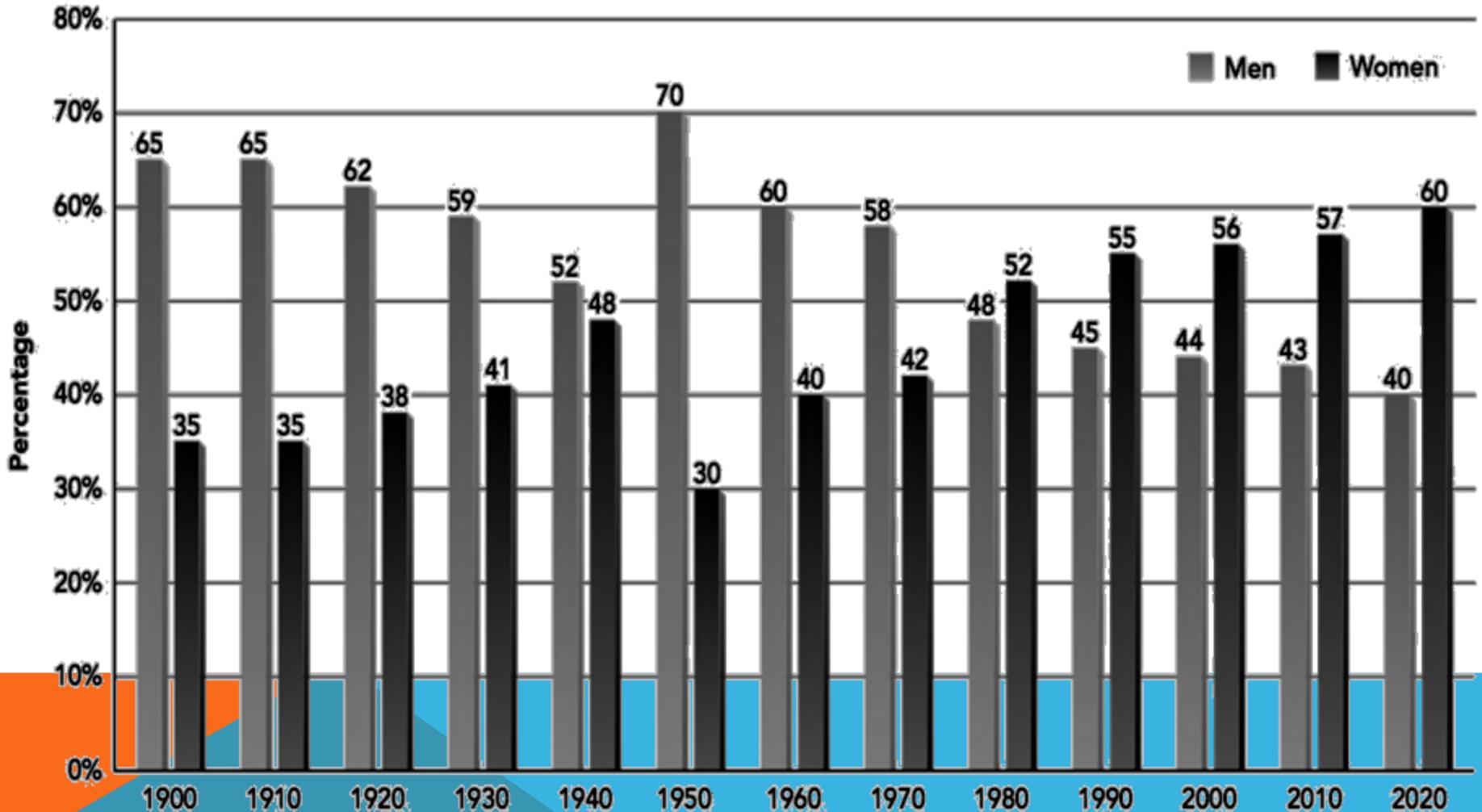


Gender Inequality in the US: Education

- Females started outnumbering males in US higher education in 1992.
- Boys have more class failures, disciplinary problems and learning disabilities than girls.
- More recently, young women have also started dropping out of the labor force to obtain still more education.
- Most men in the same age group, on the other hand, don't go back to school and are more likely to accept whatever jobs come their way.

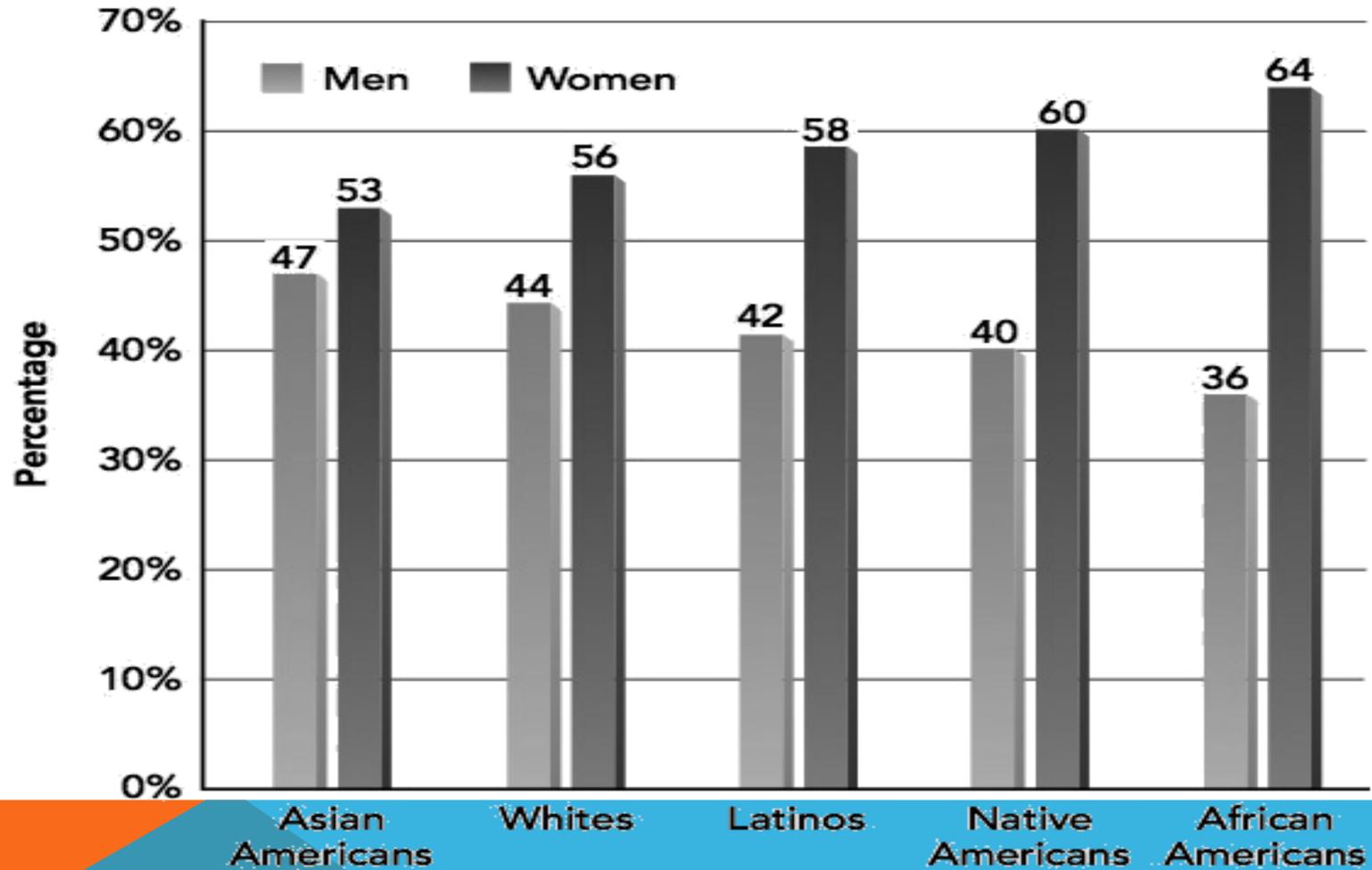


Changes in US College Enrollment by Sex, 1900-2020





US College Students by Sex and Race/Ethnicity



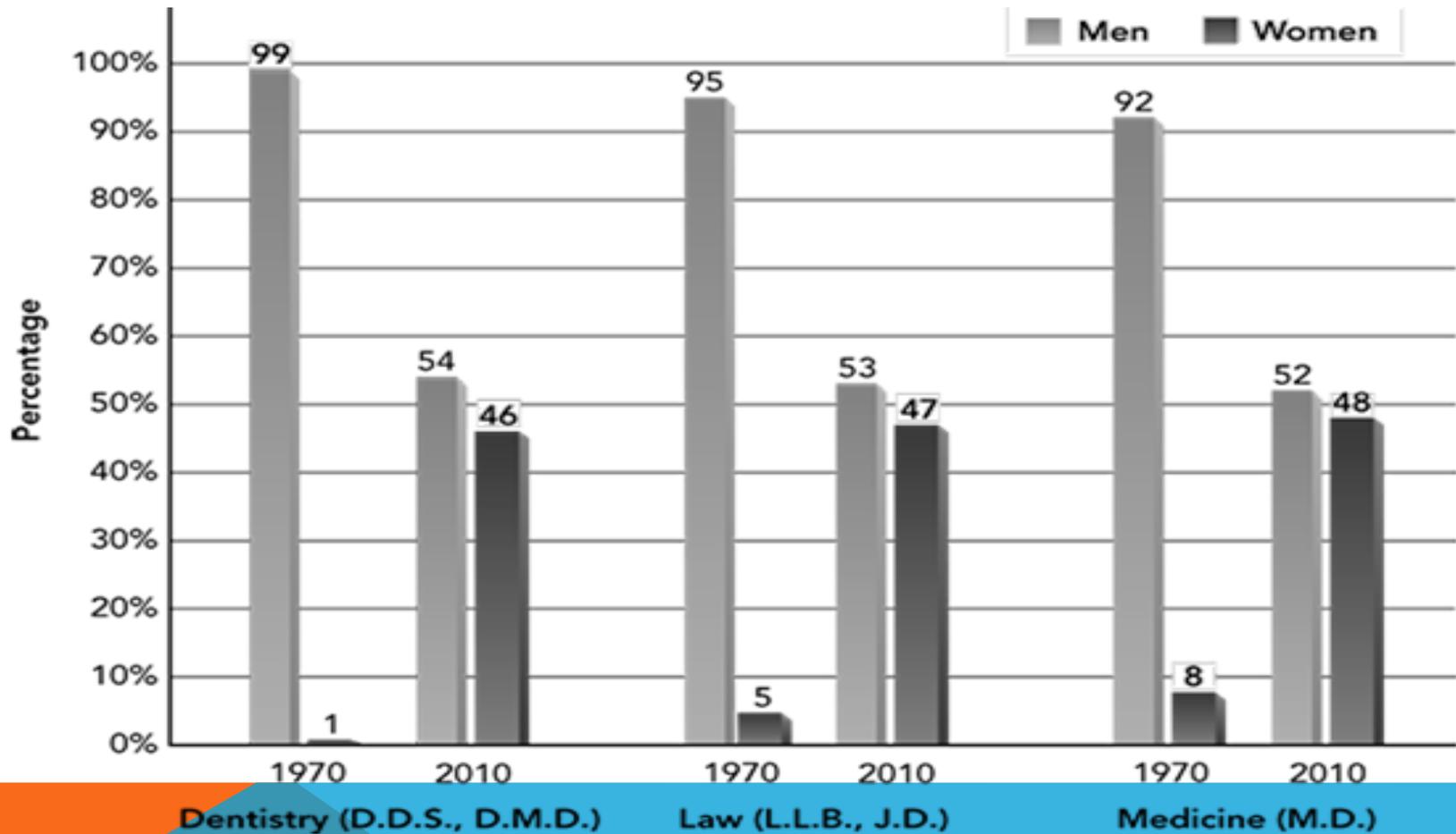


Gender Inequality in the US: Education

- Women earn over 60% of all master's degrees and more than half of all doctoral and professional degrees.
- The only significant area of education in which women still lag behind men is in their representation in science and engineering.
- It's likely that many of these women will face significant financial burdens upon completing their degrees, as education in the US tends to be costly.



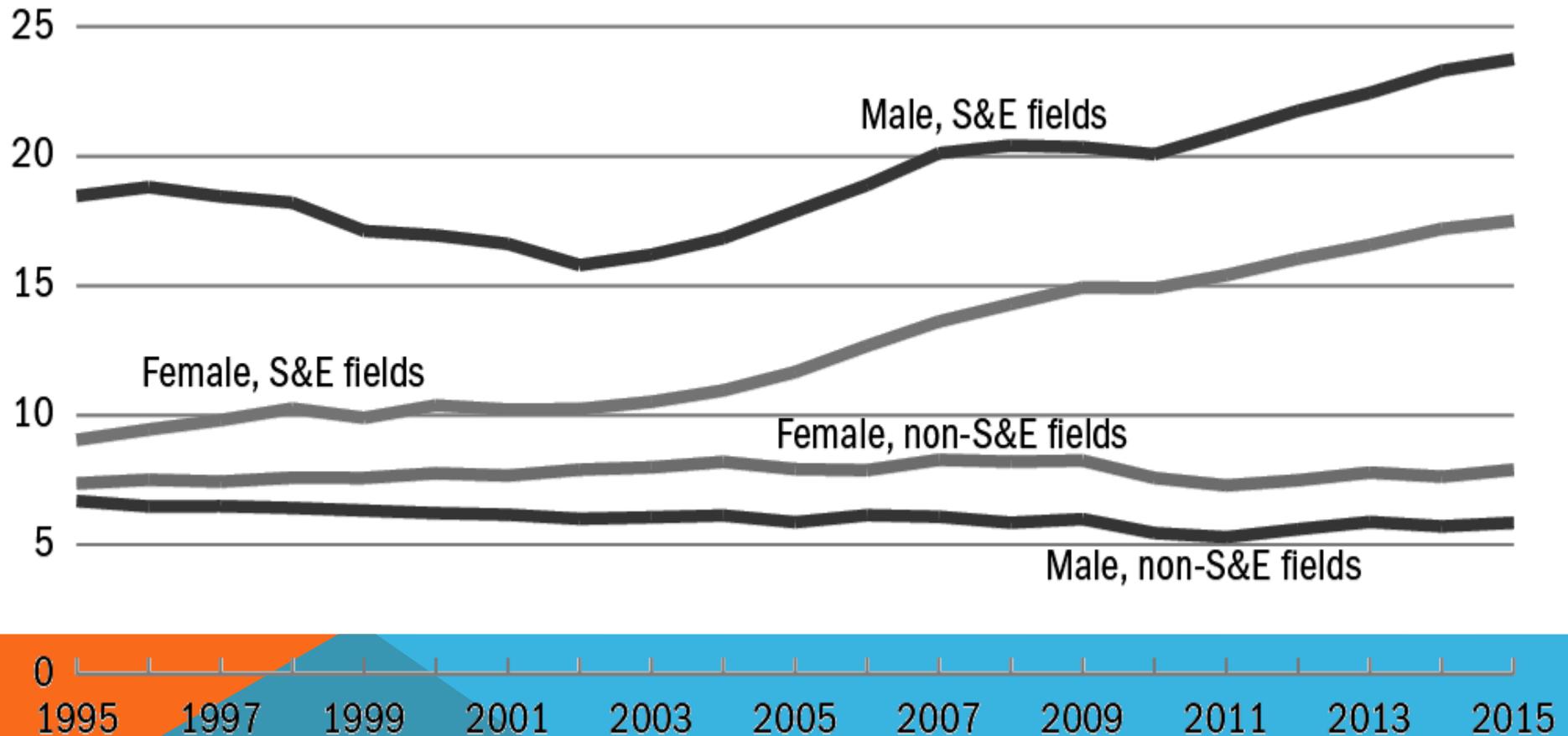
US Gender Changes in Professional Degrees, 1970 and 2010





US Doctorates in Science and Engineering by Sex, 1995-2015

Doctorate recipients (thousands)





Gender Inequality in the US: Education

- The rise of women in the educational realm has not wiped out the gender wage gap - even women with a college degree continue to earn less on average than men with a college degree.
- **gender tracking**: tracks gender performance, reinforces male-female distinctions





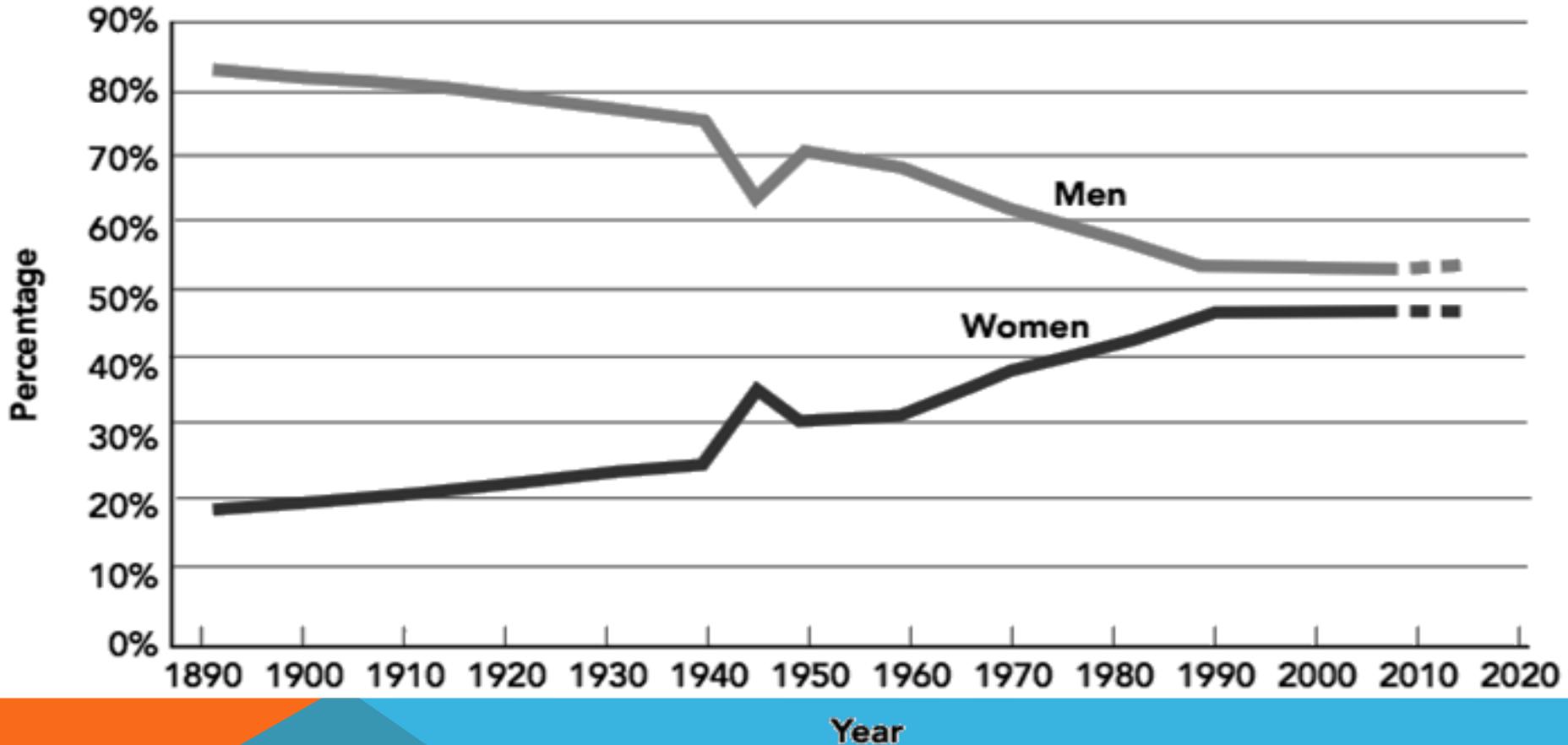
Gender Inequality in the US: Work and Wages

- Women entering the job market find their options restricted in important ways.
- In 2017, women accounted for approximately 45.8% of paid labor force in the US (up only 1.5% since 1990).
- Women underrepresented in occupations historically defined as men's jobs.
- 53% of US working women are concentrated in three industries (a) education and health services, (b) trade, transportation and utilities and (c) local government.





Women's and Men's Proportion of the US Labor Force, 1890-2020

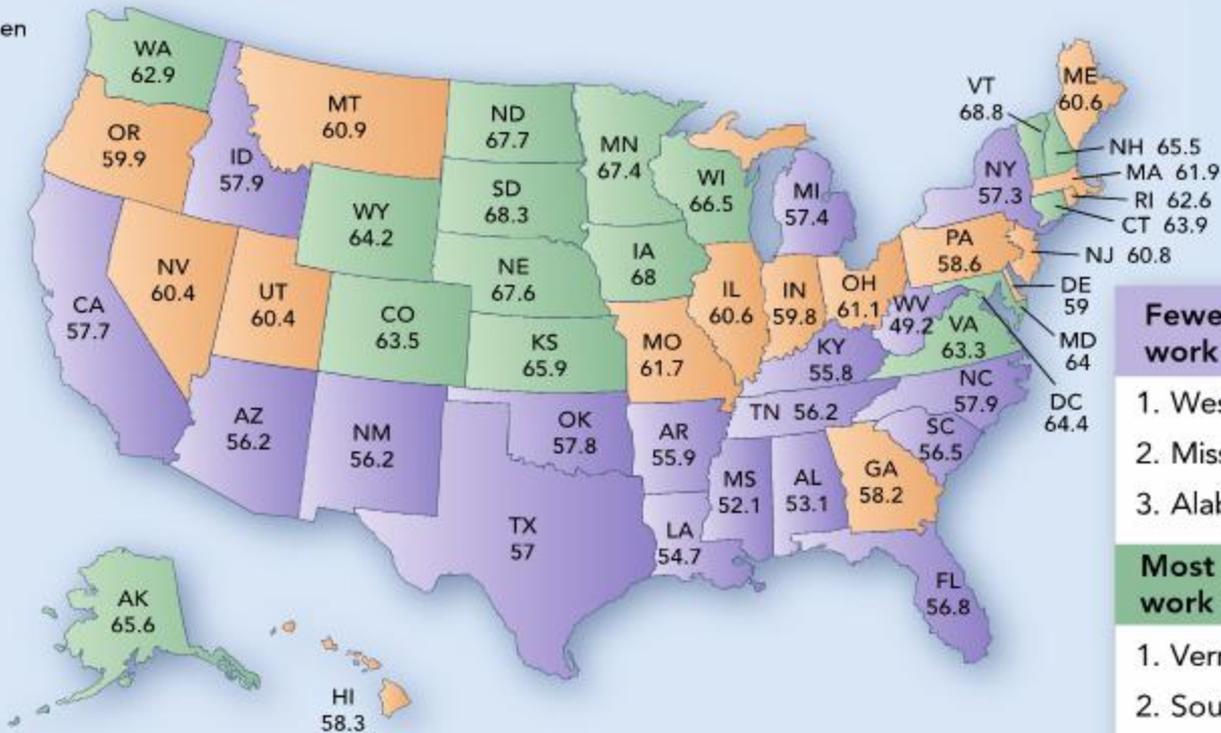




Percentage of US Women in the Labor Force by State

What percentage of women are in the workforce?

- Less than average: 49.2% to 57.9%
- Average: 58.2% to 62.6%
- More than average: 62.9% to 68.8%



Fewest women in the work force

1. West Virginia (49.2%)
2. Mississippi (52.1%)
3. Alabama (53.1%)

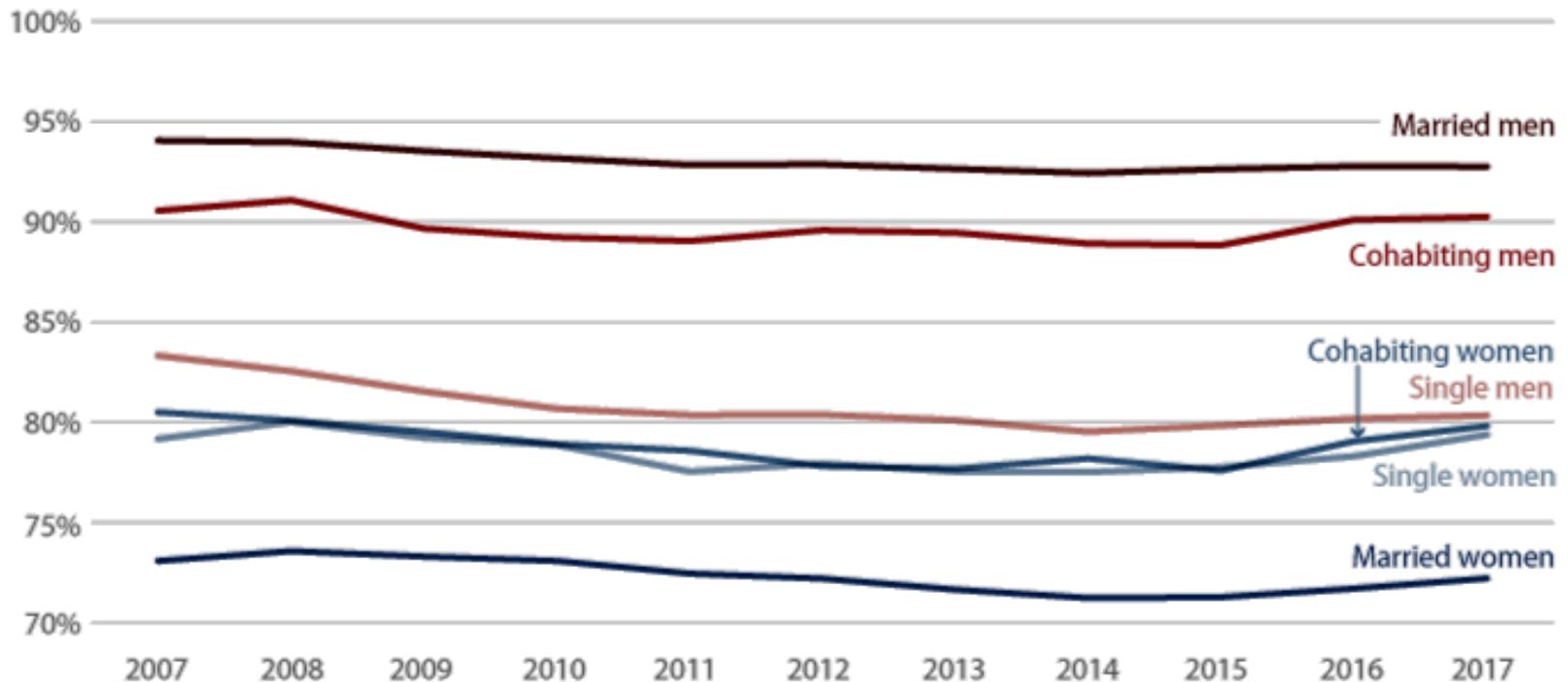
Most women in the work force

1. Vermont (68.8%)
2. South Dakota (68.3%)
3. Iowa (68.0%)



US Labor Force Participation Rate by Gender and Marital Status, 2007-2017

Prime-age labor force participation rate by marital status and gender



A lack of family-friendly policies (including parental leave and part-time work entitlements) explains a portion of the low female labor force participation rates in the US compared with European countries.



Gender Inequality in the US: Work and Wages

- **the pay gap**: While US women typically receive more college and graduate degrees than men, they continue to earn considerably less.
- The greatest lifetime pay gap exists between males and females 25-65 or college graduates.
- Equality in pay has improved some since the **Equal Pay Act of 1963**, when women earned about 54% as much as men. **In 2017, US women working full-time earned 82¢ for every \$1 men earned.**

Read me the one where women and men work the same hours, do the same jobs and get equal pay... I LOVE fairy tales!



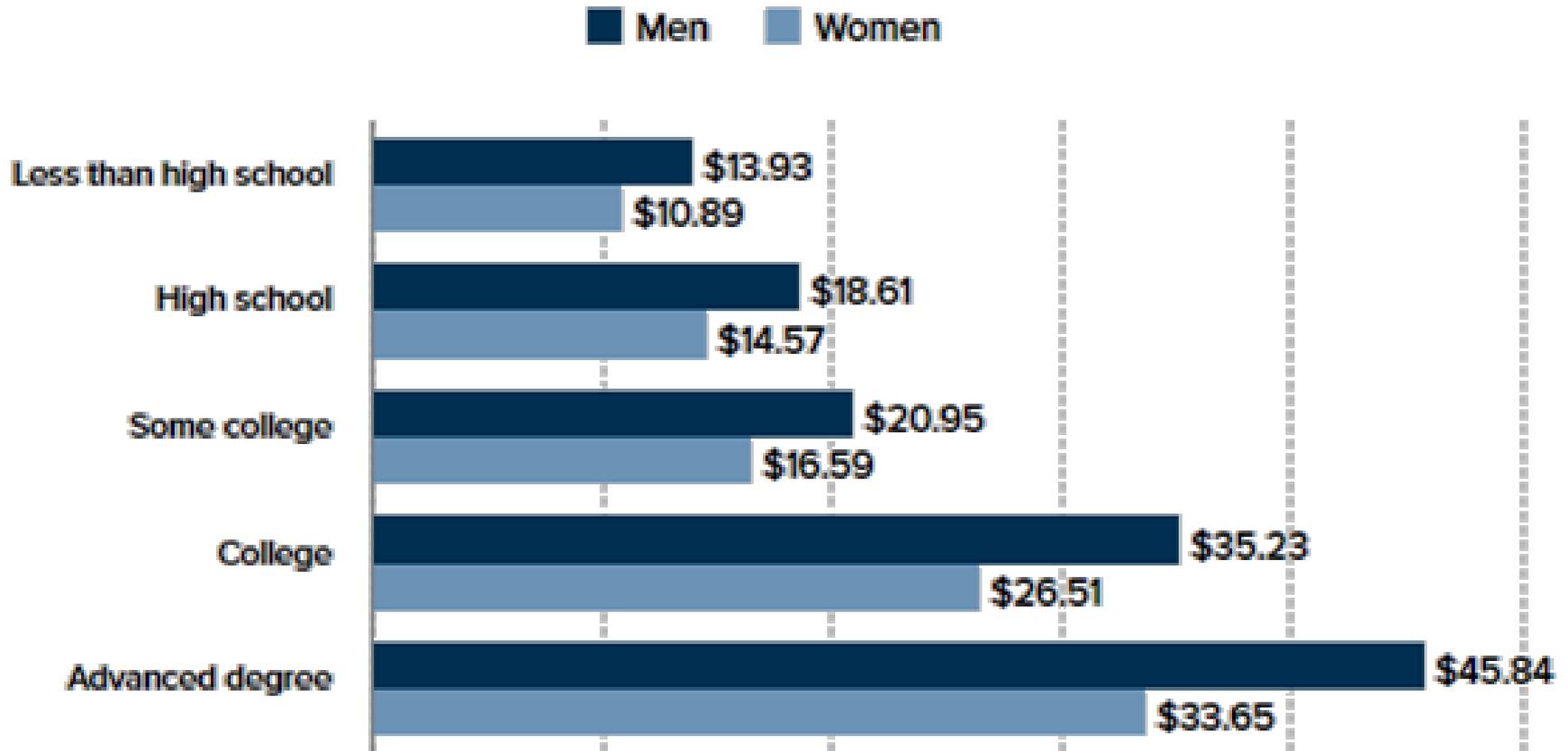


Gender Inequality in the US: Work and Wages

- While the wage gap is gradually narrowing, the pace of that narrowing has slowed over the past decade.
- Women constitute 59% of the low-wage workforce. Less-educated women are more likely than less-educated men to work part-time.
- Single-woman households have the lowest total annual income of all households, averaging about \$27,000, including public support.



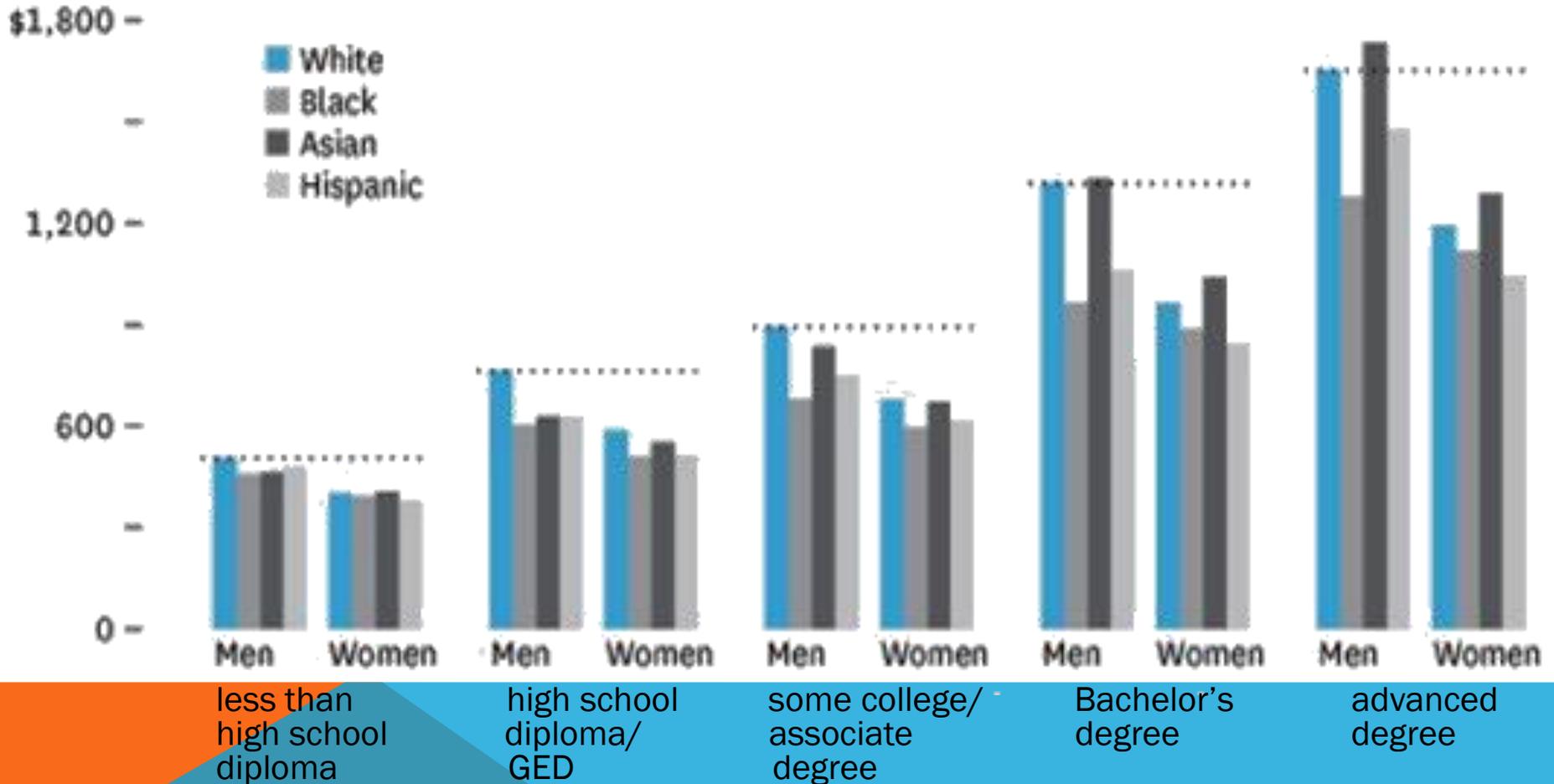
US Male and Female Hourly Wages by Educational Level, 2015





US Gender Pay Gap, by Education Level and Race/Ethnicity

Median Weekly Earnings for Full-Time Workers (wage and salary)



Race/ethnicity matters less than being a woman when it comes to your paycheck.



Gender Inequality in the US: Work and Wages

- pay gap historical background
 - Because large numbers of women took jobs during **WWII**, in 1942 the National War Labor Board urged employers to voluntarily make *adjustments which equalize wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations.*
 - Employers did not comply and most women were pushed out of their new jobs to make room for returning veterans when the war ended.



Gender Inequality in the US: Work and Wages

- pay gap historical background
 - Until the early 1960s, newspapers published **separate job listings** for men and women. Jobs were categorized according to sex, with the higher level jobs listed almost exclusively under *Help Wanted-Male*. In some cases the ads ran identical jobs under male and female listings but with separate pay scales.

- **Equal Pay Act (1963)**: illegal to pay women lower rates for same job strictly on basis of their sex ... demonstrable differences in seniority, merit, quality or quantity of work, etc might merit different pay





Gender Inequality in the US: Work and Wages

- pay gap historical background
 - *Schultz v. Wheaton Glass Co.* (1970): jobs need to be *substantially equal* but not *identical* to fall under the protection of the Equal Pay Act
 - *Corning Glass Works v. Brennan* (1974): employers cannot justify paying women lower wages because that is what they traditionally received under the *going market rate* ... wage differentials occurring *simply because men would not work at the low rates paid women* are unacceptable



Gender Inequality in the US: Work and Wages

- pay gap historical background
 - [Lily Ledbetter Fair Pay Restoration Act](#) (2009): allows victims of pay discrimination to file a complaint with the government against their employer within 180 days of their last paycheck
 - [Executive Order](#) (2014): bans federal contractors from punishing workers who discuss salaries with co-workers

**EQUAL WORK
DESERVES
EQUAL PAY !**

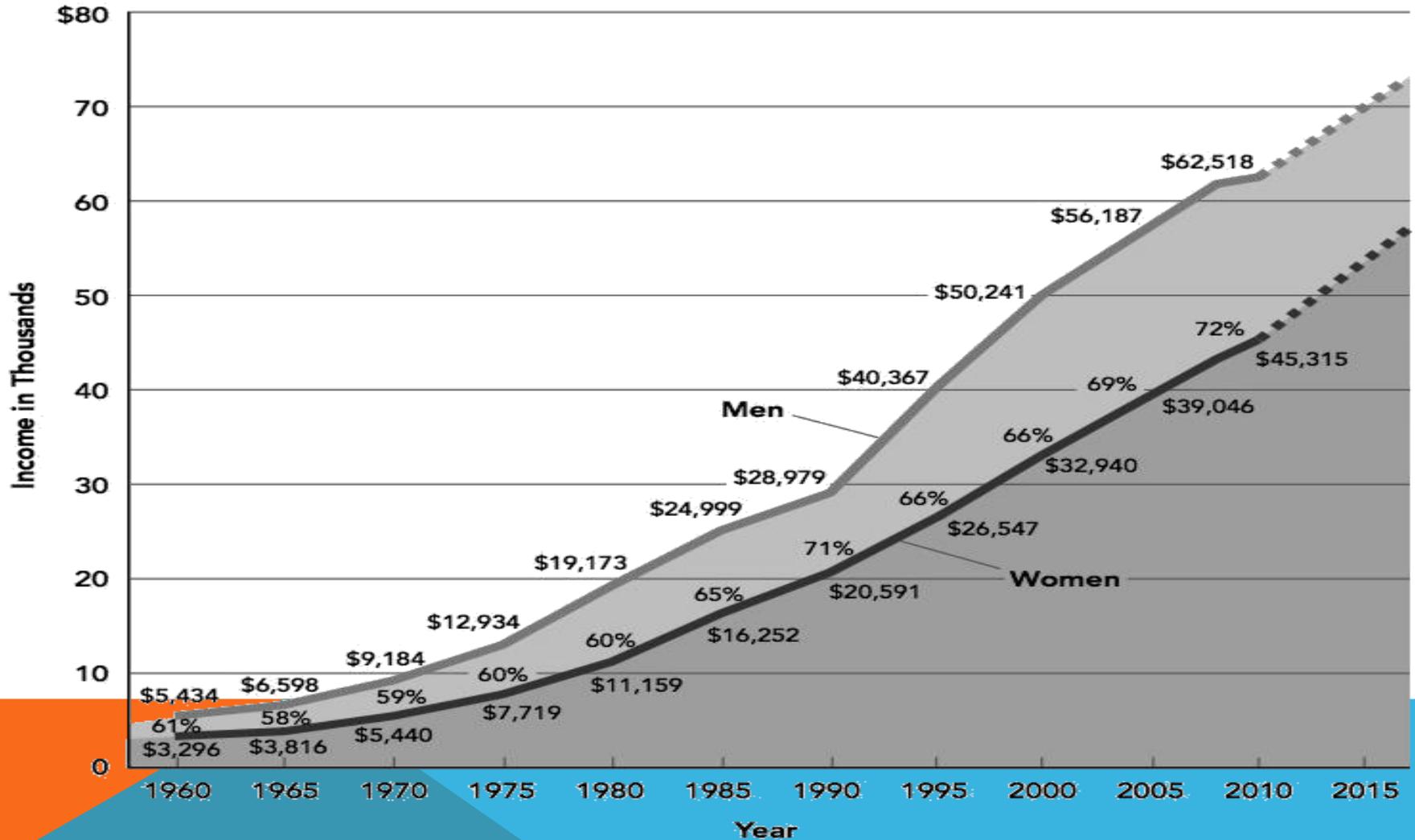


Gender Inequality in the US: Work and Wages

- pay gap historical background
 - **Executive Order** (2014): calls on the Labor Department to create rules that require federal contractors to submit salary information, broken down by race and gender
 - **2014: Senate Republicans blocked a vote on the Paycheck Fairness Act**, which would have imposed the measures included in the executive orders on the entire American workforce. It was the third time since 2010 that the Senate failed to consider the legislation.



Percentage of Men's Income Earned by Women, 1960-2015





Gender Inequality in the US: Work and Wages

- reasons for the continuing gender pay gap
 - **child penalty**: penalty women face for becoming mothers ... The pay gap between mothers and women who aren't mothers could actually be even bigger than the one between men and women.
 - women's lack of negotiating skills ... **social cost of negotiation**: how women are treated when they negotiate
 - the **bias women face from employers** ... perhaps unknowingly undervalue the work their female employees do



Gender Inequality in the US: Work and Wages

- reasons for the continuing gender pay gap
 - **overrepresentation in lower-paying fields** ... Women disproportionately enter lower-paid, female-dominated occupations, a decision shaped by discrimination, societal norms, other forces beyond women's control.
 - Young men and women have always had more comparable earnings since all starting salaries are generally low ... doesn't accurately reflect the advantages that accrue, or fail to accrue, over time as men advance and women stay in place, or as women in mostly female kinds of jobs reach the end of characteristically short career paths





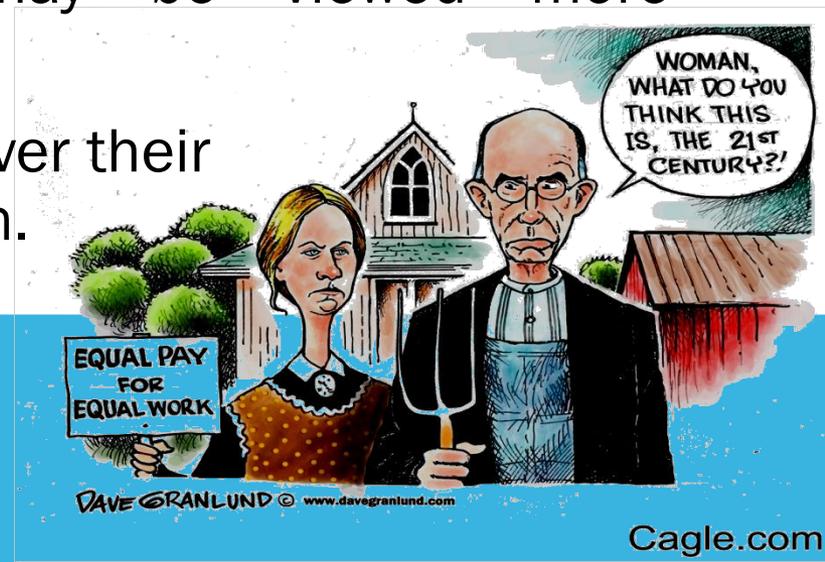
Gender Inequality in the US: Work and Wages

- **glass ceiling**: mostly invisible barrier that keeps women from advancing to the top levels at work, subtle to the point of being imperceptible yet unmistakably there ... being replaced by term *concrete ceiling* as the former implies it can be broken, while experience shows it can't
- **the CEO gap**: 24% of CEOs in the US are women and they earn 74.5% as much as male CEOs.
- **glass escalator**: men progress much faster in female-dominated professions
- **class cliff**: when a top job is handed over to a woman at the point at which it has become impossible



Gender Inequality in the US: Work and Wages

- Only 10.6% of women-owned businesses have any paid employees (2012).
- gender and worker control
 - stereotype that it is more normal for men to be leaders and display typical leadership characteristics
 - Women leaders who act like men in terms of society's unconscious expectations may be viewed more negatively.
 - Women perceive less control over their workplace as compared to men.





Gender Inequality in the US: Politics

- Women comprise a majority of the US population but are greatly underrepresented in government.
- Women are underrepresented in law and business careers, those careers most closely associated with success in politics, but more women are becoming corporate executives and lawyers.
- Despite the increasing presence of women in US politics, gender stereotypes still exist. Data show that voters of both sexes, regardless of their political persuasions, expect men to perform better as politicians than women.



US Women in Political Office

	Percentage of Offices Held by Women	Number of Offices Held By Women
National Office		
U.S. Senate	17%	17
U.S. House of Representatives	17%	73
State Office		
Governors	12%	6
Lt. Governors	18%	9
Attorneys General	8%	4
Secretaries of State	24%	12
Treasurers	20%	10
State Auditors	16%	8
State Legislators	24%	1,800



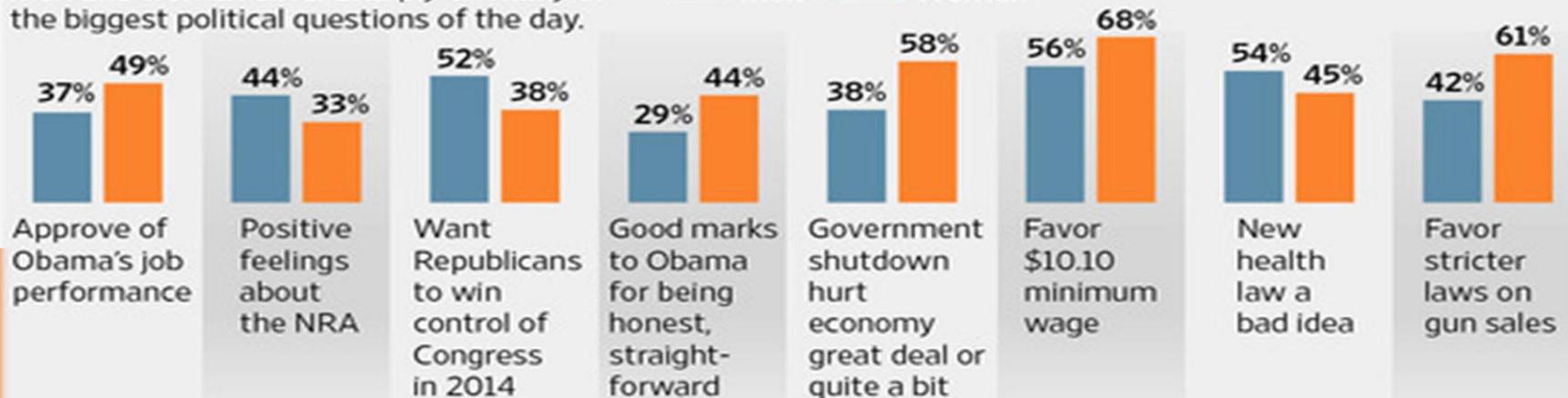
Gender Inequality in the US: Politics

- Because gender is considered to be a master status, women are considered to be a political demographic. In other words, women are supposed to have certain political priorities (usually those having to do with children and education) that unite all women as a voting bloc.

Gender Separation

Men and women differ sharply on many of the biggest political questions of the day.

Men Women



Source: WSJ/NBC News telephone poll of 1,000 adults conducted Dec. 4-8; margin of error for full sample: +/-3.1 pct. pts.

The Wall Street Journal



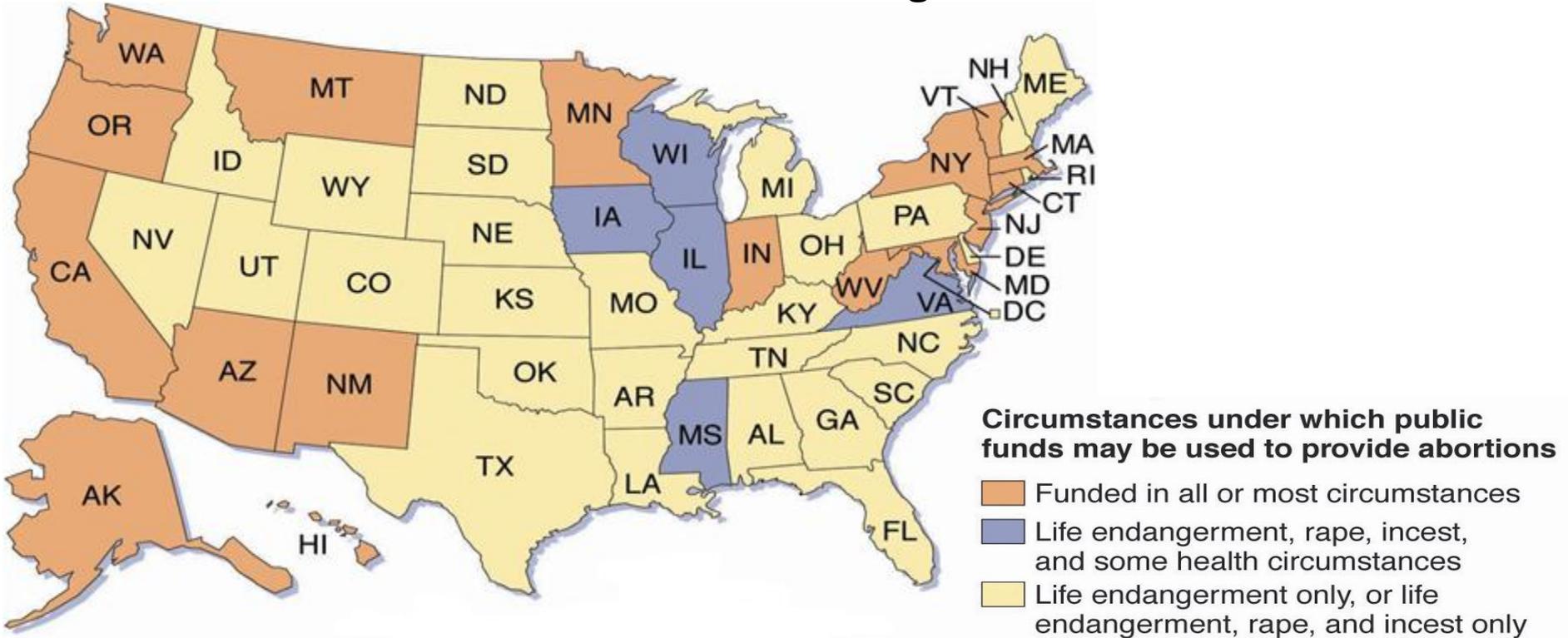
US Social Policy and Gender Stratification

- the battle over abortion from a global perspective
- the issue
 - *Roe v. Wade* (1973): based on a woman's right to privacy ... granted a woman the right to make her own reproductive decisions, including terminating a pregnancy
 - The ruling was condemned by pro-life groups who believe that life begins at the moment of conception and that abortion is an act of murder.



US Social Policy and Gender Stratification

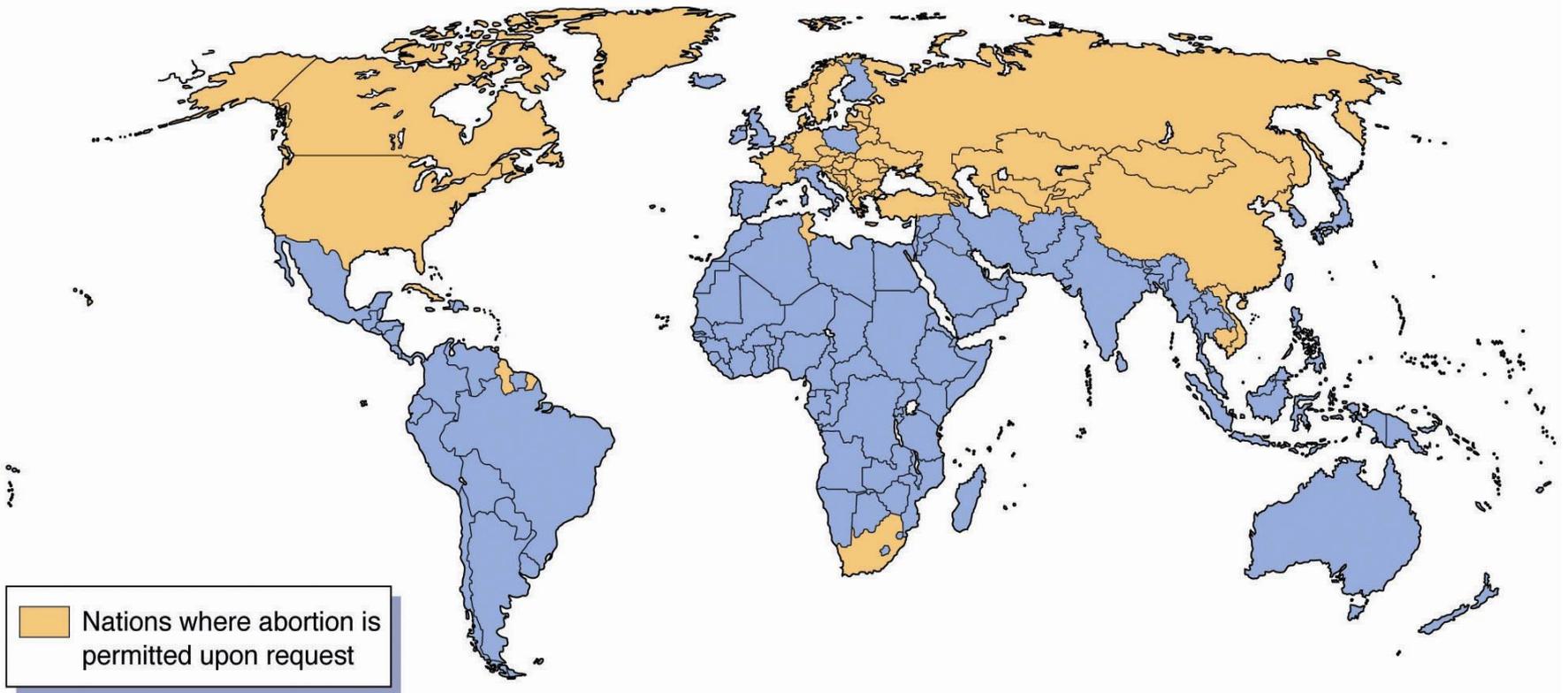
Restrictions on Public Funding for Abortion





US Social Policy and Gender Stratification

The Global Divide on Abortion





US Social Policy and Gender Stratification

○ the setting

- The debate following *Roe v. Wade* revolves around prohibiting abortion altogether or, at the very least, putting limits on it.
- Changing technology, such as the day-after pill available in some nations, makes abortions easier to perform.
- As of 2019, US public support for legal abortion remains as high as it has been in two decades of polling. Currently, 61% say abortion should be legal in all or most cases.

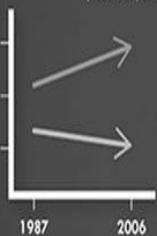


US Social Policy and Gender Stratification

ABORTION IN THE U.S. *has become concentrated* AMONG POOR WOMEN

UNINTENDED PREGNANCY RATES

● Poor ● Higher-income (>200% of poverty)



42% OF WOMEN HAVING ABORTIONS ARE POOR

COMPARED WITH HIGHER-INCOME WOMEN, POOR WOMEN HAVE

Unintended pregnancy rates
5x AS HIGH
Abortion rates
5x AS HIGH
Unplanned birth rates
6x AS HIGH



7 IN 10

WOULD HAVE PREFERRED TO HAVE THEIR ABORTION EARLIER

Many women experience delays because they need time to raise the money

Delays =

HIGHER COSTS

TRAVEL COSTS

CHILD CARE COSTS

LOST WAGES FROM MISSED WORK



Women report having to borrow money from friends & family and forgo paying rent, groceries, & utilities to pay for their procedure

○ sociological insights

- Sociologists see gender and social class as defining the issues around abortion.
- The first major restriction on the legal right to abortion affected the poor.
- From the conflict perspective, it's one more financial burden that falls heavily on low-income women.



US Social Policy and Gender Stratification

- policy initiatives

- Many European nations also legalized abortions in the 1970s.
- Women are not allowed to terminate a pregnancy primarily in Africa, Latin America and parts of Asia.
- The US Supreme Court currently supports the general right to terminate a pregnancy but in recent sessions has allowed increasing numbers of restrictions by the states.



Sex and Gender Stratification

- Practices used by other groups may be effective.
 - non-violent protests, sit-down strikes, boycotts, walkouts
 - support groups
 - using the internet to carry the message to others
 - building on traditions of community and church activism
- Difficult to end sex and gender discrimination because most women agree on the goal, but not the means for achieving the goal.



MADE EQUAL



The End

