

Department of Sociology
University of Toronto
SOC366H1S - Sociology of Women and Work
January – April, 2014

Thursday 6:00pm-8:00pm
Class Location: UC 140

Course Instructor: Dr. Lina Samuel
Office: Room 225 Office C
Email: lina.samuel@utoronto.ca
Office Hours and Location: Thursday 5:00-5:50pm
Telephone: 416-978-6579
Teaching Assistants: TBA

Course Description:

In this course we will examine the sociology of women and work; in particular, the connections between sex, gender and work. Our goal is to understand the history, reinforcement of, and challenges to, gender equality in the workplace. The course will examine the shifts in the history of work and home-life and how this has impacted both men and women. The course draws attention to the ways in which the social relations of the workplace and labour market are structured, and how this influences women's and men's opportunities and rewards at work. The course will explore both classic and current literature, and debates about sex segregation in the workplace. We will look at the wage and earnings gap between men and women, and occupational mobility of foreign born women. The course will debate the impact of global capitalism on gendered work, and examine the impact to women and men in developing nations. Finally, we will examine the evolution of public policy around work and gender.

Course Objectives:

Through this course, students will:

- Debate and apply sociological theories to analyze issue around sex, gender and work.
- Debate the various explanations for gender inequality in the workplace.
- Develop an understanding of the historical development of gendered work in the Western world. Understand the effects of industrialization and the development of the labour force in Canada.
- Be able to critically analyze the social forces which shape the organization of work.
- Appreciate/understand the work-family conflicts that men and women face in their attempts to share household tasks.
- Discuss and debate the impact of global capitalism on gendered work.

Course Format: 2 hour lecture once per week (Thursday 6-8pm)

Prerequisites: The prerequisite to take SOC366H1S is completion of a 200 or higher level sociology course. Students without this prerequisite will be removed at any time discovered.

Course Text

- Padavic, Irene and Barbara. F. Reskin. 2002. *Women and Men at Work*. (2nd ed). Thousand Oaks California: Pine Forge Press.
- **Course packet with additional readings.**

It is strongly advised that you keep up with the readings and ask questions in class. I encourage students to ask questions, and discuss them with other students. I want this class to be highly interactive and engaging. I have listed a number of articles and chapters under Recommended Readings. You are encouraged to read them as I will be referencing the Recommended Readings in my lectures. For the tests you will be responsible for both the required readings as well as lecture material. In addition to the textbook the following books will be placed on reserve:

Odih, Pamela. 2007. *Gender and Work in Capitalist Economies*. London: McGraw-Hill.

Shalla, Vivian and Wallace Clement (eds.), (2007) *Work in Tumultuous Times: Critical Perspectives*. Montreal and Kingston: McGill-Queen's University Press.

Vosko, Leah F. (2000). *Temporary Work: The Gendered Rise of a Precarious Employment Relationship*. Toronto: University of Toronto Press.

Grading:

The grades are based on one documentary reflection, one writing assignment and two in-class tests.

Evaluation:

Assignment 1: Critical Reflection (35%) Due: 6 double spaced pages due: Feb. 27/13

Assignment 2: Documentary Analysis (5%) 2 double spaced pages due: March 20/13

Test # 1: In-class test 1 (30%)

Test # 2: In-class test 2 (30%)

Procedures and Rules

1. Missed tests and assignments

- **Accommodation provision:** In general, for missed tests or assignments we allow for the following three reasons:
 - Illness, or
 - Religious observances (i.e., holy days), or
 - <http://www.vicereprovooststudents.utoronto.ca/publicationsandpolicies/guidelines/religiousobservances.htm>
 - Other unplanned circumstances entirely beyond the student's control (e.g., a court subpoena for which you have no option except to show up, a funeral).

- Reasons such as “too much work”, technology failure, weddings, or not adding the class in time, are not compelling reasons. For assignments, you are expected to plan ahead.
- **Documentation: In all cases, appropriate supporting documentation is required.**
DOCUMENTATION FROM YOUR PHYSICIAN OR COLLEGE REGISTRAR
 If you miss a test or a paper deadline, **do not** contact the instructor or a TA unless you have followed the steps described here. Telling the professor or TA why you missed a deadline or a test will not be considered.
 - In case of **illness**, you must supply a duly completed **Verification of Student Illness** or Injury form (available at www.illnessverification.utoronto.ca). A doctor’s note is not acceptable. **The form must be placed in a sealed envelope, addressed to the instructor, and submitted with your work** at class or to your TA during their office hours.
 - If a **personal or family crisis** prevents you from meeting a deadline, you must get a letter from your college registrar (it is a good idea anyway to advise your college registrar if a crisis is interfering with your studies). **The letter must be placed in a sealed envelope, addressed to the instructor, and submitted with your work** at class or to your TA during their office hours.

1a. Missed tests/midterm

- **Students who miss a term test will be assigned a mark of zero for that test unless they satisfy the following conditions:**
 1. “Students who miss a test for reasons entirely beyond their control may, **within one week of the missed test**, submit to the instructor a written request for special consideration explaining the reason for missing the test, and attaching appropriate documentation,” as noted above.
 2. “If a written request with documentation cannot be submitted within one week, the instructor may consider a request to extend the time limit.”
- **Accommodation provision Medical Issues:** Your medical note **MUST** include the statement “This student was unable to write the test on the date(s) for medical reasons.” Documentation **MUST** show that the physician was consulted within **ONE** day of the test.

For SOC 366, please note that requests for **medically based exemptions** for the assignment, and or tests must be accompanied by the **Verification of Student Illness** or **Injury form**. The original form must be given to me in person, with the opportunity for me to make a Xerox copy. Forms that are scanned or xeroxed will **not** be accepted.

Accommodation: Students who have university accepted documentation and who are unable to write the in-class test will write a *make test at the time chosen by the instructor*.

- No student is automatically entitled to a *make up test*.

If you miss a test without proper documentation, you will receive a grade of zero for the missed test. These grades of zero will be included in your total grade.

1b. Late assignments

- You are expected to complete assignments on time and submit assignments *on or before* the due date

Assignments are due at the beginning of the class lecture (6:00pm) on the due date. Late assignments will be subject to a penalty of **5%** per day. The Penalty period does include weekends and holidays. Please make every effort to hand assignments in on the due date.

Please come see the instructor if you are experiencing any difficulty with the assignment or the material presented in class. Late assignments (only) can be submitted through the **Late Assignment Submission on Blackboard**, and will be accepted provided the instructor can open the file (please also provide a **hard paper copy** within 5 days of submission along with your university-accepted documentation).

Students **cannot** submit their work by fax, email or to the receptionist at the Department of Sociology.

Please note that only UTORONTO emails will be considered official. Emails from other addresses may disappear into the black hole of spam filters.

- You are expected to keep a back-up, hard copy of your assignment in case it is lost.
- **Accommodation provision:**
The **Verification of Student Illness or Injury form** must state that you were ill on the due date of the assignment for a one day extension. For a longer extension you must prove that you were sick during a longer period or prove an exceptional, unforeseen circumstance.

2. Grade appeals. The instructor and teaching assistant(s) take(s) the marking of assignments very seriously, and will work diligently to be fair, consistent, and accurate. Nonetheless, mistakes and oversights occasionally happen. If you believe that to be the case, you must adhere to the following rules:

- If it is a mathematical error simply alert the instructor of the error
- In the case of more substantive appeals, you must:
 1. Wait at least 24 hours after receiving your mark.
 2. Carefully re-read your assignment, all assignment guidelines and marking schemes and the grader's comments.
 3. You have 30 days after receiving a mark to appeal it.

If you wish to appeal:

- A. You must submit to the instructor a written explanation of why you think your mark should be altered. Please note statements such as "I need a higher grade to apply to X" are not compelling. Also, please note that upon re-grade your mark may go down, stay the same, or go up.

B. Attach to your written explanation your original assignment, including all of the original comments. Submit a hardcopy of the package to the instructor during office hours or after the lecture.

C. You will receive a response via email or in person about your re-grade.

3. Final exams

- Final examinations are scheduled, administered, and governed by the policies set out by the Office of the Registrar (see the Faculty of Arts and Science Calendar). Any student granted a deferral by the Office of the Registrar will be required to write a deferred examination at the next exam-writing session scheduled by the Office of the Registrar.

If you miss a test or the final exam without proper documentation, you will receive a grade of zero for the missed test or final exam. These grades of zero will be included in your total grade.

4. **Electronic communication and electronic learning technology:** Email communication is rapid, convenient, and efficient—and you are encouraged to use it to enhance your learning and experience in the course. With that said, it is essential that you follow a few rules:

- Assignments will not be accepted via email. You must submit hard copies of your assignments
- All course communication should be conducted through Blackboard or your Utormail account.
- All emails must include the course code (Soc366H1S) in the subject line.
- All emails should be signed with the student's full name and student number.
- Emails from students will generally be answered within 24 hours of receipt.
- Treat emails as you would any other professional communication.
- Emails that ask questions that are answered in the course syllabus or website (e.g., "how much is assignment X worth") will not receive a response.
- All general questions about the course that are NOT addressed on the syllabus and course website should be asked in class. If you cannot figure something out, chances are your inquiry will be useful for the entire class.

Emails that do not follow these guidelines will not receive a response.

5. Classroom etiquette

Students are expected to arrive at class on time. Laptops are allowed in class and can be used for taking notes. Other uses, emailing, web surfing will result in the student's being required to turn off the laptop.

Videotaping and recording lectures is strictly forbidden without written permission from the instructor.

Class participation: this includes but is not limited to: showing signs of having read the material; asking questions, answering questions and otherwise engaging in class interaction; doing in-class and outside class exercises that are required but not assigned a grade.

Courtesy – this includes turning off your cell phones during class, arriving on time and leaving when class ends, **not** before. (Leaving in the middle of class, arriving late, and any related classroom disruptions impact your final grade.)

6. Academic integrity

- Copying, plagiarizing, falsifying medical certificates, or other forms of academic misconduct will not be tolerated. Any student caught engaging in such activities will be referred to the Dean’s office for adjudication. Any student abetting or otherwise assisting in such misconduct will also be subject to academic penalties.
- By enrolling in this course, students agree to abide by the university’s rules regarding academic conduct, as outlined in the Calendar.
- You are expected to have read and understood the on-line document “How Not to Plagiarize” (<http://www.writing.utoronto.ca/advice/using-sources/how-not-to-plagiarize>)

Plagiarizing

Keep in mind that **plagiarism** carries *severe penalties*. If parts or all of the assignment are plagiarized, I am required to report this to the Department Chair and to Dean of Arts and Sciences. Penalties can be severe (including but not limited to grade of zero (0) for the assignment or for the course, expulsion from the university, and a notice of plagiarism placed on your transcript). Please see me before turning in your assignment if you have any doubts as to what constitutes plagiarism, and be sure to consult the academic code of conduct (see below). Remember that submitting someone else’s work as your own constitutes plagiarism. Plagiarism includes unacknowledged text, using all or part of another person’s work, and/or purchasing a paper.

- Please also be aware that **turning in an old paper, or large parts thereof**, for credit, is considered an academic offense (plagiarism) that results in students being referred off to the Office of Academic Integrity.
- You are expected to be familiar with the “Code of Behaviour on Academic Matters” (www.governingcouncil.utoronto.ca/policies/behaveac.htm) and *Code of Student Conduct* (<http://www.governingcouncil.utoronto.ca/policies/studentc.htm>) which spell out your rights, your duties and provide all the details on grading regulations and academic offences at the University of Toronto.

7. Student resources

AccessAbility Centre. We take seriously our obligation to make this course as welcoming and accessible as feasible for students with diverse needs. Students are encouraged to registrar with the Centre (and, if appropriate, alert the instructor) as early in the term as possible. In many instances it is easier to arrange certain accommodations with more advance notice, so we strongly encourage you to act as quickly as possible. With that said we understand that disabilities can change over time and will do our best to accommodate you. Students seeking support must have an intake interview with a disability advisor to discuss their individual needs.

**Lectures Schedule for January 2014 Term. Classes begin January 6 and end April 4.
(Subject to minor adjustments)**

January 9 Thursday Lecture 1 Introduction to the course

Course expectations, course format

Discussion of Key terms: Sex, Gender, Work and how this will be examined in the next 11 weeks. Why is the topic important/ relevant?

Critical Analysis Assignment Discussed

January 16 Thursday Lecture 2 Understanding Sex and Gender and Work

Required reading:

Chapter 1. Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work* (2nd ed). California: Pine Forge Press.

Recommended readings:

Beechey, Veronica. 1988. "Rethinking the Definition of Work: Gender and Work" in Jenson et. Al. (eds.), *Feminization of the Labour Force: Paradoxes and Promises*. Cambridge: Polity Press, Pp. 45-62.

Martin, Patricia Yancy. 2004. "Gender as a Social Institution." *Social Forces* 82 (4): 1249-1273.

Risman, Barbara J. 2004. "Gender as a Social Structure: Theory Wrestling with Activism." *Gender and Society* 18 (4): 429-450.

Watson, Tony. 2003. "The Sociological Analysis of Work and Industry." *Sociology, Work and Industry*, 4th ed. London and New York: Routledge, 21-51.

West, Candace and Don. H. Zimmerman. 1987. "Doing Gender." *Gender and Society*, 1 (2): 125-151

January 23 Thursday Lecture 3 Labour markets, work and gendered work: an historical examination (Rosie the Riveter: Documentary 20 minutes)

Required Readings:

Chapter 2. Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work* (2nd ed). California: Pine Forge Press.

Recommended readings:

Boserup, Ester. 1990. "Economic Change and the Roles of Women." Pp. 14-24 in Irene Tinker (ed.), *Persistent Inequalities: Women and World Development*. New York, Oxford: Oxford University Press.

Dionne Brand (1999). "Black Women and Work: The Impact of Racially Constructed Gender Roles on the Sexual Division of Labour." In E. Dua and A. Robertson (eds.), *Scratching the Surface: Canadian Anti-Racist Feminist Thought*. Toronto: Women's Press, 83-95.

Odih, Pamela. (2007). "Introduction: Gender, Capitalist Accumulation and the Political Economy of Time." Pp. 6-24 in *Gender and Work in Capitalist Economies*. New York: McGraw-Hill.

January 30 Thursday Lecture 4 Variation in labour force participation, domestic work and family

Required Readings:

Chapter 3. Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work* (2nd ed). California: Pine Forge Press.

Recommended readings:

Pupo Norene. and Ann Duffy. (2007). "Blurring the Distinction Between Public and Private Sphere." Pp. 289-318 in *Work in Tumultuous Times: Critical Perspectives*. Montreal and Kingston: McGill-Queens University Press.

Anderson, Joan M. and M. Judith Lynam. (1987). "The Meaning of Work for Immigrant women in the Lower Echelons of the Canadian Labour Force." *Canadian Ethnic Studies* 19 (2): 67-90

Boya, Monica (1984). "At a Disadvantage: The Occupational Attainments of Foreign Born Women in Canada". *International Migration Review* 4: 1091-1119.

Feb 6 Thursday Lecture 5 Sex segregation at work (Film: *Fast Food Women* 25 minutes)

Required Reading

Chapter 4. Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work* (2nd ed). California: Pine Forge Press.

From CoursePacket: Chapter 5: "Women in Everyday Jobs: Clerical, Sales, Service, and Blue-Collar Work". Pges 141-191 in Sharelene Nagay Hesse-Biber and Gregg Lee Carter (2005). *Working Women in America: Split Dreams* 2nd Edition.

Recommended Readings:

Charles, Maria and David Grusky. 2004. *Occupational Ghettos: The Worldwide Segregation of Women and Men*. Stanford: Publisher(?).

Morgan, Glenn and David Knights. 1991. "Gendering Jobs: Corporate Strategy, Managerial Control, and the Dynamics of Job Segregation." *Work, Employment and Society* 5: 181-200.

Robert McIntosh (1993) "Sweated Labour: Female Needleworkers in Industrializing Canada" in *Labour/Le Travail*, 32: 105-37.

Vosko, Leah F. and Nancy Zukewich. 2006. "Precarious by Choice? Gender And Self-Employment." Pp. 67-89 in Leah F. Vosko, (ed.), *Precarious Employment: Understanding Labour Market Insecurity in Canada*. Montreal and Kingston: McGill-Queens University Press.

Feb 13 Thursday Test 1 (Full Class Period)

Feb 18-21 is READING BREAK

**Feb 27 Thursday Lecture 6 Reproductive Labour and Emotional Labour
(Critical Analysis Writing Assignment Due!)**

Required Reading:

Chapter 7 (pp. 149-162).Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work (2nd ed)*. California: Pine Forge Press.

Recommended Reading:

Corman and Luxton (2007). "Social Reproduction." Pp. 262-284 in Vivian Shalla and Wallace Clement (eds.), *Work in Tumultuous Times: Critical Perspectives*. Montreal and Kingston: McGill-Queens University Press.

Hochschild, Arlie. 2001. "The Third Shift." Pp. 338-351 in Bonnie J. Fox (ed.), *Family Patterns Gender Relations 2nd Ed*. Oxford: Oxford University Press.

Luxton, Meg. 2001. "Family Coping Strategies: Balancing Paid Employment and Domestic Labour." Pp. 318-337 in Bonnie J. Fox (ed.), *Family Patterns Gender Relations 2nd Ed*. Oxford: Oxford University Press.

March 6 Thursday Lecture 7 Gender, Promotion, Management

Required Reading:

Chapter 5.Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work (2nd ed)*. California: Pine Forge Press.

From CoursePacket: Chapter 6: "Professional and Managerial Women." Pges 192-220 in Sharelene Nagay Hesse-Biber and Gregg Lee Carter (2005). *Working Women in America: Split Dreams 2nd Edition*.

Recommended Reading:

Rosenfeld, Rachel with Mark E. Van Buren and Arne L. Kalleger. 1998. "Gender Differences in Supervisory Authority: Variation among Advanced Industrial Democracies." *Social Science Research* 27: 23-49.

**March 13 Thursday Lecture 8 Gender and Earnings
(Her Brilliant Career Documentary 40 minutes)**

Required Reading

Chapter 6. Padavic, Irene and Barabara Reskin. 2002. *Women and Men at Work (2nd ed)*. California: Pine Forge Press.

Recommended Readings

Badgett, M. V. Lee and Nancy Folbre. 1999. "Assigning Care: Gender Norms And Economic Outcomes." *International Labour Review* 138: 311-326.

Bielby, Denise and William Bielby. 1988. "She Works Hard for the Money...: Household responsibilities and the Allocation of Work Effort." *American Journal of Sociology* 93: 1031-59.

Budig, Michelle and Paula England. 2001. "The Wage Penalty for Motherhood." *American Sociological Review* 66: 204-225.

**March 20 Thursday Lecture 9 Globalization and Gendered Work,
Required Reading (will be on reserve in library):
(Documentary Analysis Due)**

Change, G. 1999. "Global Exchange: The World Bank, "Welfare Reform," and the Global Trade in Filipina Workers." Pp. 305-317 in Stephanie Coontz et. AL. (ed.), *American Families: A Multicultural Reader*. New York, London: Routledge Press.

Odi, Pamela. 2007. "Women, work and inequality in the global assembly- line." Pp. 151-185 (Chapter 8) in *Gender and Work in Capitalist Economies*. London: McGraw-Hill.

Recommended Readings:

Samuel, Lina. 2007. "Women, Work and Fishing: An Examination of the Lives of Fisherwomen in Kerala." *South Asia Research* 27 (2): 205-227.

Tyyska, Vappu. 2008. "Enter the Filipina Nanny: An Examination of Canada's Live-in Caregiver Policy." Pp. 405-419 (Chapter 21). In *Action and Analysis: Readings in Sociology of Gender*. Toronto: Nelson.

March 27 Thursday Lecture 10 Social Policy and Change

Required Reading

Chapter 7 pp. 162-175 Padavic, Irene and Barbara Reskin. 2002. *Women and Men at Work* (2nd ed). California: Pine Forge Press.

April 3 Thursday In Class Test Full Class Period

Have a good spring and summer break. Congratulations to those of you who are graduating! Well done!