

Women, Work, and Public Policy

Fall 2017

PSC 82503 / SOC 84700 / WSCP 81000

Tuesdays 4:15 to 6:15pm

Faculty:	Janet Gornick Professor of Political Science and Sociology, Graduate Center, CUNY Director, Stone Center on Socio-Economic Inequality
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Office Hours:	By appointment. Call or email with questions at any time.

Course Description:

This course will provide an overview of key issues affecting women in the contemporary workplace in the United States and other high-income countries. We will begin with an overview of women's position in the labor market. Here we will take a multidimensional approach to capturing gender inequality at work, covering gender gaps in employment rates, in working time, in occupation, and in earnings; one section of the course will focus on paid care workers. We will assess growing class inequalities among women, which have led to polarization in the labor market, especially between women with more and less education; we will consider divisions by race, ethnicity, nativity, and sexuality. We will analyze the ways in which public policies have addressed these concerns, and evaluate their impacts.

The course also examines the effects on women workers – of all classes, races, and ethnic groups, and on immigrants as well as natives – of persistent inequalities in divisions of labor within households. Despite the enormous increase in women's employment rates during the past half century, women continue to carry out the bulk of unpaid work in their homes. Altering these inequalities has proven even more challenging than transforming the structures that shape paid work. We will consider recent research on the effects of "work-family reconciliation policies" – that is, public policies aimed at supporting women (and men) as they balance the responsibilities of paid work and family care. The key question now under consideration is whether some of these policies – e.g., paid family leave, rights to part-time work and flexible scheduling – create new forms of gender inequality.

Students will complete weekly reaction papers and a semester-long research project.

Course Expectations, Requirements, and Grading (with details to be discussed in class):

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| ● weekly reaction papers (one per week) | 20% of grade |
| ● attendance, class participation, and supervision of one class session | 20% of grade |
| ● oral presentation of final paper | 10% of grade |
| ● final paper (due December 12) | 50% of grade |

Course Reading:

The course will be based on eight books.

Ideally, students will purchase all of them. The books can be purchased for about \$220 (less if you buy them used and/or in electronic formats). You might want to share (of course!) and, in addition, the instructor has requested that all eight be placed on reserve at the CUNY Graduate Center library.

- Blau, Francine D., and Anne E. Winkler. 2017. **The Economics of Women, Men, and Work, EIGHTH EDITION.** New York: Oxford University Press. (\$82.93, paperback)
- Davis, Katrinell M. 2017. **Hard Work Is Not Enough: Gender and Racial Inequality in an Urban Workspace.** NC: University of North Carolina Press. (\$23.49, paperback)
- Schilt, Kristen. 2011. **Just One of the Guys?: Transgender Men and the Persistence of Gender Inequality.** Chicago: University of Chicago Press. (\$23.85, paperback).
- Sandberg, Sheryl. 2013. **Lean In: Women, Work, and the Will to Lead.** NY: Knopf. (\$7.03, paperback)
- Duffy, Mignon. 2011. **Making Care Count: A Century of Gender, Race, and Paid Care Work.** NJ: Rutgers University Press. (\$25.91, paperback)
- Parrenas, Rhacel. 2015. **Servants of Globalization: Women, Migration, and Domestic Work, SECOND EDITION.** Palo Alto: University of California Press. (\$17.43, paperback)
- Milkman, Ruth. 2016. **On Gender, Labor, and Inequality.** Illinois: University of Illinois Press. (\$27.98, paperback)
- Gornick, Janet C., and Marcia K. Meyers. 2009. **Gender Equality: Transforming Family Divisions of Labor** (The Real Utopias Project, Vol. VI). Verso Books. (\$14.25, paperback)

Course Overview:

August 29 Class 1 Introductions, Course Overview and Logistics

Women, Work, and Inequality

September 5 Class 2 The Economics of Women, Men, and Work – Overview I

September 12 Class 3 The Economics of Women, Men, and Work – Overview II

September 19 (no class)

September 26 Class 4 Gender and Race at Work

October 3 Class 5 Gender, Sexuality, and the Social Construction of Work

October 10 Class 6 Gender Inequality at Work “At the Top”

October 17 Class 7 Paid Care Work – A Historical Look

October 24 Class 8 Migration and Domestic Work

Institutions and Public Policy

October 31 Class 9 Gender, Work, and Organized Labor

November 7 Class 10 Women, Work, and U.S. Public Policy – Overview

November 14 Class 11 Work-Family Policy in Other Affluent Countries – I

November 21 (no class)

November 28 Class 12 Work-Family Policy in Other Affluent Countries – II

December 5 Class 13 Student Presentations

December 12 Class 14 Student Presentations – continued
Wrap up

Course Reading:

Women, Work, and Inequality

September 5	Class 2	The Economics of Women, Men, and Work – Overview I Blau and Winkler Chapter 3 The Family as An Economic Unit: Theory Chapter 4 The Family as an Economic Unit: Evidence Chapter 5 The Labor Force: Definitions and Trends Chapter 6 The Labor Supply Decision
September 12	Class 3	The Economics of Women, Men, and Work – Overview II Blau and Winkler Chapter 7 Evidence on Gender Differences in LM Outcomes Chapter 9 Other Supply-Side Sources of Gender Differences Chapter 10 Supply Side Factors versus LM Discrimination Chapter 11 Labor Market Discrimination Theory
September 26	Class 4	Gender and Race at Work Katrinell Davis, entire book.
October 3	Class 5	Gender, Sexuality, and the Social Construction of Work Kristen Schilt, entire book.
October 10	Class 6	Gender Inequality at Work “At the Top” Sheryl Sandberg, entire book.
October 17	Class 7	Paid Care Work – A Historical Look Mignon Duffy, entire book.
October 24	Class 8	Migration and Domestic Work Rhacel Parrenas, entire book.

Institutions and Public Policy

October 31	Class 9	Gender, Work, and Organized Labor Ruth Milkman: Chapter 3 Organizing the Sexual Division of Labor Chapter 4 Rosie the Riveter Revisited Chapter 6 Gender and Trade Unionism Chapter 7 Union Responses to Workforce Feminization Chapter 8 Two Worlds of Unionism
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November 7	Class 10	Women, Work, and U.S. Public Policy – Overview Blau and Winkler Chapter 12 Government Policies to Combat Discrimination Chapter 15 Government Policies Affecting Family Wellbeing Chapter 16 Balancing Competing Demands of Work and Family Chapter 18 Comparison of US to Other ... Countries
November 14	Class 11	Work-Family Policy in Other Affluent Countries – I Janet Gornick and Marcia Meyers Chapter 1 Institutions that Support Gender Equality
November 28	Class 12	Work-Family Policy in Other Affluent Countries – II Janet Gornick and Marcia Meyers Chapter 19 Further Thoughts And ... any other six chapters!
