

Sociology 644: Gender, Work and Family Spring 2012

Tuesday, 6:30-9:00 p.m., ASY 1101
Prof. Philip N. Cohen
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Office hours: By appointment

This is the core required course for students specializing in Gender, Work, and Family in sociology. We will develop a familiarity with the empirical, theoretical and methodological foundations of research into the interrelation of gender, work and family; develop the ability to critically analyze work in this field; and advance students' own research.

The following books are required reading:

- Esping-Andersen, Gosta. 2009. *The Incomplete Revolution: Adapting to Women's New Roles*. Polity.
- Williams, Joan C. 2010. *Reshaping the Work-Family Debate: Why Men and Class Matter*. Harvard University Press.
- Gerson, Kathleen. 2009. *The Unfinished Revolution: Coming of Age in a New Era of Gender, Work, and Family*. Oxford University Press.
- Ridgeway, Cecilia L. 2011. *Framed by Gender: How Gender Inequality Persists in the Modern World*. Oxford University Press.

Additional readings are listed below. URL links are provided as a convenience and are subject to IP authentication and/or pay walls. Please leave yourself enough time to obtain the articles however necessary.

Course requirements

Class participation: Students are expected to do all required readings prior to class. We will address the readings' conclusions and implications, as well as their methods and empirical findings. To facilitate the discussion, email me by 5 p.m. Monday with one issue or question for each assigned reading, which you would like addressed in the class discussion. On days when short papers are due (see below), they will replace this requirement.

Short papers: Each student will write two short papers (about 5 pages, double-spaced) in response to distributed questions. Your short papers should not be a summary of readings, but rather a critical assessment of what you have read in the context of the questions asked. Due dates for these papers are the Mondays before **March 6** and **April 10** at 5 p.m.

Seminar paper: Students are expected to write an in-depth research proposal on a specific gender, work, and family issue. The seminar paper is to be a research proposal, with the following parts: (a) literature review; (b) statement on how the proposed study would contribute to this literature, and its limitations; (c) a description of methods and data, with as much specificity as possible

(e.g., sample and variables or research site and collection strategy); and (d) statement of your thesis and hypotheses to be tested or explored. Good final papers will probably be about 20-25 pages. Students should submit their topic for approval, with some preliminary references, by **February 21**. A working outline, including review of the literature, is due on **March 27**. Seminar papers will be due in final form on **May 8**.

Grading: The final grade will be based on roughly equal weighting of (a) class participation, (b) discussion questions and short papers, and (c) the seminar paper.

Academic integrity: There is zero tolerance for academic dishonesty in this course. Students should familiarize themselves with the UMD Code of Academic Integrity, available here: <http://www.president.umd.edu/policies/docs/III-100A.pdf>. (Assignments for this course are exempted from the Honor Pledge requirement.)

Notes: Assignments or classes missed because of religious conflicts can be made up within a reasonable time, with prior notice. Students with disabilities should inform the professor of any special needs at the beginning of the semester.

Schedule

January 31 – Research overviews

- Bianchi, Suzanne M. and Melissa A. Milkie. 2010. “Work and Family Research in the First Decade of the 21st Century.” *Journal of Marriage and Family* 72:705-725. [Link](#)
- Ferree, Myra Marx. 2010. “Filling the Glass: Gender Perspectives on Families.” *Journal of Marriage and Family* 72:420-439. [Link](#)

February 7 – Stalled progress toward equality

- Cotter, David, Joan M. Hermsen and Reeve Vanneman. 2011. “The End of the Gender Revolution? Gender Role Attitudes from 1977 to 2008.” *American Journal of Sociology* 117(1):pp. 259-289. [Link](#)
- England, Paula. 2010. “The Gender Revolution: Uneven and Stalled.” *Gender & Society* 24(2):149-166. [Link](#)
- Pettit, Becky and Stephanie Ewert. 2009. “Employment Gains and Wage Declines: The Erosion of Black Women’s Relative Wages since 1980.” *Demography* 46(3):pp. 469-492. [Link](#)

February 14 – The persistence of gender inequality

- Ridgeway: *Framed by Gender: How Gender Inequality Persists in the Modern World*.

February 21 – Work-family

- Williams: *Reshaping the Work-Family Debate: Why Men and Class Matter*.

Paper topic due.

February 28 – Studying work-family decisions

- Cha, YJ. 2010. “Reinforcing Separate Spheres: The Effect of Spousal Overwork on Men’s and Women’s Employment in Dual-Earner Households.” *American Sociological Review*, 75 (2): 303-329. [Link](#)
- Percheski, Christine. 2008. “Opting out? Cohort differences in professional women’s employment rates from 1960 to 2005.” *American Sociological Review*, 73 (3): 497-517. [Link](#)
- Read, Jen’nan G. and Sharon Oselin. 2008. “Gender and the education-employment paradox in ethnic and religious contexts: The case of Arab Americans.” *American Sociological Review* 73 (2): 296-313. [Link](#)
- Read, Jen’nan Ghazal and Philip N. Cohen. 2007. “One Size Fits All? Explaining U.S.-born and Immigrant Women’s Employment across Twelve Ethnic Groups.” *Social Forces* 85(4):1713-34. [Link](#)

March 6 – Race, class and intersectionality

- Furstenberg, Frank F. 2007. “The making of the black family: Race and class in qualitative studies in the twentieth century.” *Annual Review of Sociology* 33:429-448. [Link](#)
- Harknett, Kristen and Arielle Kuperberg. 2011. “Education, Labor Markets and the Retreat from Marriage.” *Social Forces* 90(1):41-63. [Link](#)
- Choo, Hae Y. and Myra M. Ferree. 2010. “Practicing Intersectionality in Sociological Research: A Critical Analysis of Inclusions, Interactions, and Institutions in the Study of Inequalities.” *Sociological Theory* 28(2):129-149. [Link](#)

Short paper #1 due.

March 13 – Economics and feminism

- Hartmann, Heidi I. 1981. “The Family as the Locus of Gender, Class, and Political Struggle: The Example of Housework.” *Signs* 6(3):pp. 366-394. [Link](#)
- Nelson, Julie A. “Feminism and Economics.” *Journal of Economic Perspectives* 9(2):131-148. [Link](#)
- Folbre, Nancy and Julie A. Nelson. “For Love or Money – Or Both?” *Journal of Economic Perspectives*, Vol. 14, No. 4 (Autumn, 2000), pp. 123-140. [Link](#)

March 20 – SPRING BREAK

March 27 – Housework studies

- West, Candace and Don H. Zimmerman. 1987. “Doing Gender.” *Gender & Society* 1(2):125-151. [Link](#)
- Sayer, Liana C. 2005. “Gender, time and inequality: Trends in women’s and men’s paid work, unpaid work and free time.” *Social Forces* 84(1):285-303. [Link](#)
- Sayer, Liana C. and Leigh Fine. 2011. “Racial-Ethnic Differences in U.S. Married Women’s and Men’s Housework.” *Social Indicators Research* 101(2):259-265. [Link](#)
- Gupta, Sanjiv. 2007. “Autonomy, Dependence, or Display? The Relationship Between Married Women’s Earnings and Housework.” *Journal of Marriage and Family* 69(2):399-417. [Link](#)

Paper outline due.

April 3 – The gender pay gap

- O’Neill J. 2003. “The Gender Gap in Wages, circa 2000.” *American Economic Review* 93(2)309-314. [Link](#)
- Budig, Michelle and Melissa Hodges. 2010. “Differences in Disadvantage: Variation in the Motherhood Penalty across White Women’s Earnings Distribution.” *American Sociological Review* 75(5): 705-728. [Link](#)
- Cohen, Philip N. and Matt L. Huffman. 2003. “Individuals, Jobs, and Labor Markets: The Devaluation of Women’s Work.” *American Sociological Review* 68(3):443-63. [Link](#)
- Blau, Francine D. and Lawrence M. Kahn. 2007. “The gender pay gap: Have women gone as far as they can?” *Academy of Management Perspectives* 21(1):7-23.

April 10 – Care work

- England, Paula. 2005. “Emerging Theories of Care Work.” *Annual Review of Sociology* 31:381-399. [Link](#)
- Lopez, Steven H. 2006. “Emotional Labor and Organized Emotional Care: Conceptualizing Nursing Home Care Work.” *Work and Occupations* 33(2):133-160. [Link](#)
- Smyke, Anna T. et al. 2010. “Placement in Foster Care Enhances Quality of Attachment Among Young Institutionalized Children.” *Child Development* 81(1):212-223. [Link](#)

April 17 – Gender, family and women’s empowerment in Asia

- Desai, Sonalde and Lester Andrist. 2010. “Gender Scripts and Age at Marriage in India.” *Demography* 47(3):667-687. [Link](#)
- Rammohan, Anu and Meliyanni Johar. 2009. “The Determinants of Married Women’s Autonomy in Indonesia.” *Feminist Economics* 15(4):31-55. [Link](#)
- Cohen, Philip N. and Wang Feng. 2009. “The Market and Gender Pay Equity: Have Chinese Reforms Narrowed the Gap?” Pp. 37-53 in *Creating Wealth and Poverty in Post-Socialist China*, Deborah S. Davis and Wang Feng (eds.). Palo Alto: Stanford University Press. [Link](#)

Short paper #2 due.

April 24 – Masculinity and fathering

- Connell R.W. and J.W. Messerschmidt JW. 2005. “Hegemonic Masculinity: Rethinking the Concept.” *Gender & Society* 19(6):829-859. [Link](#)
- Parrenas, Rhacel S. 2008. “Transnational fathering: Gendered conflicts, distant disciplining and emotional gaps.” *Journal of Ethnic and Migration Studies* 34(7):1057-1072. [Link](#)
- Milkie, Melissa A., Kendig, SM, Nomaguchi, KM and Denny, KE. “Time with Children, Children’s Well-Being, and Work-Family Balance among Employed Parents.” *Journal of Marriage and Family* 72(5):1329-1343. [Link](#)

May 1 – Generational change in work-family perspectives

- Gerson: *The Unfinished Revolution: Coming of Age in a New Era of Gender, Work, and Family*.

May 8 – State policy

- Esping-Andersen: *The Incomplete Revolution: Adapting to Women’s New Roles*. Polity.

Final seminar paper due.