

WGS. 101 SESSION #22 OUTLINE

A. Oral Presentation

B. Gender and Work: Issues of Gender Equality and Employment

Gender Equality and the Wage

1. The Symbol of the Wage (Kessler-Harris); Historical Perspectives; Coming to Terms with the “Wage Gap”— Explanatory factors: distinguishing “gender effects” from “gender bias”
Social-psychological explanations; structural explanations
2. Overview: History of Female Labor Force Participation in the U.S.: Increasing female *labor force participation* and *labor force attachment* since 1950
3. Incremental Legal Protections: The Philosophy and Promise of EEO: Law as Mirror, Law as Tool (Equal Employment Opportunity: Equal Pay Act of 1963, Title VII of Civil Rights Act of 1964, Title IX of the Higher Education Amendments of 1972, Equal Credit Opportunity Act (ECOA), Pregnancy Discrimination Act of 1978; Lilly Ledbetter Fair Pay Act of 2009 (reinforced Title VII protections)
4. Structural Barriers: The “Feminization” of Jobs/Professions-Sex Segregation in the Labor Force; Does Gender Equality Imply Full Occupational Integration?
5. Underrepresentation of Women in Top Managerial Positions: Internal and External Barriers to Equal Representation: Women 5.2% CEOs of Fortune 500 (Sheryl Sandberg-“Lean-In” Movement); the politics of *homosocial reproduction* and *implicit bias*
6. Gender Equity Strategies in Hiring and Promotion: Equal Employment Opportunity (EEO) and Affirmative Action (AA)
7. Beyond EEO (EEO/AA): Considering Affirmative Action; Differences Between Educational and Occupational Affirmative Action
The Philosophy and Practice of Affirmative Action: Constructing an AA Plan: *Availability Analysis* vs. *Utilization Analysis*; Establishing of “Serious Search” Guidelines and Practices; The Question of Preferential Hiring/Promotion: Goals Vs. Quotas
8. Discussion: An Affirmative Action Case

Terms: *labor force attachment* *labor force participation* *availability analysis*
utilization analysis *goals vs. quotas* *homosocial reproduction*

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