

SOCIOLOGY 428: BERGMANN & ENGLAND (2011)

Grades on assignment 1?

Assignment 2 postponed.

Questions on Cotter et al. (page 1-9 only on women's labor force participation rates

Review: England

Bergmann critique & England response

Trends webpage

REVIEW: ENGLAND (2010)

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- **More change in jobs than in personal realm**

BERGMANN CRITIQUE

1. Bergmann criticizes England for emphasizing too much the role of women's personal choices in their careers.

True (89%)

p. 88: “[England’s] explanation of the failure of women to enter blue-collar male-dominated occupations depends almost entirely on lack of motivation on the part of those women who might have entered.”

BERGMANN CRITIQUE

2. Bergmann criticizes England for lack of any data supporting what?

c) Middle class women seeking upward mobility into male professions had mothers who were in middle-class female professions. (89%)

p. 89 “England cites no data about the occupations of the mothers of today’s women jobholders, so her story about the relation between mothers’ and daughters’ occupations is a conjecture. One problem with her account is that many if not most of the mothers of women who became doctors, lawyers, and managers in the 1970s, 1980s, and 1990s had not held jobs in the top female occupations. They were housewives.”

This is an easily researchable question with existing data and I am surprised nobody has done this yet.

BERGMANN CRITIQUE

Bergmann's explanation of the more successful integration of middle-class professions than blue-collar jobs focuses on the differences in training for those positions.

True (89%)

p. 90: "When the barriers to professional training [in medicine, law, and business] were swept away, large numbers of women were glad to enter.... No such opening up of the training opportunities took place in the male dominated blue-collar trades."

This may be an instance of the more general proposition that more bureaucratic (formalized, standardized) hiring procedures are more vulnerable to challenges about racial and gender inequity.

BERGMANN CRITIQUE

4. Bergmann relates an anecdote about a Black female clerk at the University of Maryland in the 1970's. What does her anecdote illustrate?

d. The resistance women or racial minorities can face from co-workers (84%)

p. 91 “What made those usually pleasant, charitable, nurturing, nonmacho clerical workers at the University of Maryland act the way they did? The hiring of a Black woman as a member of their occupational group injured their pride in a way that was very painful to them. In their eyes, the dignity of their occupation had been demeaned.”

This is a remarkably empathetic and, I think, insightful analysis of how racism and sexism plays out in everyday life.

ENGLAND (2011) RESPONSE

5. England says her critics think her explanations emphasize too much “supply side” arguments. Supply side explanations of gender inequalities focus on:
- a. A lack of jobs for women;
 - b. Employers’ discrimination against female job applicants;
 - c. Women’s reluctance to apply for male dominated occupations; (42%)
 - d. Male co-workers dislike of working with women.

ENGLAND (2011) RESPONSE

5:

OK, England never explains “supply-side”; she just assumes all her readers understand this. For inequalities at work, “supply side” refers to factors about the supply of labor – that is about the characteristics of women themselves, not their jobs, their employers, co-workers, the industries or the economy in general. All these are “demand side” explanations.

ENGLAND (2011) RESPONSE:

6. England concedes to her critics that occupational sex segregation has continued to decline.

False (63%)

p.114: "I continue to believe that the preponderance of the evidence suggests that a slowdown of occupational desegregation has occurred since 1990."

We will review these trends in some detail starting next Thursday.

ENGLAND (2011) RESPONSE

7. Which of the following was NOT true about trends in time spent in housework:

- a. Hours spent by employed women declined the most; (53%)
- b. Husbands increased the amount of time spent on housework;
- c. Stay-at-home homemakers reduced the amount of time spent on housework;
- d. Married men spend less time on housework than before marriage.

p.116: “the reduction in women’s housework is even greater in homemaker/ breadwinner families than in those where women are employed (Sayer et al. 2009, 542). This suggests a more generalized cultural change rather than money-based power dynamics in individual families.”

ENGLAND (2011) RESPONSE

8. Which of the following do we know are affected by women's increased employment and economic power?

- a. how partners negotiate sex;
- b. time spent on housework; (74%)
- c. who makes decisions about major purchases such as cars;
- d. who drives the car.

England's point here is that we still have much to learn about what are the consequences of women's increased economic equality on gender relations at home.

ENGLAND (2011) RESPONSE:

9. England believes that how women are socialized better explains gender inequalities than discrimination by employers.

False (47%)

England is arguing that we need to pay attention to both sides of the issue – both supply and demand sides. She is trying to stake out a midpoint between Bergmann’s position that “Only when discrimination is considerably reduced will we be able to have a fair test of the hypothesis England embraces in her article— that very few women really want those kinds of jobs” and people who cite supply side differences that “blame the victim” entirely for the inequality that exists.



Announcements
Syllabus
Course Documents
My Grades
Exercises
Assignments



[End of the Gender Revolution?](#)

Index of trend graphs

Revised November 1, 2010

Click on the thumbnail icon to see the trend graph:

	source	main trend	alternate measures	by gender	by family status	by race /ethnicity	by education	by cohort
Annual Earnings	CPS 1961-2004							
Hourly Wages	CPS 1961-2004				NA	NA		
Employment	CPS 1962-2010							NA
Married Parents' Employment	CPS 1968-2010							NA
Occupational Segregation	IPUMS 1950-2000			X	NA			
College Graduation	CPS 1950-2004		NA		NA		X	X
Gender Attitudes	GSS 1974-2006							
Political Office	CAWP 1950-2007			X	X	X	X	X

NA = not yet available but expected soon

X = not meaningful

return to:

[End of the Gender Revolution](#)

[home page](#)

[list of figures](#)

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