OCCUPATIONAL SEX SEGREGATION

I. HISTORY

A. HOW WOMEN BECAME SECRETARIES
   *1874: Sholes & Glidden Type Writer produced by gunmakers, Remington & Sons
   *Office boys to office girls, the evolution of typing as a dead-end occupation

B. HOW WOMEN BECAME LIBRARIANS
   Head of Library of Congress decides in 1860s that the government could hire women to be librarians for 60% of what men would expect

C. WHY WOMEN DID NOT BECOME DOCTORS
   Letter from Harriot K. Hunt to Harvard Medical School (Nov. 12, 1850) [Read in class last week]
D. HOW MEN HAVE BECOME AIRLINE STEWARDS
Legislation outlawing use of gender as a bonified requirement for a job opened such jobs to men

II. WHEN IS AN OCCUPATION CONSIDERED SEGREGATED?

* See workbook exercises
* Occupation must have disproportionate numbers of men/women c.f. labor force

III. INDEX OF DISSIMILARITY (D)

A. EXPLAIN THE INDEX TO A NEIGHBOR
B. BROAD VS. NARROW CATEGORIES
   WHY SWEDEN'S INDEX IS HIGH
   WHY JAPAN'S IS LOW

IV. TRENDS AND EXAMPLES

A. DECREASES IN SEGREGATION FOR SOME HIGH STATUS MALE OCCUPATIONS
B. “DROP IN BUCKET” EFFECT
C. INCREASING SEGREGATION IN SOME SERVICE OCCUPATIONS OFFSETS “A”
D. SOME WORKING CLASS MEN AND MEN OF COLOR MAKE INROADS INTO WOMEN’S PROFESSIONS/PARA-PROFESSIONS.
V. TYPES OF SEGREGATION

A. RESEGREGATION
   (teaching; bartending)
   Glass escalator [cf Williams article]

B. INDUSTRY SEX SEGREGATION
   Retail vs. wholesale sales

C. ESTABLISHMENT SEX SEGREGATION
   Same company, same title: different jobs
   (Family medicine vs. specialties; family law vs.
    commercial law)

VI  A. WHY SEX SEGREGATION PERSISTS

B. EFFECTS AND CONSEQUENCES

1. GENDER TOKENS and BOUNDARY HEIGHTENING
   *Rosabeth Kanter on tokens (1977)

   Tokens & Role Encapsulation

   iron maiden/militant
   mascot/pet
   mother/father
   seductress/sex object
*Williams, Class Escalator

2. SEXUAL HARASSMENT

* Male vs. female experiences of harassment
* Effect of Hill case
* Nov. 1993, U.S. Supreme Court broadens definition

3. WORKPLACE CULTURE

*Women in all male settings (jokes, informal socializing)
*Men in all-female settings (baby showers etc.)

4. SOME JOBS ARE JUST FOR SOME PEOPLE

* Asian women and nail salons
* Black & Hispanic women and domestic work
* Occupational segregation by race/ethnicity

VII. CONCLUSION:

**OCCUPATIONAL SEX SEGREGATION HELPS TO PRODUCE THE GENDER & RACE/ETHNIC WAGE GAP AS WELL AS TO CREATE GENDER AND RACE TOKENS.**
REVIEW QUESTIONS

Terms (classes 14-19)

cult of true womanhood or domestic code (1840's)
cult of motherhood (1950's)
Ella Jane Porter
public/private spheres
domestic code
public/private spilt hypothesis
percentage base
occupational sex segregation
service economy
labor force participation rate
desegregation vs. resegregation
organizational token
tokenism
dissimilarity index
wage gap
controlled analysis
comparable worth
job evaluation study
human capital vs. other explanations for wage gap pay equity
affirmative action
counter-masculinity vs. versatile masculinity
intervening variable
commodity chain
multinational
polarization of the labor force

Questions on occupational sex segregation

1. List four stereotypes commonly applied to tokens in organizations. What are the male counterparts to the female stereotypes?

2. According to Williams and R&C, how do the experiences of male tokens compare to those of female tokens in the work place?
3. What is the "glass escalator effect" (K & M: Williams)?

4. How did women become clerical workers?