

IS A GENDER-EQUAL SOCIETY POSSIBLE?

GENDER, SOCIETIES AND ECONOMICS

Professor: H el ene P ERIVIER

Academic Year 2019/2020: Common core curriculum – Spring semester

COURSE DESCRIPTION

All societies are characterized by sex and gender inequalities. Economic and social organizations rely on a sexual division of labor based on social norms which assign different roles for men and women. Despite the fact gender inequalities are a common feature of all societies, some countries perform better than others in tackling them. This course focuses on analyzing the reconfiguration and the persistence of sex inequalities by relying on theoretical and empirical knowledge. The interactions between Welfare state, market and family are analyzed through international, historical, and socio-economic perspectives. A particular attention is paid to controversies among researchers and feminist thinking. The ultimate goal is to identify major challenges faced by societies. A specific attention is paid in linking academic knowledge to policy making process, based on cases study and practical dilemma. For each session, 30-45 minutes are dedicated to “Challenging societies” by opening up a debate in the class on topics that reveal the relevance of a gender perspective. A broad spectrum of topics is addressed in the course to shed light on the importance of gender in the understanding of our societies and their future.

PEDAGOGICAL FORMAT

This is a 24h lecture course in English. The teaching assistant will organize occasional work sessions to help students with their assignments and the preparation of the paper.

Throughout the course, all academic honesty rules apply. Please be sure to use proper citation and bibliographic references for all written work.

COURSE OUTLINE

Part I. Sex, Gender and Controversies (3 sessions)

SESSION 1: Introduction

Presentation of the general purpose and outline of the course. The different topics are presented, as well as the guests who are invited for some sessions.

SESSION 2: Why gender matters?

Major concepts used in gender studies are defined and developed. A specific attention is paid to debates and controversies that might emerge in social sciences around key concepts: gender, inequalities, sexual hierarchy, and sexual division of labor, intersectionality, gender mainstreaming approach versus specific approach ...

Challenging societies: Are you free from gender stereotypes?

The case of gender biases in evaluation of teachers by students

Required readings :

- Anne Boring, "Gender Biases in Student Evaluations of Teachers", Document de travail OFCE, N°2015-13.

SESSION 3: Majors Concepts and controversies

Follow-up on Session 2.

Required readings

- West C. and D.H. Zimmerman, "Doing gender", *Gender & Society*, Vol. 1 No. 2, 1987
- Deutsch F., "Undoing Gender" *Gender & Society*, Vol. 21 No. 1, 2007

Challenging societies: Speaking, meetings, and gender

Is "Maninterrupting" a massive phenomenon? If yes, how can we get rid of it?

Recommended readings Part I.

- de Beauvoir S., *The Second Sex*, Translated by Constance Borde and Sheila Malovany-Chevallier, London, Jonathan Cape, 2009 / *Le deuxième sexe*, 1949.
- Fraisse G., *Reason's Muse. Sexual Difference and the Birth of Democracy*, translated by Jane Mary Todd, The University of Chicago Press. / *Muse de la raison, la démocratie exclusive et la différence des sexes*, Alinea, 1989.
- Scott, J.W., *Gender and the Politics of History*. New York: Columbia University Press, 1988.

Part II. The roots of gender/sex inequalities (3 sessions)

SESSION 4: Telling the story of sexual division of labor

Why and when did a sexual division of labor emerge? Gender inequalities in pre-industrialized societies.

Challenging societies : The power of fictions

Guest : Anne Besnault, Researcher in British Literature, University of Rouen

Women and fiction. How are gender inequalities fought through fiction? Is fiction a way towards emancipation? Women as an object and subject: "That fiction is a lady": Gendering Fiction in Virginia Woolf's Essays,"

Required readings

- Text provided by Anne Besnault
- Humphries J. and Weisdorf J., 2015, "[The Wages of Women in England, 1260-1850](#)", *Journal of Economic History*, Vol.75 n°2.

SESSION 5: The politic of women's work in the 19th and the early 20th centuries. Production/Reproduction dilemma and the industrialization process

Challenging societies: Who decides in which category people are classified?

Guest: Paul Schor, Researcher in American History, University Paris Diderot.

Is the classification process an instrument of domination and/or hierarchy? The social construction of identities by statistics: Categories, inequalities and intersectionality concepts

"The View From Below and the View From Above: What U.S. Census-taking Reveals about Social Representations in the Era of Jim Crow and Immigration Restriction"

Required readings

- Schor P. « Public Statistics and the Construction of Racial Categories: The Persistence of National Norms in an International Context (1860-1940) » in F. Fasce, M. Vaudagna, R. Baritono, dir., *Beyond the Nation: Pushing the Boundaries of US History from a Transatlantic Perspective*, Torino, Otto, 2013, pp. 163-180.

SESSION 6: Welfare States and gender

From the male breadwinner model to the dual earners model: the feminist critics of Welfare state's classifications. In which manner, is the different ways to articulate the following three institutions: Family/State/Market embedded with the gender issue. What makes an institutional environment gender friendly? Parental leaves, childcare system and the challenge of ageing population: what are the more efficient public policies to promote emancipation of women? How protecting the maternity without stigmatizing women?

Challenging societies: Who should look after the kids?

Redesigning parental leaves to promote equal share parental time. What are the conditions under which parental leave can transform the social relationship within family and eventually support gender equality?

Required readings

- Moss, P. and Deven, F. (2015) 'Leave policies in challenging times: reviewing the decade, 2004-14', *Community, Work and Family*, 18 (2), 137-144

Recommended readings Part II.

- Still J. S., *The subjection of Women*, 1869, London.
- Duby G., Perrot M. and Fraisse G. (ed.), *History of Women in the West, Volume IV: Emerging Feminism from Revolution to World War*, Belknap Press, 1993
- Cole J., *The Power of Large numbers. Population, politics and gender in the 19th century France*, Cornell University Press, 2000.
- Schor P., *Compter et classer. Histoire des recensements américains, 1790-1940*, Paris, Éditions de l'EHESS, 2009.
- Pahl R.E., (ed.), *On Work: Historical, Comparative and Theoretical Approaches*, Blackwell Publishers, 1988.

Part III. Labor markets and gender/sex inequalities (3 sessions)

SESSION 7: Inequalities in post-industrialized countries

General trends in gender gap in participation in the labor market, working time, wages, occupations, segregations, education, glass ceiling

Challenging societies: Covering the cost of freezing eggs

Covering Egg freezing cost for female employees and work-life balance policies: a tool to promote gender equality in the workplace or a new form of oppression?

Required readings

- Carbone J. and N. Cahn, 2013, « The Gender/Class Divide: Reproduction, Privilege and the Workplace », 8 Fla. Int'l U. L. Rev. 287-316

SESSION 8: Gender, business cycle and the role European Institutions

What do we learn from the great recession? Have European countries experienced a “He-Cession and She-Austerity” phase during the crisis ?

Challenging societies : Gender migration in Asia

Guest: Hélène Le Baye, Researcher, CERI, Sciences Po

SESSION 9: Analyzing, measuring and tackling discriminations

Challenging societies : The power of law

Guest: Marie Mercat-Bruns, Researcher in Law, Cnam, Sciences Po

"Undoing gender norms to build human rights and fundamental rights (liberty and equality): The workplace as a case study. How social sciences enrich the law to tackle discriminations"

Required readings

- [Mercat-Bruns M., *Discrimination at Work. Comparing the European, French and American Law.* University of California Press, 2015](#)

Recommended readings Part III.

- Karamessini M. and J. Rubery (eds.), *Women and Austerity, The economic crisis and the future for gender equality*, Routledge IAFFE Advanced in Feminist Economics.
- Eydoux A., Math A., H. Périvier (eds.), 2014, [European labour markets in times of crisis. A gender perspective](#), *Revue de l'OFCE*, n° 133.
- Esping-Andersen G., *The Three Worlds of Welfare Capitalism*, Princeton University Press, 1990.
- Sainsbury D., (ed.), *Gender and Welfare States Regimes*, Oxford University Press, 1999.
- Sung S. and Pascall G. (eds.), *Gender and Welfare States in East Asia. Confucianism or Gender Equality?*, Palgrave MacMillan, 2014.
- Folbre N., *The invisible Heart, Economics and Family Values*, The New Press, 2001.
- Fetherolf Loutfi M. ed., *Women, Gender and Work*, ILO, Geneva, 2001.
- Peterson J. et M. Lewis (eds.), *The Elgar Companion to Feminist Economics*, Edward Elgar publishing, 2004.
- Triandafyllidou A. and I. Isaakyan (eds.), *High skill Migration and recession. Gendered perspectives*. Palgrave MacMillan, 2016
- Chant S. (ed.), *The International Handbook of Gender and Poverty, Concepts, research, Policy*, Edward Elgar publishing, 2010.

Part IV. Gender and societies in transition (3 sessions)

SESSION 10: Capitalism and gender

Can the market economy produce gender equality? Does Capitalism cope with class, race and sex inequalities or does it create them? Sharing the economic power, quota and law: what results in terms of gender equalities? Gender equality and/or diversity is more and more used or presented as a lever to increase economic performance (productivity, wealth and better functioning of organizations...). How and why does this perspective jeopardize gender equality as a concept and as an achievement?

Challenging societies: Are Socialist societies more gender friendly?

Guest: **Maxime Forest**, Political scientist, OFCE-PRESAGE Sciences Po.

Gender equality and social change in Socialist and Post-socialist Societies: the case East European countries

SESSION 11: Gender and economic development.

International institutions (UN, OECD, IMF? World Bank...) promote gender equality as tool for boosting the economic development of poor countries. Education of girls, microcredits for women create female "empowerment", and would in the end help increase the GDP of these countries. These discourses can be dissected and analyzed

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_150558.pdf

<https://soundcloud.com/genderconfyork/elson-and-pearson-keynote>

Challenging societies: Co-ed or not co-ed?

How to build a gender neutral education system?

Guest: Rebecca Rogers, Professor of History , University of Paris 5 Descartes

SESSION 12: Ecological economics and feminism.

Does an ecological approach reinforce the identification of women with nature? Can dualistic thinking about men and women, humans and nature be replaced with a fuller picture of human identity and knowledge?

Challenging societies: What is a feminist/sexist Series

Sciences fiction and feminism: from the manifest Cyborg to BattleStar Galactica

<http://wonderwomendoc.com/>

Recommended readings Part VI.

- Warren K. (ed.), 1994, Ecological Feminism, Routledge.
- Nelson J., “Is Dismissing Environmental Caution the Manly thing to Do?: Gender and the Economics of Environmental Protection”, Ethics & the Environment, Vol.20, Number 1, Spring 2015
- Rajkai Z. (ed.), Family and Social Change in Socialist and Post-Socialist Societies, BRILL, 2014