"Men have always been afraid that women could get along without them."
--Margaret Mead
• **Sex** refers to biological identity

• **Gender** refers to learned behaviors associated with each sex (this is cultural)
Gender on a Continuum

- Masculine
- Androgynous
- Feminine
Gender Differences: Aggression

- Even when men and women as a whole tend to differ on a given trait, within-gender differences can be just as great as across-gender differences, and some men may be less aggressive than some women.
Sports are a source of gender socialization; for young girls, this can boost self-esteem.
Consequences of Conforming to Gender Stereotypes

- Women are denied access to power, influence, achievement, and independence in the public world.
- Men are denied access to nurturing, emotional, and other-oriented worlds that women traditionally inhabit.
Gender Role Conformity

- Too much conformity to gender roles can be harmful to your health.
- Such is the case of anorexic women who starve themselves attempting to meet cultural standards of thinness.
Homophobia

- The fear and hatred of homosexuals
- Homophobia encourages stricter conformity to traditional expectations, especially for men and young boys
- Slurs directed against gays encourage boys to act more masculine as a way of affirming that they are not gay
Gender Stratification

- Hierarchical distribution of social and economic resources according to sex
Characteristic of Societies With Gender Equality

- Women’s work is central to the economy.
- Women have access to education.
- Ideological or religious support for gender inequality is weak.
- Men contribute to housework and childcare.
- Work is not highly sex-segregated.
- Women have access to power and authority.
Patriarchy

- Husbands have authority over their wives in the private sphere of their families
- Public institutions are structured around male power.
Matriarchy

- Traditionally defined as a society or group in which women have power over men
- Matriarchy exists but not as a mirror image of patriarchy
Gender: Explaining the Pay Gap

• **Human capital theory**
  ◦ Age, experience, education, marital status and hours worked influence worth in the labor market.

• **Dual labor market theory**
  ◦ Women and men earn different amounts because they work in different segments of the market.

• **Gender segregation**
  ◦ Men and women work in gender segregated occupations.

• **Overt discrimination**
  ◦ White men perpetuate their advantage over women and racial minorities, through labor union practices, legislation, harassment, and intimidation.
Explanations Of Gender Segregation

- Women and men are socialized differently and choose to go into different fields.

- Structural obstacles discourage women from entering male-dominated jobs and from advancing once employed.
### Theories of Gender

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<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Functionalism</strong></td>
<td>Socialization into roles is a major impetus behind inequality</td>
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<tr>
<td><strong>Conflict theorists</strong></td>
<td>Women are disadvantaged by inequalities built into the social structure</td>
</tr>
<tr>
<td><strong>Symbolic interaction theory</strong></td>
<td>Gender is produced through interaction and interpretations</td>
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## Feminist Theory: Comparing Perspectives

<table>
<thead>
<tr>
<th>Gender Identity</th>
<th>Liberal Feminism</th>
<th>Socialist Feminism</th>
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</thead>
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<tr>
<td>Learned through traditional patterns of gender role socialization</td>
<td>Gender division of labor reflects the needs of capitalist workforce</td>
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<td>Gender Identity</td>
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<tr>
<td>Radical Feminism</td>
<td>Women’s identification with men gives men power over women</td>
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<td>Multiracial Feminism</td>
<td>Women and men of color form an oppositional consciousness as a reaction against oppression</td>
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Feminist Theory: Comparing Perspectives

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<tr>
<td>Gendered Institutions</td>
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<tr>
<td>Gender is learned in institutional settings structured along gender lines</td>
</tr>
<tr>
<td>“Doing Gender”</td>
</tr>
<tr>
<td>Gender is an accomplished activity created through social interaction</td>
</tr>
</tbody>
</table>
Feminist Movement

- Young women are the group most likely to support feminist goals, although the feminist movement has support across generations...and over the generations.