

Working Woman in American Society

Instructor: Amy Tracy Wells

Email: Please use Canvas email

Calls/Texts/Emails will be returned within 24 hours.

In this course we will examine a specific segment of Americans – working women. We will explore ideas/concepts such as:

1. what do we mean by paid and unpaid work;
2. what is meant by gender, equality and, conversely, inequality;
3. what are the historical and current trends (quantitative data) in work;
4. what is the contextual history of women's work by industry and profession; how have women's experiences varied by class and race; and
5. through worker experiences, what issues and reforms affect women's work.

Assignments/grades will include participation in Discussion Forums, Brief Response Papers, an Autoethnographic paper, Exams and an Extra Credit Brief Response Paper.

Core Learning 21L and SCL Objectives addressed and to be assessed through short items on exams:

- Analyze the degree to which forms of human difference shape a person's experiences of and perspectives on the world. (Goal a)
- Analyze contemporary issues of social justice. (Goal d)
- Understand different theories about human culture, social identity, economic entities, political systems, and other forms of social organization. (Goal m)
- Employ tools of social scientific reasoning to study particular questions or situations using appropriate assumptions methods, evidence, and arguments. (Goal n)

Labor Studies and Employment Relations Department:

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations. (Goal 1)
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2)
- Analyze the degree to which forms of human difference shape a person's experience of work. (Goal 6)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Goal VI)

School of Management and Labor Relations:

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- Evaluate the context of workplace issues, public policies, and management decisions (Goal V)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Goal VI)

Instructor:

- Discuss differences between employment law and policy and workers lived experience.

Subject to change

Unit I. Introduction

Class 1: Introduction to Working Women in American Society

Become familiar with the web site that has the on-line course. This is called the “course shell.”

Assignment:

1. Learn about the instructor and introduce yourself to other students by writing an on-line introduction as well as read the introduction to this course.
2. Kessler-Harris, A. (March 4, 2017). [Women Have Always Worked: Why I Study Women's History](#). In *Women Have Always Worked: The U.S. Experience 1700 - 1920*. ColumbiaX.
3. Click! (2015). *Women's Work*. Clio Visualizing History, Inc. (4 pgs).
4. Read, sign and upload a copy of “How to get an A Writing an Essay” to the Dropbox.

Unit II. Paid & unpaid work

Class 2: What is work?

1. Ferrant, G, Pesando, L.M. & Nowacka, K. (2014) [Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes](#), Issy-les-Moulineaux: OECD Development Centre. (pp. 1-11)
2. Swiebel, J. (1999). [Unpaid Work and Policy-Making: Towards a Broader Perspective of Work and Employment](#). New York: United Nations. (Introduction & pp. 1-10 & pp. 15-30).
3. Hochschild, A. & Machung, A. (2012). *The Second Shift: Working Families and the Revolution at Home*. *The Family Speedup*. (Ch. 1 & 2, pp. 1-21).

Assignment:

Brief Response Paper: How do people and organizations define work? What are the ramifications of this definition?

Unit III. Gender equality & inequality

Class 3: Gender

1. Lorber, J. (1994). “Night to his Day”: The Social Construction of Gender. In *Paradoxes of Gender*. New Haven: Yale University Press. (Ch.1, 11 pgs.)
2. Barres, B.A. (2006). Does Gender Matter? *Nature*, 442. 133-136 (3 pgs.).
3. England, P. (2011) [The Gender Revolution: Uneven and Stalled](#). Clayman Institute. (12 min.)

Assignment:

Discussion Forum: Answer either one of the two following questions:

1. Identify and discuss 3-4 ways in which the concept of gender influences everyday life such as education, training, work, health care, wealth etc.
2. How do gender stereotypes affect your own thinking?

Class 4: Equality & inequality

1. Elder, S. (2010). [Executive Summary](#) in *Women in labour markets: measuring progress and identifying challenges*. Geneva: International Labour Office. (pp. ix-xiv)
2. Correll, S. (October 21, 2010). [How Gender Stereotypes Influence Emerging Career Aspirations](#). (47.09).

Assignment:

Exam #1 (Covers Classes 1 through 4)

Unit IV. Now & Then

Class 5: Pay

1. US Executive Office of the President, Office of Management and Budget, & US Dept of Commerce, Economics and Statistics Admin. (2011). [Women in America: Indicators of Social and Economic Well-Being](#). (Education, pp. 15-24, & Employment, pp. 25-36)
2. Shaw, E., Hegewisch, A., Williams-Baron, E., & Gault, B. (2016). [Undervalued and Underpaid in America](#). Washington, DC: Institute for Women's Policy Research. (pp. 1-41.)
2. Chang, M. (March 21, 2011). [Shortchanged: Women and the Wealth Gap](#). Clayman Institute. (7 min.)

Assignment:

[No assignment this week]

Unit V. The history of women's work (Paid & unpaid, by historical period, by occupation, by education and by union)

Class 6: Background

1. Hesse-Biber, S. N., & G.L. Carter (2005). "A Brief History of Working Women." *Working Women in America* (2nd ed.). Oxford: Oxford University Press. (Ch. 2, pp. 20-45)
2. Sarah Graves. (1941) [Slave Narratives: A Folk History of Slavery in the United States](#). Washington, DC: Library of Congress. (11 pgs.)
3. Davis, Angela (1983). "[The Legacy of Slavery: Standards for a New Womanhood](#)". Women, Race & Class. New York: Random House. (8 pgs.)
4. Dublin, T. (1975). [Women, Work, and Protest in the Early Lowell Mills: "The Oppressing Hand of Avarice Would Enslave Us"](#). *Labor History*, 16, 99-116. (18 pgs.)

Assignment:

Discussion Forum: Answer either one of the two following questions:

1. What is the myth of womanhood and what has been the reality or the trends?
2. Many believe that the issues we've covered to-date are now historical while others believe many of the issues are ongoing. What do you believe and why?

Extra Credit Brief Response Paper: Answer either one of the two following questions:

1. From your own perspective and in your own words, what is the importance of learning the history of working women in the U.S.?
2. Why or why not are the issues covered to-date, issues for males as well as females?

Class 7: 1900-1970

1. Cornell, (n.d.) [Sweatshops & Strikes before 1911](#) (Includes sections on Fire, Mourning & Protest, Relief Work & Investigation & Work, (6 pgs.)
2. Williams, C.L. (1995). The Rise and Fall of the Women's Profession in *Still a Man's World: Men who Do Women's Work*. Berkeley & Los Angeles: University of California Press. (Ch. 2, pp. 23-49)
3. Gazit, Chana. (Director) (2003). *The Pill*. Boston, MA. WGBH. (56 min.)¹

Assignment:

1. **Autoethnographic paper** – draft due

¹ Available via Amazon & on DVD via the Rutgers Libraries

Class 8: 1970 to present

1. Slaughter, A-M. (2012). [Why Women Still Can't Have It All](#). The Atlantic. (18 pp.)
2. Landsburg, S.E. (2005). [The Price of Motherhood Ready to have a baby? You'll earn 10 percent more if you wait a year](#). Slate. (1 pp.)

Assignment:

Exam # 2: (Covers Classes 5 through 8)

Unit VI. Issues & reforms affecting women's work

Class 9: Wages

1. Babcock, L. & Laschever, S. (2003). [Women Don't Ask: Negotiation and the Gender Divide](#). Princeton: Princeton University Press. (Introduction, pp. 1-16)
2. Imbriano, R. (2010). [A Call to Act: Ledbetter v. Goodyear Tire and Rubber Co.](#) Annenberg Classroom. (22:48 min.)
3. Burkus, D. (2016) [Why Keeping Salaries a Secret May Hurt Your Company](#). Cambridge, MA: Harvard Business Review. (4 pgs)

Assignment:

[No assignment this week]

Class 10: Sex-segregation & Tokenism

1. National Academy of Sciences (2007). [Institutional Constraints](#) in *Beyond Bias and Barriers : Fulfilling the Potential of Women in Academic Science and Engineering*. (Ch. 5, pp. 166-188)
2. McGrew, W. (2016) [Gender segregation at work: "separate but equal" or "inefficient and unfair"](#). The Washington Center for Equitable Growth. (pp. 1-8)

Assignment:

Discussion Forum: Answer either one of the following:

1. Define and discuss the significance of institutional constraints?
2. Is sex segregation diminishing, why or why not?

Class 11: Sexual Harassment & Assault

1. Lowen, Cynthia. (Director) (2018). *Netizens*. New York, NY: Fork Films. (1 hr. 37 min.)²
2. Ziering, A. & Barklow, T.K. & Dick, K. (Producers) (2012). *The Invisible War*. Sherman Oaks, CA: Cinedigm. (1 hr. 33 min)³
3. Fowler, S. (2017). [Reflecting On One Very, Very Strange Year At Uber](#). Blog post. (4 pgs.)
4. Grossman, J.L. & Rhode, D.L. (2017). [Understanding Your Legal Options If You've Been Sexually Harassed](#). *Harvard Business Review*. (6 pgs.)

Assignment: Respond to either one of the two following questions

Brief Response Paper:

1. What are the implications if women do not feel safe using the internet or serving in the military? Identify and discuss 2-3 points (e.g., workplace, economic, career, etc.) about either the internet or the military.
2. What is the status of sexual harassment in the workplace-has it improved, gotten worse or can we even know?

² Available via iTunes and Amazon

³ Available via YouTube, iTunes, Amazon & on DVD via the Rutgers Libraries

Class 12: Race, Nationality & Work

1. Browne, I. (1999). [Introduction](#) in *Latinas and African American Women at Work*. New York: Russell Sage Foundation. (Introduction, pp. 1-21).
2. IWPR (2018) [Status of Women in the States: The Economic Status of Women in New Jersey](#). (IPWR #R511) Washington, DC: Institute for Women's Policy Research. (pp. 1-4)
3. DuMonthier, A., Childers, C, Milli, J. (2017). [The Status of Black Women in the United States](#). Washington, D.C.: Institute for Women's Policy Research. (pp. 21-51)

Assignment:

Discussion Forum: This forum has two parts:

Complete and submit Worksheet *Work, Life & Balance* and then share specifics and/or observations in the DF.

Class 13: Gendered roles

1. Rhode, D. L. (2001). [The Unfinished Agenda: Women and the Legal Profession](#). Chicago, IL: American Bar Association, Commission on Women in the Profession. (pp. 13-32)
2. Smith, S.L., Pieper, K. & Choueiti, M. (2017). [Inclusion in the Director's Chair?: Gender, Race, & Age of Film Directors Across 1,000 Films from 2007-2016](#). (Preliminary 4 pgs of graphics, pp. 1-3 & Solutions, pp. 18-21)
3. Peterson, A.H. (2020) "[Other countries have social safety nets. The U.S. has women.](#)" Culture Study. (10 pgs.)

Assignment:

[No assignment this week]

Class 14: Collective Action

1. Jones, J., Schmitt, J., & Woo, N. (2014). [Women, Working Families, and Unions](#). Center for Economic and Policy Research (CEPR). (pp. 1-25)
2. UN Women (2020). [Twelve small actions with big impact for Generation Equality](#). United Nations Women.
3. Agnes Uherezky (2019). [Making motherhood work. A conversation with Caitlyn Collins](#) WorkLife HUB. (39 min.)

Assignment:

Autoethnographic paper due

Class 15: Final Assignments

Assignment:

Exam #3 (Covers Classes 9 through 14)

GRADING CRITERIA AND COMPONENTS

Grading Criteria:

A	90-100%
B+	85-90%
B	80-85%
C+	75-80%
C	70-75%
D	60-69%
F	59% and below

Grades are based on the following components:

- #1 – Discussion Forum: Classes 3, 6, 10 & 12
20% of the grade
- #2 – Brief Reading Response: Classes 2 & 11 (Two-page paper)
20% of the grade
- #3 – Autoethnographic Paper: Classes 7 & 14 (Four-page paper)
30% of the grade
- #4 - Exams: Classes 4, 8 & 15 (Exams are True/False, Multiple Choice, and Brief Answer Questions)
30% of the grade
- #5 – Extra Credit Brief Reading Response: Class 6
Can be used to increase lowest test score by up to 15 points (=> 90 then 15 points, =>80 then 10 points & =>70 then 5 points)

Each Discussion Forum is worth 5% of one’s grade, which is based on content and timing. That is, readings etc. as well as instructor and other student posts will provide the basis of content and all postings/responses should be provided during the week within which the topic/issues are examined.

Brief Response Papers are worth 10% of one’s grade, which is based on content, persuasiveness and readability. Papers must be double-spaced throughout and 2 pages in length, each numbered with standard one-inch margins and 12-pitch font. In addition, papers must include a “References” section of sources cited.

The Autoethnographic Paper is worth 30% of one’s grade. For more specifics, see “Autoethnographic Paper” below.

Each Exam is worth 10% of one’s grade and is composed of true/false, multiple choice and brief answer questions. Content will cover the classes specified (i.e., tests are not cumulative). Exams must be completed in 1.5 hours. Though you may consult class materials to complete an exam, you may *not* consult with another student in any way.

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documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.

Autoethnographic Paper

Autoethnography is a form of narrative writing that views the author's own experience as a topic of investigation in its own right. (For more on Autoethnography, see [Autoethnography: An Overview](#).) Key to this experience and hence the paper is clarifying how culture (e.g., the sexual division of labor, gendered use of communication styles & tools, gendered attributes of leadership, equation between productivity and hours worked, etc.) shapes norms & events according to the themes we've explored in this course. This paper will explore

1. your current and/or past working life – compensated and/or non-compensated – and/or
 2. work/family balance, an issue that affects men and women,
- using data you collect (e.g., quotes, pay rates, social security income, numbers of employees, length of employment, etc.) and will include a thesis, select references and a bibliography. That is, while the paper will focus on you, it is important to frame or contrast your experience using class materials including readings, videos, audio and/or lectures. You will produce and provide a draft for review along the way. Papers must be double-spaced throughout and 4 pages in length, each numbered with standard one-inch margins and 12-pitch font. Late papers may be downgraded. Note: data does NOT include academic references, but is from your experience.

Examples of autoethnographic writing:

- Fowler, S. (2017). [Reflecting On One Very, Very Strange Year At Uber](#). Blog post. (4 pgs)
- Papers from previous students are available in Files -> Autoethnography Examples in Canvas