

37:575:392:01 Issues in Work: Nontraditional Jobs for Women
Professor Elaine Kitt

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Saturday 10:00am-12: 55pm, April 2, 2015, April 9, 2015, April 23, 2015, April 30, 2015 and May 5, 2015.

(We will be skipping 4/16/15)

Location: TBD

Course Description: Our identity is influenced not only by how we look at women, but how we look at women regarding the type of work they do. It is also shaped by the way society perceives women in nontraditional work and why they are put into certain groups or it may build off of existing social and political inequality. This course will examine women in nontraditional work. This course will include lectures, interactive discussions that will supplement the readings and stimulate discussion on various topics.

Course Policies:

Please be on time for class, participation, questions and comments are encouraged. You are required to read the assigned readings before each class. Be sure to turn off cell phones during class so there are no disruptions that are very distracting to your classmates and instructor.

Attendance: There are five sessions for this class; therefore, it is imperative that you attend all five sessions. If you have a serious emergency, you will need to bring documentation of that emergency. With only five sessions even one unexcused absence will affect a student's grade. If you are absent due to an excused absence, you must use the University absence website, <http://sims.rutgers.edu/ssra/> to report the date and reason of absence. An email will be automatically sent to me.

Required Texts:

I will distribute selected readings from the list below:

Chapters from: Susan Eisenberg's, *We'll Call If We Need You: Experiences of Women Working Construction*, Cornell University Press, 1998.

Unfinished Business, *Building Equality for Women in the Construction Trades*, Susan Moir, Meryl Thomson and Christa Kelleher (A research report from the Center for Women in Politics & Public Policy. Mc Cormack Graduate School of Public Policy, April 2011.

<http://archives.lib.state.ma.us/bitstream/handle/2452/113687/ocn777596159.pdf?sequence=1&isAlloved=y>

Wider Opportunities for Women: Myths and Facts about Women and Nontraditional Occupations.

www.wowonline.org Wider Opportunities for Women, 1001 Connecticut Ave. NW Suite 930, Washington, DC, 20036

Grades

Grades will be determined by your attendance, participation and a short answer exam that will cover both what we discussed in class and the readings, whether or not it was discussed in class.

Class Schedule

April 2, 2015- Week 1

Introduction to select chapters from Susan Eisenberg, *We'll Call You if We Need You*.

Susan Eisenberg joined local 103 of the IBEW in 1978. She was one of a group of women who joined the construction trades after the federal government put in place policies that required that women be hired on federally funded projects. The plan was to create a construction labor force that was 25% women by the turn of the 21st century. That didn't happen; the percentage of women working in the trades currently hovers at around 3%. This book consists of excerpts of interviews Eisenberg conducted with other women who joined the construction trades at around the same time, which are interspersed with passages in which Eisenberg sets the context, and tries to make connections between the stories these women tell and the way gender roles are conceived and assigned in society. Eisenberg also offers telling commentary in terms of what the experiences of these women say about the nature of craft unionism in the construction business. Here are some questions that animate the whole book:

- 1) *Can* women do the work and do it well?
- 2) *Should* women do the work?
- 3) What does it mean to men if women *want* to do the work and demonstrate that they *can* do it well?
- 4) Why is it so hard for women to get their foot in the door?
- 5) Do women have to be *better* once they are on the job?
- 6) Do boys *have* to be boys?
- 7) What is the meaning of respect, and dignity?
- 8) What are the boundaries to "brotherhood?"

Readings: Chapter 2- Doors, Windows, Locks

Chapter 3-Crossing the Threshold

Chapter 10- Carrying the Weight

(Readings will be sent before the first class)

Discussion- In the chapter, "Carrying Weight," the tradeswomen discusses the issue of personal, physical strength, and suggests in various ways that it is not the most important component of the job.

Homework: Describe two examples of how this case is made in the chapters we read, and describe your reaction. Does it make sense? Why or why not?

April 9, 2015- Week 2

Readings: Unfinished Business-Building Equality for Women in the Construction Trades,
Pages 5-23

<http://archives.lib.state.ma.us/bitstream/handle/2452/113687/ocn777596159.pdf?sequence=1&isAllowed=y> (Copy and paste this URL into your browser)

Discussion: Unfinished Business-Building Equality for Women in the Construction Trades

Homework: Explain affirmative action and how it affected women looking for non-traditional work? How did it change women going into apprenticeship programs?

In Unfinished Business they talk about Explain why there will be a projected shortage in the Construction Industry? Do you agree with their conclusions and recommendations?

April 23, 2015- Week 3

Continue Discussion on Unfinished Business-Equality for Women in the Construction Trades

The Gender Wage Gap by Occupation 2014 and by Race and Ethnicity

IWPR #C431, Fact Sheet, 7 pages (print out and bring to class)

A look at the wage gap by occupation, race and ethnicity in 2014

Homework: Explain the difference in pay by occupation, race, and ethnicity by looking at the Fact Sheet. What was the most startling fact you found out by studying the charts and fact sheet?

Reading: Wider Opportunities for Women: <http://www.wowonline.org/wp-content/uploads/2013/05/Women-Non-Traditional-Work-Myths-Facts-2010.pdf>

April 30, 2015- Week 4

Discussion on Wider Opportunities for Women- Myth or Fact

www.wowonline.org

Other topics covered on women in non-traditional jobs

<http://www.wowonline.org/wp-content/uploads/2013/05/Women-in-Apprenticeship...Act-Fact-Sheet-2012.pdf>

Wrap up

May 7, 2015- Week 5

Final Exam

