A. Oral Presentation

B. Gender and Work: Issues of Gender Equality and Employment

Gender Equality and the Wage
1. The Symbol of the Wage (Kessler-Harris); Historical Perspectives; Coming to Terms with the “Wage Gap”—Explanatory factors: distinguishing “gender effects” from “gender bias”
   - Social-psychological explanations; structural explanations

2. Overview: History of Female Labor Force Participation in the U.S.: Increasing female labor force participation and labor force attachment since 1950


4. Structural Barriers: The “Feminization” of Jobs/Professions-Sex Segregation in the Labor Force; Does Gender Equality Imply Full Occupational Integration?

5. Underrepresentation of Women in Top Managerial Positions: Internal and External Barriers to Equal Representation: Women 5.2% CEOs of Fortune 500 (Sheryl Sandberg—“Lean-In” Movement); the politics of homosocial reproduction and implicit bias

6. Gender Equity Strategies in Hiring and Promotion: Equal Employment Opportunity (EEO) and Affirmative Action (AA)

   - The Philosophy and Practice of Affirmative Action: Constructing an AA Plan: Availability Analysis vs. Utilization Analysis; Establishing of “Serious Search” Guidelines and Practices; The Question of Preferential Hiring/Promotion: Goals Vs. Quotas

8. Discussion: An Affirmative Action Case

Terms: labor force attachment  labor force participation  availability analysis  utilization analysis  goals vs. quotas  homosocial reproduction