

Gender Devaluation Processes

February 22, 2023

Gender, sociologically

- A multilevel system of inequality

Macro	Structural & Cultural	Shared cultural beliefs about what it means to be a man or woman; masculine and feminine
Meso	Interpersonal	How these shared beliefs affect our relations with each other and the choices we make
Micro	Individual	Gendered selves, gendered bodies, gendered self-concepts

Gender differences: Caveats

- Even significant differences between genders are not usually all that large

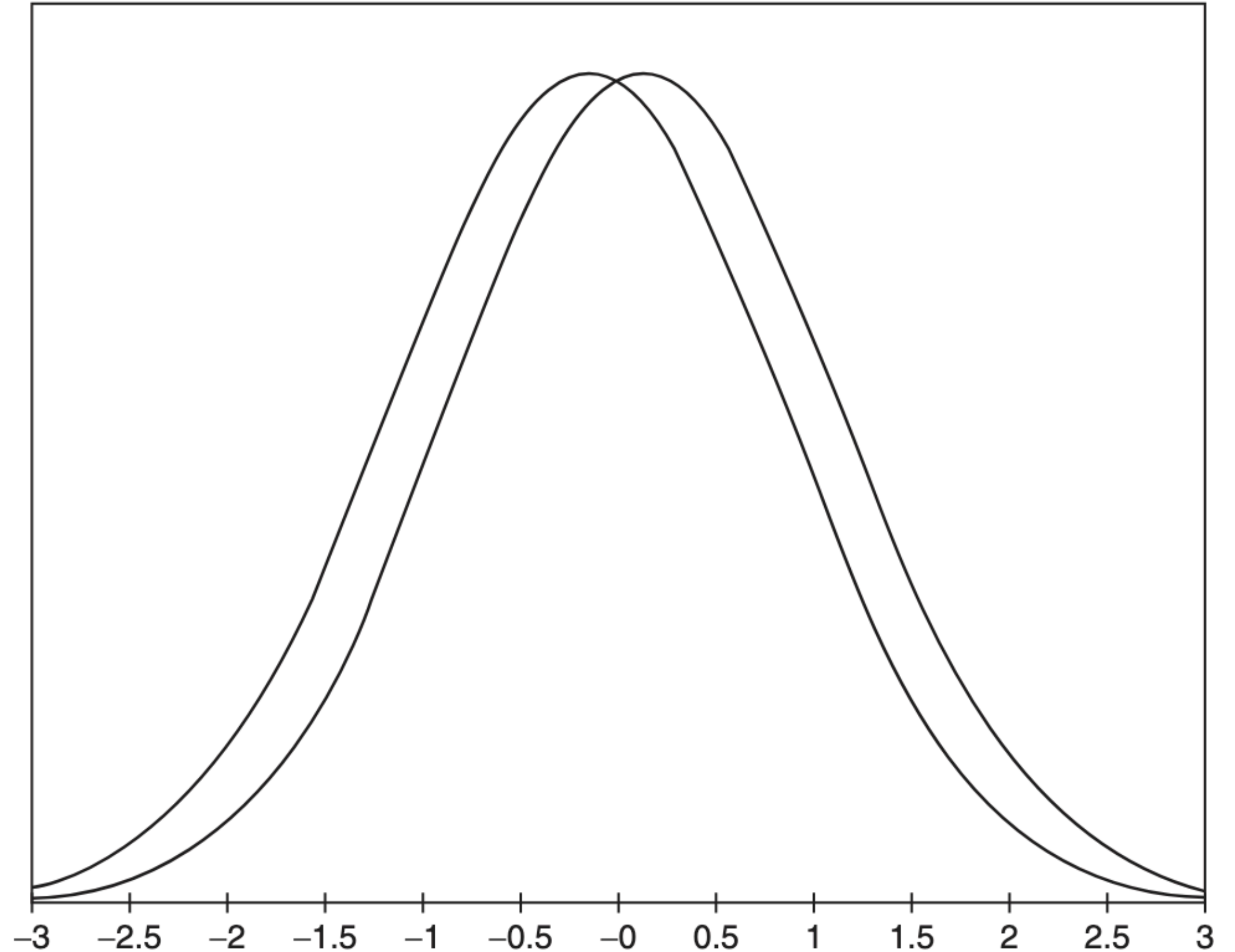
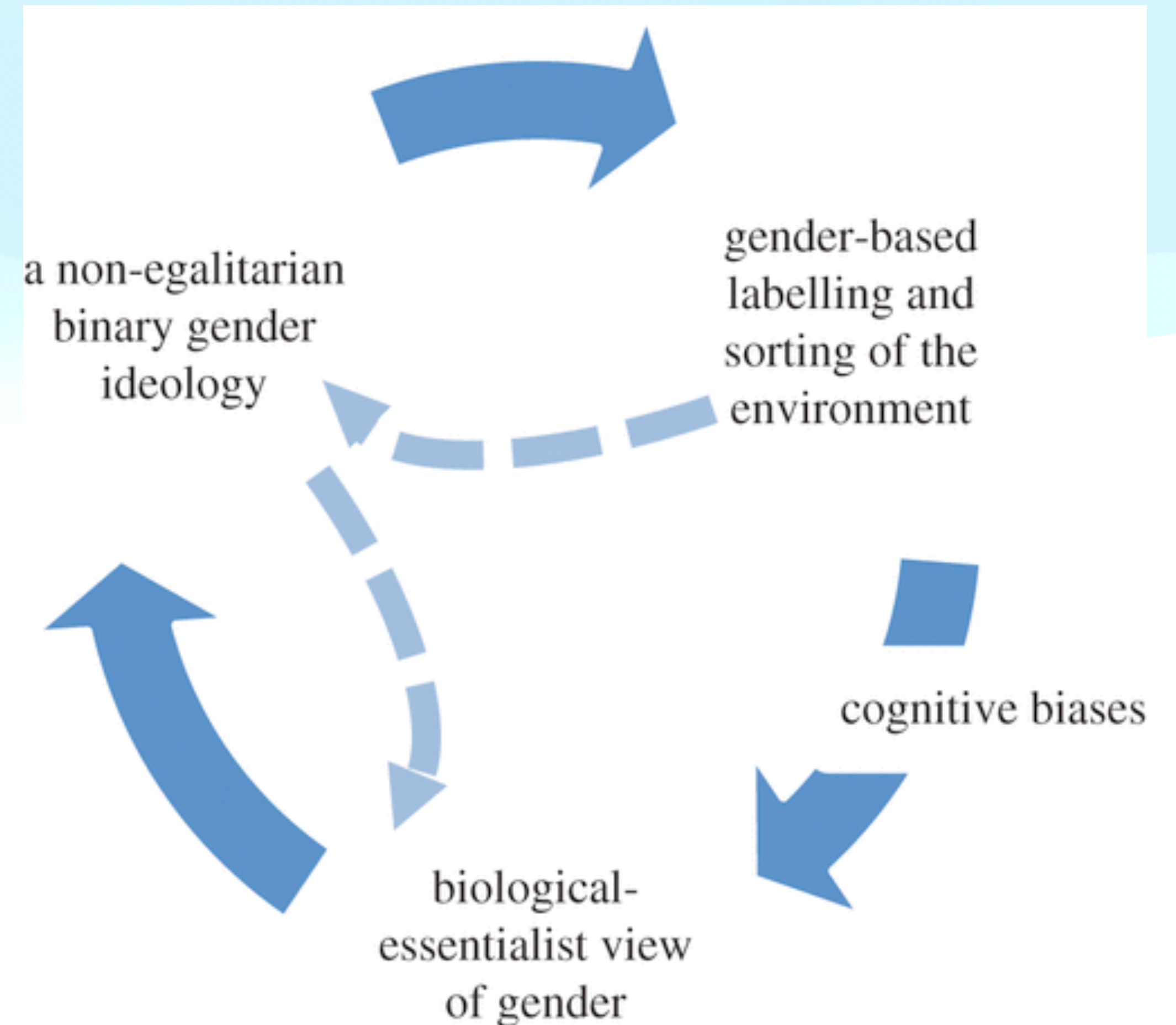


FIGURE 1.1 Typical mean sex differences (standardized units) on psychological attributes. (Either sex may have higher score.) (Source: Maccoby 1998, p. 80, based on Eagly 1995 findings.)

Gender differences: Caveats

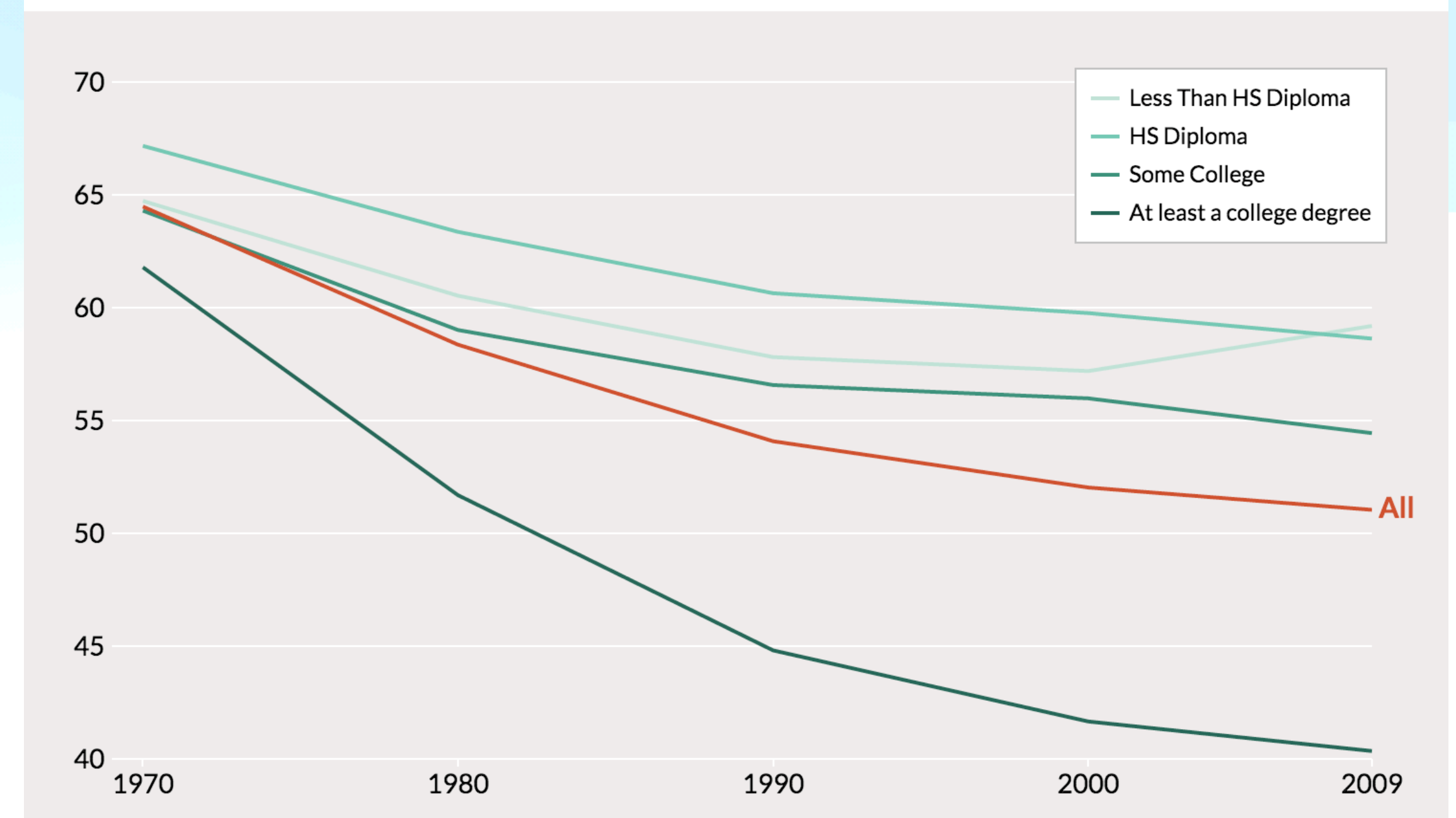
- Binary language will be used — want to emphasize that the binary nature of gender is a social construction which is upheld and naturalized through continuous action



Jobs are highly gender segregated

- The Y-axis here is the percent of women/men in an occupation that would need to change occupations in order to achieve a perfectly equal distribution of men and women in that occupation
- Perfect integration is **0**

Occupational gender segregation in the United States: 1970-2009
Index of segregation by education level



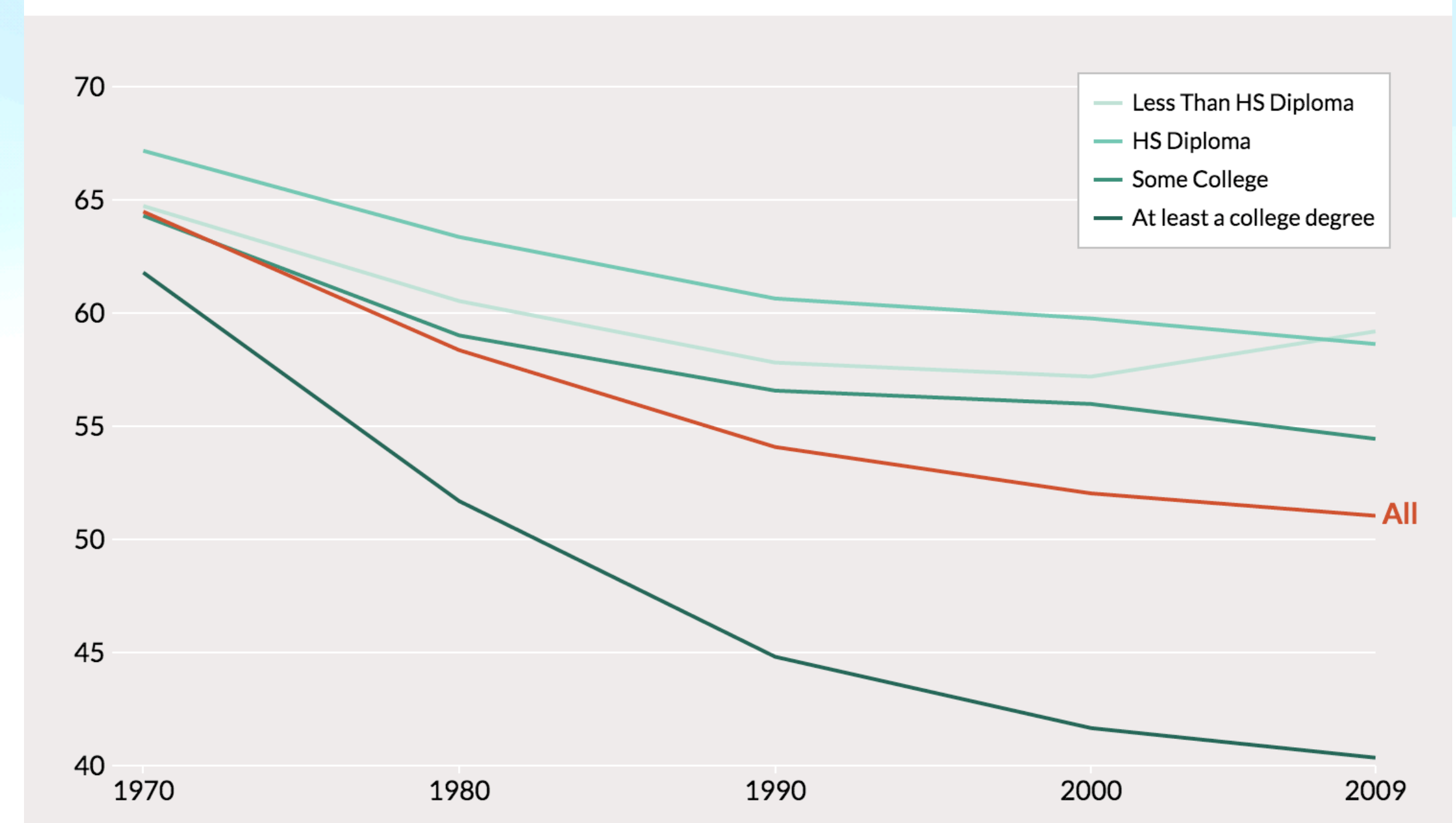
Source: See Table 8 in Blau, Francine, Peter Brummund, and Albert Liu. 2013. "Trends in Occupational Segregation by Gender 1970-2009: Adjusting for the Impact of Changes in the Occupational Coding System." *Demography* 50(2): 471-402.

Jobs are highly gender segregated

- Let's say there are 100,000 nurses in the U.S.
 - 80,000 are women
 - 20,000 are men
- If things were perfectly equal, there would be 20,000 women and 20,000 men —> 60,000 women would need to leave the occupation
 - $60,000/100,000$
 - .6

Occupational gender segregation in the United States: 1970-2009

Index of segregation by education level



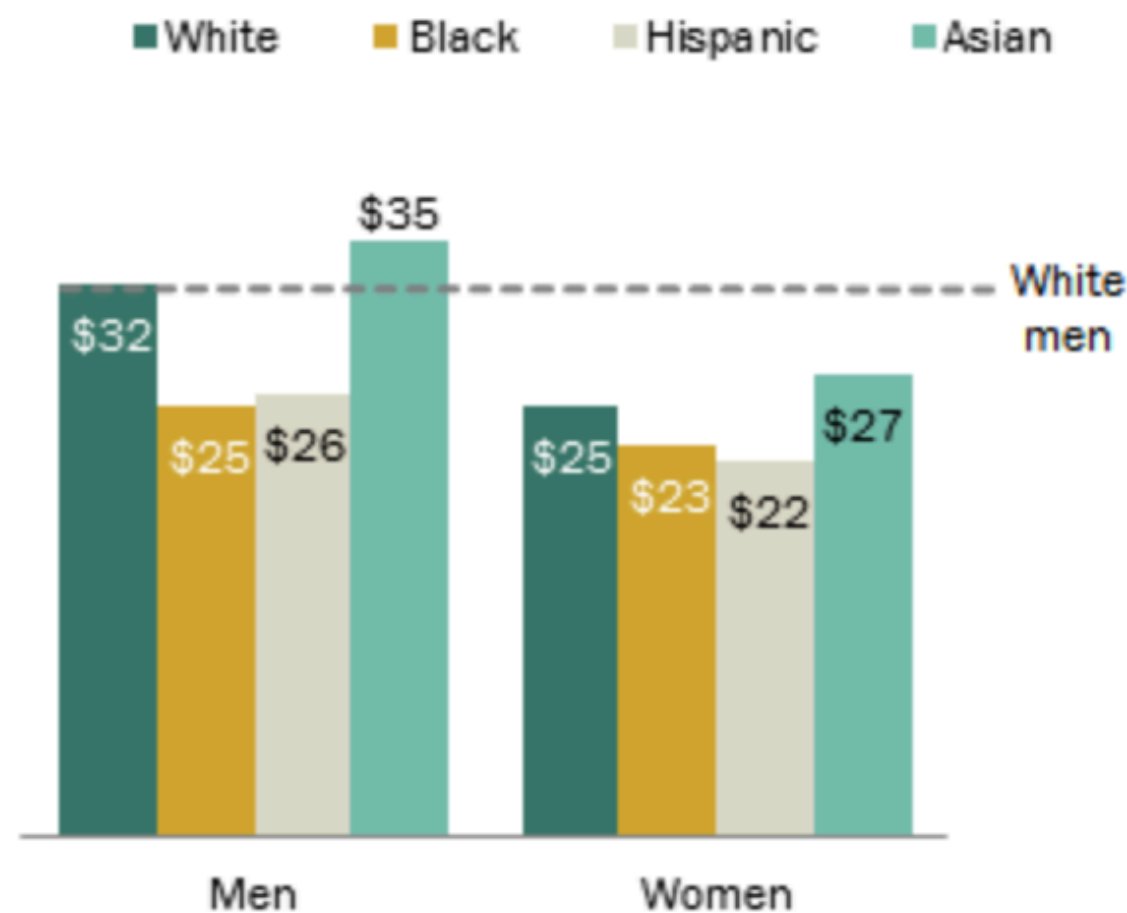
Source: See Table 8 in Blau, Francine, Peter Brummund, and Albert Liu. 2013. "Trends in Occupational Segregation by Gender 1970-2009: Adjusting for the Impact of Changes in the Occupational Coding System." *Demography* 50(2): 471-402.

Jobs with more women tend to...

Pay less

Controlling for education, white men still out-earned most groups in 2015

Median hourly earnings among those ages 25 and older with a bachelor's degree or more



Note: Based on civilian, non-institutionalized, full- or part-time workers with positive earnings. Self-employed workers are excluded. Hispanics are of any race. Whites, blacks and Asians include only non-Hispanics. Asians include Native Hawaiian and Pacific Islanders.

Source: Pew Research Center tabulations of 2015 Current Population Survey data.

PEW RESEARCH CENTER

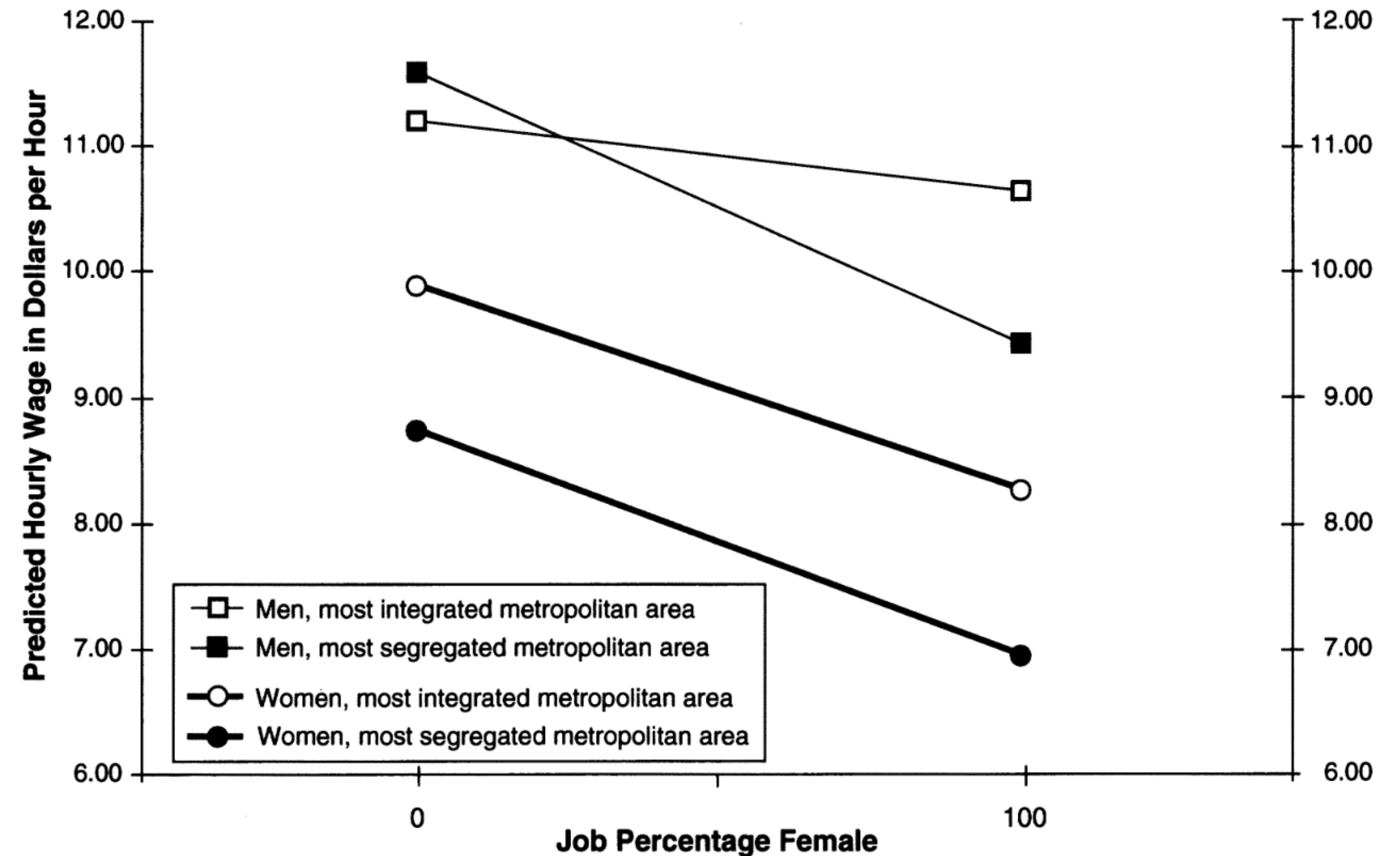


Figure 2. Effect of Job Percentage Female on Hourly Wage, by Gender and Labor Market
Occupational Segregation: Adult Men and Women, Ages 25 to 59, 1990

Reasons for this include:

- Supply-side / pipeline (occupational segregation)
 - Women do not choose to work in the highest paying occupations
 - Women do not have the necessary experience for the highest paying occupations
 - Women are more likely to choose occupations with flexible hours to manage motherhood expectations
- Demand-side / discrimination

Supply & Demand side are also interrelated

- As jobs include more women, pay decreases (England et al YYYY)
- Choice is influenced by:
 - gender norms
 - prior experience
 - beliefs about fit
 - peer-to-peer interactions
 - professor encouragement

It has largely been assumed that

Pay accurately reflects symbolic worth in the occupational segregation literature

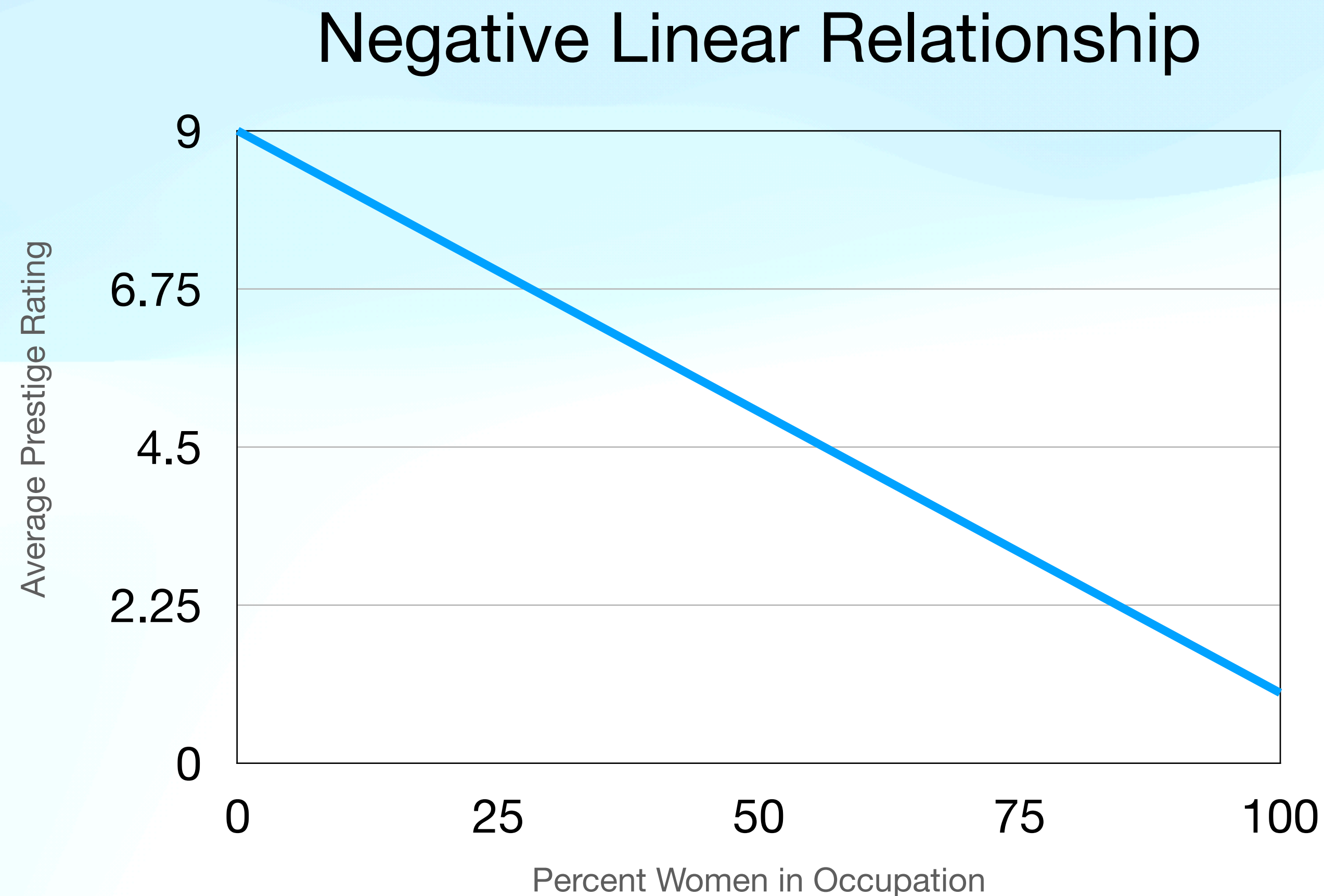
- ...but! We've discussed situations in which class (material, economic) situation can be divergent from status situation (cultural, valuation)
- The status process is one that is often marked by **distinction** (think Bourdieu and the music & art tastes video we watched last week)
 - One's social position reveals itself through the value judgments we make
- Last week's reading showed this with education
 - More highly educated respondents were more likely to use educational credentials as a screening device for sorting occupations

Gender % —> Prestige Judgments?

- Because gender is :
 - An organizing feature of social life that has been tied to beliefs about competence, goodness, intelligence **and**
 - Occupations are a site of gender distinction — gender segregation in occupations is the norm
- We hypothesize that:
 - The degree to which an occupation is segregated by gender may influence prestige judgments

How does gender segregation affect value judgments?

1. The greater percentage women in an occupation, the less prestigious it is

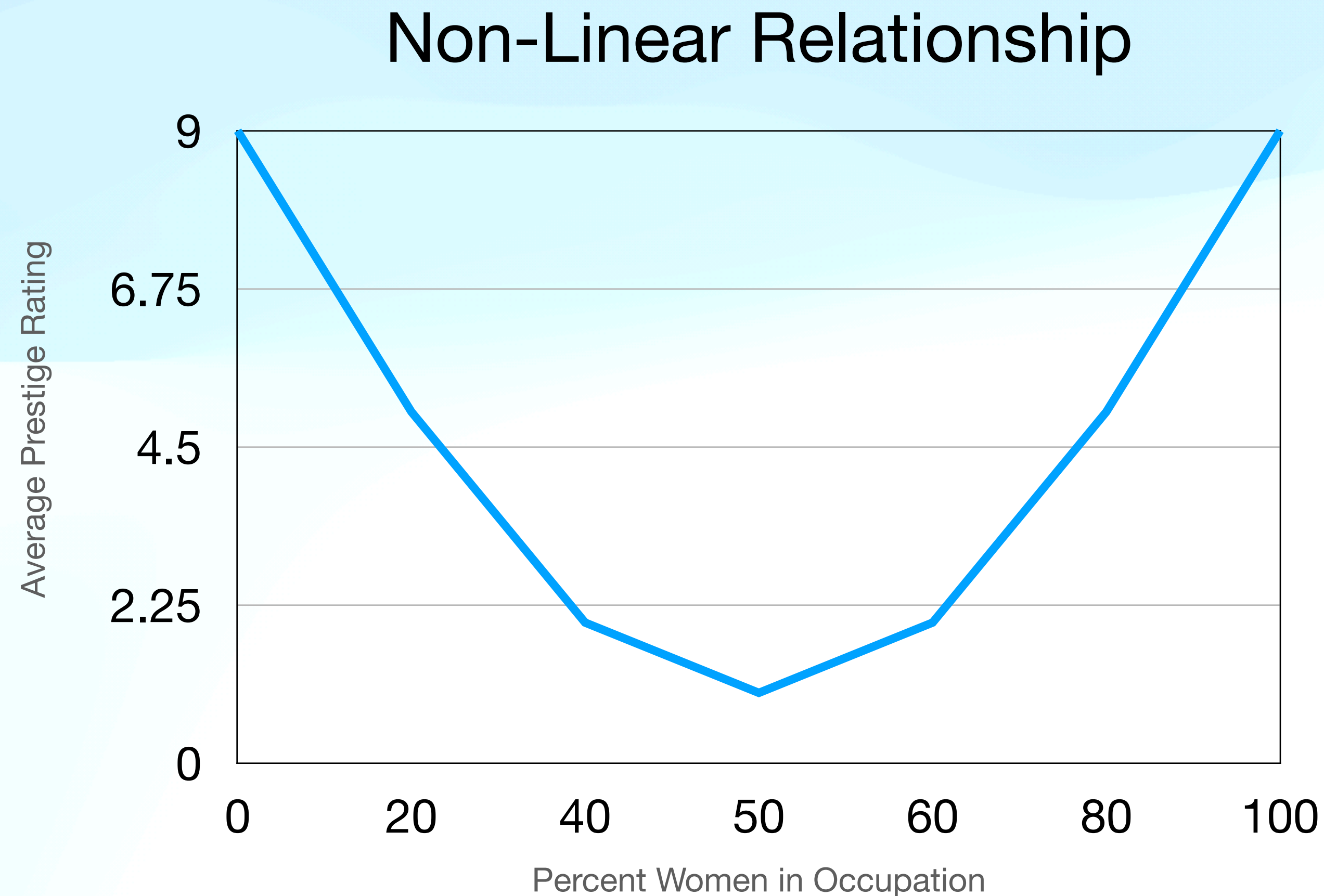


2A. Benevolent Sexism

- If we think about gender beliefs as prescriptive, things that women generally:
 - **Should** do and
 - **Should not** do
- Literature has shown that women (& men) are penalized for violating “should not” prescriptions
- Benevolent sexism is when women are uplifted/praised for doing the “should” well

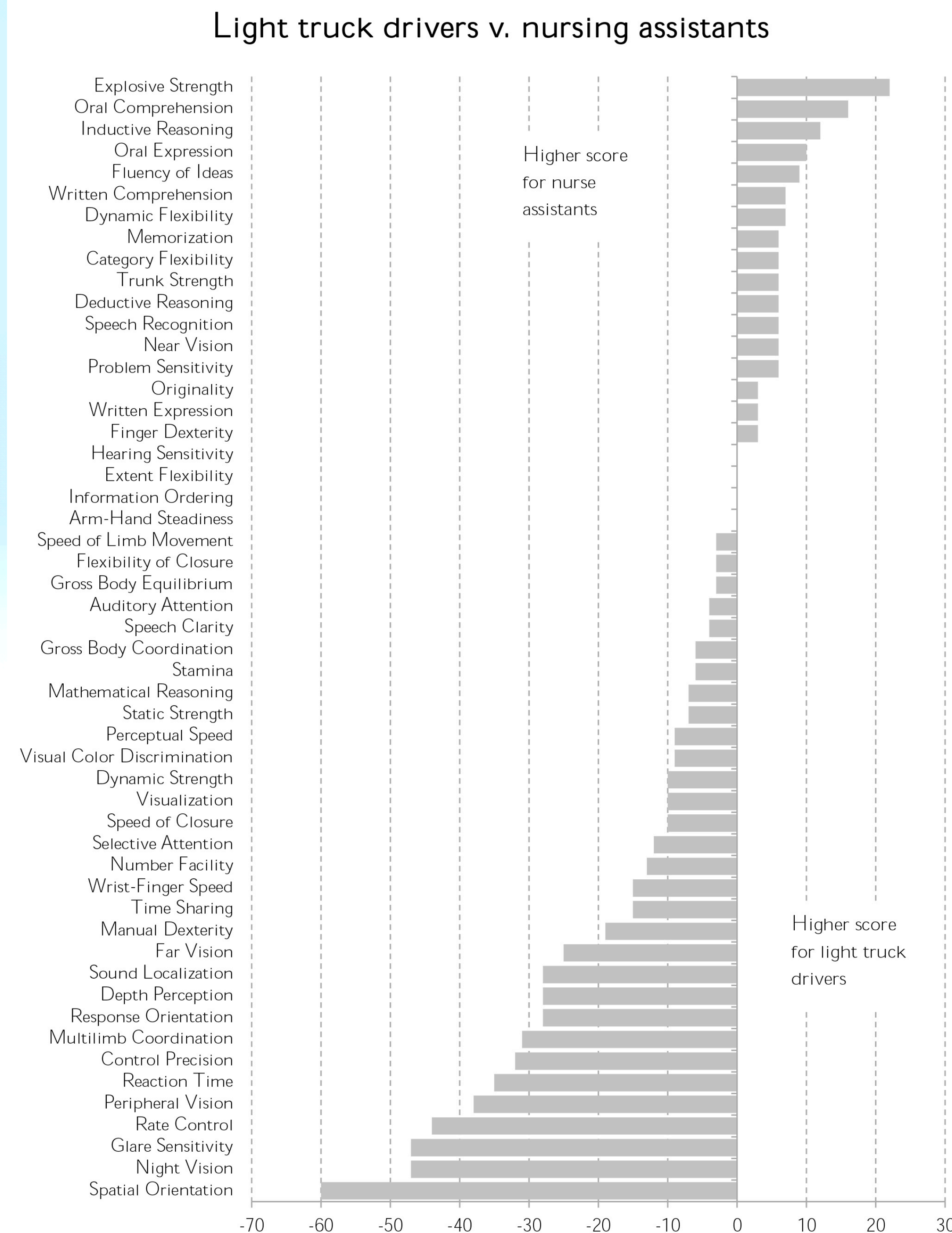
How does gender segregation affect value judgments?

2. Gender-integrated occupations are the least valued



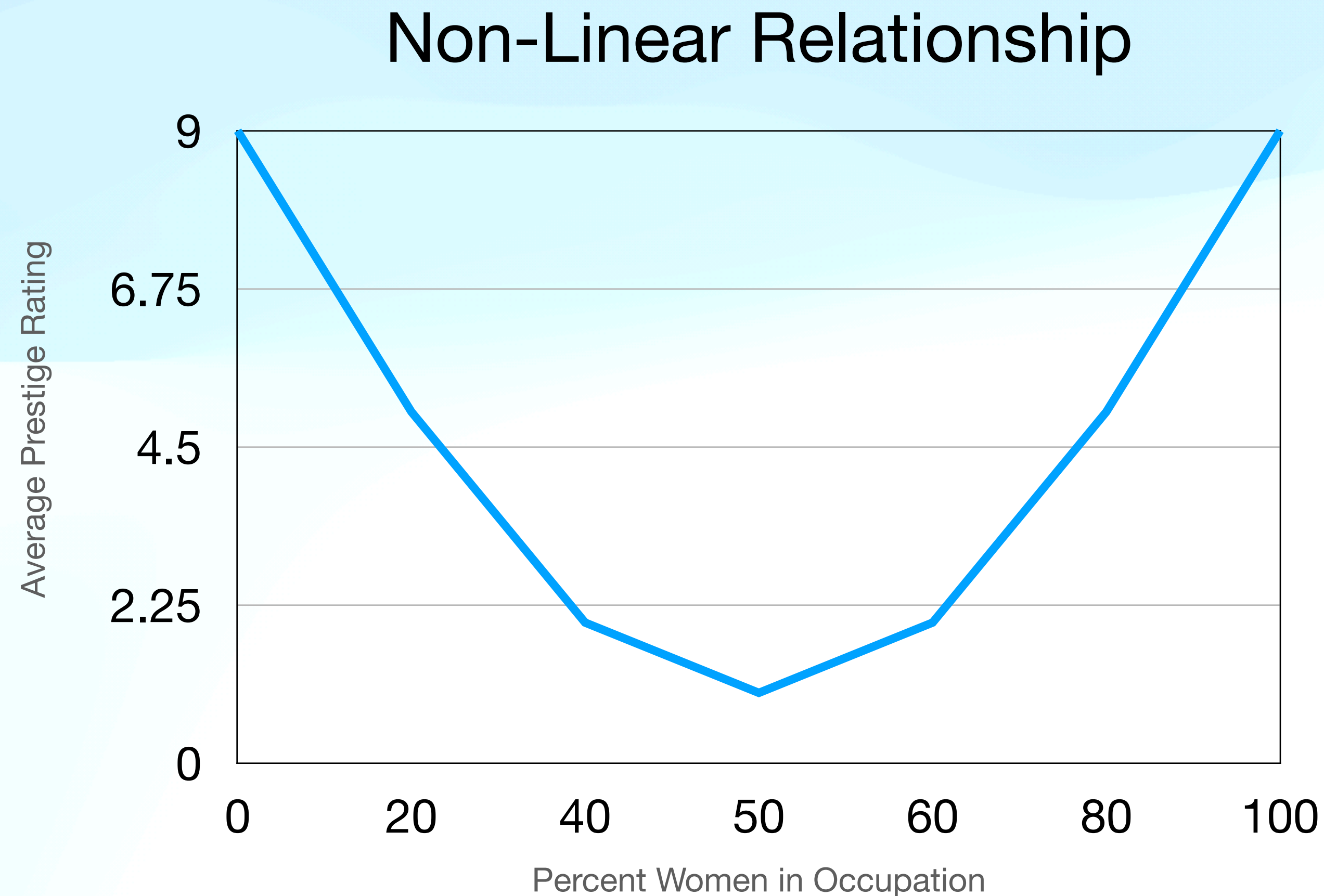
2B. Status Contradictions

- When prescriptions about gender identity conflict with necessary skills/attributes of a job
 - Remember, skills, characteristics, behaviors can also take on a gendered character
- Gender segregated jobs essentially reduce the likelihood of this happening to 0



How does gender segregation affect value judgments?

2. Gender-integrated occupations are the least valued



Method

- Individual ratings:
 - 2012 GSS occupational prestige ratings data
- Characteristics of occupations:
 - US Dept. of Labor Occupational Network
 - “Job zone” index of education, experience, and training necessary to perform the occupation

Explicitly interested in examining between-people variation

- Need to account for individual differences like we talked about last week:
 - Differences in using the scale
 - Standardizes ranks within individuals

Figure 3. Distribution of prestige ratings for "teacher."

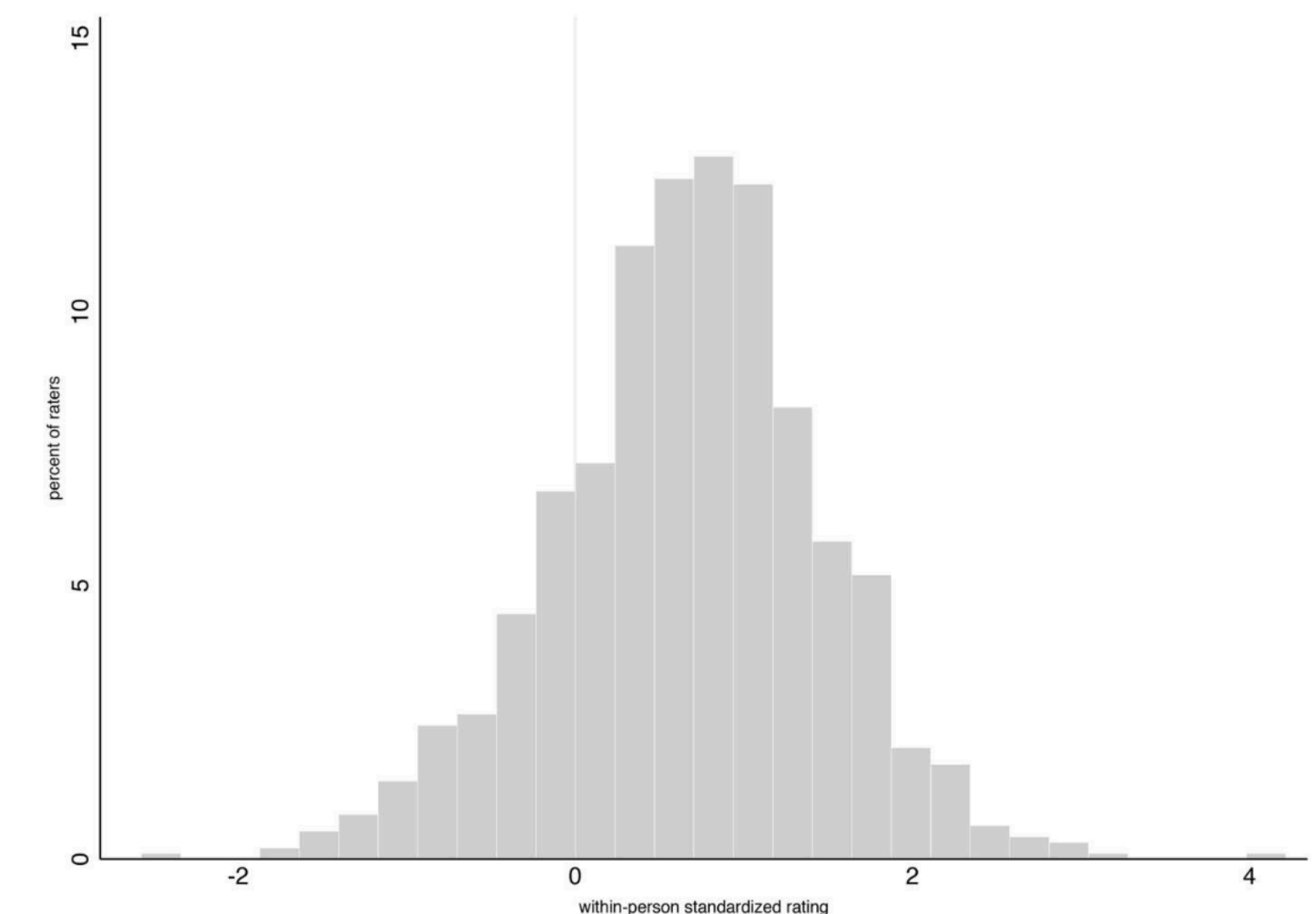
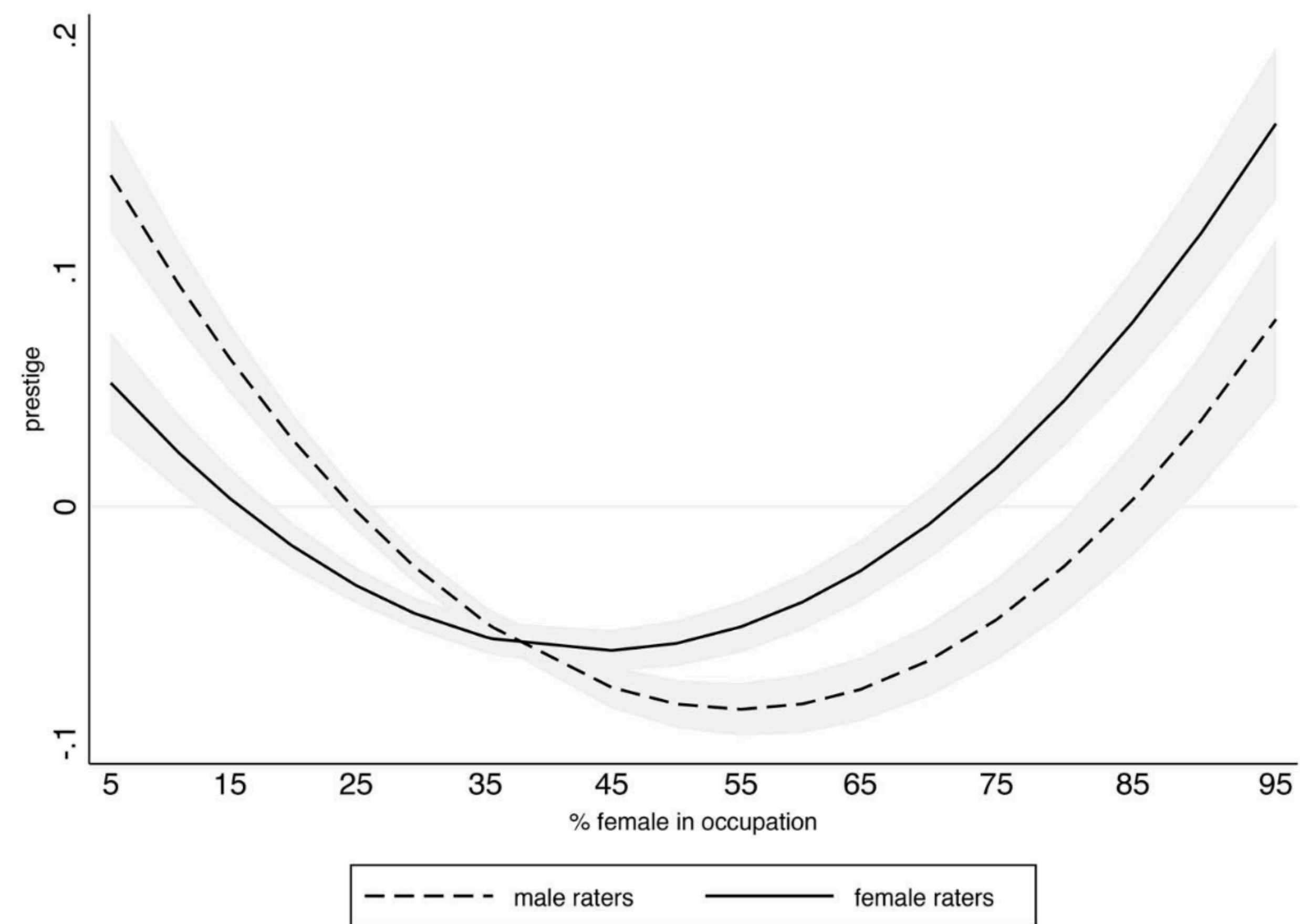


Figure 5. Effect of percent female on prestige rating, by gender of rater.



Note: Calculated from predicted values of % female, holding all other covariates constant at their means or modes. Shaded area represents 95% confidence intervals.

Illustrative Examples

Job	Avg Salary	% Women	Avg. Prestige Rating
Statistician	79,570	47.3	5.443
Computer Programmer	78,260	24.4	6.024
Physician Assistants	92,460	67.2	5.975
Nurse Practioners	91,450	92.7	6.635

Discussion

- Thoughts
- How do these results relate to what you read/submitted in the annotated bibliography?

Reminders before we start going over lab 3

- Lab 2 due Friday (Feb 24)
- Lab 3 due one week from today (March 1)
- Friday we begin the research project portion of the semester
 - Research Question assignment due March 3