This module focuses on the gendered social processes that are central to current changes in the organisation and experience of work. Students are introduced to research on gender, ‘race’, social class, sexuality and power that has helped to bring about a reconceptualisation of the meaning of work and its place in people’s lives. The course locates formal employment within wider social processes, but views it as a crucial site of gender power as well as resistance. It emphasises the relevance of both structures and cultures in reshaping women’s and men’s employment patterns and experiences, exploring the implications of globalised production chains, state policies, and shifting constructions of gender for changes in overall patterns of employment, the relation between paid and unpaid work and experiences of work in different employment sectors.

Teaching is by weekly, two-hour seminars. Students will be asked to take responsibility for starting off the sessions with a short presentation highlighting issues drawn from the reading, and/or to make a presentation based on a short interview or other piece of investigation. Assessment for the module is an essay of 5,000 words. The submission date can be found in the MA handbook. Suggested essay titles will be distributed during term and must be agreed with the tutors in advance.

**PROVISIONAL SYLLABUS**

- Week 1. Introduction. Equal pay (CW/ NC)
- Week 2. Household labours (NC)
- Week 3. Labour market inequalities: Gender, class and ‘race’ (CW)
- Week 4. Gender cultures and gender regimes (NC)
- Week 5. Organisational structures and cultures (NC)
- Week 6. Interactive service sector work (CW)
- Week 7. Paid care work (CW)
- Week 8. Organised and unorganised resistance at work (CW)
- Week 9. Seminar students’ choice of topic
- Week 10. Policy initiatives (NC)
Please note the following abbreviations of the names of two journals:

WES  Work, Employment and Society
GWO  Gender, Work and Organization

Nearly all the journal articles listed can be obtained online through the Library website, even if no URL is given. In the Library catalogue search under ‘Title’, then specify ‘Journal’, and then follow the links to the electronic version of the journal. If you are off campus you will need your library number and pin number to download the article.

PROVISIONAL SYLLABUS AND READING LIST

Week 1. The Struggle for Equal Pay

DISCUSSION QUESTIONS

What strategies have been adopted in the struggle for equal pay? Why? What other strategies are been suggested or would you think advisable?

Why has there been so much resistance to equal pay?

Why is there a gender pay gap?

FURTHER READING

Website related to the film ’The Equal Pay Story’
http://www.unionhistory.info/equalpay/


Metcalf, H (2009) Pay gaps across the equality strands: a review, Research report 13, Equalities and Human Rights commission: Manchester, can be found at
Week 2. Household labours

SEMINAR QUESTIONS

What is a household?
What sort of labour takes place within households?
Does the distribution of household work vary with class/gender/sexuality/ethnicity?
How does it reflect and affect power relations within and between households?

What are the differences in household labours between rural and urban households?
What differences are there between households in advanced, capitalist economies and developing economies?
What differences are there between households in developing countries which are engaged in urban and rural ways of getting a living?

How much does unpaid labour within the household contribute to the economy?
Who is it who is doing this unpaid work?

Why do we tend only to think of paid employment as ‘work’?

How is household labour gendered? Is this affected by class/ethnicity/what type of economic activity household members are engaged in?

How does the gendering of work affect access to resources within households?

READING

Key readings


General


Anderson, M et al. (eds.) (1994) The social and political economy of the household, Oxford University Press

Bonke, J (2004) ‘Paid work and unpaid work: diary information versus questionnaire information’ in *Social Indicators Research*


Fraad, H et al. (1994) *Bringing it all back home: class, gender and power in the modern household*, Pluto Press


McKie, L et al. (eds.) (1999) *Gender, power and the household*, Macmillan

McKinley, Wright, M (1995) "I never did any fieldwork but I milked an awful lot of cows!" using rural women’s experience to reconceptualise models of work’ in *Gender and Society*, Vol. 9, No. 2, April 1995:216-235


Seccombe, W (1993) *Weathering the storm: working class families from the Industrial Revolution to the fertility decline*, Verso


Wheelock, J (1990) *Husbands at home, the domestic economy in a post-industrial society*, Routledge

**The distribution of resources within households**


Dwyer, D & Bruce, J (eds.) *A home divided: women and income in the Third World*, StanfordUniversity Press, 1988


Wilson, G (1987) Money in the family: financial organisation and women's responsibility, Avebury

**Paid work in the domestic sphere**


Gregson, N and Lowe, M N G (1994) Servicing the middle class: class, gender and waged domestic labour in contemporary Britain, Routledge

Kabeer, N (2000) The power to choose: Bangladeshi women and labour market decisions in London and Dhaka, Verso

Momsen, J H (2000) Gender, migration and domestic service, Routledge


**Early debates on domestic divisions of labour**


Miscellaneous articles


Layte, R and Deem, R (1999) Divided Time: Gender, Paid Employment, and Domestic Labour Ashgate


Week 3. Labour market inequalities

This week we will consider the concepts of occupational segregation and concentration in more depth, using as an example an ethnography of two American toy stores. We will then consider occupational segregation in the wider labour market, and its repercussions for domestic labour. This means that we need to consider ways of conceptualising not only labour market inequalities but the conceptualisation of the relation between categories of social actors.

DISCUSSION QUESTIONS:

What patterns of occupational segregation can we observe in the retail sector?

Who gets the better jobs? How do good jobs differ from less good jobs?

What accounts for these patterns? Do they relate to the ‘product market’?

What are the patterns of labour market inequality more widely? How do they relate to the changing shape of the occupational structure?

What is meant by the concept of intersectionality? Identify its advantages and disadvantages.

Is it possible to use categories in social sciences without reinforcing categorisation?

What have been the implications of widening inequality between women for relations between women? For domestic labour?

KEY READING


Recommended Reading


**Overviews of and statistics on the changing shape of inequalities in the labour market:**


McCall, Leslie (2001) *Complex Inequality: Gender, class, and race in the new economy* NY and London: Routledge

Crompton, Rosemary *Women and Work in Modern Britain* Oxford University Press, 1997

Purcell. K. et al (2006) Looking through the Glass Ceiling: a Detailed Investigation of the Factors that contribute to gendered career inequalities’ IER, Warwick, and ESRU, Univ. of the West of England. This is available on line. It is 120+ pages so you may not want to print out the whole report. www2.warwick.ac.uk/fac/soc/ier/research/completed/ltgc/esfreportfinal.pdf


Documenting and conceptualising inequalities at work:


Crompton, Rosemary (1997) *Women and Work in Modern Britain* Oxford University Press, Ch 1 and 2, up to p35 and 47-49


Anker, Richard (1998) *Gender and jobs: sex segregation of occupations in the world*  
ILO


**Conceptualising and documenting the intersection of race, class and gender inequality:**


McCall, Leslie (2001) *Complex Inequality: Gender, class, and race in the new economy* NY and London: Routledge

*European Journal of Women’s Studies* (2006) Special Issue on Intersectionality


Acker, Joan (2000) ‘Revisiting Class: Thinking from Gender, Race, and Organizations’ *Social Politics* 192-211.


**Pay inequalities**


Segregation at the workplace level


On young people and job market position:


Other useful reading on the retail sector (See also Week 7):


Cockburn, C. and S Ormrod (1993) Gender and Technology in the Making, Sage. Chapter on selling microwave ovens

Lancaster, B (1995) The Department Store: A Social History. Leicester University Press Chapter 8 Behind the Counter and Chapter 10 Women and Department Stores


Week 4 Gender cultures and gender regimes

SEMINAR QUESTIONS

What is gender culture?
What is a gender regime?
How does the idea of gender culture differ from the idea of gender regime?

How do gender cultures relate to place? How do they vary within and between countries?

Are gender cultures reflected in the gender regimes within institutions such as welfare states? How do welfare states relate to gender cultures and gender regimes in wider society?

How do gender cultures and gender regimes relate to gender divisions of paid and unpaid work?

READING

Key readings


OR


OR


OR


General

Crompton, R, Lewis, S and Lyonette, C (eds) Women, men, work and the family in Europe, Palgrave: Basingstoke


Charles, N and James, E (2005) “‘He earns the bread and butter and I earn the cream’: job insecurity and the male breadwinner family in South Wales’ in Work, Employment and Society, 19:481-501


Crompton, R (1999) Restructuring Gender Relations and Employment: The Decline of the Male Breadwinner Oxford Univ Press Chapters 1, 5, 4 and 2

Daly, M. & Rake, K., (2003), Gender and the Welfare State, Policy


Chapter 2 Nothing but Big Work: The Closing of the American Job

Franzway, S., Court, D. & Connell, B.(1989) Staking a claim, Polity


Jenkins, S (2004) *Gender, place and the labour market*, Ashgate


Lovell, T (1990) *British Feminist Thought* Blackwell Chapters 8 and 9 on the history of the family wage


Week 5 Organisational structures and cultures (NC)

**SEMINAR QUESTIONS**

What does it mean to say that organisations are gendered?

Hierarchies within organisations are gendered – how is this gendering maintained?

How do gendered organisational structures and cultures relate to each other?

What accounts for the differences in gender cultures in different organisations and sectors?

Do gender cultures always disadvantage women?

**READING**

**Key reading**


OR


**Background reading**


Bruni, A. (2006) “‘Have you got a boyfriend or are you single?’ On the importance of being “straight” in organizational research’ in *Gender, Work and Organization*, 13(3):299-316


Pringle, Rosemary (1998) *Sex and medicine: Gender, power and authority in the medical profession*, Cambridge


Williams, C. L. (1993) *Doing ‘women’s’ work*, Sage


Week 6. Gender and Front-Line Customer Interaction Work (CW)

The large expansion in service sector employment has arguably had contradictory implications for women workers. While providing white-collar employment, and often career trajectories for women, the work is often inscribed with particular gendered and racialised expectations regarding interactions with customers and clients that have implications for workers’ embodied experiences of work. Several important concepts have emerged for conceptualising the nature of interactive work and debating its pleasures and stresses for workers.

SEMINAR QUESTIONS

How does Hochschild define emotional labour? How useful is her concept for understanding the gendering of work? Is a more multidimensional view required?

What is meant by ‘sexualised work’? How does it reflect gender and other social divisions?

What is meant by aesthetic labour? How central is gender?

Are these labour inputs more typical of ‘front-line’ customer services than other kinds of work? Why and why not? Are they more typical of the Western advanced capitalist economies? Why and why not?

What are the implications of these inputs for workers’ embodiment?

What are the implications of these aspects of labour input for equal opportunities?

KEY READINGS:

(1) Kerfoot, D. and Korczynski, M. (2005) ‘Gender and Service: New Directions for the Study of “Front-Line” Service Work’ GWO 12 (5): 387-399. (This is the Introduction to a Special Issue of this journal on front-line service sector work but is very useful read on its own.)

(2) EITHER Excerpt from Hochschild, Arle (1983) The Managed Heart Berkeley, CA: University of California

OR


(3) AND one of the following

Gimlin, Debra (1996) 'Pamela's Place: Power and Negotiation in the Hair Salon' Gender and Society 10, 5: 505-526


At a later stage you might like to read


FURTHER READING:


Furman, Frida (1997) Facing the Mirror: Older Women and Beauty Shop Culture NY: Routledge,

And regarding gendered front-office online interaction:


Emotional labour


Sexualised labour


Hall, Elaine 'Smiling, Deferring and Flirting: Doing Gender by Giving Good Service' Work and Occupations, 20, 4 1993

Leidner, Robin 'Serving Hamburgers and Selling Insurance: Gender, Work and Identity in Interactive Service Jobs', Gender and Society 5 (2).

Bailey, Peter (1990) 'Parasexuality and Glamour: The Victorian Barmaid as Cultural Prototype' Gender and History 2 (2).

Filby, Mike (1992) 'The Figures, the Personality and the Bums, Service Work and Sexuality' WES 6 (1).


Guerrier, Y. and A. Adib (2000) ‘”No we don’t provide that service”: Harassment of Hotel Employees by Customers’ Work, Employment and Society 14 (4).


Aesthetic labour


Some of the references for Care Work (Week 7) are also relevant, especially:


James, N, (1989) 'Emotional Labour: Skill and work in the social regulation of feeling' Sociological Review 37, 1:15-42


General


Week 7 Paid care work (CW)

The social relations of paid caring lie at the heart of many of the contradictions of contemporary work and social inequality. Partly because it lacks social esteem as well as adequate pay, the ‘care deficit’ of wealthier societies is increasingly provided by migrant women who have to ‘care at a distance’ for their own children and other dependants. Paid care work also raises questions about the changing nature of a ‘workplace’ and working time, the embodied character of work, definitions of ‘dirty work’ and especially the gender of intimate care, and the rights of people requiring care.

Seminar Questions

How is the organisation of care work changing?

Can paid care work be reconciled with feminist values?

What role does migration play in care work? Why?

Why is care work so stigmatised? How do carers deal with feelings of disgust?

To what extent should analysis emphasise the embodied character of care work?

Key Readings:


Further Reading:

The organisation of care:


Ungerson, C 'The Language of Care: Crossing the Boundaries' in C Ungerson (ed) *Gender and Caring*, Harvester 1990


Macdonald, Cameron Lynn and Sirianni, (eds) *Working in the Service Sector* Temple University Press. Articles by Glenn, Rollins and Macdonald


Feminist values, paid and unpaid caring:


**Migration, ‘race’ and care**


*Gender & Society* (2003), Special Issue on Global Perspectives on Gender and Carework 17 (2).


Bakan, Abigail and Stasiulis, D. 'Making the match: domestic placement agencies and the racialization of women's household work' Signs 20 (2): 305-35.


Lutz, Helma (2002) 'At your service, Madam!: The globalization of domestic service' Feminist Review no 70, 89-104. See also other relevant articles in the same volume.


**Institutional care work:**


And articles by Lee-Trewick and Foner, below.

**Embodied interactions in care work:**


**Care and Disability**


Ungerson, Clare (1999) 'Personal Assistants and Disabled People: An Examination of a Hybrid Form of Care and Work' Work, Employment and Society 13(4).

And article by Rivas, in Ehrenreich and Hochschild, above.

See also week 8 for references to forms of resistance in care work.
Week 8 Organised and unorganised resistance at work (CW)

‘Resistance at work’ may cover a wide variety of activities, informal as well as formal and individual as well as collective. Our central concern is to explore how this variety of activities is gendered. At the same time the very notion of ‘resistance’ can be regarded as problematical, so we need to explore the problems and implications of using this concept. Indeed, how we conceptualise ‘resistance’ may itself have implications for our understanding the gendered character of workplace conduct.

Primary questions:

What sorts of conduct are regarded as ‘resistance’ and in what ways are they gendered?

What is being resisted, and how might this be gendered?

What sorts of resources and constraints influence the form taken by resistance, and how might this be gendered?

What are the consequences of resistance and how might these be gendered?

In what ways are organisations that purport to organise resistance in and beyond the workplace (such as trade unions) gendered?

Secondary questions, which can again be addressed with particular reference to gender:

Would our analysis be different if we thought in terms of ‘survival strategies’, ‘compromises’, ‘dissent’ or ‘misbehaviour’ rather than resistance?

In what ways might forms of dissent or resistance coexist with compliance, compromise, consent or co-operation?

Can forms of workplace resistance actually help to generate consent or co-operation?

What is the relationship between informal and formal forms of workplace resistance?

What is the relationship between individual and collective forms of workplace resistance?

What is the relationship between resistance/consent within the workplace and resistance/consent within trade unions as organisations?

READING

Key reading


**Further Reading**

International sources:


(i) **Analytical commentaries**


(ii) **Workplace studies of gendered survival strategies and dissent**


(iii) Research on the gendered character of the union articulation of workplace grievances


(iv) Research on women’s involvement and representation in unions


Week 9 Student to decide topic

Week 10 Policy initiatives (NC)

Seminar Questions

In view of the deep-rooted nature of the gendering of work, how effective can equality policies be?

What are the problems of implementing equal opportunities policies within organisations?

Why is there resistance to family friendly policies? What form does it take? Is it gendered?

Do policies which encourage women into the workforce take account of the diversity of women’s needs?

Is equal participation in paid work the only way of achieving gender equality? Is this what policies should aim for?

Is it possible to target policies at women or men without considering their effect on both genders?

How do policies, whether put forward by trade unions, employers or the state, affect gender relations within the domestic sphere?

Key Readings

Lewis, S (1997) ‘”Family friendly” employment policies: a route to changing organizational culture or playing about at the margins?’ in Gender, Work and Organization, 4 (1):13-23


FURTHER READING

Work-life balance


Cockburn, C (1991) *In the way of women: Men’s resistance to sex equality in organizations*, Macmillan


Lewis, S and Lewis, J (eds.): *The work-family challenge: rethinking employment*, Sage, 1996


Scheibl, F and S Dex (1998) ‘Should we have more family-friendly policies?’ *European Management Journal*


Schwartz, D B (1994) *An examination of the impact of family-friendly policies on the glass ceiling*  Cornell


Gender mainstreaming and equal pay


Rubery, J ‘Gender mainstreaming and gender equality in the EU: the impact of the EU employment strategy’ in Industrial Relations Journal 33 (5):500-22
