
SOCIOLOGY 132: GENDER AND WORK

COURSE INFORMATION: FALL 2024

Class Days: Tuesdays & Thursdays

Class Times: 2:00pm-3:20pm

Class Location: CSB 004

Instructor: Dr. Charlene Holkenbrink-Monk

(She/her)

Email: ceholkenbrinkmonk@ucsd.edu

Office Hours Times by appointment

Office Hours Location: Zoom

Discord Link: <https://discord.gg/skI3DaNn>

COURSE OVERVIEW

Course Description:

Examination and analysis of empirical research and theoretical perspectives on gender and work. Special attention to occupational segregation. Other topics include the interplay between work and family; gender, work and poverty; gender and work in the “Third World.”

Prerequisites: upper-division standing. Will not receive credit for both SOCI 132 and SOCC 132.

Course Overview:

This course will explore the intersection of gender and work within the context of various cultural and societal expectations. An intersectional lens will be applied, looking at gender and work while considering race, disability, socioeconomic status, sexuality, and other social identities and locations. By using a combination of research studies and theory, this course will look at representation within fields of work, family dynamics, and global perspectives. In addition, we will be looking at definitions of work and labor beyond the scope of occupation as it depends on society and cultural norms and space.

Student Learning Outcomes:

By the end of this course, students should be able to do the following, assessed through a variety of methods.

1. Understand and explain theoretical and empirical explanations of gender, and how it impacts access and outcomes of work experiences.
2. Articulate the social disparities across gender and work from an intersectional lens.
3. Critically engage with data by using observation and secondary analysis related to gender disparities across definitions of work.
4. Apply sociological theory, concepts, and imagination to historical and current trends while analyzing gender and work.

ADDITIONAL COURSE POLICIES

Attendance. All students are expected to attend (on-time) every class. Please discuss with me ahead of time if you plan on being late or absent. In addition, engagement is expected - not just logging in. We are conducting class via Zoom, which means that participation and engagement is expected.

Dropping the course. You are responsible for dropping any class you are no longer attending. You are subject to a letter grade once enrolled beyond the withdrawal deadline.

Changes to the Syllabus. I reserve the right to make changes to this syllabus, ranging from the readings to the organization of the material, with notice. I will announce this in class should any changes occur and will do my best to ensure that we do not change the syllabus.

COURSE MATERIALS

Materials will be posted to Canvas. There is no required textbook, but there are required readings. These will be posted under their corresponding week module.

COURSE STRUCTURE AND REQUIREMENTS

- Readings and materials: All students are expected to complete the required readings outlined in their respective modules. Additional readings will be posted online.
- You will also need access to an electronic device for video viewing and writing outside of class.

ASSESSMENTS

DISCUSSION FACILITATION @ 30 POINTS

Every week, we will have a mixture of lectures and group facilitated discussions. This might be a new dynamic for some, but we will learn to collaborate and work together, even in a larger class. This means that a group will facilitate dialogue in our sessions after lecture. These groups will explore the reading that you are assigned and develop questions and ideas to discuss and connect concepts to a specific gender and work in society and related to the topic of that week. You are graded on the quality of questions and their connections to gender and work, theory, and the readings. This is a group collaboration; you will be assigned a specific date for your groups and randomly assigned. **You will be provided a rubric for this; additionally, it will be individually graded, but collaboration is still expected, and therefore a survey will be administered around the division of work and contributions.** The assignment link will discuss how this will be individually graded. *This is not intended to be overthought, anxiety-inducing, or worrisome; it's to help you each think critically about the materials and how to engage in a dialogical context.* **This will be due during the group's week that it is assigned.**

A.I. GENDER BIAS AND WORK ANALYSIS ASSIGNMENT @ 30 POINTS

A.I. (Artificial "intelligence") is everywhere. Many of you may enter fields that explore and use A.I. However, there is a great deal of debate around the use of A.I. and its role in upholding bias. Some argue that because it is a "machine", it cannot hold bias. However, we cannot dismiss that these are programmed by humans who do, in fact, hold bias. Due the presence of A.I. you will be required to utilize what you've learned in class, the readings thus far, and your own sociological imaginations to uncover how A.I. either challenges, upholds, or is "neutral" within the scope of gender bias within various fields of work. You will receive explicit instructions and some examples. The final assignment will be a paper that analyzes the findings within A.I. along with an attachment of all of your prompts and questions, exhibiting your knowledge of the course materials and critical reflection of the interaction and output. You will need to include the works cited referencing materials from our class in APA format. **This is due during Week 4.**

ETHNOGRAPHIC OBSERVATION ACTIVITY @ 30 POINTS

As sociologists (and sociologist adjacent) ethnographic observation is an important skill. For this assignment, you will be expected somewhere that you can observe **labor** - for example, a restaurant, the park, a family gathering, your own work, the office, a library, the classroom, church, etc. You will document all of your observations as an **ethnographer**. This will not be a traditional paper, but rather an analysis of your findings using theories in an **observation/analysis** format (think: question/short answer format.) You will be expected to upload your raw data along with the observation/analysis document. You will need to include the works cited referencing materials from our class in APA format. **This is due during Week 7.**

FINAL PAPER @ 60 POINTS

This final paper is very personal. In the first class, before developing our sociological imaginations, we wrote down a list of ideas or concepts that we held either as true or we believed were “world views” on gender and work. By this point, you should have kept it, and you will attach that to this final paper. Utilizing that as guidance, you are going to tackle two crucial components: 1) unpacking your ideas and the worldviews and analyzing them theoretically (and including how your views or knowledge have changed) and then 2) document something important to you around gender and work. For example, you can discuss the division of labor in the household and how that might have been impacted by gender perspectives, you can discuss your family arrangements, personal experiences in work now or before, gender discrimination and sexism, microaggression, the interplay of power and gender in your own perspectives, etc. This is very personal, but you do need to reference and cite materials from the class woven in throughout. This should be around 6-8 pages. **You will need to include the works cited referencing materials from our class in APA format. This is due during finals week.**

TOTAL POINTS = 150

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| <input type="radio"/> A+ : 98 - 100% | <input type="radio"/> C : 73 - 75% |
| <input type="radio"/> A : 93 - 97% | <input type="radio"/> C - : 70 - 72% |
| <input type="radio"/> A- : 90 - 92% | <input type="radio"/> D + : 66 - 69% |
| <input type="radio"/> B+ : 86 - 89% | <input type="radio"/> D : 63- 65% |
| <input type="radio"/> B : 83 - 85% | <input type="radio"/> D - : 60 - 62% |
| <input type="radio"/> B- : 80 - 82% | <input type="radio"/> F - 59 and below |
| <input type="radio"/> C+ : 76-79% | |

ACADEMIC HONESTY

It is important that students complete their own work and appropriately cite their sources. Plagiarism will not be accepted under any circumstances. This is academic dishonesty. If you copy another person’s work, it will be considered cheating.

Statement on A.I.: A.I. can be an incredibly useful tool and I will show you how to use it in certain elements of work in class. However, it cannot substitute your own writing and reflections. Your work must be your own, and you will need to include a declaration of A.I. use and a statement on how you used it if you did use it in your work, which will be outlined in the assignment explanation.

Please be sure to submit your own work. I want your work to reflect who you are and what your understanding is.

More information can be found here, on the [UCDS Policy on Integrity of Scholarship](#).

STUDENTS WITH DISABILITIES

Students with disabilities, or [disabled students \(depending on how you prefer to identify\)](#) are eligible for appropriate accommodations and should be approved for services. You can find out more information with the [Office for Students with Disabilities](#).

In addition, if you had an IEP in your K-12 experience, or suspect you have a disability, but are not currently receiving disability services, you may be eligible. If you need assistance with this process, please contact me and we can work on it together.

WEEKLY COURSE OUTLINE AND DATES WILL BE POSTED TO CANVAS IN MODULES AND CALENDAR. ALL MATERIALS WILL BE POSTED ON CANVAS FOR YOUR ACCESS.

MODULE OUTLINE

Module	Topic(s)	Activities and Assignments
Week 1, September 26	Foundations of Sociology Sociological Imagination	Sociological Imagination Activity, in-class Foundations of Sociology
Week 2, October 1 & 3	Defining Gender; Definitions of Work; Using Theory	Lecture topics: Theories of Gender; Intersectionality and Relation to Power; Overview of Gender Discussion on Gender Bias, Differentiation between Gender and Sex, and Sociological Exploration Meet with Reading Groups; Plan
Week 3, October 8 & 10	Gender Segregation and “Gendered” Work	Lecture topics: Gendered segregation, gendered work and expectations, dominant arguments Group #1 Discussion Facilitation: Thursday, October 10
Week 4, October 15 & 17	Gender, Work & Family; History and Modern Context, including COVID-19	Lecture Topics: Social and historical context of family and work; modern conditions Group #2 Discussion Facilitation: Tuesday, October 15 Group #3 Discussion Facilitation: Thursday, October 17

		A.I. Assignment Due, October 20, 11:59pm
Week 5, October 22 & 24	Gender, Work, & the Teaching Profession	Lecture Topics: Feminization and pay in the teaching field; gender, world, & teaching; education overall and gender Group #4 Discussion Facilitation: Tuesday, October 22 Group #5 Discussion Facilitation: Thursday, October 24
Week 6, October 29 & 31	Gender, Work, & STEM	Lecture Topics: STEM, neoliberalism, gender equity and representation Group #6 Discussion Facilitation, Tuesday, October 29 Group #7 Discussion Facilitation, Thursday, October 31
Week 7, November 5 & 7	Gender & Labor within Sex Work	Lecture topics: Gender and Labor, Sex Work, Labor and Good, Exchange of Labor Group #8 Discussion Facilitation, Tuesday, November 5 Group #9 Discussion Facilitation, Thursday, November 7 Ethnographic Observation Assignment Due, Sunday, November 10, 11:59pm
Week 8, November 12 & 14	Gender, Work, & the Hospitality Industry	Lecture topics: Gender, Work, Hospitality, Feminization and gendering, division of labor Group #10 Discussion Facilitation, Tuesday, November 12 Group #11 Discussion Facilitation, Thursday, November 14
Week 9, November 19 & 21	Gender, Youth, Masculinities, and Transformative Work	Lecture topics: Gender, youth, masculinities, transformative work and community-based gender work Group #12 Discussion Facilitation, Tuesday, November 19

		Group #13 Discussion Facilitation, Thursday, November 21
Fall ("Thanksgiving") Break, November 26 & 28		
Week 10, December 3 & 5	Global Perspectives and Diverse Work Experiences	Lecture topics: Global perspectives, cultural norms, diversity within work and division of labor Whole class discussion; small groups, facilitated by professor
Finals, December 7-14		Final paper due, December 13, 11:59pm