

Gender Roles

Gender and Sex

- **Sex is biologically determined. Chromosomes determine how one is born.**
- **Gender is socially determined. Gender is what society thinks males and females should be and how they should behave.**

Employment Compensation

- In almost every society, women are paid less than men for the same or comparable work. Former President Clinton in his 2000 State of the Union Address indicated that women in the U.S. make 75% of what men do for the same job. Estimates actually run between 60-75%, with the United States differential the worse of western developed nations. (Sweden's differential is approximately 88%).**
- In some companies or organizations, the male dominated jobs such as unskilled manual laborers may be higher paying than skilled positions held by women.**

The World of Work vs. The Home

- **While some men are beginning to assume more of a shared role in domestic responsibilities, this is more an exception than a rule. Many women are expected to work outside the home, assume primary responsibility for the children, and take care of domestic responsibilities such as cooking, cleaning, and laundry.**
- **Many women tend to select occupations that are more accommodating to their dual roles. Teaching is sometimes selected by women with the assumption that they will have the summers off to be with their children.**

Influence of the Media

- **By in large, the media has been controlled by men.**
- **Men historically had had more educational advantages, and thus the great literature of the world is written primarily by men, from the perspective of men.**
- **Men have had the advantage in higher education teaching positions over women. In addition, women with families in higher education may also struggle with dual roles of professional and homemaker, making it even more difficult to publish. Consequently, even textbooks are more often written from a male perspective.**

Federal Civil Rights Legislation

- **Title IX in 1972 prohibited sex discrimination in federally assisted education programs.**

Title IX

- *“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving federal financial assistance.*

From the preamble to Title IX of the Education Amendments of 1972.

Effects of Title IX

- **Today, the majority of students in America's colleges and universities are women. They make up the majority of students receiving master's degrees. Prior to Title IX, women were refused admission to many law schools such as Columbia, Washington and Lee, and Notre Dame. Today women are admitted into law schools on an equal basis as men.**

Effects of Title IX

Women's admissions in law school are on par with that of men. In general the academic achievement of women in law schools exceed that of men with indicators such as G.P.A. and law review. They are offered more job interviews than male graduates are, but males receive more job offers.

Question for your groups

- How does gender or sex affect performance in school?
- How do gender issues affect the way we teach students?
- Are boys and girls really different in school?

Practical Differences

... you might not think of...

- Boys and school violence
- Issues of masculinity- “the mask of masculinity”
- Issues of respect and “saving face”