

# Sex and Gender



.



# Sex, Gender, Sexuality

- **Sex** = biological differences between males and females.
- **Gender** = learned attitudes, beliefs, and behaviours associated with masculinity and femininity.
- **Sexuality** = activities intended to lead to erotic arousal and produce a genital response. Sexuality is guided by “social scripts” that tell us whom we should find attractive sexually, how to behave sexually, etc.



# Gender identity, gender role

- **Gender identity** is one's identification with, or sense of belonging to, a particular sex.
- **Gender role** refers to acting in accordance with widely shared expectations about how members of one's gender are supposed to behave.



# Compulsory Heterosexuality

- **Compulsory heterosexuality** is the assumption that individuals should desire only members of the opposite sex.
- Due to compulsory heterosexuality, strong social sanctions are placed on
  - **homosexuals** (who desire members of the same sex),
  - **transgendered** people (who want to alter their gender by changing their appearance or resorting to medical intervention), and
  - **transsexuals** (who identify with and want to live fully as members of the “opposite” sex).

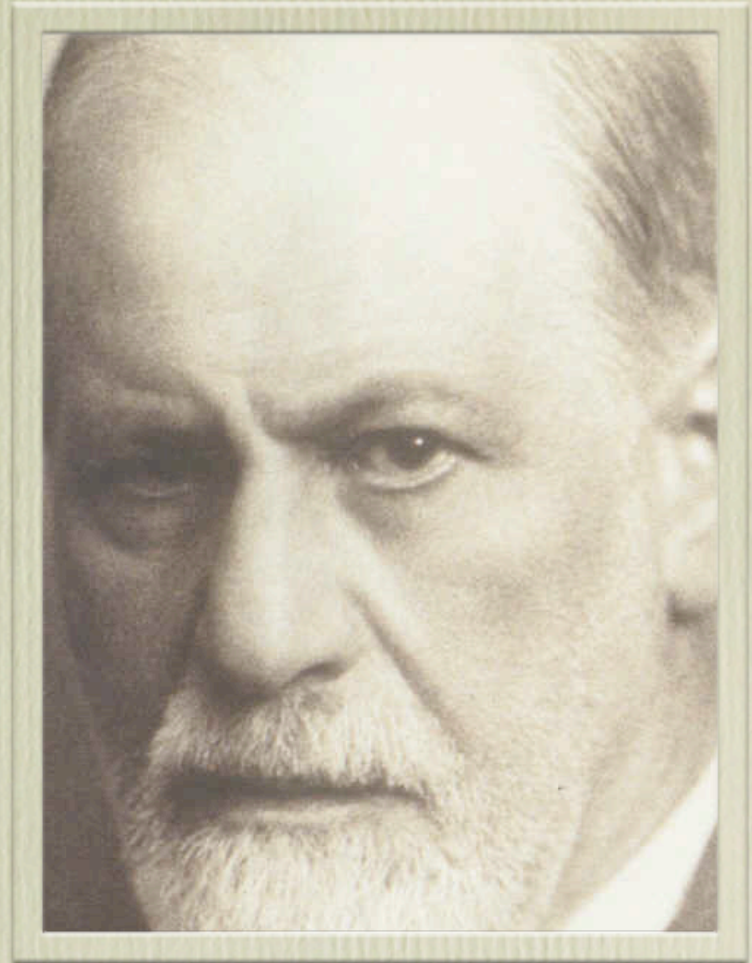


# The Development of Gender Identity

---

Sigmund Freud (1856 - 1939)

penis envy  
Oedipus complex



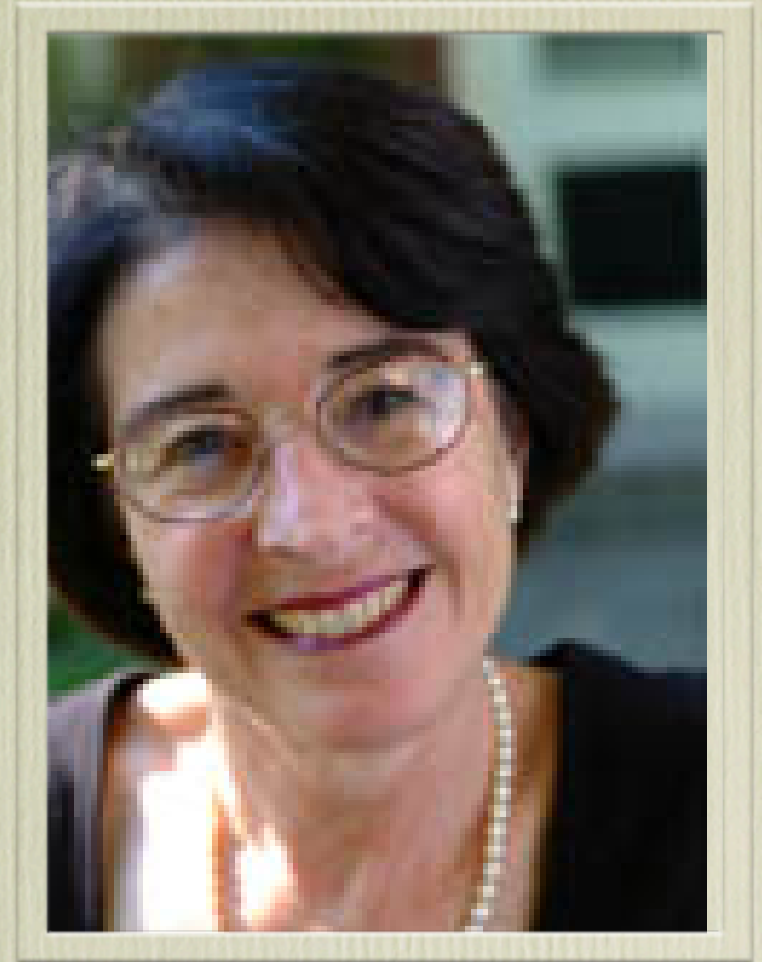


# The Development of Gender Identity

---


Nancy Chodorow (1944 - )

girls: connectedness,  
boys: separateness





# Two Kind of Separation



Babies: **symbiosis**



Girls: **relationship**



Boys: **autonomy**

Girls and boys develop differently, girls orientated to connectedness and care, boys to separateness, thus different priorities

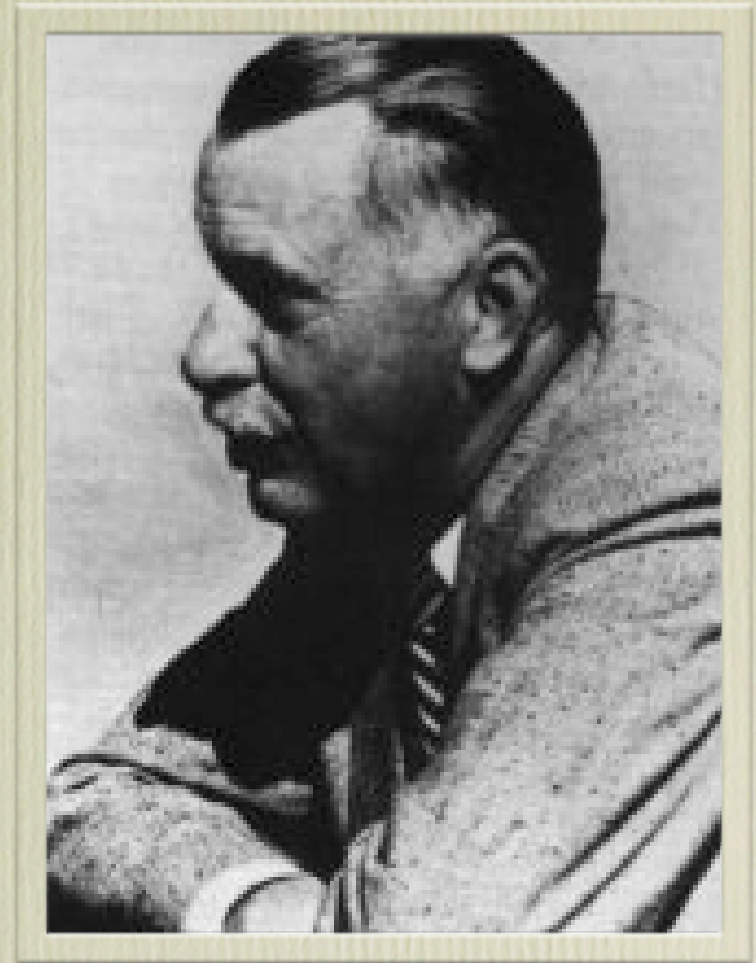


# The Female Role I.

---

George Peter Murdock  
(1897-1985)

biological functions





# The Sexual Division of Labor

## Worldwide Patterns in the Division of Labor

Males  
Almost  
Always

Males  
Usually

Either or  
Both Gender

Females  
Usually

Females  
Almost  
Always



Hunt  
Lumber  
Instruments

Fish  
Clear Land  
Build Home

Plant  
Harvest  
Make Pots

Gathering  
Child care  
Cook

Infant Care



# The Female Role II.

---

Talcott Parsons (1902-1979)

expressive function



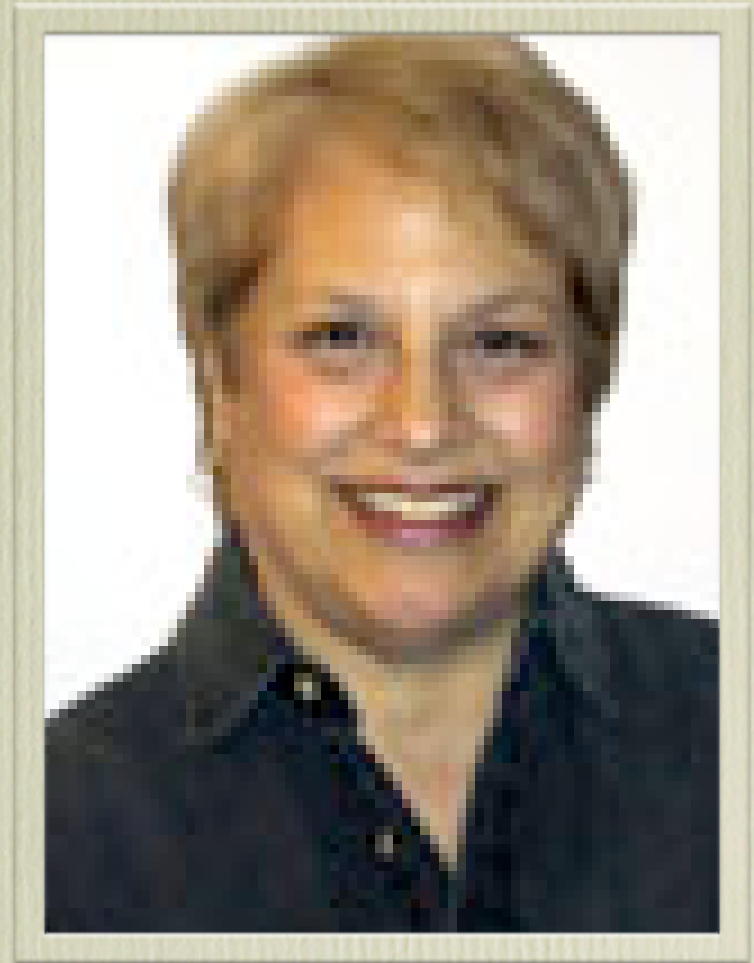


# The Subordination of Females

---

Sherry B. Ortner (1944 - )

women closer to Nature





# Women Closer to Nature

- “Culture is more valuable than Nature”
- Women are closer to Nature:
  - reproduction
  - childcare
  - home
  - emotions



# Margaret Mead and Cultural Determinism

- 'Primitive' New Guinea Societies
- Arapesh: Both sexes feminine & maternal
- Mundugumors: Both sexes aggressive & violent
- Tchambuli: Females aggressive & dominant





# Gender Inequality in the Workplace

- The Pay Gap
- The Glass Ceiling (and Escalator)
- The “Mommy Track”



# Gender Inequality in the Workplace

- In 1999, women earned approximately 77% of what men did.
- Even within occupational categories, and controlling for educational level, women earn significantly less than men.



Rosie the  
Riveter: a  
WWII icon





# We Can Do It!



POST FEB. 19 TO FEB. 28



WAR PRODUCTION CO-ORDINATING COMMITTEE



# Discrimination (I)

- **Men earn more** than women, even when they do essentially the same work
- **The labour market is segregated by gender:** jobs largely and traditionally done by women are paid less well and have less status than jobs largely and traditionally done by men
- **Men are more likely to gain promotion** to the higher levels in organizations than women



# Discrimination (2)

- **Men hold many more positions of authority** and decision-making in public life than women
- **Women take primary responsibility for childcare** and unpaid care of the sick and the elderly
- **Women**, even those in full time employment, **do more housework** than men
- Domestic and sexualized **violence is largely perpetrated by men** upon women and children



# Discrimination (3)

- Sexualized **violence and harassment**, and the fear of it, is an ever-present characteristic of women's lives
- These observations derive from modern Western societies but find their corollaries in **(nearly) all societies**
- **There is nothing natural or inevitable about this situation**



# Liberal Feminism (I)

- Concerns itself mainly with **equality** in the public sphere
- Stresses that women and men are **equally** endowed with reason and intelligence
- Women and men can do the same work and are **equally** able to occupy the same public positions they should be able to



# Liberal Feminism (2)

- The systematic inequalities suffered by women constitute **discrimination**
- Discrimination is based on misunderstandings and **outmoded ways of thinking**
- **Equality is to be pursued through policies** that 'level the playing field' e.g. equal access to education, equal pay, maternity leave, fair selection processes in employment



# Socialist Feminism

- Capitalism intensifies men's control over women to ensure that **inheritance** is father to son
- Capitalism requires an ever-escalating demand for the consumption of its products: the creation of women as a class of **consumers** helps this
- Capitalism requires male workers are 'reproduced as labour', i.e. kept fed and healthy. Women's **unpaid domestic labour** reduces employers' costs in this regard



# Radical Feminism (I)

- **Patriarchy**: the systematic domination of women by men for which men are responsible and from which they benefit
- Causes and Expressions of:
  - Child birth and rearing makes women (temporarily) **dependent**
  - Domestic **violence**
  - Sexualized **violence**
  - Sexual **objectification** to satisfy male desires



# Radical Feminism (2)

- **Unpaid** domestic, emotional and sexual labour
- Exclusion from positions of **power**
- Institutionalization of **male world view**



# Black Feminism

- Criticises other feminisms for generalizing from a **white middle class experience**
- **Racism** as powerful a feature in black women's lives as patriarchy
- **Family** is a target for white feminist but point of solidarity against racism for black women
- Relations between black and white women inflected with **class** (or imperialism)
- Feminist theory needs to consider the **interplay between class, race and gender**



# Postmodern Feminism

- **Questions the very category ‘woman’**
- Half the world live as ‘women’ but there is **no shared essence** of what it means to be a woman
- **Radically different** lives according to class, sexuality, ethnicity etc
- They share the position of being **the ‘other’ of men**
- Task is to deconstruct these **‘othering’ processes**
- Dualisms should be dissolved and **multiplicity** embraced