



蘇州大學
Soochow University

SOS 326 Women and Work

Summer 2024

Course Credits: 4

Contact Hours: 56 hours

Instructor: TBA

Email: TBA

COURSE OBJECTIVES

This course explores the intersection of gender and labor in contemporary society. Through an interdisciplinary approach, this course examines historical and contemporary issues surrounding women's participation in the workforce, including gender discrimination, wage gaps, work-life balance, and the impact of social, economic, and political factors on women's careers. Students will critically analyze theories, policies, and practices related to women and work, and explore strategies for promoting gender equality and empowerment in the workplace.

Upon Completion of this Course, students will be able to:

1. Analyze the historical separation of work from home and its implications on gendered division of labor;
2. Evaluate various social arrangements facilitating women's participation in paid work and domestic responsibilities;
3. Assess the impact of class, race/ethnicity, and sexuality on women's choices and experiences in the workforce and at home;
4. Critically assess policies and practices aimed at promoting gender equity, work-life balance, and inclusive work environments;
5. Apply theoretical frameworks and empirical evidence to propose solutions for addressing gender disparities in the workplace and at home.

PREREQUISITES

None



GRADING

Grades will be determined by accumulating points, with 100 points being the maximum, as follows:

ITEM	POINTS
4 Assignments	20 Points
2 Quizzes	20 Points
Final Paper and Presentation	20 Points
Midterm Exam	15 Points
Final Exam	25 Points
Total	100 Points

Late submissions will be graded at the end of the course. Grades will be assigned according to the following rule:

$A \geq 90 > B \geq 80 > C \geq 70 > D \geq 60 > F$.

We reserve the right to make adjustments to the overall grading policy.

COURSE MATERIALS

Required Texts:

Padavic, Irene and Barbara Reskin. (2002). *Women and Men at Work*, 2nd edition. Thousand Oaks, CA: Pine Forge Press.

Recommended (Optional) Texts or Other Materials:

None

COURSE TOPICS

MODULE	TASKS
Module 1	<p>Topics:</p> <p>Topic 1: Gender and Race at Work</p> <p>Topic 2: Gender, Sexuality, and the Social Construction of Work</p> <p>Topic 3: Women, Work, and Privilege</p> <p>Topic 4: Gendered Work in Time and Place</p> <p>Assessments:</p> <p>Assignment #1</p>



Module 2	<p>Topics: Topic 5: Sex Inequality at Work Topic 6: Sex Segregation Topic 7: Cross-National Differences in Sex Segregation Topic 8: Trends in Sex Segregation</p> <p>Assessments: Assignment #2 Quiz #1</p>
Module 3	<p>Topics: Topic 9: Women, Men, and Promotions Topic 10: Women, Men, and Authority Topic 11: Women, Work, and Public Policy Topic 12: Governments and Women's Labor</p> <p>Assessments: Assignment #3 Midterm Exam</p>
Module 4	<p>Topics: Topic 13: Sex Differences in Earnings Topic 14: The Cost of Being Female Topic 15: Explaining the Pay Gap Topic 16: Employers' Discriminatory Actions</p> <p>Assessments: Assignment #4 Quiz #2</p>
Module 5	<p>Topics: Topic 17: The Decline of the Stay-at-Home Wife and Mother Topic 18: Work-Family Conflict Topic 19: The Sexual Division of Labor and Work-Family Conflict Topic 20: Responses to Work-Family Conflicts</p> <p>Assessments: Final Paper and Presentation Final Exam</p>

ATTENDANCE

1) Class attendance is required. Missing classes without permission will lead to decrease in overall grade.

Missing less than two classes: no penalty.

Missing more than two classes: 7% will be taken off from the overall grade.

If the instructor reports a student's frequent missing of class to the Soochow



University Academic Administration Office, the student might get a written warning and might be prohibited from attending final exam.

2) Participants in this course are expected to arrive in class promptly and adequately prepared. The primary objective of this course is to critically engage with the readings and the subject matter. Therefore, course participants are expected to have completed the reading prior to class and prepare thoughtful reflections/commentaries to share with fellow colleagues.

LEARNING REQUIREMENTS

- 1) Late assignments are not acceptable and are subjected to grade deductions.
- 2) Assignments submitted in the wrong format will be counted as not submitted.
- 3) Failure to submit or fulfill any required course component results in failure of the class.
- 4) Make-up for midterm and final exams only with valid excuses, as defined by the University.
- 5) In order to earn a Certificate of Completion, participants must thoughtfully complete all assignments by stated deadlines and earn an average quiz score of 50% or greater.

TECHNOLOGY POLICY

The use of electronic devices in class is distracting, both for the user and for the rest of the class. Only non-programmable calculators can be used in the tests and exam. Any attempts to use cell phones and other electronic communication devices will be seemed as cheating. Laptops are discouraged, unless you use them for activities DIRECTLY related to the course (eg., note taking, reading course documents).

ACADEMIC INTEGRITY POLICY

Soochow University highly values the academic integrity and aims to promote the academic fairness, honesty and responsibility. Any academic dishonesty behaviors and any attempts to cheats and plagiarism will be reported to the university administration office. A written warning and the relevant penalties will be imposed. The record might be shown on the official university transcript.



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DISABILITY ACCOMMODATION

Soochow University is committed to maintaining a barrier-free environment so that students with disabilities can fully access programs, courses, services, and activities at Soochow University. Students with disabilities who require accommodations for access to and/or participation in this course are welcome.

Note:

Please contact the University Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material.