

Department of Sociology & Anthropology, BGU**Course: Gender and Organizations****Level and status: 4 credit points MA seminar****Prior requirements: None****Lecturer: Dr. Nitza Berkovitch****Taught: 2008/09, 2010/11**

The main argument of the course is that formal organizations are one of the main sites in which gender hierarchies and differences are being produced, reproduced and legitimized. Therefore, in order to understand contemporary gender order we need to explore the ways in which gender operates in formal organizations. Also, including gender in analysis of organizations and workplaces, expands conventional understanding of organizations and organizational processes.

Course requirements: students are required to be present in class meetings and read the required readings. The main assignment is writing a seminar paper based on empirical study designed and performed by the student on a topic of his/her choosing. Before they submit the final paper they have to: 1. Get approval for the topic. 2. Submit a short research proposal (1-2 pages long). 3. Present in class preliminary results and tentative conclusions.

Grade: 10% participation in class discussions
10% research proposal and class presentation
80% final paper

Course schedule and reading list:**Introduction: Gender and Organization Research**

Hearn Jeff and Wendy Parkin. 1983. "Gender and organizations: a selective review and a critique of a neglected area." In: Mills and Tancred (eds.) *Gendering Organizational Analysis*. Sage Pub. Pp. 46-66.

Berkovitch, Nitza. 2007. "The Production of Gender and the Organization of Work." In: *Venues of Feminist Thinking: An Introduction to Gender Studies*. Edited by Niza Yanay, Tamar El-Or, Orly Lubin and Hannah Naveh. Ra'anana: Open University Press. Pp. 119-188.

Inequality and Discrimination: Individual, structural and organizational approaches

Haberfeld Yitchak. 1992. "Employment discrimination: an organizational model." *Academy of Management Journal* 35(1):161-180.

Marini, M. M. 1989. Sex Differences in Earnings in the United States. *Annual Review of Sociology* 343-380 :15 ,.

Trond Peterson and Ishak Saporta. 2004. "The Opportunity Structure for Discrimination." *American Journal of Sociology*, 108(4):852-901

Terry Blum et.al. 1994. "Organizational-Level Determinants of Women in Management." *Academy of Management Journal* 37(2):241-288.

Gender Segregation: Occupations and Jobs

Barbara Reskin. 1993. "Sex Segregation in the Workplace" *Annual Review of Sociology*. 19:241-270.

James Baron and William Bielby. 1985. "Organizational Barriers to Gender Equality: Sex Segregation of Jobs and Opportunities." In: Rossi (ed.) *Gender and the Life Course*. Pp. 233-251

Martin Tolich and Celia Briar. 1999. "Just Checking it Out: Exploring the Significance of Informal Gender Divisions amongst American Supermarket Employees" *Gender, Work and Organization* 6(3).

Gender Differences, Gender Roles or Gendered Organizations

Roslyn Feldberg and Evelyn Nakano Glenn. 1979. "Male and Female: Job Versus Gender Models in the Sociology of Work." *Social Problems* 26:524-538

Rosabeth Kanter. 1977. "Opportunity." In *Men and Women of the Corporation* Basic Books. Pp. 129-163

Acker, Joan. 1992. "Gendering Organizational Theory" in Mills and Tancred (eds.) *Gendering Organizational Analysis*. Sage Pub. Pp. 248-60.

Steinberg, Ronnie. 1990. "Social Construction of Skill: Gender, Power, and Comparable Worth." *Work and Occupations*, 17(4):449-483

Baron, Ava. 1992. "The Masculinization of Production: the Gendering Effect of Work and Skill in U.S Newspaper Printing, 1850-1920." In: Helly and Reverby (eds.) *Gendered Domains*. Cornell University Press. Pp. 277-288.

Ruiz Ben, Esther. 2007. Defining Expertise in Software Development While Doing Gender. *Gender, Work & Organization* 14 (4), 312–332.

Martin, Patricia Yancey. 2003. "Said and Done" versus "Saying and Doing": Gendering Practices, Practicing Gender at Work. *Gender and Society*, 17(3): 342-366.

Sexuality and Gendered Organizations

Gibson Burrell. 1984. "Sex and Organizational Analysis." *Organization Studies* 5:97-118.

Williams, Christine, Patti, A. Giuffre, and Kristen Dellinger. 1999. "Sexuality in the Workplace: Organizational Control, Sexual Harassment and the Pursuit of Pleasure." *Annual Review of Sociology* 25(1).

Marny Hall. 1989. "Private Experience in the Public Domain: Lesbians in Organizations." In: Hearn et.al. (eds.) *The Sexuality of Organization*. Sage.

Wilson, Fiona and Paul Thomson. 2001. "Sexual Harassment as an Exercise of Power." *Gender, Work and Organization*, 8(1).

Giuffre, Patti and Christine Williams. 1994. Boundary Lines: Labeling Sexual harassment in Restaurants. *Gender and Society*, 8(3):378-401.

The Power of Numbers: Demography, Inequality and Gendered Identities

Rosabeth Kanter. 1977. "Numbers." In: *Men and Women of the Corporation*. Basic Books.

Yoder, Janice D. 1991. "Rethinking Tokenism: Looking Beyond Numbers." *Gender & Society* 5:178-192

Ely Robin. 1995. "The Power in Demography: Women's Social Constructions of Gender identity at Work" *Academy of Management Journal* 38(3): 589-634.

Henson, Kevin and Jackie K. Rogers. 2001. "'Why Marcia You've Changed!' Male Clerical Temporary Workers Doing Masculinity in a Feminized Occupation." *Gender & Society* 15(2):218-238.

Management and Masculinity

Rosabeth Kanter. 1977. "Managers." In: *Men and Women of the Corporation* Basic Books. Pp. 47-68.

Collinson, David, and Jeff Hearn. 1994. "Naming Men as Men: Implications for Work, Organizations and Management." *Gender, Work and Organization* 1:2-21

Ruth Simpson. 2004. "Masculinity at Work: The Experiences of Men in Female Dominated Occupations". *Work, Employment and Society*. 18(2):349-368

Public and Private, Home and Family

Rosabeth Kanter. 1977. "Wives." In: *Men and Women of the Corporation* Basic Books. Pp. 104-128

Nicole W. Biggart. 1989. "Family, Gender and Business." In: *Charismatic Capitalism*. Pp. 70-97.

Halford, Susan. 2006. Collapsing the Boundaries? Fatherhood, Organization and Home-Working. *Gender, Work & Organization* 13 (4), 383–402.

Glass J. And S. Estes. 1997. "The Family Responsive Workplace" *Annual Review of Sociology* 23:289-313.

Frenkel, Michal. 2008. Reprogramming Femininity? The Construction of Gender Identities in the Israeli High-tech Industry between Global and Local Gender Orders. Forthcoming in: **Gender, Work and Organization**. 15 (4): 352-374

Additional readings

Acker, Joan. 1998. "The Future of 'Gender and Organizations': Connections and Boundaries." *Gender, Work and Organizations* 5:195-206

Martin, Patricia Y., and David Collinson. 2002. "'Over the Pond and Across the Water': Developing the Field of 'Gendered Organizations'." *Gender, Work and Organization* 9:244-265

Christine Williams. 2000. "The Glass Escalator: Hidden Advantages for Men in 'Female' Professions." In: M. Kimmel (ed.) *The Gendered Workplace*," Pp. 294-310

Joanne Martin. 1994. "The Organization of Exclusion: Institutionalization of Sex Inequality, Gendered Faculty Jobs and Gendered Knowledge in Organizational Theory and Research." *Organization* 1(2):401-430

Konrad Alison et.al. 1992. "Diversity in Work Group: Sex Composition: Implications for Majority and Minority." *Research in the Sociology of Organizations*, 10:115-140

Deborah Kerfoot and David Knights. "'The Best is Yet to Come?': The Quest for Embodiment in Managerial Work." In D. Collinson and J. Hearn (eds.) *Men as Managers, Managers as Men*. Sage. Pp, 78-99.

Deborah Sheppard. 1989. "Organization, Power and Sexuality: the Image and Self Image of Women Managers." In: Hearn et.al. (eds.) *The Sexuality of Organizations*, Sage. Pp. 139-158.

Sullivan, Cath and Suzan Lewis. 2001. "Home-Based Telework, Gender, and the Synchronization of Work and Family: Perspectives of Teleworkers and their Co-residents." *Gender, Work and Organizations*, 8(2).