Objective of the course

The course aims to describe gender inequalities by analyzing the persistence and the specificity of this phenomenon. Particular attention is paid to linking academic knowledge and policymaking processes through interactive case studies and practical dilemmas such as: Are you gender biased? What a gender equal society would/should look like? Does the gendered marketing of toys matter? Talking about series and gender: from Game of Thrones to The Handmaid’s Tale…The ultimate goal of the course is to identify major challenges faced by societies in terms of gender equality.

Summary

All societies are characterized by sex, gender inequalities and discriminations. Human organizations rely on a sexual division of labor based on social norms which assign different roles to men and women. Social sciences provide theoretical and empirical tools to enlighten this issue. The course sheds light on the different controversies that emerge in academia regarding gender inequalities and feminist approaches.

Some countries perform better than others in tackling gender inequalities and discrimination. This course focuses on the reconfiguration and the persistence of sex inequalities. The common thread of this course is bringing to light the interaction with the Welfare state, the market and the family. International, historical, and socio-economic perspectives provide a framework to disentangle the specific concerns raised by gender.

Organization of the course

For each session, a state of the art of the academic knowledge on the given topic is presented to the class, then 45 minutes are dedicated to discussions within the class on topics that unravel the relevance of a gender perspective. Students are expected to prepare simulations, role playing on practical cases that illustrate the role of gender norms in our daily life, or in our societies. The content of the course is the following:

Part I. Sex, Gender and Controversies

1. General introduction to the course
   a. Presentation of the general purpose and outline of the seminar course. The different topics are presented, as well as the in-depth courses.
   b. Interactive case study: Are you gender biased?

2. Why gender matters?
   a. Major concepts used in gender studies are defined and developed. A specific attention is paid to debates and controversies that might emerge in social sciences around key concepts: gender, inequalities, sexual hierarchy, and sexual division of labor, intersectionality, discrimination…
   b. Interactive case study: Ladies and Gents: Public Toilets and Gender what’s at stake?
   c. To be read: https://www.huffingtonpost.com/entry/gender-neutral-bathrooms_us_56fd6ccbe4b083f5c607262c?guccounter=1

Part II. The roots of gender/sex inequalities

1. Telling the story of the sexual division of labor.
   a. Why and when did a sexual division of labor emerge? Have gender free societies ever existed? Gender inequalities in pre-industrialized societies.
   b. Interactive case study: What a gender equal society would/should look like?
Part III. Labor markets, public policies and gender/sex inequalities 3h+3h

1. Inequalities and discrimination in high income countries.
   a. General trends in the gender gap in participation to the labor market, working time, wages, occupations, segregations, education; Measuring Discrimination
   b. Interactive case study: When Apple and Facebook cover the cost of egg freezing for their employees, do they promote women’s rights?
   c. To be read: Cahn N. and Carbone , 2013, “The Gender/Class divide : Reproduction, Privilege and the workplace, GWL

2. Welfare States and gender.
   a. From the male breadwinner model to the dual earners model: the feminist critics of Welfare state’s classifications. What makes an institutional environment gender friendly? Parental leaves, childcare system and the challenge of ageing populations: what are the more efficient public policies to promote emancipation of women? How protecting the maternity without stigmatizing women?
   c. To be watched: https://www.youtube.com/watch?v=lLlgR07KoAk

Part IV. Gender and globalization

1. The new spirit of neoliberalism?
   a. The 21st century began with a global crisis that is both economic and political in nature. In this context, equality policies and the struggle against various types of discriminations are promoting on the basis of the economic return they are expected to produce. The role of equality in market regulation is analysed to shed light on the complex links between economic development and social progress. (https://www.youtube.com/watch?v=j85fGU3PeeY)
   b. Interactive case study: Does the gendered marketing of toys matter?
   c. To be watched: https://www.elizabethvsweet.com/tedx-talk

2. Gender and inequalities in low income countries.
   a. International institutions (UN, OECD, IMF, World Bank…) promote gender equality as tool for boosting the economic development of poor countries. Education of girls, microcredits for women create female “empowerment”, and would in the end help increase the GDP of these countries. These discourses can be dissected and analyzed.
   b. Interactive case study: Do microcredits increase women’s empowerment?
   c. To be watched: https://www.youtube.com/watch?v=6uLyBy568zc

   a. Global warming and gender inequalities are analyzed from a grassroots point of view. Does an ecological approach reinforce the identification of women with nature? Can dualistic thinking about men and women, humans and nature be replaced with a fuller picture of human identity and knowledge?
   b. Interactive case study: Talking about series and gender: from Game of thrones to The Handmaid’s Tale

Requirements for course validation

The final mark is composed of 2 elements:

1. Participation (40%): The attendance of the students and the active participation during the discussions based on papers to be read and debates in the class are taken into account, the involvement in the interactive cases study as well.

2. Test (60%): The exam is based on the academic part of the course.
Bibliography

- Nelson J., “Is Dismissing Environmental Caution the Manly thing to Do?: Gender and the Economics of Environmental Protection”, *Ethics & the Environment*, Vol.20, Number 1, Spring 2015

Professor biography

Hélène Périvier is researcher in Economics at the OFCE, Sciences Po. She is the director of the research and academic program on gender studies in Sciences Po, PRESAGE. She has coordinated the European project EGERA, *Effective Gender Equality in Research and the Academia* (2014-2017). Her research focuses mainly on social and family policies and gender inequalities in the labor market, and discrimination. She has recently published papers on different topics : « The new Spirit of neo-liberalism : Equality and economic prosperity » with Réjane Séna (2018) and "A dynamic toward gender equality? Participation and employment in European Labour markets", with Grégory Verdugo (2018).