SOC 340: Social Inequality
Group Work 2: 25 Points
05/14/14

Names _____
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Today's group work will ask you to consider various ways that we understand and do work in our society. I encourage you to draw on you own experiences as you discuss these issues with your group. That being said, I understand that your participation in the workforce is relatively limited. Even so, your general familiarity with various workplace dynamics should be sufficient to complete the tasks below. In the event you have not directly experienced something you feel will contribute to the discussion, I challenge you to think of experiences as a consumer, a citizen, or a client where you have observed workplace roles.

Bielby and Baron (1984) identify how gender inequality in the workplace is often maintained not by workplace policies and structures but by the segregation of jobs and tasks within the workplace.

- As a group, identify a workplace where one might argue jobs are segregated by sex. What ramifications might these distinctions have for the employees affected by them? Briefly outline your discussion below:

- As a group, identify a workplace where women and men, with equivalent job titles, are charged with different tasks while on the job. What ramifications might these distinctions have for the employees affected by them? Briefly outline your discussion below:

In the space provided, explain what Martin means by the two-sided dynamic of gendering practices and practicing of gender. How might this conceptualization of gender in workplace offer an explanation of the “glass escalator” principle discussed in Wingfield (2011) as well as job segregation above?

How might other forms of inequality further complicate the dynamics you’ve uncovered above? In the space provided, use the examples your group developed and problematize them by considering issues of class and race offered by Wilson (2011), Pager et al. (2011), or Wingfield (2011).