



**UNIVERSITY OF BATH**

**PL51030: The Politics of Gender Inequality**

**2020-2021**

**Lecture:** Online, posted by Monday 5pm

**Seminar:** Live Zoom Thurs 3:15pm

**Zoom link: on Moodle and**

<https://bath-ac-uk.zoom.us/j/98039197623?pwd=NXdENk9CbFB6U1lrWGhUOHA3VzdaUT09>

**Unit Description**

Why are women underrepresented in national parliaments and as leaders of countries? What determines policy change to promote gender equality? Can policy interventions shift culture and gender norms, and how can we prevent backlash? This unit examines the causes and consequences of gender inequality broadly considered (in the workforce, political life, and the household) from an interdisciplinary perspective. We will draw on theory and literature from political science, economics, sociology and other disciplines to learn about cutting edge research in the field. Starting with definitions of gender and the evolution of gender norms and preferences over time, we will critically analyze links between gender identity and multiple facets of life, from reaching senior management roles to organizing child care within the family to running for office. The unit takes an in-depth look into areas where ongoing challenges exist, including the implications of COVID-19 for gender equality, paying special attention to promising policies or interventions to close gender gaps. Additionally, the unit introduces students to the process of writing an independent research proposal, with a focus on selecting an appropriate method to answering the research question.

**Unit Aims**

The goals of the course are for students to become experts in the politics of gender inequality, to improve their writing, learn to give and receive academic feedback, and to hone critical thinking skills by analyzing potential solutions to gender inequality across democracies. By the end of the course, students will be able to:

- Describe the current state of gender gaps in the corporate world, political opportunity, and within households
- Assess the efficacy (advantages and limitations) of various methods of closing these gender gaps

- Develop their own perspectives of what we know and don't know yet about the causes, consequences, and proposed solutions to gender inequality, and debate these with peers
- Design a feasible empirical research proposal related to closing gender gaps, and give feedback to peers on their proposals

### Assessment

- **Coursework: 15%.** Students will be asked to complete three short assignments (400-500 words each, worth 5% each), reflecting the need to synthesize knowledge from a selected topic and class materials and apply it to empirical research questions. The material from these short assignments can be incorporated into your research questions and final research proposal. The coursework assignments require that you: a) identify additional key literature, b) identify realistic data sources; c) identify potential methods of answering a research question. Guidelines to be posted on Moodle. **Deadlines:** 19/10, 2/11, 23/11
- **Initial research questions proposal: 15%.** Students will propose two empirical research questions related to gender equality (they may be on the same topic). Each research question should include the motivation for studying the question, theory, and 1-2 methods of answering the research question. You will receive feedback from me and peers on the research questions, and you will select one to develop into a research proposal. 1500 total words (+/- 10%). **Deadline:** 27/11
- **Peer review exercise: 15%.** Students will provide peer review comments (constructive criticism) on 2 peers' research questions proposal (each review is thus worth 7.5%). Guidelines for peer review will be posted on Moodle. Feedback is to be written, 300-500 words for each review, and talked through in discussion in group breakout sessions. **Deadline:** 3/12, 3:15pm (in time for live Zoom session)
- **Final research proposal: 55%.** Students will submit a research proposal of 2500 words (+/- 10%), demonstrating the student's ability to formulate an interesting and important empirical research question related to gender equality (Introduction), discuss the relation of the question to existing research in this area (Literature Review), propose initial theory and hypotheses (Theory), and identify an appropriate method to answer the question (Methods). Please note that the proposal is hypothetical; you are not expected to actually carry out the research for the sake of this unit. The proposal is however an excellent way to start thinking about the final MA dissertation. It is in your interest to be realistic about what is possible / the scope of research given your timeline and resources. **Deadline:** TBA

The pass mark for assignments is 40%.

**\*\*Extensions can only be agreed by your Director of Studies.\*\***

### Organization

#### Unit Convenor:

Dr. Ana Catalano Weeks ([A.C.Weeks@bath.ac.uk](mailto:A.C.Weeks@bath.ac.uk))

Office hours: Tuesdays, 11am – 1pm. sign up here: <https://calendly.com/anacweeks/office-hours>. If this time does not suit, email me and we can arrange an alternative meeting time.

The course is structured as one hour lecture plus one hour seminar sessions each week. Lecture will be online, posted in short segments so that students can view when it is convenient for them (but ideally before the seminar). Seminars will be live online Zoom sessions. We will typically use the Thurs 3:15pm hour slot for seminar, which means we will *not* usually need to use the Monday 10:15 session allocated by timetabling.

I encourage you to attend live seminar and turn on camera if you are comfortable doing so, so that we can get to know each other as we would in person. Seminars will be recorded for those who cannot attend live for any reason.

Students are expected to prepare for seminar by reading the key literature listed in the unit outline below (and Moodle page).

### Summary of Lectures and Seminars

	Date	Theme	Topic	Format / Timing
Lecture 1	28/09	<b>Introduction</b>	The empirical study of gender	Posted online
Seminar 1	1/10		<i>Introductions, Q&amp;A</i>	Live Zoom 3:15pm
Lecture 2	5/10	<b>Gender Equality in the Household</b>	Gender norms and gendered preferences	Posted online
Seminar 2	8/10			Live Zoom 3:15pm
Lecture 3	12/10		The second shift and “mental load”	Posted online
Seminar 3	15/10		<i>Literature review breakout sessions</i>	Live Zoom 3:15pm
Lecture 4	19/10		Work-family policies	Posted online
Seminar 4	22/10			Live Zoom 3:15pm
Lecture 5	26/10		<b>Gender Equality in Politics</b>	Gender and political ambition
Seminar 5	29/10	<i>Data breakout sessions</i>		Live Zoom 3:15pm
<b>Reading week 2/11</b>		<b>No class</b>		
Lecture 6	9/11		Backlash Against Gender Equality (Guest Dr. Jennifer Thomson)	Posted online 9/11
Seminar 6	12/11			Live Zoom 3:15pm
Lecture 7	16/11		Gender quotas	Posted online
Seminar 7	19/11		<i>Methods breakout sessions</i>	Live Zoom 3:15pm

Lecture 8	23/11	<b>Gender Equality in the Workplace</b>	The gender pay gap	Posted online
Seminar 8	26/11			Live Zoom 3:15pm
Lecture 9	30/11		Women in the executive	Posted online
Seminar 9	3/12		<i>Peer review breakout sessions</i>	Live Zoom 3:15pm
Lecture 10	7/12	<b>Conclusion</b>	What works? Broadening the discussion	Posted online
Seminar 10	10/12			Live Zoom 3:15pm

## LECTURE 1: THE EMPIRICAL STUDY OF GENDER

“Sex Redefined”, *Nature*, 18 February 2015. [Link](#)

Joni Lovenduski, “Gendering Research in Political Science,” *Annual Review of Politics* 1 (1998), 333-356. [Link](#)

Bittner, A. and Goodyear-Grant, E., 2017. Sex isn’t gender: Reforming concepts and measurements in the study of public opinion. *Political Behavior*, 39(4), pp.1019-1041. [Link](#)

Stauffer, K.E. and O'Brien, D.Z., 2018. Quantitative methods and feminist political science. In *Oxford Research Encyclopedia of Politics*. [Link](#).

### Theme 1: Gender Equality in the Household

## LECTURE 2: GENDER NORMS AND GENDERED PREFERENCES

Iversen, Torben, and Frances McCall Rosenbluth. 2010. *Women, work, and politics: The political economy of gender inequality*. Yale University Press, 2010. Introduction and Chapters 2: “The Structure of Patriarchy.” and 5 “Political Preferences”. Book available [online](#) via Bath library.

Cassese, E.C., Barnes, T.D. and Branton, R.P., 2015. Racializing gender: Public opinion at the intersection. *Politics & Gender*, 11(1), p.1. [Link](#)

Deckman, M., McDonald, J., Rouse, S. and Kromer, M., Gen Z, Gender and Covid-19. *Politics & Gender*, pp.1-16. [Link](#) **\*\*COVID19 research\*\***

For seminar: Take a gender IAT: <https://implicit.harvard.edu/implicit/takeatest.html>

## LECTURE 3: THE SECOND SHIFT AND THE “MENTAL LOAD”

Hochschild, A. and Machung, A., 2012. *The second shift: Working families and the revolution at home*. Penguin. Preface, Introduction & Chapter 2. **\*Will be available on Moodle**

“You Should’ve Asked” comic by Emma:

<https://english.emmaclit.com/2017/05/20/you-shouldve-asked/>

Daminger, A., 2019. The Cognitive Dimension of Household Labor. *American Sociological Review*, 84(4), pp.609-633. [Link](#)

Lyttelton, T., Zang, E. and Musick, K., 2020. Gender Differences in Telecommuting and Implications for Inequality at Home and Work. Available at SSRN 3645561. [Link](#)  
**\*\*COVID19 research\*\***

## LECTURE 4: WORK-FAMILY POLICIES

Collins, C., 2019. *Making motherhood work: How women manage careers and caregiving*. Princeton University Press. Whole book. Available [online](#) via Bath library, or at booksellers.

Collins, C., Landivar, L.C., Ruppner, L. and Scarborough, W.J., 2020. COVID-19 and the gender gap in work hours. *Gender, Work & Organization*. [Link](#) **\*\*COVID19 research\*\***

See also Abdelmahmoud, Elamin. "How the Pandemic Has Exacerbated The Gender Divide in Household Labor", *Buzzfeed News*.  
<https://www.buzzfeednews.com/article/elaminabdelmahmoud/parenting-dads-gender-gap>

## Theme 2: Gender Equality in Politics

## LECTURE 5: GENDER AND POLITICAL AMBITION

Fox, R.L. and Lawless, J.L., 2014. Uncovering the origins of the gender gap in political ambition. *American Political Science Review*, 108(3), pp.499-519. [Link](#)

Bernhard, R., Holman, M., Shames, S. and Teele, D.L., 2019. "Beyond ambition". Series in *Politics, Groups, and Identities*, 7(4), pp.815-816. See especially Introduction & contribution by Piscopo, "The limits of leaning in". See Dialogue section [here](#).

Saha, S. and Weeks, A.C., 2020. Ambitious Women: Gender and Voter Perceptions of Candidate Ambition. *Political Behavior*, pp.1-27. [Link](#)

Gatto, M., & Thome, D. (2020). Resilient aspirants: Women's candidacies and election in times of Covid-19. *Politics & Gender*, 1-11.  
doi:10.1017/S1743923X20000537 [Link](#) **\*\*COVID-19 research\*\***

## LECTURE 6: BACKLASH AGAINST GENDER EQUALITY

This week Dr. Jennifer Thomson will give a guest lecture (posted online, and also for part of the seminar this week) to discuss backlash against gender equality, focusing on the international / transnational arena.

Sanders, R., 2018. Norm spoiling: undermining the international women's rights agenda. *International Affairs*, 94(2), pp.271-291. [Link](#)

Goetz, A.M., 2020. The New Competition in Multilateral Norm-Setting: Transnational Feminists & the Illiberal Backlash. *Daedalus*, 149(1), pp.160-179. [Link](#)

UNDP 2020 Human Development Perspectives: Tackling Social Norms, A game changer for gender inequalities. [Link](#) **\*\*Skim only, no need to read the whole thing.**

## LECTURE 7: GENDER QUOTAS

Weeks, A.C., 2018. Why Are Gender Quota Laws Adopted by Men? The Role of Inter-and Intraparty Competition. *Comparative Political Studies*, 51(14), pp.1935-1973. [Link](#)

Besley, T., Folke, O., Persson, T. and Rickne, J., Gender Quotas and the Crisis of the Mediocre Man: Theory and Evidence from Sweden. *American Economic Review*. [Link](#).

Niederle, Muriel, Carmit Segal, and Lise Vesterlund. 2013. "How costly is diversity? Affirmative action in light of gender differences in competitiveness." *Management Science* 59.1: 1-16. [Link](#)

O'Brien, D.Z. and Rickne, J., 2016. Gender quotas and women's political leadership. *American Political Science Review*, 110(1), pp.112-126. [Link](#)

## Theme 3: Gender Equality in the Workplace

## LECTURE 8: THE GENDER PAY GAP

Iversen, Torben, and Frances McCall Rosenbluth. 2010. *Women, work, and politics: The political economy of gender inequality*. Yale University Press, 2010. Chapter 3: "The Gender Division of Labor" Book available [online](#) via Bath library.

Niederle, Muriel and Lise Vesterlund. 2008. "Gender Differences in Competition", *Negotiation Journal*, 24(4):447-465. [Link](#)

Bertrand, Marianne, Claudia Goldin, and Lawrence F. Katz. 2010. "Dynamics of the gender gap for young professionals in the financial and corporate sectors." *American Economic Journal: Applied Economics* 2(3): 228-255. [Link](#)

Alon, T.M., Doepke, M., Olmstead-Rumsey, J. and Tertilt, M., 2020. *The impact of COVID-19 on gender equality* (No. w26947). National Bureau of Economic Research. [Link](#) **\*\*COVID19 research\*\***

## LECTURE 9: WOMEN IN THE EXECUTIVE

Eagly, Alice and Steven Karau. 2002. "Role Congruity Theory of Prejudice Toward Female Leaders." *Psychological Review*. 109(3), pp. 573-598. [Link](#)

Bruckmüller, S., Ryan, M.K., Rink, F. and Haslam, S.A., 2014. Beyond the glass ceiling: The glass cliff and its lessons for organizational policy. *Social Issues and Policy Review*, 8(1), pp.202-232. [Link](#)

Dasgupta, Nilanjana, and Shaki Asgari. 2004. "Seeing is believing: Exposure to counterstereotypic women leaders and its effect on the malleability of automatic gender stereotyping." *Journal of Experimental Social Psychology* 40.5: 642-658. [Link](#)

Brooks DJ, Saad L. “Double Whammy: Why the underrepresentation of women among workplace and political decision-makers matters in pandemic times.” *Politics & Gender*:1-3. [Link](#) **\*\*COVID19 research\*\***

See also

Piscopo, J. (2020). Women Leaders and Pandemic Performance: A Spurious Correlation. *Politics & Gender*, 1-15.  
doi:10.1017/S1743923X20000525 [Link](#) **\*\*COVID19 research\*\***

## Conclusion

### LECTURE 10: THE FUTURE OF GENDER EQUALITY? BROADENING THE DISCUSSION

Murray, R., 2014. Quotas for men: Reframing gender quotas as a means of improving representation for all. *American Political Science Review*, 108(03), pp.520-532. [Link](#)

Goldin, C., 2014. A grand gender convergence: Its last chapter. *The American Economic Review*, 104(4), pp.1091-1119. [Link](#)

Tanquerel, S. and Grau-Grau, M., 2020. Unmasking work-family balance barriers and strategies among working fathers in the workplace. *Organization*, 27(5), pp.680-700. [Link](#)

Ryan, N.E. and El Ayadi, A.M., 2020. A call for a gender-responsive, intersectional approach to address COVID-19. *Global public health*, pp.1-9. [Link](#) **\*\*COVID19 research\*\***

### ADDITIONAL RESOURCES

#### Fun TV series and documentaries

- *Borgen* on Netflix (drama series about a Female PM in Denmark / gender in parliamentary democracies and coalition politics)
- *Mrs. America* on BBC iPlayer (drama series about the fight for the Equal Rights Amendment in the US)
- *RBG* on Netflix (documentary about Ruth Bader Ginsburg)
- *Knock Down the House* on Netflix (documentary about AOC and other women running in 2018 US congressional elections)
- *Chisolm '72: Unbought and Unbossed* on Netflix (documentary about Shirley Chisolm's campaign for the Democratic party's presidential nomination in 1972)

#### Gender gaps data

- OECD gender equality data portal <https://www.oecd.org/gender/>

- Women in parliaments data: <http://www.ipu.org/wmn-e/classif.htm>
- Gender quotas in politics data: <http://www.quotaproject.org/> and <https://www.openicpsr.org/openicpsr/project/100918/version/V1/view>
- Harvard Kennedy School WAPPP Gender Action Portal (focus on gender and international relations / security / war this semester) <https://gap.hks.harvard.edu/>, see also podcast series [https://us1.campaign-archive.com/?u=eb78de0c7b7f8abf929af7a3a&id=c3a4d0804a&fbclid=IwAR3SR7wByRC7bhQD1nVSmvJkv5vlgk9R\\_SXeA0v7GAH68-jwt7fPWHG4oRs](https://us1.campaign-archive.com/?u=eb78de0c7b7f8abf929af7a3a&id=c3a4d0804a&fbclid=IwAR3SR7wByRC7bhQD1nVSmvJkv5vlgk9R_SXeA0v7GAH68-jwt7fPWHG4oRs)
- Kings College London Global Institute for Women's Leadership – Podcast series <https://www.kcl.ac.uk/giwl/podcast>

### **Cross-national Survey Research Projects and Data**

- The World Values Survey: <http://www.worldvaluessurvey.org/wvs.jsp>
- European Values Survey: <http://www.europeanvaluesstudy.eu>
- European Social Survey: <http://www.europeansocialsurvey.org>
- International Social Survey Programme <http://www.issp.org/menu-top/home/>
- European Elections Studies: <http://europeanelectionstudies.net/>
- Eurobarometer: [http://ec.europa.eu/echo/eurobarometer\\_en](http://ec.europa.eu/echo/eurobarometer_en)
- Latinobarometer: <http://www.latinobarometro.org/lat.jsp>
- Afrobarometer: <http://www.afrobarometer.org/>

### **Political party data (cross-national)**

- The Manifesto Project: <https://manifesto-project.wzb.eu/>

### **National Election Studies:**

You can also find online data and relevant documentation from several election studies across the world. For instance:

- American National Election Studies (<http://www.electionstudies.org>)
- British Election Study (<http://www.britishelectionstudy.com>)
- French election study (<http://www.cevipof.com/fr/eef2017/fnes/>)
- German Election Study (<http://gles.eu/wordpress/>) to name a few.

### **Ethnic minorities in politics**

- “Pathways to Power: The Political Representation of Citizens of Immigrant Origin in Seven European Democracies” <http://pathways.eu/>

### **ON WRITING IN POLITICAL SCIENCE**

Shively, W.P., 2016. *The craft of political research*. Routledge.

George Orwell, On Politics and the English Language:

<https://faculty.washington.edu/rsoder/EDLPS579/HonorsOrwellPoliticsEnglishLanguage.pdf>

Patrick Dunleavy blog on how to write paragraphs:



<https://medium.com/advice-and-help-in-authoring-a-phd-or-non-fiction/how-to-write-paragraphs-80781e2f3054>

Gerring et al. advice on social science writing:

<http://www.bu.edu/polisci/files/people/faculty/gerring/documents/WritingAdvice.pdf>

Advice on literature reviews:

Baglione, L.A., 2018. Writing a research paper in political science: A practical guide to inquiry, structure, and methods. Cq Press. Chapter 4 (Literature Review). Book available in Bath library.

Raul Panchego-Vega's blog on many aspects of writing process, including

[How to write an introduction](#)

[How to do a literature review](#)