ECON/WOMAN STUDY 307
Discrimination, Gender and the Economy
Fall 2011

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Office hours: T: 11:00-2:00PM; W: 3:30-4:30 PM and by appointment.
Pre-requisite: Econ 106 or 206

Course description:

“Women earn on average only about 75 cents for every dollar a man earns.” “There are only 15 Fortune 500 companies with a female chief executive.” “Obese women who work full time earn $1,855 less annually than non-obese women…. the wages of obese men are not significantly different from non-obese men.”

Above are some of the topics we will discuss in this course. Specifically, we will use economic theory to analyze the gender differences in education, occupation, pay as well as labor market discrimination in the US. Economic approach to family: marriage, divorce, and childcare will also be explored. Each topic will incorporate economic theory into current events and statistics, contemporary research studies, and government policies.

Required Material:

1. No required textbook for this course. There will, however, be articles from various sources assigned on regular basis.
2. D2L: can be accessed at the following site: www.uwosh.edu/d2l. I will post chapter outlines, assignments, supplemental readings, grades, and course announcements there. Students are advised to access the course’s site frequently.

Course Objectives:

The objectives of this course are (1) to introduce the economics of human resources with an emphasis on gender; (2) to apply basic economics theories to explain gender differences in education, work and family; (3) to examine the possibility of discrimination in the U.S. labor market against females and minorities; (4) to gain insight into gender differences in economic activity.

After taking this course, students will be able to gain an understanding of economic outcomes across gender, and to develop a critical thinking skills and discussion on policies that would promote economic and social equality.

Method of instruction:

The course will be constructed on the basis of lecture and discussion. Therefore, students will be continually challenged to respond to proposed questions and to express opinion on the topic discussed.
Course Requirements:

1. **Quizzes (14% of the grade)**

   There will be 8 quizzes given in class, and they will be announced in advance. The lowest grade will be dropped when calculating your grade. Questions will be from assigned articles, to be posted on the D2L, and they will all be short answer format. No make-up quiz will be given unless students can provide legitimate written documentation.

2. **Short Reaction papers (4 papers, 5% each, total of 20% of the grade)**

   You are required to write 3 short reaction papers (in 500-600 words, typed, double spaced, 12 point font) of newspaper or magazine articles and 1 of events on campus or in the Fox Cities that are relevant to this course.
   
   The grading will be based on your thoughtful comments, grammar, whether or not it is related to topics we discussed and how well you applied the knowledge from the class.
   
   The first paper must be submitted by October 31, the second and third papers by Nov. 30, and the last one by Dec. 16. Only hard copies of papers are accepted along with a copy of the news/journal article.

3. **Group Project Presentation (8% of the grade)**

   Students will work in small groups of 3-4 students to prepare a short (10 min) Power Point presentation on your choice of topic relevant to gender. Each group must submit your choice of topic to me by October 3. We will have one group presentation in every class, starting from Oct. 31. Presentation schedule will be discussed later in class.

4. **Class Participation (8% of the grade)**

   As stated above, this course format is lecture and discussion. Student participation is therefore crucial. To earn points, you are expected to come to class prepared (by reading assigned articles), and engage with questions, answers, and comments. I will record your attendance and participation class on regular basis. Keep in mind that your presence in class alone is not sufficient.

5. **Examinations (20% for the mid-term, 30% for the final)**

   The examinations consist of one mid-term exam and one final exam. The objective of the exams is to evaluate your understanding of the subjects presented in the class. The mid term exam will be held in class on October 28, and the final exam will be on December 14. The exams will be short answer/essay format.
Other (Very) Important Course Guidelines and Policies

**Academic Integrity:** (from UWS 14.01, Wisconsin Administrative Code) “Students are responsible for the honest completion and representation of their work, for the appropriate citation of sources, and for respect of others' academic endeavors. Students who violate these standards must be confronted and must accept the consequences of their actions.” Academic dishonesty is intolerable and will automatically result in an F for the course.

**Religious Observance:** Students who are unable to attend class or to participate in examination, study or work requirement on a particular day because of religious beliefs will be provided with a reasonable opportunity to make up such work.

**Emergencies:** In case of emergencies (such as medical necessity), a written proof of emergencies will be accepted for make-up works and exams.

**Use of Electronic Devices:** Use of electronic devices during class and exams will not be permitted unless otherwise specified by your professor. Cell phones, i-phones, calculators, laptops, and all other electronic devices should be turned off and put away if brought into class (unless the student is given approval). Students that wish to use laptops to type up class notes may be used only if given approval upon student request and if the student is willing to show the professor the class notes periodically.

**Grading Summary:**

<table>
<thead>
<tr>
<th>Graded Assignments</th>
<th>Percent of grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quiz</td>
<td>14</td>
</tr>
<tr>
<td>Short reaction papers</td>
<td>20</td>
</tr>
<tr>
<td>Presentation</td>
<td>8</td>
</tr>
<tr>
<td>Class participation</td>
<td>8</td>
</tr>
<tr>
<td>Midterm Exam</td>
<td>20</td>
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<tr>
<td>Final Exam</td>
<td>30</td>
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</tbody>
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The grading scale is as follow:

- 93-100% = A
- 90-92.99% = A-
- 87-89.99% = B+
- 83-86.99% = B
- 80-82.99% = B-
- 77-79.99% = C+
- 72-76.99 = C
- 67 -71.99% = C-
- 65-66.99% = D+
- 63-64.99% = D
- 60-62.99% = D-
- Less than 60% =
TENTATIVE COURSE OUTLINE

The course syllabus provides a general plan for the course. Deviations may be necessary as the semester progresses. It is the student’s responsibility to be on top of changes in assignments, material to be covered, etc.

* Articles listed here are only part of readings for the course. Additional articles will be posted on the D2L during the semester.

1. Introduction
   - Gender differences and stereotypes
   - Overview: Changing gender role in the US. economy
   - Review some important economics concepts: supply and demand in labor market

Readings:
Sexual Objectification, Sports Programming and Music Television, Stacey J T and Hust; Ming Lei, Media Report to Women; Winter 2008: 36, 1.

2. Economics of Family and Marriage
   2.1) Family
   - Specialization and division of labor in household
   - Advantages of family
   - Trends in American family

Readings:


2.2) Marriage and Divorce
   - Economics model of marriage and divorce
   - Trends in marriage and divorce in the US.

Readings:


2.3) Fertility and child care
   - Economics and social factors of fertility: model and explanation
   - Changing family structure in the US.
   - Economics and politics of family care
**Readings:**


2.4) Economics of gay, lesbian families

**Readings:**


3. Women in the labor market
- Trends in labor force participation
- Economics model of labor supply decision

**Readings:**


4. Occupational differences by gender

4.1) Occupation segregation: theory and evidence

**Readings:**

4.2) Earning gap
- Human capital approach
- Evidence of gender gap in earnings
- Labor market discrimination

**Readings:**


4.3) Employment policies and discrimination law

**Readings:**