**GENDER and LABOR** Spring 2022

Instructor: Hyunji Kwon ([hkwon248@snu.ac.kr](mailto:hkwon248@snu.ac.kr))

542, 16-Dong (College of Social Sciences)

Office Hours: Wednesday 2-4pm or by appointment

**COURSE OVERVIEW**

To what extent is work and paid labor necessary in our lives? Does work identify (or define) us? How much does gender matter at work? In what ways does it shape the work that we do?

Gender is deeply embedded in how work is organized, rewarded, and experienced. This seminar takes a broad approach to the dynamic relationship between gender and work from a situated perspective and provides an overview of contemporary theory and empirical research on gender and work. It also covers various mechanisms of gender inequality at work, considering both paid and unpaid work. We will try to understand the mechanism of persistent gender inequality. During this semester, given the varieties of student background, we will pay particular attention to cross-national and cross-regional comparison on the various phenomena of gendered work. At the end of semester, students are expected to leave the course with a contextualized view toward understanding how gender shapes and is shaped by the changing nature of work.

**Course Readings**

The bulk of the readings for the course are journal articles accessible through online library databases. Some weeks we will also read book chapters. These will be posted in pdf form on the course website when publicly available.

**COURSE REQUIREMENTS**

* *ATTENDANCE: 5 %*

Absences will only be excused for unavoidable reasons, such as emergencies. Please email me if this presents a problem for any reason.

* *PARTICIPATION: 15%*

This course combines lectures and class discussions which require the active involvement of all participants. I will give a relatively short lecture each week, but we will spend much time discussing the readings, statistics, context, and real-world situations. The course offers a unique environment, with many experienced participants from all over the world. So, by actively participating, you are expected to gain a rich set of knowledge of gender and work around world and develop a comparative perspective.

For more fruitful experience, students should prepare for class by reading assigned material beforehand. Based on reading, they are expected to bring in a half page memo including one or two questions. Class participation will be evaluated on the basis of participation logs and is worth 15 percent of your grade.

* *Mid-Term PRESENTATION: 25%*

Each Student will choose a country of interest (or region) and overview the country’s labor market structure, policies and workers from a gender perspective. They are also encouraged to cover some distinguished contemporary gender policies.

* *FINAL ESSAY: 30%*

*Group Projects will be presented at the end of the semester. Students form a group and conduct small analytical research on the effect of national (or international) labor market policies on gender equality throughout the course. Specific topic can be chosen freely by the members of each group.*

**OFFICE HOURS:**

Wednesday from 2 to 4 PM either Online (zoom link will be provided later) or offline at my office, 542 16-Dong (College of Social Sciecnes) OR upon request.

**COURSE SCHEDULE AND READINGS**

1. 8 March *Introduction*

1. 15 March *Gendered Labor Market and Policy Interventions in Korea: Past and*

*Present*

1. 22 March *Occupational Structure, Sex Segregation, and Gender Pay Gap*
2. 29 March *Employment and Flexible Employment: Nonstandard work*

*arrangements*

1. 5 April Emergence of *Platform Economy and its implications for working*

*Women*

1. 12 April *Family, Work, and Gender: Gender roles and work-life boundaries*

1. 19 April MID-TERM EXAM
2. *26 April Workplace issues: discrimination and workplace violence*
3. 3 May *Ideal Worker Norm in Professional and Managerial Occupations*
4. 10 May *Managed Heart in Service Work*
5. 17 May *Global Care Chains and Migrant women workers*
6. 24 May *Digital technology, STEM and Gender*
7. 31 May *Women in the Changing world of Work and (inter-)national policies*

*for working women*

1. 7 June *Student Presentations*
2. 14 June *Student Presentations & Course Reflection*