

Gender vocabulary



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Gender socialization Process by which individuals learn the culturally approved expectations and behaviors for males and females. Men and women learn expectations and identities associated with gender in society. Affects the self-concepts of women and men, their social and political attitudes, their perceptions about other people, and their feelings about relationships with others

Gender typing Gender-based expectations and behaviors

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Stereotypes Generalizations applied to all members of a group

Self-fulfilling prophecy A phenomenon whereby that which we believe to be true, in some sense becomes true for us

Longitudinal data Data collected at multiple points in time

Sex segregation (In the work sphere) the separation of male and female workers by job task or occupational categories

Nontraditional female occupation One in which women constitute 25% or less of total employment

Pay gap The discrepancy between women's and men's earnings; a ratio calculated when women's earnings are divided by men's earnings

Gender scripts The articulation of gender norms and biases

Biological determinism Explanations that attribute complex social phenomena to physical characteristics. Example: men are more aggressive because of hormonal differences

Civil Rights Act (1964) Adopted as the result of political pressure from the civil rights movement, and banning discrimination in hiring, promotion, and firing; also created the Equal Employment Opportunity Commission, an arm of federal government that enforces laws prohibiting discrimination on the basis of race, color, national origin, religion, or sex

Discrimination Practices that single out some groups for different and unequal treatment

Doing gender Interprets gender as something accomplished through the ongoing social interactions people have with one

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anotherDual labor market theoryContends that women and men earn different amounts because they tend to work in different segments of the labor market. Reflects the devaluation of women's work because women are most concentrated in low-wage jobsEqual Pay Act (1963)One of the first pieces of legislation requiring equal pay for equal workEqual Rights AmendmentThe United States has not approved. Provides a constitutional principle that " equality of rights under the law shall not be denied or abridged by the United States or by any state on the basis of sex"

FeminismBeliefs and action that seek a more just society for womenFeminist TheoryEmerged from the women's movement and refers to analyses that seek to understand the position of women in society for the explicit purpose of improving their position in it. Also includes analyses of men and the social structure of masculinityGenderSocially learned expectations, identities, and behaviors associated with members of each sex. A " system of social practices" that creates categories of people who are defined in relationship to each other on unequal termsGender apartheidThe extreme segregation and exclusion of women from public lifeGender identityResult of gender socialization. One's definition of oneself as a women or man. Basic to our self-concept and shapes our expectations for ourselves, our abilities and interests, and how we interact with others. Shapes not only how we think about ourselves and other but also influences numerous behaviors, including such things as the likelihood of drug and alcohol abuse, violent behavior, depression, or even how aggressive you are in drivingGender segregationA pattern in which different groups of workers are separated into occupational categories based on gender. Because of the dual labor market, men and women tend to work in different occupations and, when working in the same

occupation, in different jobs

Gender stratification The hierarchal distribution of social and economic resources according to gender

Gender institutions The total pattern of gender relations that structure social institutions including the stereotypical expectations, interpersonal relationships, and the different placement of men and women that are found in institutions. " Present in the processes, practices, images and ideologies, and distributions of power of social life"

Homophobia The fear and hatred of homosexuals. Plays an important role in gender socialization because it encourages stricter conformity to traditional expectations, especially for men and young boys. Discourages so-called feminine traits in men (caring, nurturing, emotion)

Human capital theory Explains gender differences in wages as resulting from the individual characteristics that workers bring to jobs. Assumes that the economy

Intersexed Also known as hermaphroditism. A condition caused by irregularities in the process of chromosome formation or fetal differentiation that produces people with mixed biological sex characteristics. Infant may be born with ovaries or testes, but with ambiguous or mixed genitals, or may be chromosomal male but have an incomplete penis and no urinary canal

Labor force participant rate The percentage of those in a given category who are employed either part time or full time

Liberal feminism Emerged from the long tradition that began among British liberals in the nineteenth century. Emphasizes individual rights and equal opportunity as the basis for social justice and reform. Inequality for women originates in past and present practices that pose barriers to women's advancement, such as laws that historically excluded women from certain areas of work. Discrimination is the major source of women's inequality

Matriarchy A society or group in which women have power over

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men
Multiracial feminism
Evolves from studies pointing out that earlier forms of feminist thinking excluded women of color from analysis, which made it impossible for feminists to deliver theories that informed people about the experiences of all women. Examines the interactive influence of gender, race, and class, showing how they together shape the experiences of all women and men. Gender is not singular or uniform, it intersects with race and class
Occupational segregation
A specific form of gender segregation
Patriarchy
A society or group in which men have power over women
Sex
Biological identity
Title IX
Adopted as part of the Educational Amendments of 1972, which forbids gender discrimination in any educational institution receiving federal funds. Prohibits colleges and universities from receiving federal funds if they discriminate against women in any program, including
Transgender
People who live as a gender different from that to which they were assigned at birth