

**Sociology 112-401/Women's Studies 114/
African American Studies 112/ Urban Studies 112
Discrimination: Racial and Sexual Conflict
Spring 2003**

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THE COURSE: This course is concerned with the structure, the causes and correlates, and the government policies to alleviate discrimination in the United States. The central focus of the course is on employment discrimination by race and gender. After a comprehensive overview of the structures of labor markets and of nondiscriminatory reasons (that is, the cumulative effects of past discrimination and/or experiences) for the existence of group differentials in employment and wages, various theories of the sources of current labor market discrimination are reviewed and evaluated. Actual government policies and alternative policies are evaluated in light of both the empirical evidence on group differences and the alternative theories of discrimination.

TEXTS:

Required

1. Francine D. Blau, Marianne A. Ferber, and Anne E. Winkler, *The Economics of Women, Men and Work*, 4th edition (Prentice Hall, 2002). "FDB"
2. Glenn C. Loury, *The Anatomy of Racial Inequality* (Harvard University Press, 2002). "GCL"

Recommended (We are reading some chapters from these volumes; the assigned chapters are available *page by page only* for download from the external links section of the course website.)

3. Neil J. Smelser, William Julius Wilson, and Faith Mitchell, Editors, *America Becoming: Racial Trends and Their Consequences, Volume 1* (National Research Council, 2001). "NJS I"
4. _____, *America Becoming: Racial Trends and Their Consequences, Volume II* (National Research Council, 2001). "NJS II"

These books can be purchased from the bookstore. In addition, there are several other readings that are available for downloading from the course web site, <https://courseweb.library.upenn.edu>

EVALUATION:

- (1) There will be two examinations. The first exam, Monday March 3, will cover all course lectures and readings covered by the date of the exam. The second exam will be on the scheduled final exam date for this course, which is Thursday, May 8, 11-1. These exams will be closed-book in-class exams covering the reading materials and lectures.

- (2) There will be occasional "pop quizzes" on the readings. Your five highest quiz grades will count for 10% of the course grade. Class attendance and participation is expected. A missed quiz is graded as a failure.

- (3) A term paper may be submitted in lieu of one exam, for extra credit, or for the WATU requirement. Your best two grades from the exams and the term paper will be averaged for the remaining 70% of your course grade. If your grade is on the border of two grades (i.e., A- and B+, you will automatically receive the lower grade if you have only done two items (of midterm, final, and term paper) and the higher grade if you have completed all three satisfactorily. If you decide to write a paper, you must submit a proposal for approval by March 7, a rough draft must be submitted by April 7 and a final draft by April 25.

COURSE OUTLINE AND READINGS

Jan. 13

I. Introduction

II. Gender differences: explanations based on “choice” or why women have different work experiences from men

Jan. 15-20

A. Background: The history of changing economic roles by gender.
How have work patterns changed for men and for women over the last century?
What accounts for those changes?

FDB, Chapter 2.

Joyce P. Jacobsen, *The Economics of Gender*, (Blackwell Publishers), Chapters 14-15.

Dora L. Costa, “From Mill Town to Board Room: The Rise of Women’s Paid Labor,”
Journal of Economic Perspectives, 14:4, Fall 2000, 101-122.

Jan. 22-29

B. Household considerations: The effects of family on women's work and women's work on family
Why has age at first marriage increased in the last three decades? Why did divorce rates increase between 1965 and 1988? Why have they remained constant since? Does the sexual division of labor in the family drive the sexual division of labor in the marketplace or vice versa?

FDB, Chapters 3, 4, and 9.

Nancy Folbre and Julie Nelson, “For Love or Money—Or Both?” *Journal of Economic Perspectives*, 14:4, Fall 2000, 123-140.

K. Smith, B. Downs, and M. O’Connell, *Maternity Leave and Employment Patterns: 1961-1995* Current Population Reports, U.S. Census November 2001.

K. Smith, *Who’s Minding the Kids? Child Care Arrangements: Spring 1997* Current Population Reports, U.S. Census July 2002.

R. M. Kreider and J. M. Fields, *Number, Timing and Duration of Marriages and Divorces: 1996* Current Population Reports, U.S. Census February 2002.

Feb. 3-10

C. Education, experience, and earnings: Theoretical and empirical relationships between education, occupation and wages.
Why do men and women engage in different occupations? What determines educational outcomes? Why do different jobs pay different wages? Do women earn less because they are in different jobs?

FDB, Chapters 5, 6, and 8.

K.J. Bauman and C. L. Ryan, *What’s It Worth? Field of Training and Economic Status*, 1996 Current Population Reports, U.S. Census April 2001.

III. Racial and ethnic differences: explanations based on past discrimination and cultural differences

Feb. 12-19

A. Economic status by race and ethnicity

R. Blank, "An Overview of Trends in Social and Economic Well-Being, by Race," in NJS I pp. 21-39.

J.P. Smith, "Race and Ethnicity in the Labor Market: Trends Over the Short and Long Term," in NJS II, pp. 52-97.

H. Holzer, "Racial Differences in Labor Market Outcomes Among Men" in NJS II, pp. 98-123.

C. Conrad, "Racial Trends in Labor Market Access and Wages: Women" in NJS II pp. 124-151.

J. McKinnon and K. Humes, *The Black Population in the United States, March 1999* Current Population Reports, U.S. Census September 2000.

Feb. 24-26

A. Educational Differences by Race

What role does educational opportunity play in economic opportunity? How has government policy affected educational opportunity by race?

G. D. Jaynes and R. M. Williams, "The Schooling of Black Americans," in *A Common Destiny* (National Academy Press, 1989)

J. J. Donohue, J.J. Heckman, and Petra Todd, "The Schooling of Southern Blacks: The Roles of Legal Activism and Private Philanthropy, 1910-1960."

R. F. Ferguson, "Test Score Trends Along Racial Lines, 1971 to 1996: Popular Culture and Community Academic Standards," in NJS I, pp. 348-390.

Mar. 3 MIDTERM EXAM

Mar. 5-17

B. Housing and Residential Location Differences by Race

What are the sources of residential segregation by race? Does segregation affect economic opportunity?

D. S. Massey, "Residential Segregation and Neighborhood Conditions in U.S. Metropolitan Areas," in NJS I, pp. 391-434.

M. Pastor, "Geography and Opportunity," in NJS I, pp. 435-468.

Mar. 19

B. Professional Sports as Microcosm

Lawrence M. Kahn, "The Sports Business as a Labor Market Laboratory," section on Racial Discrimination in Professional Sports, *The Journal of Economic Perspectives*, 14:3, Summer 2000, pp. 83-86.

Black Coaches in the National Football League: Superior Performance, Inferior Opportunities, <http://www.findjustice.com/ms/nfl/frameIndex.htm>

IV. Discrimination as an explanation of pay differences by gender and race

Mar. 24-26

A. Empirical Evidence

Do the gender differences in work experience and the racial differences in education, location and experience fully account for gender and racial-ethnic differences in economic and social status? If not, are the remaining differences measures of the extent of current discrimination?

M. Alexis, "Assessing 50 Years of African-American Economic Status, 1940-1990" *American Economic Review*, 88:2, (May 1998), pp. 368-375.

GCL, Chapters 1-3.

FDB, pp. 201-219 and 251-255.

W. A. Darity, Jr. and P. L. Mason, "Evidence on Discrimination in Employment: Codes of Color, Codes of Gender" *Journal of Economic Perspectives*, 12:2, pp. 63-90.

Mar. 31-Apr. 2

B. Theories of Discrimination

How does discrimination occur? Who "does" it and how? Are there differences in the way we analyze race discrimination and gender discrimination?

J. Madden, "The Persistence of Pay Differentials: The Economics of Sex Discrimination" *Women and Work: An Annual Review* (Beverly Hills: Sage Publications, 1985), pp. 76-114.

FDB, pp. 235-250.

V. Creating equality: policy alternatives

Apr. 7

C. An Overview of Current Policy

Current federal laws, including the Equal Pay Act of 1963, the Civil Rights Act of 1964 as amended in 1972, Revised Order No. 4, the Pregnancy Discrimination Act and the Supreme Court decisions that have interpreted their meaning.

Summary of Employment Discrimination Laws, External Links, course website

D. W. Swain, "Affirmative Action: Legislative History, Judicial Interpretations, Public Consensus," in NJS I, pp. 318-347.
FDB, pp. 235-250

Apr. 14-16

B. Affirmative Action

A discussion of the paradox posed by a policy designed to eliminate race/gender differences by procedures that take race/gender into account. What are the advantages and disadvantages of this strategy? Has it improved the opportunities for members of protected groups?

GPC, Chapter 4, *Racial Justice*

1. Employment

Henry Holzer and David Newmark, "Assessing Affirmative Action," *Journal of Economic Literature* 37:3, September 2000, pp. 483-568.

2. Higher Education

Particular focus on the University of Michigan cases to be reviewed by the U.S. Supreme Court

J.S. Howell, "A Structural Equilibrium Model of the Market for Higher Education: Assessing the Impact of Eliminating Affirmative Action," Working Paper, University of Virginia, Department of Economics, November 2002.

Apr. 21

C. Welfare Policies

Have the changes in welfare programs successfully created incentives for work and self-support that reduce the burden on taxpayers while assuring a reasonable standard of living for all Americans, or failing that, for all children? Who is on welfare? What accounts for their being on welfare and what would it take for welfare recipients to become self-supporting? Is this issue related to race and sex discrimination issues?

FDB, pp. 335-348

R. A. Moffitt and P. Gottschalk, "Ethnic and Racial Differences in Welfare Receipt in the United States" in NJS II, pp. 152-173.

Apr. 23

D. Family Policies

What other federal policies affect choices about work and family?

FDB, pp. 348-380.

May 8: 11-1 FINAL EXAM