

Culture Wars

Class 2

Part 2

1946: Public Opinion on Women Working

If a women's husband makes enough to support her should she be allowed to hold a job?

- Should be allowed 24%
- Should not be allowed 60%
- Depends 12%

Assume a woman with 2 children is school has a husband with a good job, but not a high salary wants to do something outside the house. What do you recommend?

- Full time job 3%
- Part time job 31%
- Volunteer work 29%
- Just take care of family 33%

Even Top Women Struggled



Sandra Day O'Connor



Ruth Bader Ginsburg

RBG at Harvard Law School

- **PG:** Time for galling stories: Will you tell us more about that dinner of brand-new Harvard law women, when the dean invited all nine of you, from a class of 500, and asked, “How do you justify taking a spot from a qualified man?”
- **RBG:** I was so embarrassed. The dean had each of the women escorted by a distinguished professor. Mine looked more like God than any man I ever met. He was also a chain smoker, so we were sharing an ashtray on my lap. When I stood to speak, the cigarette butts fell on the living-room floor. But I gave him the answer he expected: “My husband is a second-year law student, and it’s important for a woman to understand her husband’s work.”
- **PG:** Did you really think that?
- **RBG:** Of course not!
- **GS:** That’s called “Aunt Tom-ing,” I think.

Typical 1950's Jobs for Women



Teacher



Nurse



Secretary

Women – Fact Checkers Men - Reporters



Petula Dvorak



“In the 1960’s women couldn’t get a credit card without a husband’s signature, couldn’t serve on juries in all 50 states, weren’t allowed to study at some of the nation’s Ivy League schools, couldn’t get a prescription for birth control pills if they were unmarried, were paid 59 cents for every dollar that men earned and could easily be fired from a job if they got pregnant.”

Washington Post, January 13, 2017

Reasons for Improvement after 1960

- General economic and social trends
- The ideas and advocacy of feminists
- Legal changes giving women rights to equal treatment in the economy

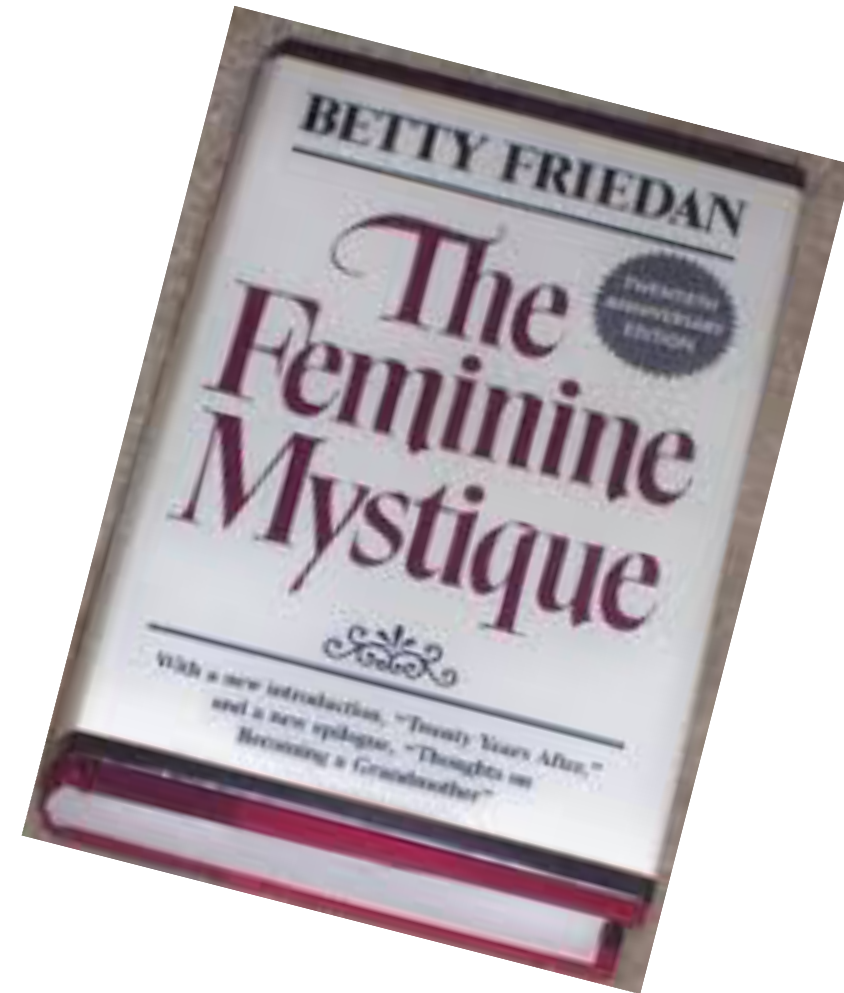
The Second Wave of Feminism



Feminists Fought Accepting Assigned Roles



“Each suburban wife struggles with it alone. As she made the beds, shopped for groceries, matched slipcover material, ate peanut butter sandwiches with her children, chauffeured Cub Scouts and Brownies, lay beside her husband at night- she was afraid to ask even of herself the silent question-- 'Is this all?'”



Legal Changes

- 1963 Equal Pay Act



- 1964 Civil Rights Act



Legal Change

- **Title VII of the Civil Rights Act of 1964**

It shall be an unlawful employment practice for an employer ... to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin.

Howard W. Smith



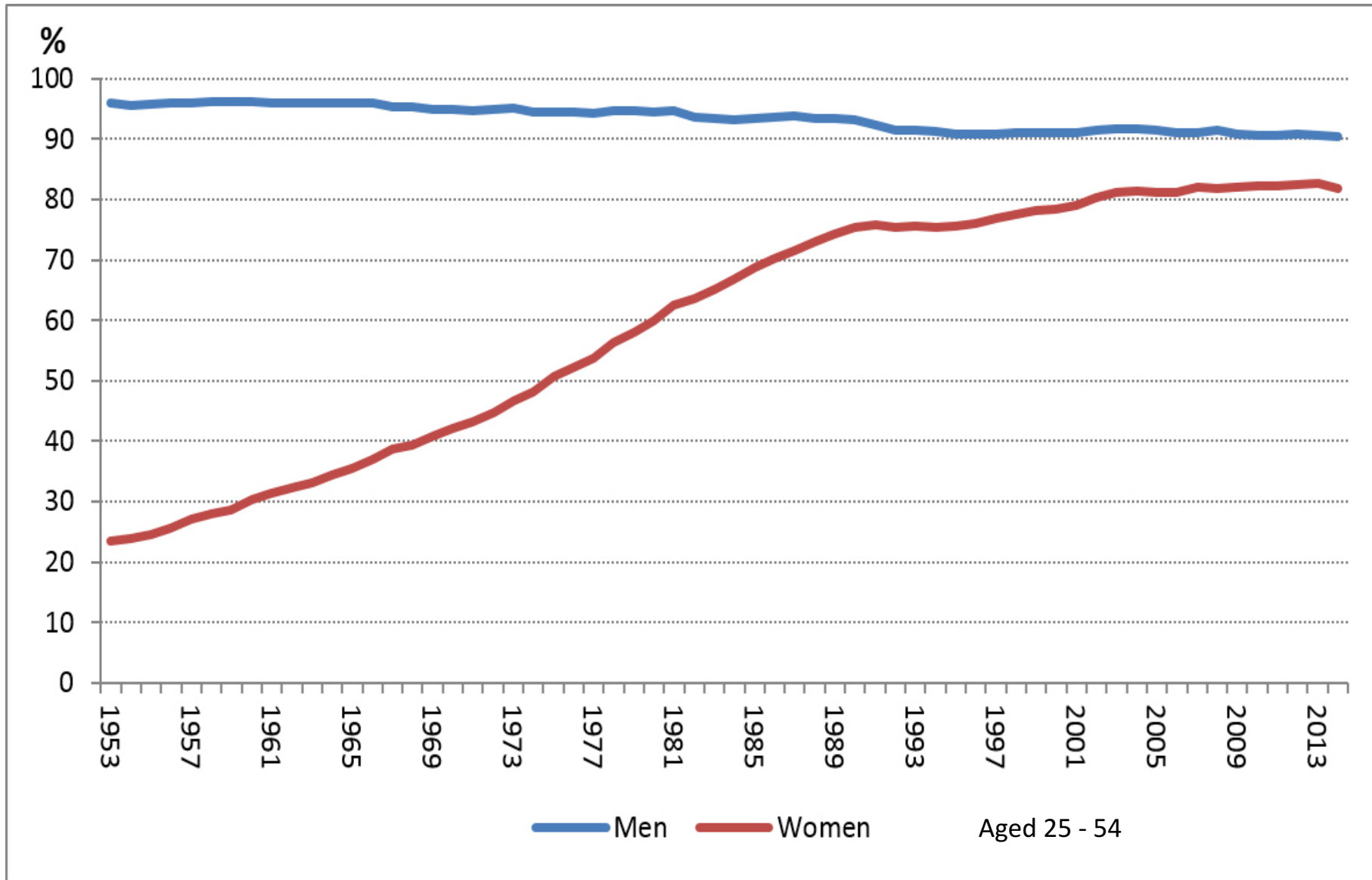
“Women’s Bill of Rights” Adopted by NOW (National Organization for Women) in 1968



Betty Friedan

That equal employment opportunity be guaranteed to all women, as well as men by insisting that the Equal Employment Opportunity Commission enforce the prohibitions against sex discrimination in employment under Title VII of the Civil Rights Act of 1964 with the same vigor as it enforces the prohibitions against racial discrimination.

Surge of Women in the Workforce



Percentage of Degrees to Women



	1970	2000
• PHDs	13%	43%
• MBA	4%	30%
• MD	8%	41%
• Law	5%	44%
• BA	44%	55%

Not Yet Fully Equal

- Under-represented in high-status jobs
- Less pay, on the average



Today

CNN Money



- Women generally earn 79 cents for every dollar men earn.
- Gap is much smaller if you compare like to like – 95 cents for every dollar their male colleagues earn doing the same job.

Women are Under-represented in High Paying Occupations

Women are less than 50% of the workforce in 22 of the 25 highest paying occupations. For example:

- Architectural and engineering management (7%)
- Chemical engineers (13%)
- Computer hardware engineers (15%)
- Software developers (20%)
- Dentists (29%)
- Lawyers (32%)
- Physicians and surgeons (37%)
- Financial Analysts (41%)

Today's Attitudes About Women Working

Should women return to their traditional role of non-working mother and housewife?

- Yes 19%
- No 75%
- Undecided 6%

Should a woman with preschool children work full time?

Only 11% said "yes."



Broader Issues of Feminism



Redstockings Manifesto (1969)

“ Women are an oppressed class. Our oppression is total, affecting every facet of our lives. We are exploited as sex objects, breeders, domestic servants, and cheap labor. We are considered inferior beings, whose only purpose is to enhance men's lives. Our humanity is denied. Our prescribed behavior is enforced by the threat of physical violence.

Male supremacy is the oldest, most basic form of domination. All other forms of exploitation and oppression (racism, capitalism, imperialism, etc.) are extensions of male supremacy: men dominate women, a few men dominate the rest.... Men have used their power to keep women in an inferior position. All men receive economic, sexual, and psychological benefits from male supremacy. All men have oppressed women. “

Redstockings' Consciousness Raising

“We also reject the idea that women consent to or are to blame for their own oppression. Women's submission is not the result of brain-washing, stupidity or mental illness but of continual, daily pressure from men. We do not need to change ourselves, but to change men.”

“Our chief task at present is to develop female class consciousness through sharing experience and publicly exposing the sexist foundation of all our institutions.”

Gloria Steinem: Founder of Ms. Magazine



First Issue Articles

["The Housewife's Moment of Truth,"](#) By Jane O'Reilly

Feature: ["We Have Had Abortions"](#)

Feature: ["Can Women Love Women?"](#)

Feature: ["Heaven Won't Protect the Working Girl,"](#)

Feature: ["Down With Sexist Upbringing!"](#)

