

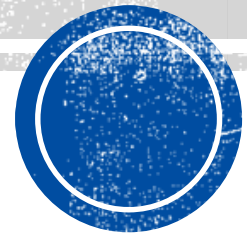
Sociology of law and gender equality

Örebro, May 18th 2022

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Gender and structural inequalities from a socio-legal perspective.

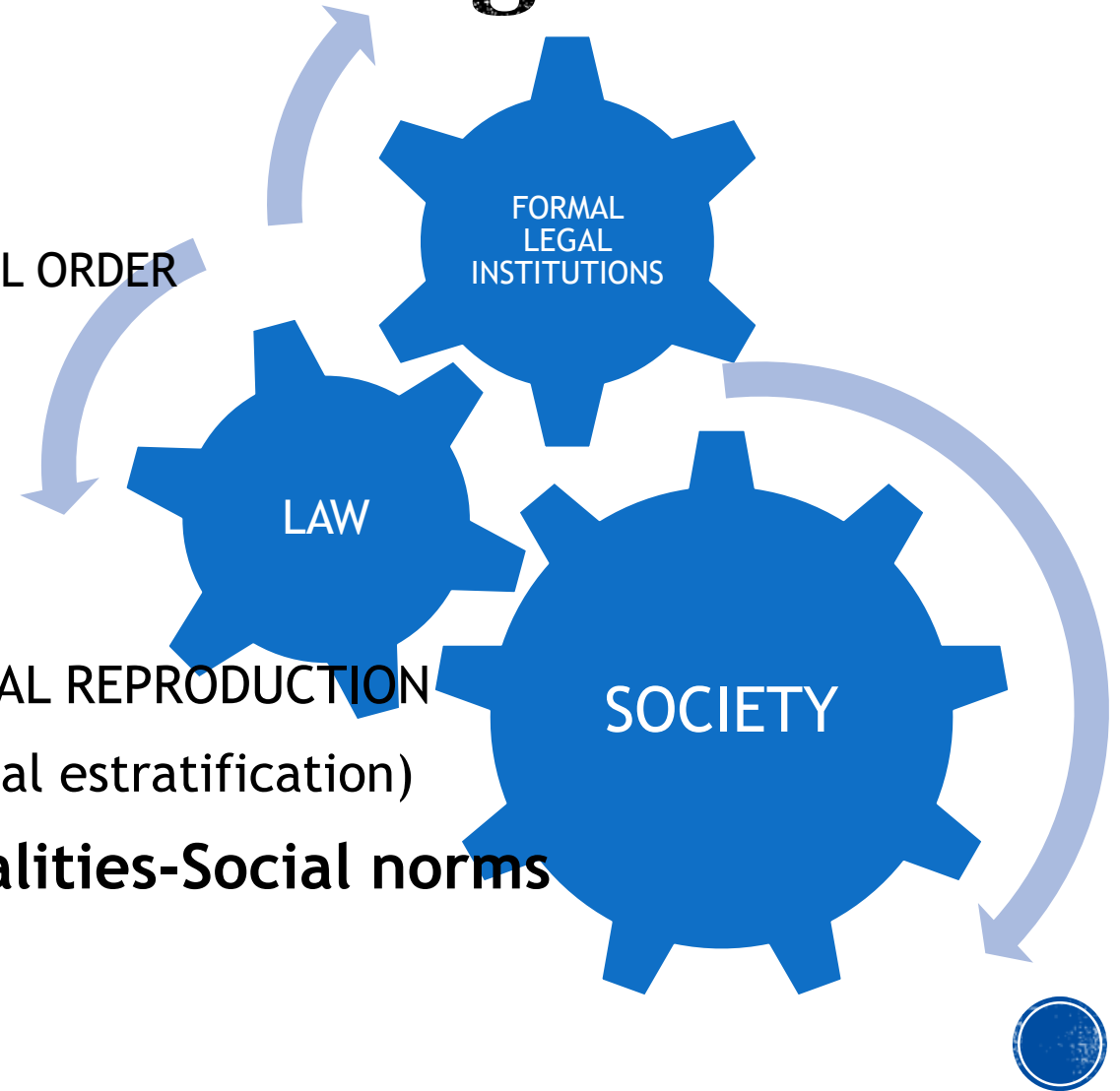
PRACTICES EVERYDAY LIFE-REPRODUCTION OF SOCIAL ORDER

routines and events of everyday life
connecting individuals with families,
institutions, organizations, neighborhoods,
associations, communities

SOCIAL CHANGE vs. SOCIAL REPRODUCTION

SOCIAL STRUCTURE (Social estratification)

Social estructural inequalities-Social norms



Structural gender inequalities

- Key concepts from feminist social and political theory, to ground the analysis of structural gender inequalities:

Hegemonic Masculinity

Inequality Regimes- Organizations= Administration

Intersectionality

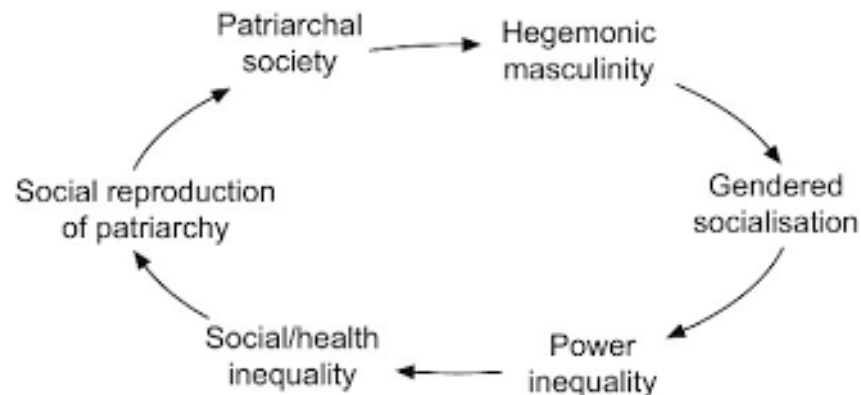
¿¿Gender Neutral Bureaucracy??



A specific form of masculinity in a given historical and society-wide social setting that legitimates unequal gender relations between men and women, between masculinity and femininity, and among masculinities.

Configuration of social practices that legitimize, produce, and reproduce the relations of domination of men over women, and of certain men over others (Connell & Messerschmidt, 2005)

Pattern of practices, not only expectations or roles, which permits and facilitate the continuity of domination of men over women. It also differentiates from other subordinated masculinities Probably other masculinities are more frequent, but hegemonic masculinity is “normative”.



Hegemonic Masculinity

Raewyn Connell, 2003



ORGANIZATIONS AS INEQUALITY REGIMES

“Loosely interrelated practices, processes, actions, and meanings that result in and maintain class, gender, and racial inequalities within particular organizations”.

“Systematic disparities between participants in power and control over goals, resources, and outcomes; workplace decisions such as how to organize work; opportunities for promotion and interesting work; security in employment and benefits; pay and other monetary rewards; respect; and pleasures in work and work relations. Organizations vary in the degree to which these disparities are present and in how severe they are”. (Acker, 2006:443)

Joan Acker, From glass ceilings to inequality regimes

Inequality regimes

Joan Acker, 1994



Intersectionality (Crenshaw, 1989)

The various ways in which race and gender interact to shape the multiple dimensions of Black women's employment experiences (Crenshaw, 1991:1244).
multiple social forces, social identities, and ideological instruments through which power and disadvantage are expressed and legitimized.

Key elements: **privilege and oppression**

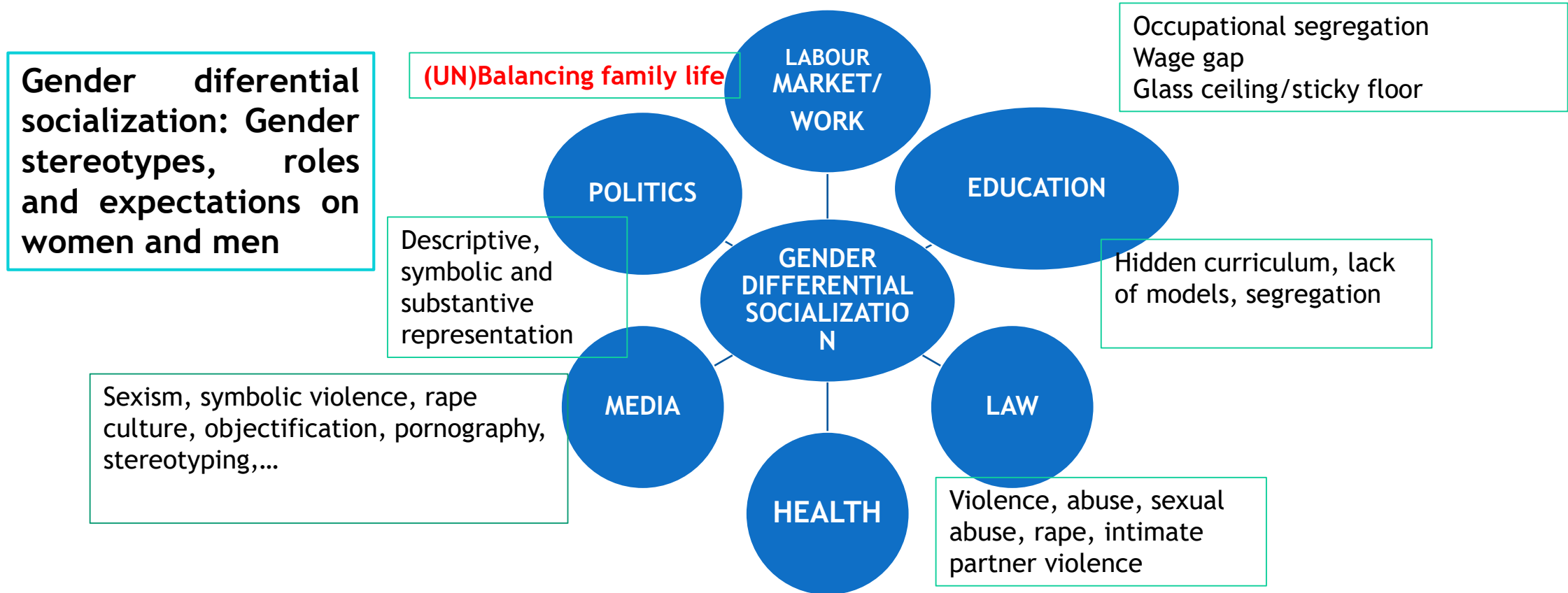
Categories of intersection analysis: Class, race, age, (dis)abilities, sexual orientation, sexual identities...

Intersectionality

Kimberle Crenshaw



SYMBOLIC REPRESENTATION AND GENDER SOCIAL REPRODUCTION



Dimensions of political representation from a feminist sociolegal perspective

Descriptive representation Who are in politics?	Be in politics (Numerical presence)
Symbolic representation How do they feel in terms of values, beliefs...?	Experiments politics (Feminist awareness)
Substantive representation What kind of politics they introduce in the political agenda and how they do it ?	Do in politics (gender political agenda and gender political style)



References

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**Thank you for your
attention**