• Constant media focus on femininity as tied to the body – even sense of femininity must be tied to acceptance of physical

**Doing Gender – West and Zimmerman**

• Question notion of gender as an 'achievement'
• Gender and 'role theory'? - roles are situated situations rather than master identities. Gender is rather the product of social doing
• **Goffman**: People assume, in interactions with others, that they have an essential nature that is being expressed. Femininity/masculinity are seen as expressions of innate biological forces. Talks about “gender display” - but as an optional performance that the individual can to some extent determine for themselves. Does not include it within interaction
• Not only do we want to know sex categories of others, we assume they want us to know
• Sex category's relevance is present in virtually all situations
• Doing gender is unavoidable – accountability for gender/sex category Is a feature of social relationships
• Some reinforce more obviously, but any interactional situation sets the stage for depictions of 'essential' sexual natures
• **Cahill**: Preschool children try to differentiate originally based on social competence – then based on boy/girl v baby. Children both learn early what values to internalize based on sex
  • “‘Ambiguous' sex indicators are sex indicators nonetheless”
  • “Freedon” of decision of transsexuals? All within context of the patriarchy
  • “If we fail to do gender appropriately, we as individuals might be called to account”
  • Social change through institutional and cultural level sex category and at the interactional level of gender

**Hierarchies, Jobs, Roles: A Theory of Gendered Organizations – Acker**

• Organizational structures and processes are not gender-neutral: theorized as such because only men are present in them, masculine principles dominate them
• Class is constructed through gender and class relations are always gendered
• Structure and features of the labour market are affected by underlying symbols of gender and processes of gender identity
• In theory, jobs and hierarchies are without occupants, without gender: however, as soon as it becomes concrete and material it involves a human
  • Job contains gender divisions within the word itself: it contains the gender-based division of labour
  • “The individual represents one sex and one gender, not a universal being”
• Disadvantages of women within workforce – devalued based on reproductive capacities; sexual harassment; relegating childbearing women to lower levels of the company

  → Connell, hegemonic masculinity

• Male sexuality reinforces these organizational structures: female sexuality is repressed, inappropriate for work; male sexuality is encouraged as a team-bonding experience?
• Gender is institutional