

Course Outline – EC3362 – Sexual Orientation, Gender Identity and Gender

Royal Holloway, University of London

AUTUMN 2020

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My PURE page is the best place to learn about me:

[https://pure.royalholloway.ac.uk/portal/en/persons/jefferson-frank\(0d0fd142-7eaf-4eb8-9cde-8e768aad1c30\).html](https://pure.royalholloway.ac.uk/portal/en/persons/jefferson-frank(0d0fd142-7eaf-4eb8-9cde-8e768aad1c30).html)

COVID19

Leading professors throughout the world have discovered over the last six months that on-line interactions can build the link between tutor and students. Small groups of up to 9, and Oxbridge tutorials of 2 – 4, work well on-line. We will therefore try to have small group meetings, and will add more if we have to go on-line for a period of time. I encourage you to make individual contact with me as soon as you can, even before term starts, so that we can start our discussions together.

Where you need to contribute is by ensuring that you have high-speed internet and high quality IT equipment for whenever we are interacting on-line. It is also vital that you use your camera and show your face when on-line. It is my preference not to use a virtual background, since I think it is good that we normalise our interactions.

PERSPECTIVE

The topics and materials of this course are necessarily ones where thinking and viewpoints are evolving over time. We will be having external speakers who can broaden our own perspectives. In any difficult subject, people need to speak freely but respectfully, but also be ready to apologise when (not if) mistakes are made in tone or content.

Economics is a toolbox of models and techniques that are powerful and can be applied to any policy issue. In this course, you will be asked to think about (and write three essays for assessment on) subtle policy issues. This is doing real life economics, where you need to analyse hard problems and provide policy solutions in a complicated political and social environment. This is one of the reasons why taking this course should be helpful in your job and additional education plans. Further, prospective employers and teachers of postgraduate courses want to see that you have interests and open minds in addressing complex and controversial policy issues. They need people who are prepared for the future, where textbook solutions are no longer adequate.

ASSESSMENT AND COURSEWORK

As part of the ongoing work for the course, you will participate in on-line forums. This is to develop your thinking. The formal assessment for the course will be 3 essays (20% each) and a final examination (40%).

The course is intended to be accessible to students other than in Economics. Please discuss with me if you wish further information on the suitability of the course for you.

COURSE DELIVERY

As with other departmental courses, the delivery will be tripartite, including on-line and in-person meetings (subject to health & safety). Details will be added later.

READING

You are expected to read the main books for the course, as well as the other books as follows:

Lee Badgett, *The Economics Case for LGBT Equality: Why fair and equal treatment benefits us all*, Beacon Press 2020.

Susan Mezey, *Beyond Marriage: Continuing battles for LGBT rights*, Rowman & Littlefield, 2017

Iris Bohnet, *What Works: Gender Equality by Design*, Harvard, 2016

Alison Wolf, *The XX Factor: How seventy million working women created a new society*, Profile Books, 2013

Aileen Moreton-Robinson, *Talkin' Up to the White Woman: Indigenous women and feminism*, University of Queensland, 2000

TOPICS

Topic 1 (week 1) - How to do economics

Topic 2 (weeks 2 – 3) – LGBTQI+ Policy

Lee Badgett, *The Economics Case for LGBT Equality: Why fair and equal treatment benefits us all*, Beacon Press 2020.

Susan Mezey, *Beyond Marriage: Continuing battles for LGBT rights*, Rowman & Littlefield, 2017

Doris Weichselbaumer, 'Sexual Orientation Discrimination in Hiring', *Labour Economics*, 10:6 (2003), 629-642.

C Aksoy, C Carpenter and J Frank, 'Sexual Orientation and Earnings: New Evidence from the UK', *Industrial and Labor Relations Review*, vol. 71(1), 242-272, January 2018

J Frank, 'Gay Glass Ceilings', *Economica*, 73(291), 485-508, 2006

Topic 3 (weeks 4 – 5) - Gender

Francine D. Blau and Lawrence M. Kahn, 'The Gender Wage Gap: Extent, Trends, and Sources', *Journal of Economic Literature* 55:3 (2017), 789–865.

Claudia Goldin, 'A Grand Gender Convergence: Its last chapter', *American Economic Review*, 104:4 (2014) 1091-1119

Alison Wolf, *The XX Factor: How seventy million working women created a new society*, Profile Books, 2013

Topic 4 (weeks 6 – 7) – Mechanisms

Iris Bohnet, *What Works: Gender Equality by Design*, Harvard, 2016

Alison Wolf, *The XX Factor: How seventy million working women created a new society*, Profile Books, 2013

J Frank, 'The Persistence of the Gender Pay Gap in British Universities', *Fiscal Studies*, on-line version <https://onlinelibrary.wiley.com/doi/abs/10.1111/1475-5890.12219>

Topic 5 (weeks 8 – 9) – Intersectionality

Aileen Moreton-Robinson, *Talkin' Up to the White Woman: Indigenous women and feminism*, University of Queensland, 2000

Jamie H. Douglas and Michael D. Steinberger, 'The Sexual Orientation Wage Gap for Racial Minorities', *Industrial Relations*, 54:1 (2015), 59-108

Doris Weichselbaumer, "Discrimination against Female Migrants Wearing Headscarves," IZA Discussion Paper No. 10217, Sept. 2016 <https://www.iza.org/publications/dp/10217/discrimination-against-female-migrants-wearing-headscarves>

Top 6 (week 10) – Transgender

Nick Drydakis, 'Trans people, well-being, and labor market outcomes', *IZA World of Labor*, <https://wol.iza.org/articles/trans-people-well-being-and-labor-market-outcomes/long>

Jody Herman, 'Gendered restrooms and minority stress: The public regulation of gender and its impact on people's lives', *Journal of Public Management & Social Policy*, 19:1, 65-80