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SOCIAL CAPITAL OF MANAGERIAL WOMEN AND GENDER RELATED JOB SEGREGATION IN THE KOREAN COMPANIES

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The rapid economic growth of Korea during past several decades cannot be imagined without contribution of women workers. However, despite their great roles in the Korean economy, women workers had always been the first scapegoats to be forced to return their home whenever economic crisis happened. Even during the latest economic crisis, women workers were first victims of corporate restructuring for the reason that they were not taking the prime responsibilities of household economy. After more than four decades of economic development, women work forces in Korean society are still concentrated at the lower hierarchies of industrial world.

However, despite difficult situation of women workers, the eventual expansion of new service sectors in the Korean economy after the mid part of the 1980s are gradually opening chances for the educated women to take part in the managerial jobs. The growth of managerial women as a distinct occupational group is a very recent phenomenon. Around the 1990s, small but significant number of women workers were able to survive as middle managers in the corporate organizations. The promotion of women in the managerial jobs has an important meaning in the qualitative advancement of women’s status in the Korean society. Managerial women with permanent job careers in their lifetime can lead the changes in the economic participation patterns of women workers. They may open the possibilities for the educated women to grow as future managers. Researches on the highly educated women have been centered on professionals, clerical workers with college certificates, or administrative managerial
employees. Compared to the existing works, investigations on the problems of women managerial workers in big corporations of the private sector are rare.

This paper is aiming at two major thrusts. First, this paper tries to describe the gender related job segregation realities and the conditions of managerial women in the Korean companies. Most of the women managers have to do jobs with special characters different from those of men. We will examine how segregated job structures affect authority structures, conflicts, and organizational statuses of women managers. In addition to that, we will discuss how women managers are struggling to overcome their difficult situations as marginalized minority.

Second, we will address the women managers’ distinctive social capital patterns within corporate societies. In organizational environments where social capital plays very important role across organizations, women workers tend to specialize in jobs where the social capital are not much required. By concentrating on specifically limited job categories as their own survival strategies within male dominant organizations, women managers are partaking in the gender related job segregation structures. In order to study the realities of job segregation and social capital structures of women, we simultaneously considered the male centered employment practices of companies, the roles and responsibilities of women managers both within organizations and their families. We will examine how the conditions of women in production and reproduction spheres are mutually reinforcing each other in the construction of women’s social capital and the gender related job segregation system in Korean work places. By addressing the gender specific job segregation and specific characters of social capital of women managers, we may be able to see how women managers are struggling to survive through the difficulties, conflicts, failures, and achievements of their careers.

This research is based on the combination of in-depth interviews and questionnaire survey on the managerial women in Chaebol companies of Korea. In-depth interviews on job histories, working experiences, social relations, and family lives were conducted on seven women managers. Those seven managers were all selected at the middle level manager group aged at the mid part of 30s, and about 10 years of company career. They were all working and competing with male managers in the same work places and most of them felt very sensitive on sexual discrimination in work places.

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Sexual Harassment Law in Contemporary Japan

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GLOBALIZATION AND EDUCATION: THE IMPACT ON WOMEN IN INDIA

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Globalization in education has meant cuts in public expenditure on education resulting in increase in privatization, top down reforms that lay more emphasis on performance
indicators, a quantitative definition of success and focus on market based subjects and disciplines which undermine the social sciences and humanities content of education.

The impact of globalization is largely dependent on a country’s governmental policies and social safety nets. Because of that, not all developing countries have suffered or benefited equally from globalization. The impact is also differential within the countries. In India, the policies of liberalization and privatization have affected different groups, such as men and women differently, and not all men and all women in the same way. While middle class urban women have seen an increase in educational and training options, for the vast majority of rural and urban poor women conditions have deteriorated. One reason is that cuts in public education and health services affect women, especially poor women the most. In general, emphasis on privatization, self-financing, vocationalization and job-oriented courses increase the gender inequalities in Indian society and cater to the needs of the market rather than society.