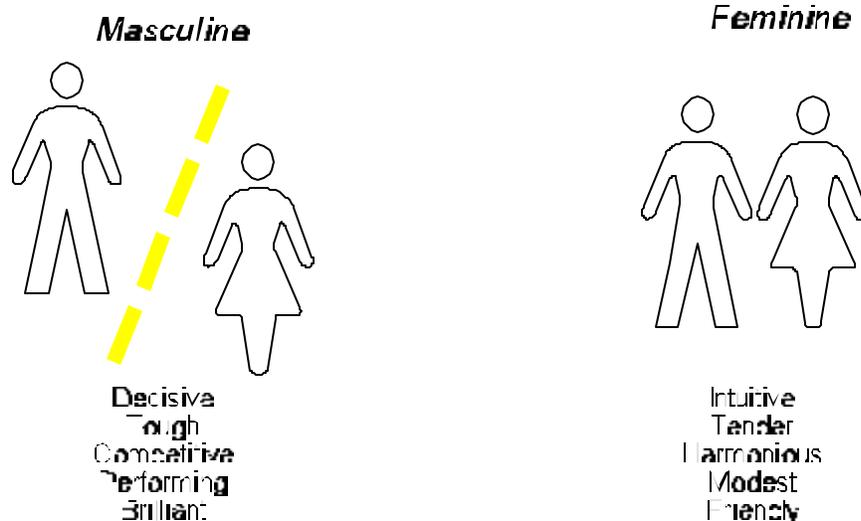


Gender Role Separation

1. Every society has to cope with the fact that man and woman are biologically distinct. In addition to the obvious reproductive differences, statistically men are *on the average* taller and stronger and women *on the average* have greater finger dexterity and faster metabolism (which helps them recover faster from fatigue). The issue in gender role separation is whether the biological differences between the sexes should or should not have implications for their roles in social activities. Hofstede has observed that the predominant socialization pattern across cultures is for men to be more assertive and women to be more nurturing. (see Hofstede, Cultures Consequences, pp. 176-7)
2. The amount of gender role separation in a culture, which Hofstede called Masculinity-Femininity, is one of those factors:

Masculinity-Femininity	
The degree to which a culture separates the social roles of the sexes.	
Cultures with a masculine orientation make a strong separation in the social sex roles. Typically the masculine values permeate society: they believe in performance, achievement, ambition, the acquisition of material goods, and ostentatious manliness ("big is beautiful").	Cultures with a feminine orientation do not separate the social sex roles as strongly. They believe in the quality of life, not showing off, service to others, equality between the sexes, nurturing roles, and sympathy for the unfortunate ("small is beautiful").
Examples: Japan, Austria, Venezuela, Italy, Switzerland	Examples: Sweden, Norway, Netherlands, Denmark, Yugoslavia

3. Overview of the impact of differences in gender role separation:



4. Consequences of gender role separation in culture include (extracted from Culture's Consequences)

	Feminine (Small Gender Role Separation)	Masculine (Large Gender Role Separation)
Society at Large	<ul style="list-style-type: none"> * Trying to be better than others is neither socially nor materially rewarded * Social adaptation-oriented school system * More benevolence versus the third world * Conservation of the environment is seen as a more important problem than economic growth * Small-scale enterprises, projects, etc. popular * Men and women can both be breadwinners * Less occupational segregation (e.g., male nurses) * Slower driving, fewer accidents 	<ul style="list-style-type: none"> * There are rewards in the form of wealth or status for the successful achiever * Performance-oriented school system * Less benevolence versus the third world * Economic growth is seen as a more important problem than conservation of the environment * Large-scale enterprises, projects, etc. popular * Men are breadwinners, women are cakemakers * Some occupations are considered typically male, others female * Faster car driving, more accidents
Religious Life, Philosophical and Ideological Training	<ul style="list-style-type: none"> * In Christianity, greater affinity to Protestantism * Appeal of 'tender' religious currents, philosophies, and ideologies * Belief in equality of the sexes * More moderate women's liberation movements 	<ul style="list-style-type: none"> * In Christianity, greater affinity to Catholicism * Appeal of 'tough' religious currents, philosophies, and ideologies * Belief in inequality of the sexes * Aggressive women's liberation movements
Organizations	<ul style="list-style-type: none"> * Some young men and women want careers, others do not * Organizations should not interfere with people's private lives * More women in more qualified and better-paid jobs * Women in more qualified jobs not particularly assertive * Lower job stress * Less industrial conflict * Appeal of job restructuring permitting group integration 	<ul style="list-style-type: none"> * Young men expect to make a career; those who don't see themselves as failures * Organizational interests are a legitimate reason for interfering with people's private lives * Fewer women in more qualified and better-paid jobs * Women in more qualified jobs are very assertive * Higher job stress * More industrial conflict * Appeal of job restructuring permitting individual achievement

5. Deborah Tannen lists male and female values as found in her research in North America:

Male	Female
Asymmetrical	Symmetrical
Status	Harmony
Competitive	Cooperative
Respect	Intimacy
Independence	Interdependence
Power	Connection
Information & Opinion	Supporting Others
Report	Rapport

6. For personal reflection: Selected biblical texts related to gender role separation

Masculine

1 Corinthians 11:3: Now I want you to realize that the head of every man is Christ, and the head of the woman is man, and the head of Christ is God. 4 Every man who prays or prophesies with his head covered dishonors his head. 5 And every woman who prays or prophesies with her head uncovered dishonors her head-- it is just as though her head were shaved. 6 If a woman does not cover her head, she should have her hair cut off; and if it is a disgrace for a woman to have her hair cut or shaved off, she should cover her head. 7 A man ought not to cover his head, since he is the image and glory of God; but the woman is the glory of man. 8 For man did not come from woman, but woman from man; 9 neither was man created for woman, but woman for man. 10 For this reason, and because of the angels, the woman ought to have a sign of authority on her head. 11 In the Lord, however, woman is not independent of man, nor is man independent of woman. 12 For as woman came from man, so also man is born of woman. But everything comes from God. 13 Judge for yourselves: Is it proper for a woman to pray to God with her head uncovered? 14 Does not the very nature of things teach you that if a man has long hair, it is a disgrace to him, 15 but that if a woman has long hair, it is her glory? For long hair is given to her as a covering.

1 Timothy 2:7: And for this purpose I was appointed a herald and an apostle-- I am telling the truth, I am not lying-- and a teacher of the true faith to the Gentiles. 8 I want men everywhere to lift up holy hands in prayer, without anger or disputing. 9 I also want women to dress modestly, with decency and propriety, not with braided hair or gold or pearls or expensive clothes, 10 but with good deeds, appropriate for women who profess to worship God. 11 A woman should learn in quietness and full submission. 12 I do not permit a woman to teach or to have authority over a man; she must be silent. 13 For Adam was formed first, then Eve. 14 And Adam was not the one deceived; it was the woman who was deceived and became a sinner. 15 But women will be

Feminine

1 Corinthians 11:12: For as woman came from man, so also man is born of woman. But everything comes from God. 13 Judge for yourselves: Is it proper for a woman to pray to God with her head uncovered?

Ephesians 4:11: It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, 12 to prepare God's people for works of service, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. 14 Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. 15 Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. 16 From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

1 Thessalonians 2:6: We were not looking for praise from men, not from you or anyone else. As apostles of Christ we could have been a burden to you, 7. but we were gentle among you, like a mother caring for her little children. 8 We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become

saved through childbearing-- if they continue in faith, love and holiness with propriety. so dear to us.