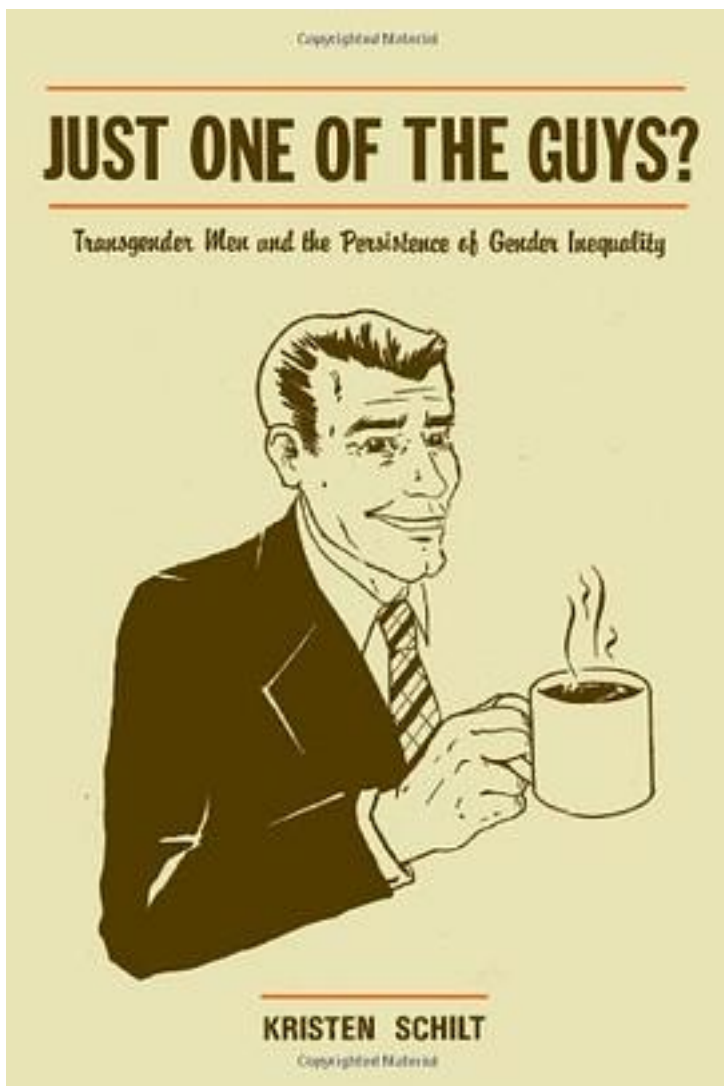


# Just One of the Guys?



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The fact that men and women continue to receive unequal treatment at work is a point of contention among politicians, the media, and scholars. Common explanations for this disparity range from biological differences between the sexes to the conscious and unconscious biases that guide hiring and promotion decisions. "Just One of the Guys?" sheds new light on this phenomenon by analyzing the unique experiences of transgender men - people designated female at birth whose gender identity is male - on the job. Kristen Schilt draws on in-depth interviews and observational data to show that while individual transmen have varied experiences, overall their stories are a testament to systemic gender inequality. The reactions of coworkers and employers to transmen, Schilt demonstrates, reveal the ways assumptions about innate differences between men and women serve as justification for discrimination. She finds that some transmen gain acceptance - and even privileges - by becoming 'just one of the guys', that some are coerced into working as women or marginalized for being openly transgender, and that other forms of appearance-based discrimination also influence their opportunities. Showcasing the voices of a frequently overlooked group, "Just One of the Guys?" lays bare the social processes that foster forms of inequality that affect us all.

作者介绍:

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## 标签

社会学

Sociology

性别研究

在芝加哥

## 评论

基于符号互动理论来理解性别差异的文化建构和性别不平等的社会结构。作者采访了加州和德州的54名女变男跨性别者的职场经历（embodiments of

maleness) ，发现他们超过半数体验到与作为女性时更强的权威感、明显的竞争力、努力工作得到肯定和赏识，以及上升空间。性别是一种结构和互动过程，由社会生活塑造/被塑造，并包含新的期望，可能性和约束。Protecting Transmen, Protecting the (Heterosexist) Gender System/Status Quo. Chris

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The very last reading of the theory course. Very interesting topic and unique research design, nevertheless the sample and data are too "narrow" to argue for its significance. Also paired with Dorothy Smith, who wishes to blow up whole discipline. To be honest, sometimes gender studies just go too far to be considered as canonical sociology...

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一句话概括性别社会学，重要精巧但无聊。

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从理论贡献上来说采取了outsider within的视角；从研究设计上来说第三章可以看做是把fixed-effect modeling用到了深度访谈中做因果推断（尽管Kristen说她从不以变量的逻辑来思考）；总而言之就是amazing!

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skimmed. interesting research on transmen and findings on cultural beliefs about gender (F/M binary) using symbolic interactionist theories.

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详实

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书评

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