Lecture 6. Families *Familles* 

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#### A universal social structure

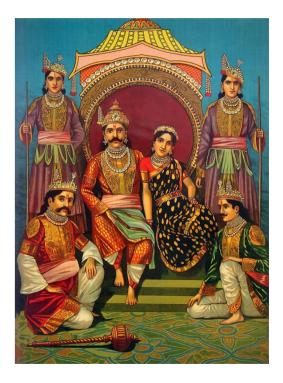
- All societies have families
  - Consequence of strong secondary altriciality [*altricialité secondaire*] (Lahire, 2023).
    - Brain underdeveloped at birth & baby highly immature & dependent
  - Stable set of persons who produce, enculturate and socialize children
- Asymmetric gender roles: mother in childbearing (& to some point in breastfeeding)
  - Potential for gender specialization/gender hierarchy
  - Generality/Universality of male domination?



Rinehart 1899, Sauk family

# Extremely diverse

- Patrilineality vs Matrilineality:
  - tracing of kinship through masculine vs female line
- Patrilocality vs Matrilocality:
  - Living in masculine vs female parents' house
- Patriarchy vs Matriarchy
  - Societies where males (fathers) vs females (mothers) hold power
    - No clear evidence of a society with full Matriarchy
      - Often strong role of brothers/uncles
- Couple structure
  - 1,231 societies in 1980 Ethnographic Atlas : 186 monogamous / 453 occasional polygyny / 588 frequent polygyny / 4 polyandry
  - Polyandry: mostly in Himalaya. Fraternal polyandry
    - Tied to land scarcity



Varmâ, 1900. Draupadi and her five husbands, the Pandavas.

Families

### The Mosuo. The kingdom of women

- Ethnic group in the Yunnan (speaking Naxi a.k.a the Na or the Naxi)
- "A society without fathers or husbands"
  - Free sexual relations. No monogamy (but serial monogamy now common)
  - "Walking marriage". Each partner lives in parental house. Visit at nights
  - Father has no paternal/education role
    - Male as rain on grass: male sexual role limiting to watering a female plant
    - Children raised by by mother's extended family
    - Role of uncles as paternal figure
  - Importance of having female children → maintenance of lineage. But also male children: uncle/brother as paternal figure
- Matriarchy? 2 chiefs (male/female) structure.
  - Authority of oldest woman (dabou) in the family for domestic affairs.
  - Authority of a male (Brother/Uncle) for external affairs. Strong sexual division of labor and male in charge of politics
- A type of structure disappearing with Maoism & now tourism → towards monogamous couples

Wikipedia: Reconstitution of a night visit



#### Outline

I. The formation of the heterosexual couple

1. Anthropological view on the rules of alliance

2. The new structural features of dating

3. The social determinants of couple formation

II. Transformation of family models/life

1. From permanent economic and social units ...

2. To temporary unions based on emotional satisfaction

3. Fragile progress in legitimization of sexual minorities and alternative family models

III. Family as a key device for the reproduction of inequalities

1. A gendered division of unpaid domestic labor

2. The reproduction of gender roles.

3. Permanence and transformation in gender inequalities

#### Incest ban: The Westermarck effect

- Inbreeding avoidance among many animal species (& some plants)
  - Genetic selection  $\rightarrow$  Genetic diversity
- Reverse sexual imprinting among humans (Westermarck, 1891)
  - Living closely together in first years of life  $\rightarrow$  decrease sexual attraction
- Kibbutz proof
  - Very low intermarriage rate among children raised together in Kibbutz (Shepher, 1971)
  - But: Reassessment. Strong social norms against dating within the kibbutz (Shor & Simchai, 2009)



Wikipedia: Kibbutz Gan Shmuel, circa 1935–40.

The ban of incest: Rules to create ties and fostering solidarity (Lévi-Strauss, 1947)

- Linking the ban on incest and structures of kinship
  - Obligation to "give" daughter or sister
  - Mauss's gift theory. Obligation
    - To give
    - To receive
    - To reciprocate
  - Expectation of reciprocity from the group to which you give a woman

- Kinship rules: Rules setting all together
  - Ban of incest
  - Reciprocity obligation
  - Respecting structural equivalence between siblings
    - Brothers
    - Sisters
    - Mother's brothers
    - Mother's brothers' daughters
- Two types of exchange
  - Restricted exchange
  - Generalized exchange

#### Rules of alliance

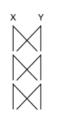
- "The universal prohibition of incest specifies, as a general rule, that people considered as parents and children, or brother and sister, even if only by name, cannot have sexual relations and even less marry each other. [...] the prohibition of incest establishes a mutual dependency between families, compelling them, in order to perpetuate themselves, to give rise to new families" (Lévi-Strauss, 1960)

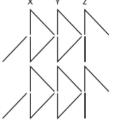
#### Forms of kinship

- With a simplified representation (Héran, 2009)
- Iroquois Kinship — Male GrMo GrEa GrMo C = Female Ego Subject of Chart GrFa == Grandfather GrMo = Grandmother Fa = Father С = = = = = Fa Mo = Mother Fa Αu Mo Mo Un Un = Uncle = Aunt Brother = Sister Co = Cousin Co Si Ego Si Br Co S Co Co Parallel Cousins Parallel Cous ins Cross Cousins

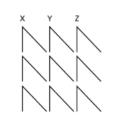
Figure 1 Four elementary forms of kinship according to Héran (2009)

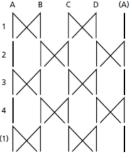
- Cross-lateral cousins => restricted exchange
- Mother's brother's daughter => generalized exchange
- Father's sister's daughter => delayed exchange
- Paternal grand-father's sister's grand daughter
   => alternate exchange





Exclusive exchange (a.k.a. restricted exchange) Alternate transfer exchange (a.k.a. delayed exchange)



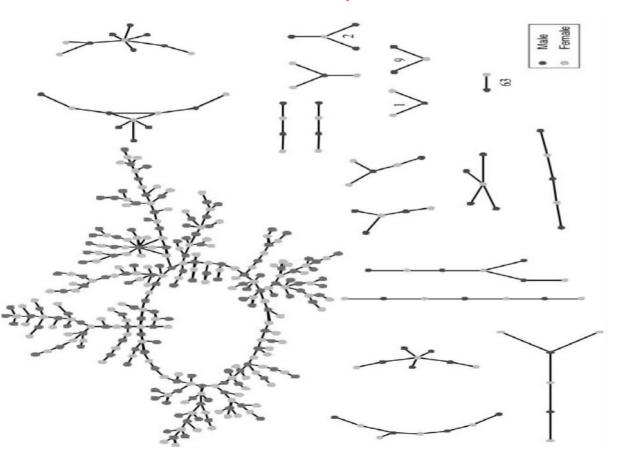


Exclusive transfer (a.k.a. generalized exchange) Alternate exchange

Note: Héran represents males with a vertical bar |, females with an oblique bar \, marriage with the lower junction  $\backslash$ , and a brother and a sister with the upper junction  $\backslash$ . He also uses a single bar for representing same-sex siblings and same-sex parallel cousins.

Families

#### Structure of teenager love and sex stories (Bearman et al., 2004)

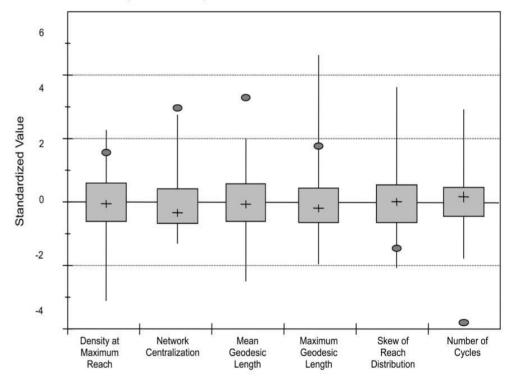


- Add Health 1995
- High school network of romantic and/or sexual relations
- Puzzle: strange spanning trees

### Difficulty to reproduce those structures

- Spanning tree as a mystery
- Simulation in order to reproduce the structure
  - Matching the degree the distribution
  - Matching the degree distribution + isolated dyads
  - Cycles anomalies

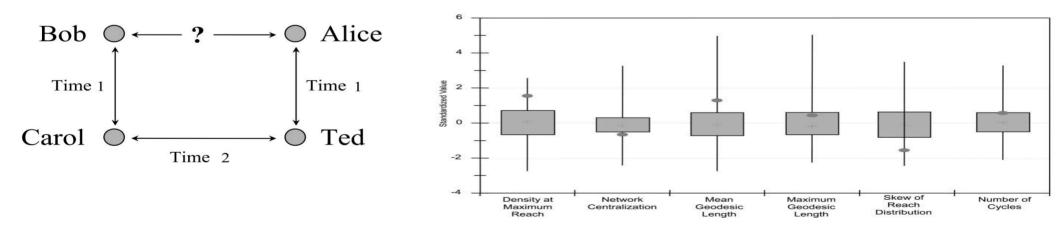
Simulated networks preserve observed degree distribution



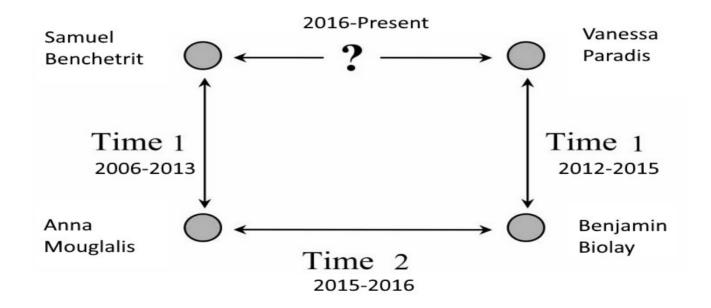
#### Devalued unions and the structure of the network

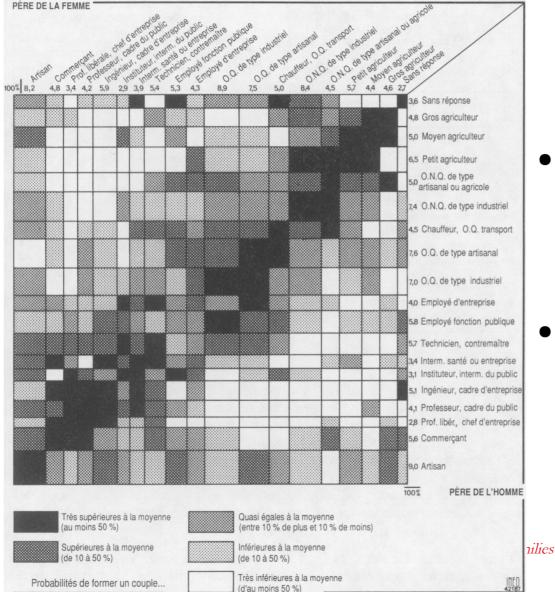
• The special case of 4-degree cycles

• Constraining the network to avoid 4 cycles



#### Miracles happen (sometimes)

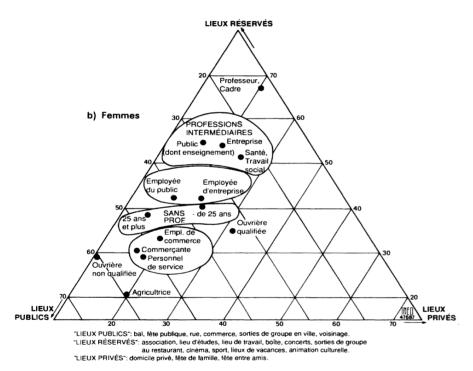




Social structure of dating (Bozon & Heran, 1987)

- Modern societies, no strong rule of alliances
  - Remaining ban on incest
- Strong social homogamy

# The role of social stratification of locus of encounters



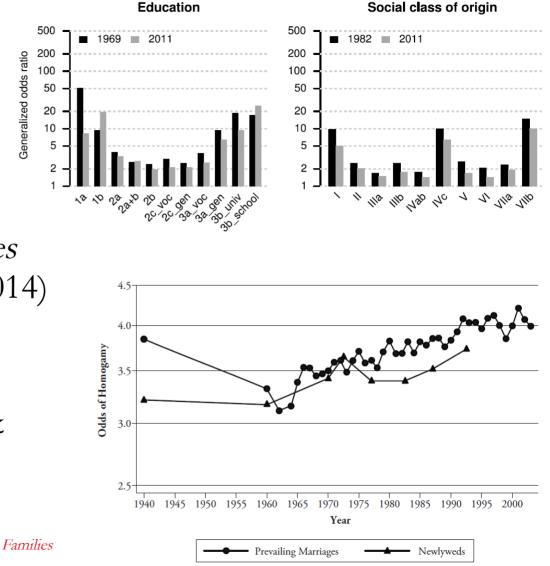
#### • « Si n'importe qui n'épouse pas n'importe qui, c'est d'abord que n'importe qui ne fréquente pas n'importe qui et ne le fait pas en n'importe quel lieu » (Bozon et Héran, 1988)

- Public space: public ball, street, neighborhood
- Private space: home, family, private parties
- Selective space: School, work, sport, cinema
- Upper class meet much more in selective spaces

#### Bozon, Héran, 1988

# Evolution of social homogamy

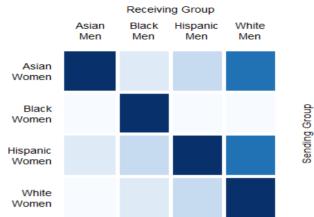
- General decline of social homogamy in France
- But increase of *Grandes écoles* homogamy (Bouchet-Valat, 2014)
- In the US, strong increase in educational homogamy (at all educational levels) (Schwarz & Mare, 2005)



#### Meeting on line follow structural patterns (Lin & Lundquist, 2013)

- Largest US dating online website
  - 20 Largest metropolitan areas in the US
  - 529 000 straight men, 405 000 straight women
- Sending pattern governed by racial homophily (top)
- Answering pattern governed by racial hierarchy (bottom)

#### FEMALE SENDING PATTERN



#### MALE SENDING PATTERN Receiving Group Asian Black Hispanic White Women Women Women



MALE RESPONDING PATTERN

#### FEMALE RESPONDING PATTERN Sending Group White Asian Black Hispanic Men Men Men Men Asian Women Black Women Hispanic Women White Women

# Asian Men Black Women Hispanic Women White Women Black Men Image: Sending Group Image: Sending Group Image: Sending Group Black Men Image: Sending Group Image: Sending Group Image: Sending Group Black Men Image: Sending Group Image: Sending Group Image: Sending Group Hispanic Men Image: Sending Group Image: Sending Group Image: Sending Group

Responding Group

White Men

#### Families

Responding Group

# Readings Discussion

Pinçon, Michel et Monique Pinçon-Charlot. 1989. "Les rallyes, ou la mise en ordre du hasard des rencontres amoureuses". *Dans les beaux quartiers*. Paris: Seuil, p. 147-192

# Europe: Monogamous heterosexual family as a social and economic unit

- Framing role of Christianism
  - Marriage as Holy sacrament (Gregorian reform)
  - Alliance (indissoluble)
  - Sexuality (fidelity, procreation and prohibition of homosexuality)
  - Filiation (bilinear with inheritance)
  - Residence (family unit)
- Family as a social and economic unit
  - Peasant life: Women work! (Field, harvest, etc.)
  - Household basic economic unit  $\rightarrow$  survival
    - Free sexuality is a threat for survival (shame of girl-mothers [filles mères])
  - Marriage is under family control. Arranged marriage
    - Cf. Molière's plays: conflict between parental & personal choice
- Heterogeneous family structures (depending regions)
  - Extended (multiple couples) versus nuclear families (father-mother children)



Le Nain, 1642. La famille heureuse

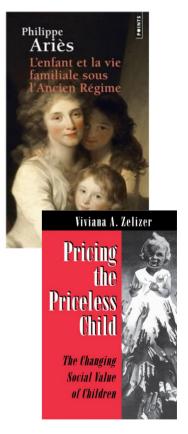
# The transformation of marriage institution (in France)

- Marriage and divorce laws
  - French revolution: Civil mariage and mutual consent divorce (1792)
  - Divorce maintained but restricted by Napoléon (Code civil)
  - Divorce abolished in 1816
  - Reintroduced in 1884
  - Mutual consent divorce 1975

- Birth control
  - Pill (Loi Neuwirth, 1967)
  - Abortion (Loi Veil, 1975)
- Recognition of homosexual unions
  - Decriminalization of homosexuality (1982)
  - PACS (1999)
  - Same sex couple marriage (2013)

#### The transformation of the children status

- Limited emotional investment in traditional ancient regime families
  - High mortality
    - Infant mortality (before 1): 25 to 30%
    - Children mortality (1 to 15) around 25%
  - Child is a source of cheap labor
- 18<sup>th</sup> century change in the value of children (Ariès, 1960)
  - Decline in infant mortality
  - New gaze on children (cf. Rousseau Emile)
  - Emphasis on education. Increase in emotional attachment
- Pricing the priceless child (Zelizer, 1985)
  - From useful child (early 19<sup>th</sup>) to emergence (late 19<sup>th</sup>) of a child who is economically 'worthless' but emotionally 'priceless''
  - How to justify life/death-insurance for children?
    - Immoral (death lottery) OR sign of respect (cover funeral/studies)



#### Transformation of marital structures

|             | Fécondité<br>(a) | Âge moyen à la<br>maternité | Naissances hors<br>mariage (%) (b) | Mariages<br>(milliers) | Âge moyen au<br>1 <sup>er</sup> mariage<br>(femmes) | Divorces<br>(milliers) | Pacs<br>(milliers) | % de familles<br>monop. (c) |
|-------------|------------------|-----------------------------|------------------------------------|------------------------|---|------------------------|--------------------|-----------------------------|
| 1960        | 2,72             |                             | 6,1                                | 320                    | 23,0  | 30,2                   |                    |                             |
| 1965        | 2,83             |                             | 5,9                                | 346                    | 22,7  | 34,9                   |                    | 9,6 (62)                    |
| 1970        | 2,47             | 27,2                        | 6,8                                | 394                    | 22,6  | 40,0                   |                    | 9,3 (68)                    |
| 1975        | 1,93             | 26,7                        | 8,5                                | 387                    | 22,5  | 61,3                   |                    | 9,4                         |
| 1980        | 1,94             | 26,8                        | 11,4                               | 334                    | 23,0  | 81,1                   |                    | 10,2 (82)                   |
| 1985        | 1,81             | 27,5                        | 19,6                               | 269                    | 24,2  | 107,5                  |                    |                             |
| 1990        | 1,78             | 28,3                        | 30,1                               | 287                    | 25,5  | 107,6                  |                    | 13,2                        |
| 1995        | 1,71             | 29,0                        | 37,9                               | 254                    | 26,9  | 119,2                  |                    | ,                           |
| 1996        | 1,73             | 29,1                        | 39,3                               | 280                    | 27,5  | 117,4                  |                    |                             |
| 1997        | 1,73             | 29,2                        | 40,5                               | 284                    | 27,6  | 116,1                  |                    |                             |
| 1998        | 1,76             | 29,3                        | 41,3                               | 271                    | 27,7  | 116,3                  |                    |                             |
| 1999        | 1,79             | 29,3                        | 42,3                               | 286                    | 27,8  | 116,8                  | 6,1                | 17,5                        |
| 2000        | 1,88             | 29,4                        | 43,2                               | 298                    | 28,0  | 114,0                  | 22,1               | 100                         |
| 2001        | 1,89             | 29,4                        | 44,3                               | 288                    | 28,1  | 112,6                  | 19,4               |                             |
| 2002        | 1,88             | 29,5                        | 44,7                               | 279                    | 28,3  | 115,8                  | 24,9               |                             |
| 2003        | 1,89             | 29,5                        | 45,2                               | 276                    | 28,5  | 125,2                  | 31,1               |                             |
| 2004        | 1,90             | 29,6                        | 46,4                               | 272                    | 28,8  | 131,3                  | 39,5               |                             |
| 2005        | 1,92             | 29,7                        | 47,2                               | 276                    | 29,1  | 152,0                  | 59,8               | 19,8                        |
| 2006        | 1,98             | 29,7                        | 49,7                               | 267                    | 29,3  | 135,9                  | 76,6               | 975-0                       |
| 2007        | 1,97             | 29,8                        | 50,9                               | 260                    | 29,5  | 131,3                  | 101,1              |                             |
| 2008<br>(d) | 2,02             | 29,9                        | 52                                 | 267                    |   |                        | 140                |                             |

Dechaux, 2009

Families

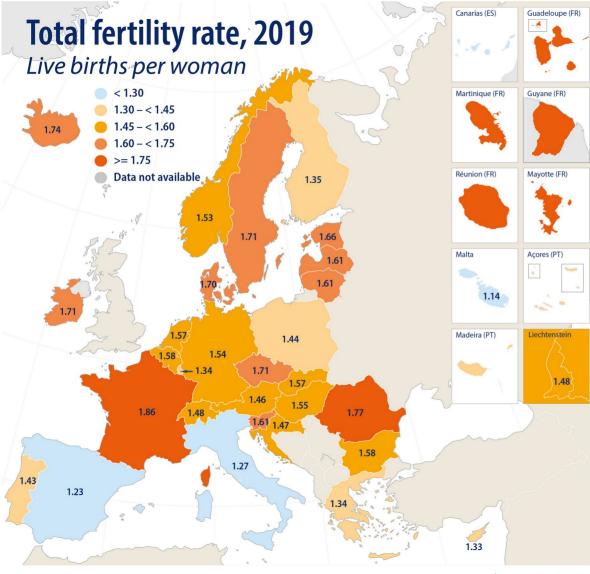
#### Transformations

- Delays in entry in the labor market
  - $\rightarrow$  Increase in age at marriage and first birth (col 2 & 5)
- Deinstitutionalization of mating
  - → Decline in marriages, Birth outside marriage, Growth in PACS,
- Increase in emotional value and cost of children

 $\rightarrow$  Decline in number of children (col 1)

• Marriage based on the primacy of emotional attachment

 $\rightarrow$  Increase in divorces/separations, single parents



Comparisons

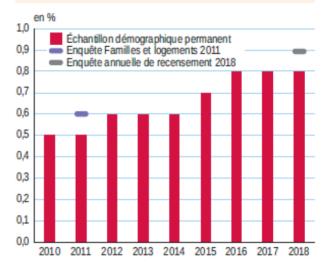
- France an exception in Europe
- Strong Middle-class family orientation
  - Taxation policies
  - Long school hours
  - Crèches

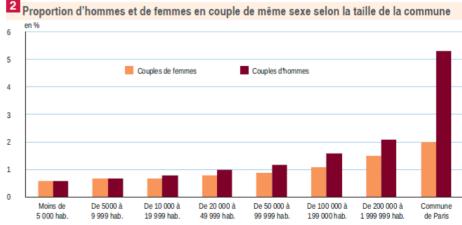
Administrative boundaries: © EuroGeographics © UN–FAO © Turkstat Cartography: Eurostat – IMAGE, 03/2021 ec.europa.eu/eurostat

# The emergence of alternative family structures

- Homosexual couples (Algava, Penant, 2019)
  - 0.9% of French couples in 2018 (vs 0.6% in 2011)
- Unequal access to parenthood issue
  - French ban on surrogate mothers [GPA]
  - Recent access of all women to Assisted reproductive technology (ART) [*PMA*] (2021)
  - In couple living with children:
    - Heterosexual couple: 50%
    - Homosexual women: 25%
    - Homosexual men: 5.5%
- Similarity of educational outcomes for children in the US (Watkins, 2018)

Part de personnes en couple de même sexe, parmi celles en couple cohabitant, entre 2010 et 2018





Families

Lecture : en 2018, 2,0 % des femmes résidant en couple à Paris vivent avec un partenaire de même sexe, 5,3 % des hommes Champ : personnes de 18 ans ou plus vivant en couple cohabitant, France hors Mayotte. Source : Insee, enquête annuelle de recensement 2018.

#### Inferring sexual orientatin (Mize, Manago, 2018)

*"Michael* is currently single but has had multiple happy relationships with women in the past. Michael has only dated *women* and one of his relationships with a woman named *Emily* lasted for over two years. The other night, Michael met Matt and felt attracted to him. At the end of the night, Michael and Matt went home together and had a casual sexual encounter."

• 4 treatments:

- (1) man with a heterosexual dating history but recent same-sex encounter,
- (2) man with a gay dating history but recent differentsex encounter,
- (3) woman with a heterosexual dating history but recent same-sex encounter
- (4) woman with a gay dating history but recent different-sex encounter
- Question on attribution of sexual orientation
  - how likely they thought the target character was heterosexual, bisexual, or gay/lesbian (from 0 to 100)

#### Results

**Table 1.** Means for Sexual Orientation Percent Guesses Based on Vignette Characteristics(Top Panel) and Fractional Response Logit Regression Results (Bottom Panel);Study 1 (N = 1,965)

|                           | Percent Certainty That Target Character<br>Is Listed Sexual Orientation |                    |               |  |  |
|---------------------------|---|--------------------|---------------|--|--|
|                           | Heterosexual  | Bisexual           | Gay/Lesbian   |  |  |
| Woman (Heterosexual Past) | 51  | 41                 | 15            |  |  |
| Man (Heterosexual Past)   | 31  | 51                 | 24            |  |  |
| Woman (Lesbian Past)      | 11  | 54                 | 40            |  |  |
| Man (Gay Past)            | 9   | 9 51               |               |  |  |
|                           | Fractio   | nal Response Logit | 47<br>Results |  |  |
| -                         | Heterosexual  | Bisexual           | Gay/Lesbian   |  |  |
| Woman vs. Man (Hetero-    | .205***   | 101***             | 078***        |  |  |
| sexual Past)              | (.022)  | (.023)             | (.017)        |  |  |
| Woman vs. Man (Lesbian/   | .029*   | .027               | 068**         |  |  |
| Gay Past)                 | (.014)  | (.023)             | (.023)        |  |  |

- Survey
- Nationally representative sample
- 2000 participants

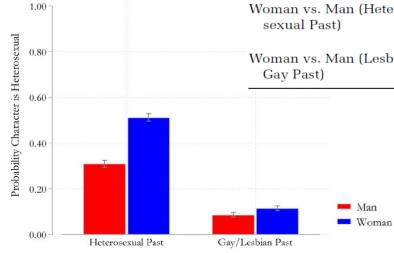


Figure 2. Probability Rating That Vignette Character Is Heterosexual, Study 1

#### And how did you respond?

# Gender division of paid & unpaid work

- Men spend more time at work (+1h17)
- Less involved in domestic work (-1h26)
  - Especially house work & care for children
  - except bricolage gardening
- The gap decreased
  - 1999: 1h49  $\rightarrow$  2010: 1h17
  - But mostly because women devote less time to domestic work (-22'), especially house work (-31')
  - Men increased by 1' their involvement (4' for housework)
  - Both increased time in childcare: Male +7' and Female + 9'

|   | Hommes | Femmes | Ecart   |
|---|--------|--------|---------|
| Temps physiologique (sommeil, soins personnels et repas)    | 11:07  | 11:24  | - 00:17 |
| Temps professionnel (travail, études,<br>formation,trajets) | 06:05  | 4:48   | 01:17   |
| Temps domestique  | 02:00  | 03:26  | - 01:26 |
| - Dont ménage, cuisine, linge, courses                      | 01:08  | 02:35  | - 01:27 |
| - Dont soins aux enfants et adultes                         | 00:18  | 00:36  | - 00:18 |
| - Dont bricolage  | 00:20  | 00:05  | 00:15   |
| - Dont jardinage, soins aux animaux                         | 00:14  | 00:10  | 00:04   |
| Temps libre   | 03:20  | 02:45  | 00:35   |
| Temps de sociabilité (hors repas)                           | 00:43  | 00:45  | - 00:02 |
| Trajets (hors travail)                                      | 00:43  | 00:50  | 00:07   |
| Ensemble  | 24:00  | 24:00  | 24:00   |

Source : Insee - Enquête emploi du temps 2009-2010 - © Observatoire des inégalités

# Understanding the gap

- Comparative advantage and time availability
  - Rational choice model (Becker, 1991)
  - Different labor markets and difference in pay
  - Specialization in different task depending on relative pay
- Limit: women may still perform a larger share of household work even when the spouse has a lower income (Mandel, Lazarus, and Shaby 2020)

- Doing gender (West and Zimmerman 1988)
  - Women and men 'do gender' when they divide according to gender norm and expectations
- Tasks tagged "feminine"
  - Care Cleaning
  - Egalitarian roles: Men increased their role.
    - More as subsidies.
    - More for fun activities (cooking, playing with kids). Less for cumbersome activities

#### Women and the "double bind"

- Women face conflicting norms. Sanctions for being too "masculine". Sanctions for being too "feminine"
- Ex. Long breast feeding
  - Norm 1: it is good for the children (In a context where value of children increases)
  - Norm 2: it is bad for the career
- Female face double penalty for following norm 1, penalty for following norm 2.

#### Family & the (re)production of gender norms

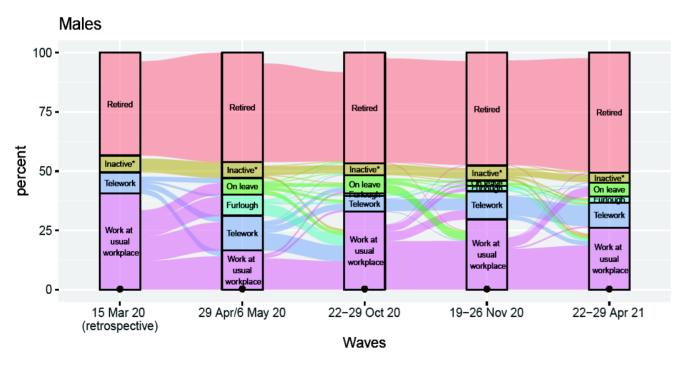
- Gender roles
  - Who is cleaning? Ironing? Cooking? Bringing money?
- Children identification
  - Gender as the basis of identification
  - Imitation games
  - Gender order appears natural
- At the heart of the matrix of preferences
  - Differential of interest for the "Care sector"
  - Differential of concerns for family-time availability



#### The covid Crisis as a test

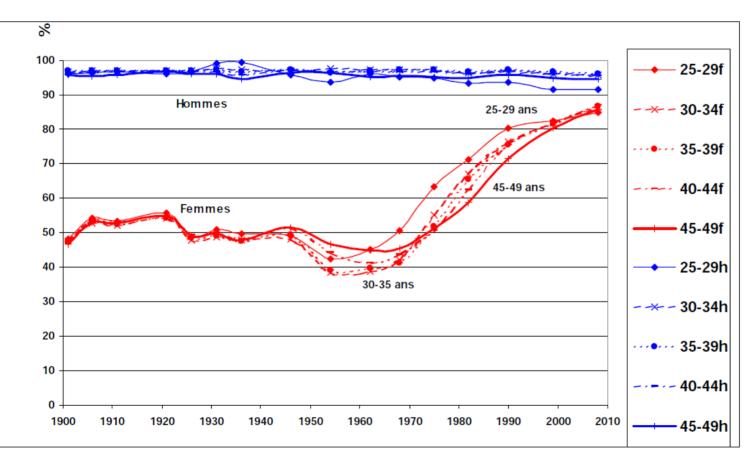
#### (Pasqualini et al. 2022)

Figure 1b: Variation of paid work situation over CoCo survey waves



- First lockdown men suddenly home (time availability increase)
- Change in housework?
  - Increase in share of shopping
    - + 6 pct point share
  - Decrease in share of childcare
    - - 3 pct point share
- Both signs of time availability & doing gender

#### Evolution of female work

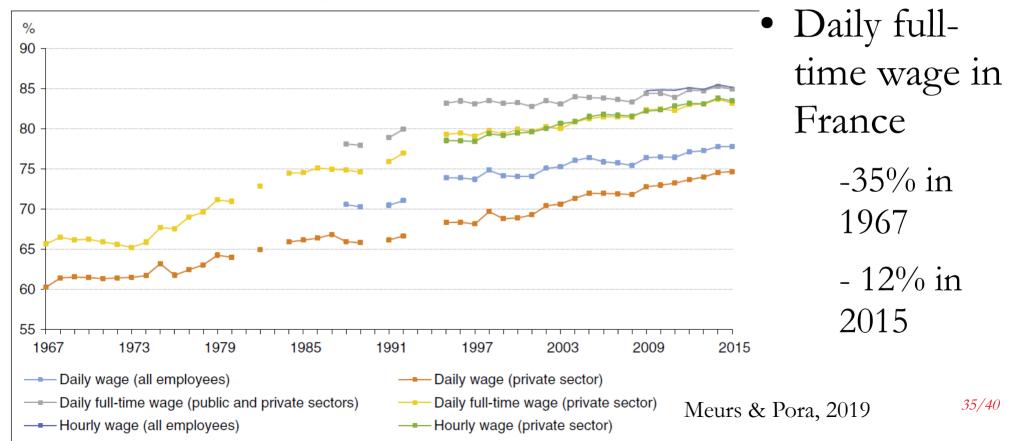


- 19<sup>th</sup> century early 20<sup>th</sup> century. Women work (especially in agriculture). Underestimated
  - Fuzzy frontier domestic/paid work
- Decline of female work till mid 1960s
  - Model of inactive wife
- Strong increase afterwards

Source: Maruani Meron Un siècle de travail de femmes en France 1901-2011

### A decline of the gender gap

Rătio of female-male daily wages, 20-59 age group



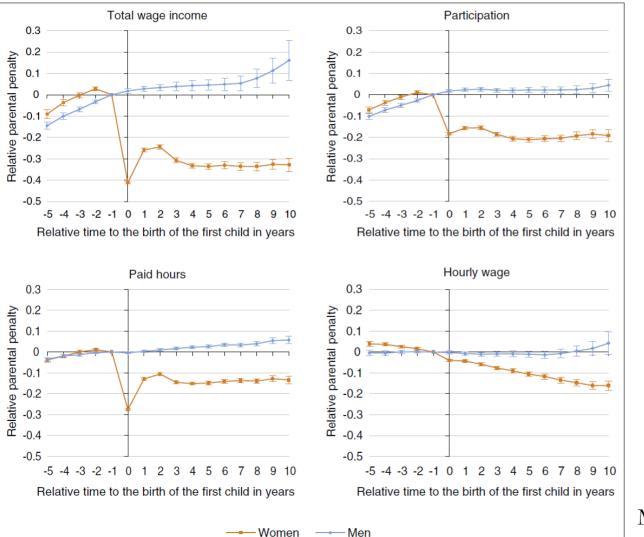
### The maintenance of the gender wage gap

#### Table 1 | Gender differences in earnings within establishment, occupation and job

|                 | Year | <b>Basic adjustments</b> | Within:       |                             | Proportion within job |      |
|-----------------|------|--------------------------|---------------|-----------------------------|-----------------------|------|
|                 |      | -                        | Establishment | Occupation                  | Job                   | _    |
| Canada          | 2015 | -0.221                   | -0.172        | -0.137                      | -0.121                | 0.55 |
| Czechia         | 2019 | -0.280                   | -0.225        | -0.179                      | -0.123                | 0.44 |
| Denmark         | 2015 | -0.178                   | -0.132        | -0.107                      | -0.072                | 0.40 |
| France          | 2015 | -0.111                   | -0.108        | -0.084                      | -0.065                | 0.59 |
| Germany         | 2015 | -0.241                   | -0.168        | -0.206                      | -0.130                | 0.54 |
| Hungary         | 2017 | -0.099                   | -0.130        | -0.098                      | -0.095                | 0.96 |
| Israel          | 2015 | -0.336                   | -0.197        | -0.196                      | -0.119                | 0.35 |
| Japan           | 2013 | -0.350                   | -0.328        | -0.304                      | -0.257                | 0.73 |
| The Netherlands | 2014 | -0.202                   | -0.146        | -0.111                      | -0.075                | 0.37 |
| Norway          | 2018 | -0.206                   | -0.128        | -0.120                      | -0.086                | 0.42 |
| Slovenia        | 2015 | -0.190                   | -0.169        | -0.157                      | -0.140                | 0.74 |
| South Korea     | 2012 | -0.406                   | -0.244        | -0.335                      | -0.188                | 0.46 |
| Spain           | 2017 | -0.158                   | -0.176        | -0.164                      | -0.121                | 0.77 |
| Sweden          | 2018 | -0.175                   | -0.118        | -0.093                      | -0.076                | 0.43 |
| United States   | 2015 | -0.296                   | -0.214        | -0.202                      | -0.141                | 0.48 |
|                 |      |                          | Families      | Source: Penner et al., 2022 |                       |      |

Families

#### Figure XII Impact of the birth of the first child on total wage income and its components



# Child penalty

- First birth  $\rightarrow$  Decrease
  - in labor market participation
    - Especially at the bottom of the wage distribution
  - Number of hours
  - Hourly wages
    - Increases mostly for higher deciles

Meurs & Pora, 2019

#### Gender roles

#### Experiment 2

### The survey

#### (inspired from Skorge, 2023 – CRIS seminar)

- After two months of parental leave to care for [her/his] two young children,
   [Jessica/Rachel/Brandon/Christopher] returns to work at [her/his] company, a leading investment bank. [Her/His] previous position has been eliminated and [she/he] must choose between two positions:
  - 1) To work as an HR manager, where [she/he] would be responsible for managing careers throughout the company: this job involves human contact within the company, requires some attention to the well-being of employees, requires some intense work, but within regular working hours. It would come with a 5% pay raise.
  - 2) To work as a merger and acquisition banker, where [she/he] would conclude financial transactions with clients. This job is very demanding and requires a lot of contact with clients after hours. It would come with a 50% pay raise.
- [Jessica/Rachel/Brandon/Christopher] is considerate, brilliant and hardworking. [She/He] loves to spend time with [her/his] family but [she/he] is also very business oriented. Knowing that [she/he] could [always/sometimes] be available in the evenings, which job would you recommend to [Jessica/Rachel/Brandon/Christopher]?

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