

## **Cultural or Structural? Explaining Men’s Transition to Care Work Jobs**

Shengwei Sun<sup>1</sup>

### **Abstract**

Gender occupational integration has become stalled and the pattern is “uneven.” Men’s presence in gender-atypical occupations remains rare despite the fact that jobs in education and health care are growing fast, while traditionally male-dominated manufacturing jobs are disappearing. Why do men cross gendered work boundaries or not? The cultural approach looks at how the gender essentialist cultural norms shape gender identity and the gender-typing of work, thereby affecting men’s preferences for or against working in gender-atypical occupations. In contrast, the structural approach emphasizes the differential constraints that men face in the labor market by race and class backgrounds, and it tends to focus on men on the lower end of the socioeconomic spectrum who are involuntarily pushed into female-dominated/care work jobs.

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<sup>1</sup> One Brookings Drive, Department of Sociology, Washington University in St. Louis, St. Louis, MO 63130. Email: [s.sun@wustl.edu](mailto:s.sun@wustl.edu). The author acknowledges support from the National Science Foundation (Grant #SES-1738396).