

Patriarchy

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Humans have a uniquely unequal gender relationship

- men historically had most power, and were able to keep it
- men particularly interested in controlling female sexuality and reproduction
- evolutionary success results from dual inheritance
- material wealth inequality drives male control

In leadership:

- implicit bias - women judged as less competent, independent (no evidence in practice of performance difference)
- female leaders are more egalitarian and democratic
 - ↳ women have more power in egalitarian societies (Chimani)
 - major role in mediating conflict
 - ↳ increased wealth → increased gender equality

Male Aggression is Cultural

- Yanomamo (Amazonia): hunting society w/ lethal fighting
 - violent female coercion
 - no paternal childcare
 - polygyny
 - Ake (West Africa): foraging society
 - no male-female aggression
 - monogamy
 - highest levels of paternal care
- evidence for dual inheritance theory: gender differences depend on culture

Mammalian Leadership

Gorillas

- single male w/ several females
- male defends groups from other males
- if defeated, infanticide occurs

Chimps

- multiple related males (brothers)
- strong male alliances
- aggression w/ other groups, incl. females
- females mate w/ all males
 - population differences: some aggression in forced mating

Baboons

- very independent: single male w/ multiple females
- variations: some let females be independent, others are very controlling (hamadryas baboon)
 - ↳ olive baboon: females form alliances to protect themselves, counteract body size differences

In other social species:

Primate Social Structure

- distributed leadership (multiple leaders)
 - attribute based leadership (sex, age, personality, social status...)
 - multiple roles
 - group travel initiator (adult females w/ knowledge of feeding areas)
 - forager/hunt leader
 - conflict resolver
- very few species have a single female dominant to single male, but many leadership roles given to females

Killer Whales

- grandmothers/alloparents
- matrilineal social structures
 - pods consist of multiple matrilineal (up to 4 generations)
- menopausal females lead hunts, train sons

African Lion

- only social cats
- females are philopatric - stay w/ family, while males disperse
 - ↳ matrilineal
 - ↳ lionesses coordinate hunt
 - ↳ conflict within pride is rare

Elephants

- ↳ females are philopatric
- ↳ similar social org to whales (multiple related matrilineal)
- ↳ fission-fusion: join/break up of individual matrilineal
- ↳ oldest female (matriarch) leads group movement

Spotted Hyena

- specialized to eat bones
- females are larger than males
- females dominant to single male

Bonobo

"make love not war"

- males are philopatric (females have power, males disperse)
- female-biased leadership
- rare between-group conflict resolved by both sexes
- unrelated females form alliances to maintain egalitarian society

Why are female alliances only in bonobos?

- very rich ecology
- less competition to acquire resources
- no competitors west of Congo river
- gorillas, chimps fight for resources and have wealth differences

Patriarchy: How (6 factors)

Reduction in female allies:

- females disperse from kin
- no alliances b/tu non-kin females (Bonobo only)
- solitary females prone to male coercion
 - strengthen female alliances

Elaboration of male alliances:

- purpose: control and accumulate wealth
- in chimps: high degree of relatedness, most elaborate male alliances
- functions:
 - organize hunts, raids
 - strengthen institutional protection of women

Increased male control of resources

- more food → more male control
- increased reliance on cumulative culture, cooperative hunting, breeding
 - ↳ rise of gendered labor: males hunt, females forage
 - females more dependent on males to provide for altricial babies
 - feedback loop: dependence ↔ power
 - increase female economic independence

Increased hierarchy formation

- unequal relationships among men (allowed by material wealth)
- wealth used to increase reproductive success of most powerful men
 - ↳ allow additional control of women
 - ↳ demanded higher paternity certainty (want to know children are theirs): additional control over bodies
 - decrease economic power inequality

Females enforce male control

- to increase reproductive success, must follow the norm
- once patriarchal system was set in place, female alliances no longer increased reproductive success
 - ↳ example: favor sons due to higher potential in hierarchy
 - ↳ daughters have chance of marrying wealthy man
 - change female behaviors that support patriarchy

Evolution of language and ideology

- ideologies invented to maintain patriarchy (ex. men are born virtuous...)
- Bible, others used as guide on how to behave in presence of material wealth
 - change ideologies

Human Leadership

✂ Why are females underrepresented in human leadership?

Phylogeny:

- ↳ sex differences are a product of sexual selection
- ↳ in other species, matrilineal, alliances exist

Function:

- ↳ sex differences in leadership
- leader starts hunt, but dominant individual gets best share
 - ↳ males/females benefit differently from leadership

Bateman-Trivers Paradigm:

- female cost per offspring is higher
- males have higher potential reproductive rate
- operational sex ratio: more males available, must physically compete for access to females
- female need: parental investment from males

What limits reproduction?

- females: resources for offspring, safety
- males: access to females

↳ result: female leadership focuses on leading group to food/resources, foraging decisions (bonobo, zebra, lemurs...)
male leadership protects fertile females

- leads to intergroup conflict
- intragroup conflicts to increase rank in group, increase mating

Costs of leadership:

- predation (first to enter area)
- retaliation
- injury: females more risk-averse → less benefit to lead
- loss of reputation on failure
- opportunity costs

Sexual Selection of leadership

- males: leadership status predicts reproductive success
 - females: desire leadership positions that improve child survival
- sexual selection influences cultural transmission but does not determine or justify behavior

Five implications of policy

1. encouragement of women to act like men is ineffective
 - different goals
 - more democratic leadership in women
2. call attention to poor male strategy
 - self-promotion, overconfidence, exaggerating competence
 - large social networks with weak ties
 - toxic competitive practice
3. emphasize other motivations for leadership
 - prestige over power of norms, dominance
 - institutional requirements for gender diversity
4. make work compatible with childcare
 - remove gendered labor
 - increase paternity leave (reduced testosterone → change behaviors)
5. diversify leadership styles
 - some situation need covert, empathetic competition
 - prioritization of healthcare, welfare, education (success of offspring)

Competition Differences Between Sexes

WEIRD men:

- fast, large scale coalition building
- larger group socializing
- hierarchies
- respect competitiveness
- structure to compete against other groups of men.

WEIRD woman:

- Competition modes are low injury risk
 - ↳ indirect aggression: gossip, social exclusion
- seek stable sources of social support
- levelling mechanism to counter aggressive individuals
- egalitarian small networks
 - ↳ less political influence (smaller, closer alliances)

Competitive styles

- men: Contest competition (public, zero-sum, rituals)
- women: Scramble competition (everyone competes against themselves, adaptive to alloparenting)

Leadership

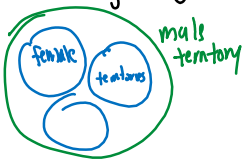
- followers prefer physically dominant leaders over prestige-based traits

The Precarious Manhood Belief

- manhood is hard to earn, easy to lose, must be proven repeatedly by action
 - ↳ more prevalent in less developed countries: less material wealth \Rightarrow more relational wealth
 - ↳ correlated w/ gender inequality
 - ↳ fear of paternity uncertainty \Rightarrow high homicide rate of intimate partners

Intypical polygynous mammals:

- males "run for office" by visiting fertile females in her territory
 - ↳ evidence for episodic memory
 - ↳ compete w/ other males to see who can navigate most accurately
- females choose males based on familiarity
 - ↳ good genes: offspring will have good spatial ability



- polygynous males have better maze solving ability.
- no diff. in monogynous (territories overlap)

• sex differences in space use predict hippocampus differences

males \rightarrow females \rightarrow food
 low res map of large space \uparrow high res map of small space

In humans:

males are better at mental object rotation

↳ recognition of distant landmarks

females are better at relative object position memory

↳ track locations of food plants

↳ more valuable foods are remembered more (SIS farmers market experiment)

Twe tribe (Namibia):

- both sexes forage, men take longer trips to find honey
- men visit other camps more (politics, mating, alliances) → foraging for mating opportunities
- result: men outperformed women in all memory tasks
 - ↳ WEIRD female advantage not present

Yucatec Maya:

- highly monogamous
- sex difference in mobility only exists after marriage because men increase travel, travel alone

Tsimane Tribe: (Bolivia)

Gender differences in distance traveled

- childhood, after marriage: no difference
- adolescence: males travel further to find mates
 - ↳ overall, no difference found in spatial cognition
 - ↳ richer, more schooling → better mental rotation, poorer pointing accuracy

> mobility is a signal of status in historical societies

- wealthy restricted mobility w/ heels to show they didn't need to walk
- foot binding → increases

