

Hanna Rosin's
The End of Men and the Rise of Women
(Riverhead Books: New York, 2012)

Summary of conclusions chapter by chapter

This is the book which will enrage the feminists. It documents how, when manufacture moves oversea and the economy becomes feminized in the past few decades, America is becoming a matriarchy: women have easily adapted to the new situation while men have completely failed to adapt. Women are taking over the workforce as industries dominated by women expand (services, health care, education) and those dominated by men (manufacture, construction, utilities, transportation) shrink. Women not only graduate from colleges in greater number than men, they are also making more money on average than men. Meanwhile, crimes against women have declined. This picture is starkly different from the feminists' depiction that women in America continue to suffer economic disadvantages, discrimination, and violent crimes on a regular basis.

Furthermore, Rosin argues women's ascendancy is becoming a worldwide phenomenon.

Introduction

In the Introduction Rosin lays out her conclusions which she will repeat in the following chapters. As women take over the workforce, there is divergent development in the educated class (the “elites”) and in the uneducated or the moderately educated class. Marriage is more frequent and more stable and happier in the former case, and less frequent and less stable in the latter. “Seesaw marriage” in the former while no marriages in the latter. Women have proved to be more adaptive (Plastic Woman) while men have hardly changed at all (Cardboard Man). Women have acquired more male characteristics (assertiveness and aggressiveness) and taken on masculine roles while retaining feminine characteristics and continuing to perform many domestic tasks. Men, while losing their share in the workforce, do not become “stay-at-home dad” *en masse* and cannot move into professions dominated by women. Many professions have switched from male-dominated to female-dominated while no profession has ever undergone the reverse transformation.

“Hearts of Steel: Single Girls Master The Hook-Up”

College girls prefer the hook-up culture: they want socialization and sexual experiences, but don't want commitment and relationships to get in the way of their studying: their mind is on getting a good career rather than on relationships and marriage.

As young women become more assertive and more able to ward off guys' pursuit, instances of sexual assault have dramatically declined, especially in acquaintance rape. Young women are becoming harder to victimize.

Women are more able to use their “erotic capital” (charm and charisma) to get ahead in workplace and in life generally.

Roy Baumeister's study has suggested that societies with greater gender equality have less restrictive sexual norms. "More sex means a more feminist-minded country." Women's greater economic independence has meant more casual sex ("hook-up"). But in this new hook-up culture, while women sacrifice relationships in order to concentrate on getting a good career, men fall back to play video games.

"The Seesaw Marriage: True Love (Just For Elites)"

This chapter is on the marriage situation of the more educated and economically well-off.

In 1970 women in America contributed 2 to 6 percent of the family income. Today the average American wife contributes 42.2 percent. Nowadays, all wives work. The traditional family – he works and she stays home – hardly exists anymore.

The "seesaw marriage" means any role can be filled by either partner at any given time: men work to support the wife through school and then she works; wife works and then cuts back to take care of the children – in any arrangement at any time. The new generation of couples are not chasing after some ideal gender-equality. What distinguishes "seesaw marriage" is self-fulfillment (in contrast to duty and obligation in traditional marriages). Again, this characterizes the more educated class (the "elites").

Women's greater economic independence means the decline of marriage and greater divorce rate among the less educated class, and greater marriage rate and declining divorce rate among the elites. Marriage is becoming a "privilege for the elites".

Some women like their new role as breadwinner, while others detest their stay-at-home husband as parasite and loser.

Compared to 1965, women today spend far more time working and somewhat more time taking care of the kids. But men today work slightly less hours but spend only slightly more time taking care of the kids.

Many studies confirm that marriage benefits the man more than the woman. Married men live happier, healthier, and longer.

Rosin seems to concur with Warren Farrell's campaign to liberate men from their "macho" armor and make them adopt more feminine qualities ("gender transition movement").

"The New American Matriarchy: The Middle Class Gets A Sex Change"

This chapter is on the less educated and poorer class.

When manufacture industry moves out of the US, white men of southern states suffer the hardest, fall massively into unemployment, and become dependent on their wives, who are now the new breadwinners. This is because, while manufacture has declined (a domain dominated by men), health care and education has soared (domains dominated by women). Men fail to adapt, instead concentrate themselves more than ever in the industries – construction, transportation, and utilities – that are fading

away.

What the white southern males have experienced is a repetition of what the black men have earlier undergone: in 1970s, when manufacturing began disappearing, black men lost their job, became drug addicts, and ended up in jail, letting black women take up the breadwinning task. The disappearance of manufacturing is the cause of the new American Matriarchy.

Many economists theorize that the increasing lack of wage opportunities for men (thanks to globalization or the end of manufacturing in America) is the single most destructive social force of our era.

It used to be (before 1970) that, when women divorced, their income plummeted while divorced men's income stayed the same. Nowadays, the trend has reversed: the percentage of those with falling income after divorce is the same for women and men, whereas the proportion of women with soaring income after divorce has doubled.

Marriage rate among the moderately educated middle-class has declined significantly in the past decades; divorce rate has significantly increased. The proportion of single mothers too. As men fall behind and women become more economically independent, they are less motivated to marry or to stay in a marriage. Marriage rate remains high and divorce rate low only among the upper classes.

In this chapter, Rosin visited Alexander City and Auburn, Alabama, the most conservative places of the Deep South. In face of declining male employment and increasing number of female breadwinners, even the Baptist church has had to change its old message about men being the “head of the household”.

Across metropolitan regions in America, young women invariably have higher median income than young men. Auburn has the highest disparity: here, women's median income is about 140 percent of men's. Auburn, like the rest of America, undergoes feminization of its economy: university, service, government jobs, but very little manufacturing.

Even the remaining manufacturing plant is being feminized. Managers are now called “team facilitators” and “coaches”. As the economy is feminized – lateral relationships are replacing hierarchical structures everywhere, and patience and empathy, mechanical and brute work – men simply lose interest in participating. When they lose their jobs, they have no interest in returning to college to learn new skills. They simply fall into unemployment and poverty.

“Pharm Girls: How Women Remade the Economy”

Women constitute today the majority of US workforce. Women now dominate the pharmacy business. Pharmacy schools are becoming “all girls schools”. Pharmacy is the exemplary instance illustrating how the majority of the new professions projected to add more jobs in the coming decade are dominated by women. Rosin illustrates the dramatic change in society's attitude toward women's going to work by reminding us how women used to be discriminated against and looked down upon in the job market before 1970: for example, whenever women entered into a profession, the reputation for that profession would drop. Today, when women dominate a profession, its reputation will rise. Men's average income has been dropping since 1970 while women's has been rising. While women enter

high-skill professions in increasing proportion, more and more men are falling into low-skill professions and unemployment. Rosin cites studies which suggest that women's increasing success (and men's increasing failure) is due to the increasing importance of “people skill” (empathy, patience) in today's economy (and the decreasing importance of aggressiveness and ambition). More and more companies want to be seen as “approachable” and “consumer responsive”. Men have failed to adapt to the new demands. It now makes more economic sense for the woman in a household to work full time and the man part-time.

“Degrees of Difference: The Education Gap”

Women now constitute 60 percent of the student body on college campuses, and they get better grades. As a consequence, school administrators begin worrying about “boys falling behind”. Private colleges, which are not subject to Title IX, begin using affirmative actions favoring male applicants to obtain a more gender-balanced student body.

Women are excelling men on college campuses all over the world, not just in the US. “Overeducated females” vs “undereducated males” is becoming a world-wide phenomenon.

Rosin argues that, even in STEM fields, which have always been male-dominated, women are narrowing the gender gap. But these fields are the only ones where women have not yet equaled or excelled men in number and grades.

It's not clear why girls are doing better than boys in schools. It seems to be the case that boys simply have greater problem in sitting still and concentrating.

“A More Perfect Poison: The New Wave of Female Violence”

While the overall rate of arrest has been declining in the US in the past decades, the rate of arrest for women has dramatically increased. Many of the violent female teenagers Rosin has interviewed explicitly state that they inflict harm on others for pleasure's sake. As women become more assertive and aggressive, the rate for their victimization (rape, assault, etc.) has also declined. Women are also increasingly likely to be arrested for domestic violence. Women's personality structure has been changing in response to society's changing expectation of them. Between 1931 to 1945, when women began entering the job market, they became more assertive. Between 1945 and 1965, when society expected them to be domestic, they became less assertive. Nowadays, when society encourages them to take on men's tasks, they are again more assertive. Meanwhile, the level of men's assertiveness has endured no change during all this time. Note that this anti-essentialist claim about women seems (only seems) to contradict the fundamental thesis of the book, that women excel men in the current information-based service economy because it requires traditional feminine qualities more than traditional masculine qualities.

“The Gold Misses: Asian Women Take Over The World”

In the past decade, the portion of Korean parents who want a son has declined from a majority to a minority position. Today, Korean parents who want a daughter outnumber those who want a son. Today, Korean women are becoming aggressive and assertive, and their entering the workforce, especially in managerial positions, is becoming the norm – in contrast to the situation just a generation

ago, when most Korean women were housewives.

All over the world, women are marrying men who are less educated than they – a complete reversal of the traditional trend.

Studies have confirmed that, the more women in the workforce, the greater the prosperity of the nation; that, the more women in managerial positions, the greater the profit margin of the corporation. Western corporations in non-Western societies have consequently begun to hire local women for managerial positions.

Korean society has increasingly recognized that its traditional patriarchal patterns are impeding the country's further development and competitiveness on a global scale. It has consequently become more and more “women-promoting”.

A consequence of women's increasing success in Asian Tiger societies is falling marriage rate, increasing divorce rate, and dangerously sinking birthrate.

Lawrence C. Chin
Los Angeles, USA
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