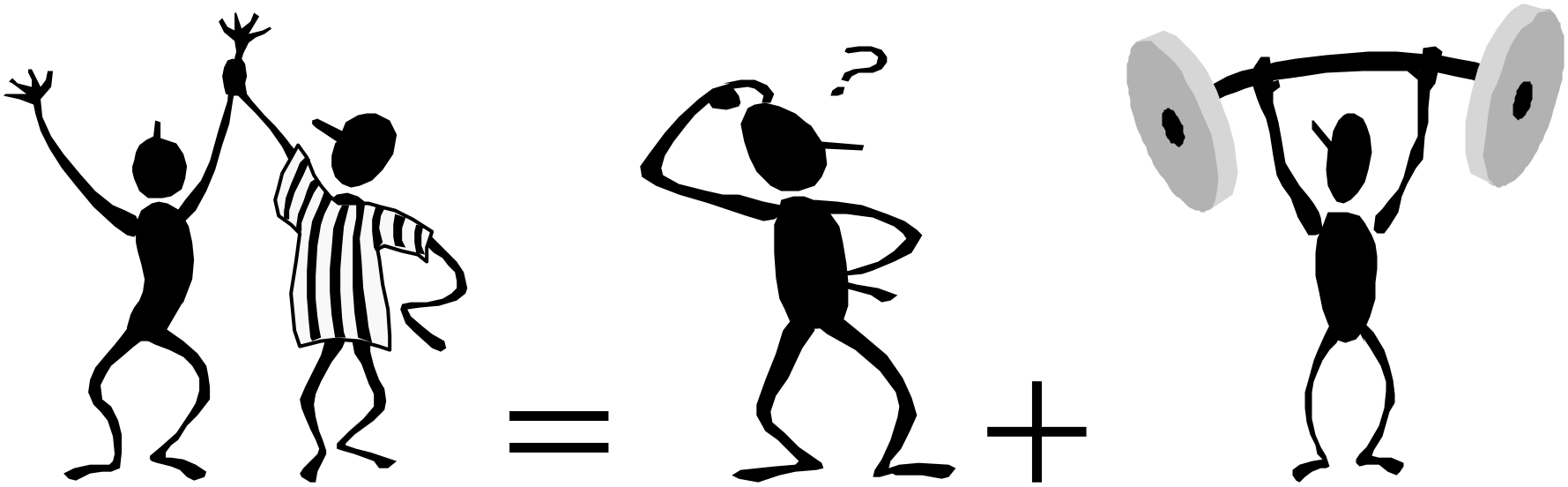
Overheads
ASS Sociology – Lecture 2
Michaelmas 2001

“Britain is now a meritocracy”

Fairness, justice?

- rewards of positions?
- allocation to positions?

?interconnected –
differential rewards
acceptable
iff
allocation 'fair'
(??≡?? 'meritocratic')



merit = IQ + effort ?

- Class differences in educational motivation:
  - pathologies of poverty?
  - oppositional subcultures?
  - rational response to structural constraints?

Origin ⇔ Destination

not weakened if we take into account (‘control for’)

Intelligence

Effort

Some countries

Country A

		Son's class I	II	III	*Total*
	I	**300**	75	75	*450*
Father's class	II	75	75	75	*225*
	III	75	75	75	*225*
	Total	*450*	*225*	*225*	*900*

Country B

		Son's class I	II	III	*Total*
	I	**163**	*69*	*69*	*301*
Father's class	II	*69*	116	116	*301*
	III	*69*	116	116	*301*
	Total	*301*	*301*	*301*	*903*

Country C

		Son's class I	II	III	*Total*
	I	43	43	43	*129*
Father's class	II	43	**171**	**171**	*385*
	III	43	**171**	**171**	*385*
	Total	*129*	*385*	*385*	*899*

Country D

		Son's class I	II	III	*Total*
	I	167	94	**189**	*450*
Father's class	II	*29*	65	131	*225*
	III	*29*	65	131	*225*
	Total	*225*	*224*	*451*	*900*

	U	NU
M	a	b
W	c	d

Working class numbers at University = c

	U	NU
M	a	b
W	c	d

Working class odds of reaching University

= c / d

	U	NU
M	a	b
W	c	d

Middle class odds of University = a / b

Working class odds of University = c / d

Relative chances ?

Ratio of odds ('odds ratio')

= a/b *divided by* c/d

= ad / bc

Odds ratios

Country A

Father's class \ *Son's class*	I	II	III	*Total*
I	**300**	75 (4)	75 (1)	*450*
II	75 (1)	75	75 (1)	*225*
III	75	75	75	*225*
Total	*450*	*225*	*225*	*900*

$$\frac{\text{Odds of I⇨I to I⇨II}}{\text{Odds of II⇨I to II⇨II}} \text{ is } \frac{300/75}{75/75} \text{ is } \frac{4}{1} \text{ is } \mathbf{4}$$

$$\frac{\text{Odds of I⇨II to I⇨III}}{\text{Odds of II⇨II to II⇨III}} \text{ is } \frac{75/75}{75/75} \text{ is } \frac{1}{1} \text{ is } \mathbf{1}$$

$$\frac{\text{Odds of II⇨I to II⇨II}}{\text{Odds of III⇨I to III⇨II}} \text{ is } \frac{75/75}{75/75} \text{ is } \frac{1}{1} \text{ is } \mathbf{1}$$

$$\frac{\text{Odds of II⇨II to II⇨III}}{\text{Odds of III⇨II to III⇨III}} \text{ is } \frac{75/75}{75/75} \text{ is } \frac{1}{1} \text{ is } \mathbf{1}$$

Country D

Son's class

Father's class	I	II	III	*Total*
I	167	94	**189**	*450*
	4	1		
II	*29*	65	131	*225*
	1	1		
III	*29*	65	131	*225*
Total	*225*	*224*	*451*	*900*

$$\frac{\text{Odds of I⇨I to I⇨II}}{\text{Odds of II⇨I to II⇨II}} \text{ is } \frac{167/94}{29/65} \text{ is } \frac{1.78}{0.45} \text{ is } \approx \mathbf{4}$$

$$\frac{\text{Odds of I⇨II to I⇨III}}{\text{Odds of II⇨II to II⇨III}} \text{ is } \frac{94/189}{65/131} \text{ is } \frac{0.5}{0.5} \text{ is } \mathbf{1}$$

$$\frac{\text{Odds of II⇨I to II⇨II}}{\text{Odds of III⇨I to III⇨II}} \text{ is } \frac{29/65}{29/65} \text{ is } \frac{0.45}{0.45} \text{ is } \mathbf{1}$$

$$\frac{\text{Odds of II⇨II to II⇨III}}{\text{Odds of III⇨II to III⇨III}} \text{ is } \frac{65/131}{65/131} \text{ is } \frac{0.5}{0.5} \text{ is } \mathbf{1}$$

Merit ≡ ?

- real natural ability and motivation?
- relevant competencies?

Fairness, justice?

- allocation to positions?????
- rewards of positions ?