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OH18006

GENDER SENSITIZATION AND SOCIAL IMPACT

CAT II

Maximum marks 100

Instruction:

The following are a few examples of what women experience in life. Select any two of them and write essays (each minimum of 500 words) analyzing the issues, and stating your opinion and solution. You need to look at the situation through each character's perception and analyse his or her action / reaction. You may refer to any material (digital or printed) and use them to explain and justify your opinion. Conclude by reiterating your opinion, and summarizing your main arguments.

(2x50=100)

Case Studies

1. Even today girls, in several Indian villages are married at the age of 16 or at a very young age, they even become mothers. Their life is not easy. From dropping out of school to facing problems because of husbands and in-laws, and the burden of early motherhood – they deeply regret it. But they had no choice in their marriage. The decision was made for them by their family. It's a tough life for these girls. Their dreams of pursuing higher education end. Also, the nearest college is miles away in the town, and the only way to get there is either on a bicycle or a mixture of a long walk to reach the main road and then using an unpredictable local bus service which often doesn't turn up. Parents don't want to send their girls to college due to fear of pestering boys and men during the daily shuttle. They are always concerned about guarding the family's honour. Any gossip or even a sighting of a girl speaking to an unknown male can result in severe consequences – from the restriction of movement to being pulled out of education.
2. Ms.Valli was the career guidance counselor at SVCE. She had been trying to arrange a visit from the CEO of the biggest tech firm in town for almost two months. Many students wanted to work there after college and Ms.Valli wanted the CEO to talk with the students about the firm and the type of employees it hired. On the day of the event, Ms.Valli was not surprised when over 30 students showed up. All but two were boys. As they waited for the guest to arrive, the students talked about what the CEO would tell—what type of guidance would he give? What courses will he recommend to courses would he recommend them to study? What would be the pay scale? What kind of fancy car would he drive to the school? When the CEO arrived in the classroom, all of the students looked startled and a few looked confused. A few even made sarcastic comments under their breath. The person standing in front of them was a woman.
3. A sample of institutional discrimination in the formal structure of an organization is job ladders, which are normally separated by gender. Such gender-segregated job ladders usually occur within various departments of the firm. Women belonging to gender-segregated networks within organizations have less access to info about jobs, less status, and less upward mobility within the organization. This is probably because, in

gender-segregated networks, women have less prominence and lack contact with individuals with power. In gender-segregated networks, it is also difficult for women to find female mentors because there is a lack of women in high-ranking positions.

4. A girl is working in a good organisation for a couple of years and her career prospects are bright. Her parents find her a groom in a different city/country.
5. A girl is working in a good organisation for a couple of years and her career prospects are bright. She has become a mother now and is trying to decide whether to get back to work after her maternity leave or take a career break.
6. A girl wants to do her PG, but her parents think she should get married first as otherwise; she'll get too old for marriage. She can then decide on her PG in consultation with her husband/in-laws, probably through correspondence.
7. A girl sets the criteria that the groom should be qualified and earn at least equally if not better than her. She expects ego clashes otherwise.
8. The husband gets a better-paying job in a different city/country. The wife has a good job. Should they move?
9. A woman working in a restaurant was subjected to increasing undesirable conduct from her immediate boss, and she was suspended from her job when she disallowed his advances. She was the sole breadwinner of her family. Her complaints to the owner of the restaurant did not yield any result.
10. Women managers are doing more than men in similar positions in supporting their teams—for example, by helping team members navigate work-life challenges, ensuring that their workloads are manageable, and checking in on their overall well-being. Women leaders also spend more time than men that falls outside their formal job responsibilities. They also do a similar job at home. Takes care of children, cooks, does laundry, and run the home. While men do not share much of women's chores at home, they are considered hard-working and successful leaders.
11. Raji was in love at the age of 17 and eloped with her lover. But after some time, she realized that her husband was suspicious and chary. Soon she is physically and psychologically abused by him. She soon realised her husband was suspicious and controlling. He started physically, psychologically, and economically abusing her. With a one-year-old child, she starts thinking if she should continue her life with her husband or move away and start a life on her own. But her educational status and minimal exposure to worldly affairs made her less confident and unsure. Furthermore, her friends who were employed were also complaining of harassment at the workplace. She is perplexed. Is there a way out for her?
12. Ravi and Rani lived in the USA along with Ravi's parents and sisters. Ravi's family abused Rani verbally. Her mother-in-law did not like her and never allowed the couple to be together. But when Rani discussed her problems with Ravi, he did not confront his mother or sisters, though he comforted her. One day Rani realized that Ravi's sister was listening to her telephone conversations and when she questioned her in-law Rani was slapped and reprimanded. At one point in time, even Ravi started arguing with her. After some days she was sent out of her house. A known friend took her to the police. When police asked her if she was willing to lodge a complaint she refused stating that she wanted to try and save her marriage. Is she justified?
13. Four women who used to work for Nike have filed a federal lawsuit against the company, alleging it violated state and US equal-pay laws and fostered a work environment that allowed sexual harassment. The suit, filed on Thursday in Portland, is among the first to hit the company following complaints about alleged pay disparities and bad managers made public earlier this year, according to a report from the Oregonian/OregonLive. Nike responded by ousting at least 11 executives in March and

April. Last month, the company's top human-resources executive Monique Matheson acknowledged that Nike had failed to promote enough women. She wrote to staff to say the company wants "to create a culture of true inclusion. As part of our plan, we need to improve representation of women and people of color." (source: theguardian.com/business/2018/aug/10/nike-lawsuit-women-gender-discrimination)