



**UNIVERSITY JOHANNESBURG**

**NOVEMBER 2020**

**COURSE: GENDER, FAMILY AND THE WORKPLACE**

**SUBJECT CODE: SOC 8X06**

**TIME: 72 HOURS**

**MARKS: 200**

**EXAMINERS:**

- 1. Prof G Khunou (Internal Examiner)**
- 2. Prof M Seedat (External Examiner: University of Kwa-ZuluNatal)**

**THIS QUESTION PAPER CONSISTS OF FIVE (5) PAGES**

---

**PLEASE NOTE THAT THIS IS A TAKE HOME EXAMINATION. YOU MUST READ ALL THE INSTRUCTIONS AND TAKE HOME EXAMINATION RULES VERY CAREFULLY.**

## INSTRUCTIONS:

- This examination consists of two sections, section A and B.
- **YOU MUST ANSWER**
- **ONE** question from section **A** and
- **ONE** question from section **B**
- Both sections are **COMPULSORY**
- You must answer **TWO** questions in total.
- Indicate the number of the question that you have answered at the beginning of each essay for section A and B.
- Answer in essay format, using full sentences.
- Reference your work following the **Department of Sociology Referencing Guidelines** and include a reference list at the end of each essay.
- Limit the length for each essay to between **1200-1400 words** (Excluding both reference lists).
- All submissions must include an examination cover page with your name, surname and student number. A table of contents is not required.
- **You must submit both essays in one document.**
- **20 Marks** will be allocated for the correct structure and consistent referencing of each essay the rest of the mark break down (80marks) is provided for each question *(The structure is based on how well you capture your introduction, argument and conclusion. Consistency with referencing).*

**TAKE HOME EXAMINATION RULES**  
**HONOURS GENDER FAMILY AND THE WORKPLACE**  
**NOVEMBER EXAMINATION 2020**

**SUBMISSION**

**THE EXAMINATION QUESTION PAPER WILL BE MADE AVAILABLE ONLINE ON THE 1<sup>ST</sup> NOVEMBER 2020 AT 15H00. THE COMPLETED EXAMINATION MUST BE SUBMITTED ONLINE ON THE 4<sup>TH</sup> NOVEMBER 2020 NO LATER THAN 15H00.**

You have **72 HOURS** to complete and upload your examination paper. All submissions must be uploaded via the November examination link on Blackboard in Word format. This link will close at **15H00 ON 4<sup>th</sup> NOVEMBER 2020**. Please make sure that you build in adequate time to complete the examination. For example, consider the risks of load shedding. Avoid submitting your examination at the last minute. It is your responsibility to ensure that your examination paper has been submitted correctly and successfully online. **Only students with exceptional circumstances that have made PRIOR arrangements with the lecturer will be exempt.**

**PLEASE NOTE**

This is an examination, you thus need to submit your individual work, you cannot be assisted by any other person, no copying and pasting from the slides, prescribed readings or the internet is allowed. Students that submit similar or plagiarised academic content will be disqualified from the examination and will be given a mark of **ZERO**.

**PLAGIARISM**

Plagiarism is a serious offence that is punishable by the university rules. A mark of 0 (zero) is awarded for a plagiarised examination, after which the matter is referred for potential disciplinary action. Consult the department guidelines on how to avoid plagiarism.

**SAFE ASSIGN ORIGINALITY REPORT**

After the examination paper is uploaded, a report will be generated detailing the percentage of text in the submitted paper that matches existing sources. Read the report carefully and delete and or adjust matching sources from the report before uploading it again. You will get three chances to upload your examination paper. A similarity score of 35 per cent and above has a very high probability of text being copied from other sources. These papers include quoted or paraphrased text in excess and will be reviewed for plagiarism.

**BACK UP YOUR EXAMINATION PAPER**

Make sure to keep a back-up copy of your completed examination paper that is submitted. Use sites like Google Drive and or One Drive to back up your completed examination in the cloud. This protects your from losing your work in the event of your computer being stolen, crashing or getting hacked.

## SECTION A

You must answer **ONE** question from this section

### QUESTION ONE

An individual's identity has many dimensions. These dimensions include, but are not limited to, race, gender, age, class, religion, national origin and sexuality. These dimensions do not exist in isolation.

***Critically discuss the above statement in relation to 'intersectionality'.***

***In your essay, address the following key questions:***

- a) Discuss Crenshaw's conceptualisation of intersectionality. (20)
- b) How did concepts on intersectionality evolve? (10)
- c) What are the key underpinnings of intersectionality? (10)
- d) Critically evaluate the value of adopting an intersectional approach, as a Sociologist and to the study of gender (especially in the South African context). (30)
- e) In your answer, make sure to explain and critique the concept of essentialism. (10)

**[100]**

**OR**

### QUESTION TWO

Mokomane (2009) in her discussion of women's enduring care work argues that, "*Like in many parts of the developing world, even as they enter formal employment the women continue to be primarily responsible for the care of minor children and elderly members in their households and families*".

***What implications does this have on gender equality. In your discussion consider the following:***

- a) Provide a brief summary of Mokomane's discussion on women's enduring care work (2009). (20)
- b) Define work-family-conflict within a sociological context? (10)
- c) Do women and men experience similar work-family-conflict stresses? Discuss similarities and differences critically. (20)
- d) Consider how the notion of the 'ideal worker' impacts the work-life-conflict experienced by women? (10)
- e) What did the COVID-19 pandemic expose about gender and work-life-conflict? (20)

**[100]**

## SECTION B

You must answer **ONE** question from this section

### QUESTION ONE

Women in the workplace experience a number of challenges, critically examine why this is the case (20).

***In your response also illustrate your comprehension of the following concepts:***

- a) Workplace Discrimination (15)
- b) Affirmative Action (15)
- c) Sexual Harassment (15)
- d) Your response must consider employment equity and its challenges for women and racial minorities. (15)

**[100]**

**OR**

### QUESTION TWO

Provide a critical discussion of the following extract:

*“Feminist researchers use gender as the explanatory model to account for women’s subordination and oppression worldwide. In one fell swoop, they assume both the category ‘woman’ and her subordination as universals” (Oweyumi, 1997).*

***Include the following in your response:***

- a) Provide a summary of Oweyumi (1997). (20)
- b) Provide a sociological definition of gender, using the views of any two social theorists? (10)
- c) Which women’s situation does feminist scholarship theorise well according to Oweyumi and why? (20)
- d) Why is universality problematised when theorising gender? (20)
- e) How is particularity useful in understanding the construction of gender in African contexts? (10)

**[100]**

---o0o---