



UNIVERSITY JOHANNESBURG

November 2020

COURSE: GENDER, FAMILY AND THE WORKPLACE

TIME: 3 Hours

MARKS: 200

SUBJECT CODE SOC8X06

EXAMINERS:

1. Prof G Khunou

2. Prof M Seedat (External

Examiner: University of Kwa-ZuluNatal)

THIS QUESTION PAPER CONSISTS OF TWO (2) PAGES

1. YOU MUST ANSWER ONE QUESTION FROM SECTION A AND ONE QUESTION FROM SECTION B.
 2. BOTH SECTIONS ARE COMPULSORY.
 3. AT THE END OF YOUR EXAM YOU SHOULD HAVE ANSWERED 2 QUESTIONS IN TOTAL.
 4. INDICATE THE NUMBERS OF THE QUESTIONS THAT YOU HAVE ANSWERED ON THE FRONT PAGE OF THE EXAMINATION BOOK.
 5. ALLOCATE SUFFICIENT TIME FOR EACH QUESTION.
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Section A: You must answer ONE of the Questions in this section

1. An individual's identity has many dimensions. These dimensions, race, gender, age, class, religion, national origin, sexuality, etc. do not exist in isolation.

Critically discuss the above statement in relation to 'intersectionality'. In your essay, address the following questions:

- (a.) Why did intersectionality develop?
- (b.) What are the aims of intersectionality?
- (c.) What does the use of an intersectional approach in social research add to the study of gender? (Especially in a South African context).

In your answer, make sure to explain and critique the concept of essentialism.

[100]

OR

2. 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 discuss consider the following:
 - a. How is work-family-conflict defined?
 - b. Do women and men experience similar work-family-conflict stresses? Why and or Why not.
 - c. Consider how the notion of the 'ideal worker' impacts the work-life-conflict experienced by women?

[100]

Section B: You must answer ONE of the questions from this section

3. Women in Business experience a number of challenges, critically examine why this is the case. In your response illustrate your comprehension of the following concepts;
 - a. Workplace Discrimination;
 - b. Affirmative Action;
 - c. Sexual Harassment;Your response must consider employment equity and its challenges for women and racial minorities. **[100]**

OR

d. 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). Consider the following in your discussion:

- a. Which women’s situation does the feminist scholars Oweyumi is referring to here are theorising?
- b. Which women’s situation does feminist scholarship theorise well?
- c. Why is universality problematised when theorising gender?

[100]

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