

WGS.101 SESSION #23 OUTLINE

1. Gender Equality Issues in the Workplace: Transgender Perspective
Oral Presentation
2. Beyond EEO/AA- “Gender Makeover”: The Harvard Business School Project:
How Far Should Gender Equity Strategies in Workplaces or Schools Go?
3. Family/Work Issues: Rethinking Assumptions about Public/ Private:
Workplace/Family: Employed Mothers/Parents: Individual Choices, Organizational
and National Strategies
4. Recognizing the “Second Shift” (Arlie Hochschild): Family
Caregiving/Housework
5. Oral Presentation
6. Mothers in the Workplace: Analogy to Immigrants Entering a New Country
Three Strategies: Assimilation, Negotiation or Transformation
7. Workplace Benefits Exercise: Discussion
8. Should Workplaces Accommodate Working Parents/Mothers? The Legacy of
Protective Legislation and its Controversy
9. Current U.S. Policies: Family and Medical Leave Act (FMLA), Pregnancy
Discrimination Act of 1978; some workplaces offer expanded benefits
10. “Time Out” Strategies: Parenting/Caregiving Leaves (On/Off Ramps)
“Time Flexibility” Strategies: Flextime/Telecommuting: day, week, month or year
“Family/Work Integration” Strategies: On-site day care and summer camps, child
care and elder care referral sources, on-site family care education,
seminars/support groups.
Restructuring Jobs: “Parent/Caregiver Tracks” (1/2 to ¾ time)
Gender Equity in Caregiving/Household Work Within Families
11. Assignment #3: Writing Strategies: Betsy Fox

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