

ANALYSE DES DOCUMENTS

Doc 1 Press article The Economist July 11 + chart	Doc 2 Press article The Guardian April 11	Doc 3 Novel extract SOLAR 2010	Doc 4 Cartoon (no date) +caption
<p>Main idea: how to promote women in top positions (wrong and right ways)</p> <p>Fact: too few women in corporate boards → figures / chart / examples of countries</p> <p>Measures taken : quotas (imposing a percentage of women in executive positions in companies) justified to some extent: - to fight against sexism / mixed boards make better decisions - to promote role models / mentors for other women</p> <p><u>but</u> not such a good idea, using gender rather than merit as a criterion leads to bad results (cf. Norway) →merit vs gender sexism and role models are not the main obstacles</p> <p>Real problem for women: balance between family life and work life (career breaks / choices)</p> <p>Other means than quotas prove more effective: corporate practices (family friendly approach / flexibility / telecommuting)</p> <p>Female talent must be used in a better way but still problem of prejudice</p>	<p>Main idea : British schools should fight gender stereotypes</p> <p>Fact: girls perform better than boys (GCSE) and take more 'male' subjects: science, technology (except Physics)</p> <p><u>but</u> According to Ofsted survey (national level) Still choose 'female' subjects (art, dance, textiles...) Less confident : career choices (stick to female occupations) + lack of information about careers Seen in - work placements (hairdressing, childcare, shops...) -further education colleges (avoid male fields Ex: construction, motors, engineering) ⇒ women are less paid, work part-time, limited opportunities</p> <p>Problem of schools' role: do not promote girls' confidence, give little advice and guidance on careers</p> <p>single-sex / selective schools are doing better (role models) help of employers needed (quality-work placements) Schools should go further</p>	<p>Speech by Pr Beard (character) about women and science</p> <p>Answers questions and explains why there are so few women physicists (despite their talent) and if there are ways to encourage girls into the subject</p> <p>He says this is not a matter of gender bias but a 'natural' fact (studies proving it), there are 'innate differences', men and women's brains work differently and they have different skills and attitudes (languages, emotional judgement for women / abstract reasoning, risk-taking for men)</p> <p>Consequently, the situation must be accepted and there is nothing that can be done to change it</p> <p>Passive attitude of his audience (cf. the female journalist who asked the question) Only the science professor reacts (directly concerned)</p>	<p>A group of male passengers aboard a plane, taken aback (wide-eyed) when they hear 'Captain Margaret Williamson' speaking Did not expect a woman to be a pilot</p> <p>Stereotype : women cannot do men's jobs→ reveals gender bias</p>

Récapitulation / confrontation

Contexte : Rich countries **Problématique** : Women have abilities / talent but not reflected in their careers = gender gap Why ? How to solve the problem ?

- Plan :**
1. Contrast between female potential and reality (career choices / work opportunities) → seen at school (Doc 2) and in the corporate world (Doc 1)
 2. Reasons / obstacles to female empowerment → sexism, gender stereotypes (Doc 4, Doc 2), human nature (Doc 3), family (Doc 1)
 3. Solutions: quotas or not (Doc 1), school role (Doc 2), corporate practices (Doc 1)