

CONCOURS BLANC – Epreuve de Synthèse

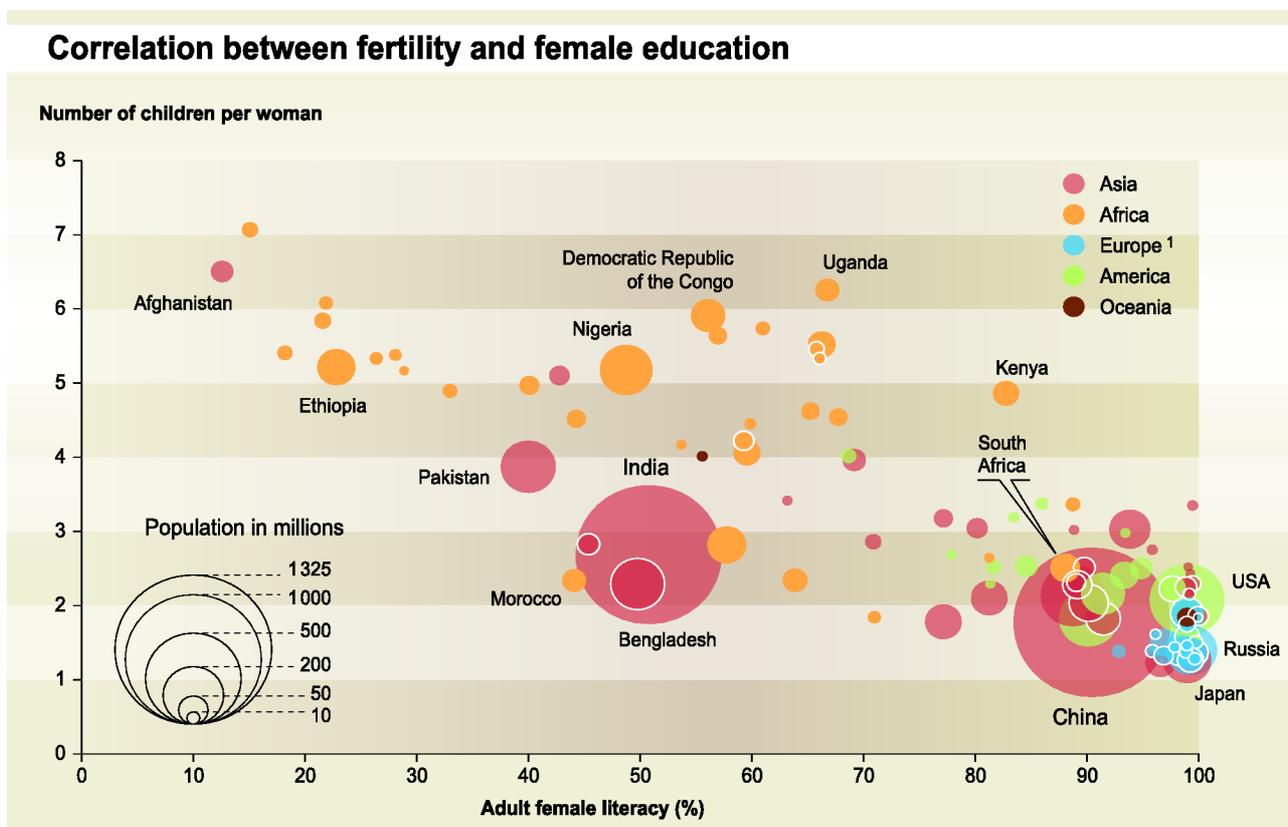
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En vous appuyant *uniquement* sur les documents du dossier thématique qui vous est proposé, vous rédigerez une synthèse répondant à la question suivante :

How does today's society go about gender equality ?

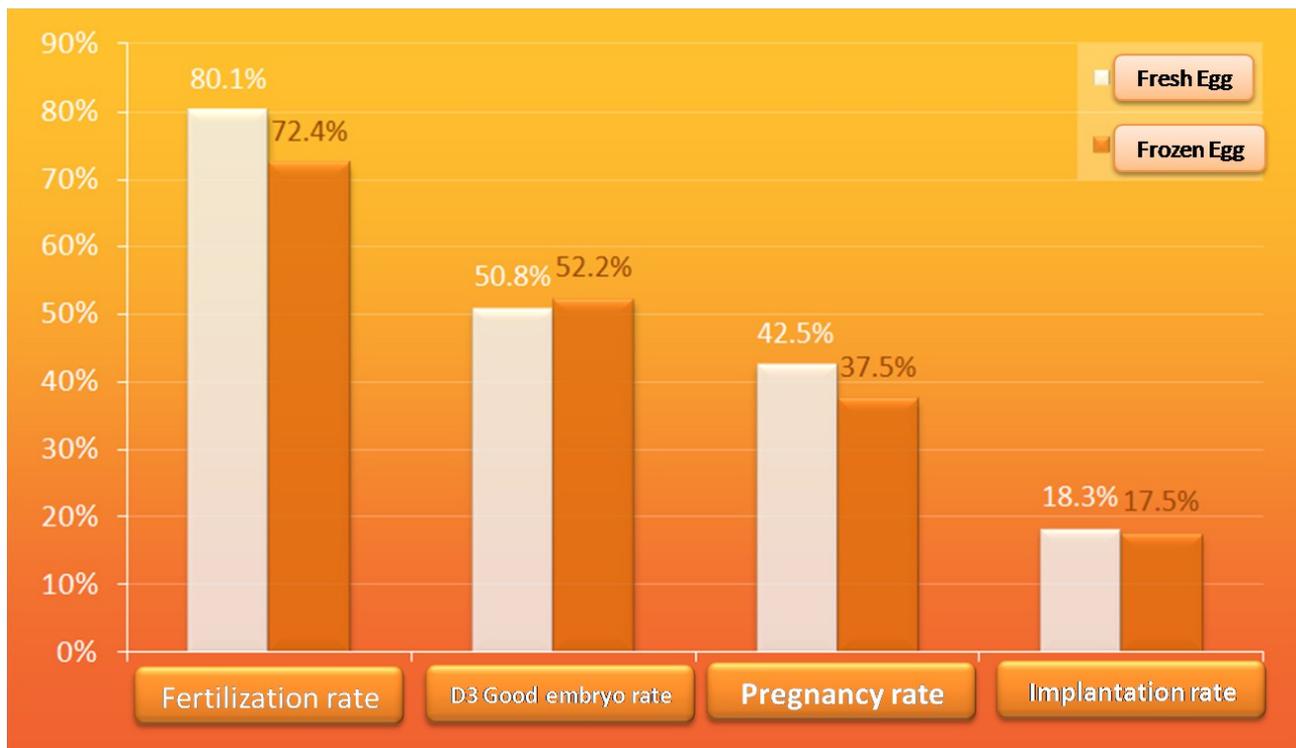
Votre synthèse comportera entre 450 et 500 mots et sera précédée d'un titre. Le nombre de mots rédigés devra être indiqué à la fin de votre copie.

Document 1



Source : UNESCO, World Bank, UN Population Division, Gapminder.org / Data : 2000 to 2010

Document 2 – Women-Friendly Industry : Apple/Facebook offer to cover costs of freezing eggs for female staff



Data source: <http://www.icryobank.com/>, 2012

Document 3 - Women, College, Marriage and Jobs

Insidehighered.com - Emma Whitford - December 17, 2018

A new study indicates that women’s careers and family lives are significantly impacted by the selectivity of the college they choose to attend. These effects are not the same for men.

The study, “Elite Schools and Opting-In: Effects of College Selectivity on Career and Family Outcomes,” was conducted by three economics professors, Suqin Ge at Virginia Tech, Amalia Miller at the University of Virginia and Elliot Isaac at Tulane University, and is being circulated as a white paper by the National Bureau of Economic Research.

The researchers utilized data from the College and Beyond Survey, a 1996-97 survey of college graduates at 34 “highly selective” colleges. The survey also included administrative student records from the colleges.

Three cohorts of students were surveyed -- those who entered college in 1951, 1976 and 1989. Ge, Miller and Isaac chose to focus on the 1976 cohort because they were “middle career” at the time of the survey, the life stage they were focused on.

“In historical context, the women of this cohort are at the forefront of the fifth cohort of

20th century American female college graduates ... this cohort was the first to aspire to achieving 'career and family' at the same time," the study read.

Their sample included 9,917 women and 9,738 men, and they excluded data from individuals who attended one of four historically black colleges and universities, individuals with missing income information and individuals with missing college application information.

Over all, researchers found "important earnings effects of attending a more selective school on women's career outcomes, but not on men's."

Attending a selective college increased a woman's probability of working by 2.3 percent but had virtually no effect for men. College selectivity also influenced women's pay: women who attended a selective college earned 13.9 percent more than women who didn't.

The data also showed that having a mother who worked was a strong predictor of earnings for women, but not for men. In addition, attending a selective college increased a woman's likelihood of obtaining an advanced degree by 4.8 percent.

The effects on marriage for women were "striking."

"Attending a college with a 100-point higher school-average SAT score reduces the chances of being married in their late 30s by 3.9 percentage points," the study read.

The findings contradict popular assumptions of women's behavior.

"Attending a more selective college also lowers a woman's probability of marriage while improving her spousal characteristics, possibly because it makes her set a higher threshold for accepting a marriage offer," the study read. "These results argue against applying a causal interpretation to the popular descriptions of women with elite educations 'opting out' of the paid labor force to devote more time to their families."

The study also noted that despite dropping out of the work force to raise families, women who attend selective colleges still earn more than those who don't.

"Women who attend highly selective schools will not all persist in the labor market after marriage and childbearing, but these departures are not induced by their choice of college," the study read. "In fact, married women with children are the group whose earnings are improved the most by attending a more selective college."

Document 4 - Schoolgirls should get period products for free, campaigners tell government

Maya Oppenheim – *The Independent* – January 8, 2019

‘Girls are going to school with wads of toilet paper stuffed into socks, with old torn up clothes and not changing their pads or tampons as often as they should, which is dangerous,’ says campaigner The campaigner says she thinks a legal campaign is the best way to persuade the government to comply with their existing legal obligations.

Campaigners have urged the government to provide free period products for all school children – arguing they are legally obliged to do so.

Period poverty is a prevalent problem in the UK – with 49 per cent of girls having missed a day of school due to periods and one in 10 women aged 14 to 21 not able to afford period products.

A new legal campaign, which is the first of its kind, has been launched in England which aims to ensure the government provides funding for the free provision of menstrual products in all schools and sixth form colleges for every child who needs them.

Campaigners have been working with law firm Hausfeld & Co to build a “robust legal case” for the campaign.

Amika George, a 19-year-old student who founded the Free Periods campaign, said period poverty was holding children back from their education and the campaign was calling for designated funding to ensure sanitary products are provided in schools in the same way that soap and toilet paper are.

“The government has a legal duty to ensure all children have equal access to education – this comes under the Equality Act.”

She said her campaign initially went down the social media route when it was launched in spring 2017 but that this was now failing to get the government’s attention.

The activist, who has launched a crowdfunding appeal to cover lawyers’ fees, said she thought a legal campaign was now the best way to persuade the government to “comply with their existing legal obligations”. She noted the government has failed to pledge any statutory measures to eradicate period poverty.

“Girls are going to school with wads of toilet paper stuffed into socks, with old torn up clothes and not changing their pads or tampons as often as they should, which is dangerous to their health,” she said.

She said girls have told her they sit in class unable to concentrate because they don’t know if they have leaked and they have to make a pad last for as long as possible. Many have told

her they can't ask their parents for money for menstrual products because they know there is a struggle to provide food for the family.

One girl even told her that she used to search the house for coins in the hope she would have enough to buy some cheap pads because she was never given money by her dad.

Ms George said she had heard from school nurses that there is a growing reliance on them to hand out menstrual products and from teachers who carry pads around in their bags to give to girls who need them.

"These are the girls who actually go to school. However, we know there are girls who are missing school because staying at home is preferable to the risk of not being adequately protected and leaking on their uniform," she said.

"The government must comply with its legal obligation to ensure that all children are in school, and if period poverty is a reason for absenteeism, then we need measures in place to make sure these children are attending school."

She argued that girls are missing imperative sections of the curriculum and falling behind their male counterparts.

"I once Sellotaped tissue to my underwear. I didn't know what else to do," a female student, who chose to stay anonymous, said.

Sanitary products in the UK are classed as a "luxury, non-essential item" and taxed at 5 per cent – with the average lifetime cost of sanitary products estimated at £4,800.

Last year, research found women who have experienced period poverty are more likely to suffer from anxiety or depression, struggle to pay their bills and have an unfulfilling love life.

Document 5 - In Some Countries, Women Get Days Off for Period Pain

The New York Times - Aneri Pattani- July 24, 2017

Recently Akanksha Seda got in her car at 10:30 a.m., as usual, and rode 45 minutes to her company's office in Mumbai, India. A few hours later, she got her period and, she recalled, "the eighteen-wheeler truckload of cramps."

Rather than popping painkillers and working through it, as she used to, Ms. Seda went to her supervisor and informed him she was taking the day off.

For many Indian women, that would be considered a bold move. Periods are a taboo subject, and discussing cramps with a man can be embarrassing for some, Ms. Seda said.

But at Culture Machine, the digital media company where she works, she was entitled to the day off. This month, the company put in place a "menstrual leave policy," allowing

women to take a paid day off during their period without dipping into sick days or vacation time. It is one of a handful of private Indian companies to have started such policies in recent months. Menstrual leaves are recognized in few other countries, among them Japan, Taiwan, Indonesia, South Korea and Zambia.

The move has set off fierce debate, not just in India but around the world. Experts say the spread of such policies — despite their best intentions — could actually deter women's progress in the workplace.

The additional days off could be used to justify lower pay or increase hiring bias against women, critics say. Absences could push women out of decision-making roles and eliminate them from consideration for promotions.

And these policies may play into a decades-old prejudice that menstruation makes women unfit for work.

“It suggests women are uniquely handicapped in the workplace by the fact that they have periods,” said Emily Martin, vice president for workplace justice at the National Women's Law Center.

A 2012 study found that 20 percent of women experience periods painful enough to interfere with daily activities. While it is important to acknowledge their experiences, Ms. Martin said, a menstrual leave policy does more than that: It brands every woman who menstruates as ill.

It would be better, she said, to develop an overall leave policy for men and women to take time off for a host of reasons, including chronic medical conditions.

Periods have long served as an excuse to keep girls out of school and women out of the work force, said Sharra L. Vostral, associate professor of history at Purdue and author of “Under Wraps: A History of Menstrual Hygiene Technology.”

Female air service pilots during World War II were often barred from flying if they had cramps, she said.

Carla Pascoe, a research fellow at the University of Melbourne in Australia, said some women were told not to use sewing machines or read novels during their periods because they might overexert themselves.

“It's because of this history that I'm wary of returning to an argument that all females are crippled by menstruation — which is what menstrual leave implies to me,” she said. Women with severe period pain should be given time off, she added, but it does not need to be a blanket policy.

Devleena Majumder, president of human resources at Culture Machine, said such arguments overlook the unique challenges women face.

“We are biologically different, and we need to acknowledge that,” she said. That is why maternity leave is offered more commonly than paternity leave, she added.

But there’s an important difference, said Pauline Maki, research director for the Center for Research on Women and Gender at the University of Illinois at Chicago. Having a child affects all women’s ability to work, while periods are debilitating only for some.

“Family leave policies are based on experiences that are much more universal,” she said.

Japan has offered menstrual leave policies since 1947, when a law was passed allowing any woman with painful periods, or whose job might exacerbate period pain, to take time off.

A 1986 study of the policy found that the number of women using it declined from 20 percent in 1960 to 13 percent in 1981, largely because of societal pressures that frown upon its use.

South Korea granted women menstrual leave in 2001, though the policy has since come under fire from men who see it as a form of reverse discrimination.

The Italian Parliament will soon vote on a bill introduced in March that would require companies to offer three paid days off to women with severe menstrual cramps. Here, too, some worry it will hurt women more than help.

To Ms. Seda at Culture Machine, the debate seems ridiculous. “If the world had no men, if there were only women working, nobody would have been up in arms about a ‘first day of period’ leave,” she said.