



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

Date: _____

Student Name _____

Teacher Name _____

Module 2 Women's Work Issues Instructions: Please consider Margarita's situations (both the first and the second) and advise her what to do; and answer the other questions on what You Learned from your work on this module. The questions are in the shaded area. Writing in non-shaded areas is background information for the questions.

1. Situation A:

Margarita had hoped to apply for an opening in the shipping department where she is currently working. Her department manager, Mr. Lopez, told her he would only discuss with her recommending her for the job over dinner; otherwise he doesn't have time; and doesn't know when he will have time. Margarita has refused Mr. Lopez' invitations before, and she has refused this one. But she really wants the job.

a. What should Margarita find out to know if this is legally sexual harassment?

b. A co-worker asks her what happened when she went to talk with Mr. Lopez. What should she tell him? Please write a short dialog between her co-worker and Margarita.

Co-worker: What happened when you went to talk with Mr. Lopez?

Margarita: _____

Co-worker: _____

Margarita: _____

Co-worker: _____

c. Should Margarita quit her job? What else could Margarita do? What are some things Margarita could do in this situation? Why

2. Situation B:

Reina C. cleans house and cooks dinner, five days a week, for Mrs. Smith and her family. For this she is paid \$35 per day; and this money is crucial to her family. Even though her husband is

working, they have a child who is 5 years old. The agreement when she started working for the Smiths was that she would come at 1 pm and leave at 6 pm, so that she could make the last bus home from the Smith's house. Several times since she began work Mrs. Smith has called her while she was working to ask for special things. For example, once Mrs. Smith's child was coming home from school early, and Mrs. S. asked Reina if she could make lunch and watch her during the afternoon. Another time, Mrs. S. called to ask if she could stay late and cook dinner for 6 people, instead of 3, since her husband was bringing an important client home. She missed the bus and had to walk home, because she didn't want to disturb Mr. S and his client, and nobody offered to take her home. Mrs. Smith seemed to acknowledge her extra work, because she thanked her for it, but didn't offer to pay anything additional. Recently, these calls have been coming with more frequency; and so she often doesn't get to leave until 7 pm at least five or seven times a month. Further, one day when Reina's daughter needed childcare, and she brought her to Mrs. Smith's with her, Mrs. Smith complained.

a. What should Reina do? And, what should she consider before she does this?

b. Is there any other information it would be important to know in order to have a conversation with Mrs. Smith about this situation? How should she get it?

c. How should she tell Mrs. Smith about the problem? Please write a sample dialog showing what Reina should say, and how you expect Mrs. Smith will respond.

Reina: _____

Mrs. Smith: _____

Reina: _____

Mrs. Smith: _____

3. Did you benefit from your work on this module in any of the following ways?

For example, in your ability to	Yes/No	Please comment on either: < How you benefited; or < Why you feel this module was not useful for you in this area
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a. Do the calculations to decide whether it's worthwhile for a married woman to work even if the family spends more on childcare or transportation or food?		
b. Find out the information you need, from co-workers and supervisors, to know to tell if you are being treated fairly?		
c. Communicate your concerns to co-workers about how you are treated or the work you are given to do?		
d. How to communicate to supervisors, your boss, or officials outside your workplace, about a problem you are having at work?		
e. Decide whether or not to complain, taking into account what's important for you personally?		
f. Get the information you need about supervisory or job promotion opportunities at work or in other workplaces?		
g. Decide whether it's worthwhile to take the trouble to spend 3 to 6 months in an employment training program which is likely (but not certain) to let you get a better job.		
h. Know what sexual harassment is		
i. Understand the rights women have to not be subject to sexual harassment		
j. Understand what job discrimination is		
k. Understand the rights women have to not be discriminated against because of being women		
l. Know the kinds of better-paying jobs where women have the best chance of being hired		
m. Understand family and medical leave-what's covered and who is eligible for it		

4. What would you tell another student about this module, if you were asked to describe it, the work you did during it, and what You Learned from it-either information or new communication skills?

5. What skills or knowledge do you think you will need to use the information in this module even better than you can now?

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