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## **BLOCK INTRODUCTION**

This block consists of three Units. The title of the block is Gender, Organization and Leadership. Unit 8 of this Block is Gender distribution in Organization. In this Unit, the writer describes Organizational Social Structure and Design, Theory of Gendered Organizations, History of feminist debate on Organizations, Feminist Analysis of Organizations, Organization as gendered processes, What does it mean when one refers to the fact the organizations are gendered?, Organizational Control, Gender and the body, How is this hierarchy maintained?, Inequality regimes, Gender as the base of inequality, Shape and degree of inequality, Organizing processes that produce inequality, the visibility of inequalities, Control and compliance and Globalization, restructuring and change in inequality regime. Unit 9 of this block is Entry, Survival and Advancement of women in Organization. In this Unit, the writer explains Women's Work: Historical Perspective, The Pre-industrial Period, the Gendered Society, What does one mean by a Gendered Society?, Gender and Family, Separate Spheres and the Cult of Domesticity, the early Twentieth Century, Dilemmas of Family life, Juggling Motherhood and Employment, Private versus Public Responsibility for Child Care, Gendered Workplace, the Changing Gender Composition of the Labour Force, the Persistence of Gendered Ideologies, the persistence of Gendered Discrimination in the Workplace, Sex Segregation, Glass Ceiling, Issue of Tokens and Sexual harassment-- Gendered Political Economy. The final Unit in this block is Barriers to advancement in Organization. The Unit describes Overall trend in employment, Workplace equity, interventionist strategies in hiring and promotion, Strategies to encourage female students to widen their study choice, Part time work, Role of the International labour Organization and International Labour Standards.