How gender affects experiences in the workplace

Business, Human Resources

To understand inequality in the workplace, it is important to eluci how race, ethni gender, and religion affect individual experiences. In the modern world, people have been categorized mainly according to gender. This trend has found itself to the work places. Society in general has differing feelings, insights, and convictions towards individuals that results to discrepancies associated with anticipation of the responsibilities and position of both genders. Various social clusters of individuals are classified according to their job specifications, manner of conduct, and also the way of dressing. People are also grouped according to their level of income, status, influence, and supremacy within the society. There is a notion that there are jobs that suit women and those that suit men. It is important to point out that gender inequality has been prevalent in the work places (Satzewich 4). According to the Gender Gap Report of 2013, Canada ranks 23rd in terms of gender inequality and 9th in terms of gender inequality on the basis of economic involvement and opportunity. The 2010 NHS statistical data showed that the average level of income of native immigrants with a certificate, diploma, or degree certain was $55, 825, while that of native non- immigrants averaged $69, 999. NHS statistics in 2011 showed that the average income of individuals who were not a visible minority averaged $ 42, 196 while that of visible minorities were lower. For instance the average income of Chinese was found to be $34, 301 (SOC 260 Lecture 7). Practical work such as car repair is considered role of a man. I work in a car mechanical repair shop as a receptionist in Edmonton, Canada. Society believes that a female can only have less demanding roles as sitting behind a desk all day answering calls. This places women at a position where they gain better social skills as

compared to men. In my place of work, most workers are male. I have only one female colleague who works as a receptionist too. It is important to consider the fact that gender inequality has been prevalent almost everywhere in the world. Gender inequality is supported by a number of theories. According to ambivalent sexism, ladies possess distinct characteristics that make them unique. For instance, they are considered to be affectionate and less proficient. Therefore, women end up being labeled as high on warmth while men are considered skilled. Men are considered officious and dominant (Linda and Brooks 185). There are many social problems associated with inequality within society. As a result of discrimination, some people may result to delinquent behaviors. Therefore, elevated levels of inequality can elevate levels of crime related incidences. Other associated problems include eating disorders leading to obesity, and also mental illness (Linda and Brooks 197). Traditionally, women were required to stay at home and perform household chores such as cooking, washing, and looking after children. Men, on the other hand, spend their whole day working in the farms and earning a livelihood in order to take care of their families. Conventionally, work is considered a result of history. Various jobs were designed in a way that does not allow an individual to be involved in other duties such as looking after children and other household activities. This is because these jobs are very demanding and multitasking would affect the quality of work. Society necessitates women to bear children, breast feed them, and look after them (Demaiter and Adams 33). Many job descriptions in the modern world lack provisions for these feminine activities. How Race and ethnicity affects experiences in the workplace The

ethnic background of an individual plays an important role in how s/he is treated in the work place. I am Chinese by race and ethnicity. It is evident that I have tried to lessen the incidences of discrimination based on race through learning English, the most commonly used language in Canada. In general, discrimination on the basis of race has been in the form of isolation, executions, assault, and enmity, and evasion. Being a Chinese working in Canada, I have not had any problems associating and relating with other individuals from different ethnic backgrounds. In fact we have fun and we chat. But sometimes I encounter instances where clients are more willing to converse with my colleagues who have similar race background. Therefore, language sometimes may be a barrier in communication. People have been excluded in particular activities especially in the work place on the basis of race and ethnicity. Segregation and omission of individuals from other races may be on a legal perspective, on the basis of income levels, and ethnically (Satzewich 7). For instance, an illegal immigrant may not be allowed to participate in particular activities for fear of being deported. Health issues may also be a contributing factor in segregation. It is also important to point out the fact that, customers in my place of work are more willing to talk to a guy of similar race as they are. How Religion affect experiences in the workplace People are classified or grouped according to their religious believes. Each religion has its own set of beliefs, traditions, and manners of conduct. I am a Christian. There are certain jobs that require particular manners of conduct. Therefore, individuals may be discriminated on the basis of religion when applying for a job. Companies have distinct organizational plans of action, guidelines, and rules of engagement that

should be followed by all the workers. Some of these guidelines and rules may negatively affect certain individuals and inconvenience them in regard to religious beliefs. People are also prone to pestering in the workplace due to their religious convictions (England 26). Being too religious may make colleagues start to make religious jokes against Christianity. Being a Christian, I have to pray before taking my meals. I therefore have to pray before eating when I go out with my friends. In the middle of my prayers, sometimes some of them make strange noises or pat my shoulder as they make jokes on me. Some of them don't understand why I am so religious. In conclusion, society denotes that individuals are categorized in terms of gender, race, ethnicity, religion. This affects the quality of work in various organizations as individual experiences are impinged on. Individuals are discriminated, excluded in organizational activities, executed, labeled names, and at times physically assaulted as a result of their religious beliefs, gender, race, and ethnicity. Commentary on the changes I have made considerable improvements in this paper over the original draft. I scored 62/80 on content and organization in my original draft and 16/20 on spelling, grammar, and mechanics. My draft's total grade was 78%. The draft contained some spelling mistakes which I have corrected. I was also able to describe how my work as a receptionist in Edmonton, Canada applies to gender roles. In my original draft, I failed to effectively posit how religion has impacted my activities. In this paper, have given a personal account on how my social life has been affected by my religion. This paper is more accurate in terms of grammar and gives a thorough investigation on how theories and concepts of discrimination apply to both my own experience and the society

in general. Works cited Demaiter, Erin and Adams Tracey. " I really didn't have any problems with the male-female thing until…": Successful Women's Experiences in IT Organizations: Canadian Journal of Sociology. Canada: Social Science and Humanities Research Council, 2009. Print. England, Debora. The Essential Guide to Handling Workplace Harassment & Discrimination. USA: Nolo, 2012. Print. Soc 260: Inequality and Social Stratification. Lecture, 2013. Linda, McQuaig and Brooks Neil. The Trouble with Billionaires: Why too much money at the Top Band for Everyone. Canada: Penguin Books, 2010. Print. Satzewich, Vic. Racism in Canada. Canada: Oxford University Press, 2011. Print.