

# Womens history and segregation social work essay



**ASSIGN  
BUSTER**

\n[[toc title="Table of Contents"](#)]\n

\n \t

1. [Introduction](#) \n \t
2. [Conclusion](#) \n \t
3. [Following this look at-----](#) \n \t
4. [It has been proven\\_\\_\\_\\_\\_](#) \n \t
5. [Thus, it is recommend\\_\\_\\_\\_\\_](#) \n

\n[/toc]\n \n

## **Introduction**

Over the years, women's history and segregation prevent them from taking up opportunities, competing on equal terms for jobs or finding comparisons for equal pay, then equality of result will never be achieved. Since dawn of time, women also excluded from top positions in industry, leading only 3 percent of the fortune 500 companies in 2010 (catalyst, 2010). Throughout history the labor force, men and women are concentrated in different jobs, and different specialities within jobs, with women in lower paid, less powerful. In this paper we will be looking further into the issue of sexuality and how it is pertinent to understanding organization behaviour. For one, from its early beginnings until quite recently, the study of organization behaviour ignored the issue of sexuality. Sexuality refers to sex, sexual preference, sexual attractiveness, and notions of masculinity and femininity in organizations. It is sexuality that marks men and women out as different and also marks out difference between groups for example, gay men and lesbian women. Studies of behaviour of people at work have generally failed to examine or question the male dominant character of workforce activities.

<https://assignbuster.com/womens-history-and-segregation-social-work-essay/>

They have studied employees and managers as if they were gender-neutral people, and they have ignored women-treating them as peripheral to workplace" Women are strangers in a male-defined world. There has been evidence of women managers being perceived as threats to male self-image (Cockburn 1991; Sargent 1983). Women might play down their sexuality in order to "blend in" (Sheppard 1989). Organizational theory I have argued, is gender-blind (Wilson 1996). The gendered nature of organizational life is generally ignored, and there is no recognition that women's work experience maybe different to that of men's as a result of power relations that differentiate society at large (Burrell and Hearn, 1989). Linstead (2000) takes this argument one stage further to argue that there has been a deliberate suppression of observable for theoretical reasons, whatever position you adapt, it is clear that women face a series of barriers to their progress in organizations (Kelly, 1991). These barriers are, the main, ignored in mainstream (male-stream) texts on organizational behaviour theory. First set are internal barriers such as sexuality or gender role socialization, a positive self-concept and role prejudice. A second set are support availability barriers such as financial resources, education and training, collegial networks, role models and mentors, and domestic restraints. A third set is structural barriers such as employer biases, sex- segregated jobs, sexual harassment, and pay inequalities. Men and women help maintain these barriers to women's progress. (F. M. Wilson 2003)In addition to this, concern with sexuality is a central aspect of social life (Barrett 1980), and yet it has been seriously 'neglected' in analyses of organization (Hearn and Parkin1983). Given that so much time is expended in defining and refining sexual differences and their consequences, it is remarkable that this is ignored

when it comes to organizational analysis. Very few studies have sought to analyze the relationship of sexuality to organizational behaviour (e. g. Wolff 1977). Instead, the practice has been to reflect, rather than consciously address, processes of sexual differentiation: a variety of organizational studies have been pursued from a male-oriented perspective, which at best treat aspects of organizational behaviour as typifying men and women alike (e. g. the Hawthorne Studies) and, at worst, treat women as periphery to organizational life (e. g. Blauner's [1967] study of alienation). The ignoring and marginalization of sexuality, although not limited to any particular approach within organizational analysis, is inexcusable in the face of a growing concern with the experiential aspects of organizations, particularly in regard to the current interest in organizational culture. This is makes clear, men have power in organizations that women often lack. Male power is structural dimension of society as well as organization. It is feature of all interpersonal encounters between man and women in organization yet rarely acknowledge in many " male- stream texts" Sexual harassment occurs in organizations but it is a subject rarely found in textbook on organization behaviour. The gendered nature of organizations and their management has not been dominant theme. Questions concerning how women are perceived, how they are motivated what provides job satisfaction for them, these are all ignored in organization. (F. M. Wilson 2003)For instance, some jobs and professions have been sex type as male. The legal profession is one good example of where this has happened. Male lawyers (with few exceptions) and the professional bodies in England fiercely resisted the entry of women into the profession for three reasons (Podmore and Spencer 1982). Firstly, they are a very conservative profession who oppose change. Secondly, and

<https://assignbuster.com/womens-history-and-segregation-social-work-essay/>

most importantly for our purpose here, the men felt that professional standards would dangerously be compromised by entry of women into the profession. The third reason was that they wished to exclude the competition women would present. Women in the profession feel their careers have been shaped and fashioned by their gender; they found themselves channelled into particular types of work seen as fit for females, desk-bound work like conveyance and divorce work. Women tend to be excluded from higher status and more remunerative work (particularly company and commercial law) as they are thought, by men to be less effective in these areas (Podmore and Spencer 1982). Thus, research on sexuality provides the managers that, some individual variation in people from different cultures, religion or sexuality belief which shapes their behaviour of both managers and employees, other differences are much likely to influence managerial behaviour per se". In general these differences relate to managerial belief about the role of authority and power in organization. For example; managers in Indonesia, Italy, and Japan tend to believe that the purpose of an organization's structure is to let everyone know who his or she boss is (medium to high power distance). Managers in United state, Germany, and Great Britain, in contrast, believe that organizational structure is intended to coordinate group behaviour and effort (low power distance). A second major environmental shift in recent years has been increased attention devoted to the concept of sexual diversity. Workforce diversity refers to the important similarities and differences among the employees of organization. In this case I am more focused on sexuality concept in workplace. Employees' conception of work, expectations of rewards from the organization, and practices in relating to others are all influenced by diversity. Research on <https://assignbuster.com/womens-history-and-segregation-social-work-essay/>

sexuality suggested that the managers of sexual diverse work groups need to understand how social environment affects employee's belief or behaviour about work, and managers must have communication skills required to develop confidence and self-esteem in those who are victim of sexual harassment or other issue the member of their work group might face while they are at work. (G. Moorhead, 2008) However unfortunately, many people tend to stereotype others in organizations. Sex stereotype is generalization about a person or a group of persons based on certain characteristics, belief, traits. Many managers fall into trap of stereotype workers as being like themselves and sharing a manager's orientation toward work, rewards, and relating to co workers. However, if workers do not share those view, religion belief, or sexuality, problems can rise. A second situation involving stereotype occurs when managers classify workers into some particular group based on traits such as age or gender. It is often easier for manager to group people based on easily identifiable characteristics to treat these groups as " different. Managers who stereotype workers based on assumption about sexuality of their group tend to ignore individual differences. This leads to managers making rigid judgment about others that do not take into account the specific person and current situation. Sex stereotype can lead to even more dangerous process of prejudice toward others. Prejudices are judgment about others that reinforce belief about superiority and inferiority. People build job description, reward system, performance appraisal system and management systems and policies that fit their stereotype. (G. Moorhead, 2008) In addition to this management system built stereotype and prejudice do not meet the needs of a diverse workforce. An incentive system may offer reward that people do not value, job descriptions

<https://assignbuster.com/womens-history-and-segregation-social-work-essay/>

might not fit the job and the people who do them, and performance evaluation system might measure the wrong things. In addition, those who engage in prejudice and sex stereotype fail to recognize employees' distinctive, individual talent, a situation that often leads these employees to lose their self-esteem and possibly have lower levels of job satisfactions and performance. Sex stereotype can also become self-fulfilling prophecies. If we assume someone is incompetent and treat the person as though he or she based on their sex group is totally incompetent, then over the time the employee may begin to share the same belief. This can lead to reduce productivity, lower creativity, and lower morale. As this has been proven by researcher on sexuality or other stereotype at work, managers caught in this counterproductive cycle can change their strategies. As first step managers must recognize that sexuality discrimination exists in organizations. Only then the can begin to manage appropriately and take serious precaution to eliminate this issues in working environment if possible. Managers who do not recognize sexual diversity might face unhappy, disillusioned, and underutilized workforce. (G. Moorhead, 2008)For example; sexuality is arguably the most under-researched of all diversity areas in work organizations. This is the case I believe, for a variety of different reasons until very recently there was a lack of access to research subject as gay men and women were unwilling to come out at work because of their fear of unfair treatment, discrimination and victimization, gay people in workplace have also been unwilling to talk to researchers because of the danger in inadvertent disclosure, whatever the assurances by researcher that anonymity will maintained nevertheless case people whose identity was accidentally revealed, which is enough to make gay people very nervous to

<https://assignbuster.com/womens-history-and-segregation-social-work-essay/>

taking part in research project. No matter how well-intentioned the organization's diversity programmes, or how equality-focused the HR manager, lesbian or gay employees always come near the bottom of diversity hierarchy. (J. Ward, 2008) Sexuality and emotions are clearly brought into work. Women are often required to display the sex stereotype in order to be effective in the work. Airlie Russell Hochschild (1983) was among the first scholars to show how extensively individuals particularly employed women, are expected to manage their emotions, she uses the metaphor of a "managed heart" to underscore the emotional control the women were required to exhibit. For example: How emotional at work is been described and put into practice: Hochschild (1983) study of US airline flight attendants shows how the attendants were trained to display an emotional commitment to the welfare and comfort of airline passengers were rude or arrogant. There were rules for grooming and personal attitudes, customers had to be met with warmth and smile, the smile were to be "inside-out" ones, felt and meant. Tyler and Abbott (1998) have documented how women flight attendants are also asked to manage themselves as "ornamental objects" (West and Zimmerman 1987: 141). Flight attendants are required to deploy skills and abilities that they virtue deemed to possess simply by virtue of their sexual difference from men. The flight attendant is "part mother, part servant and part tart" (Tyler and Abbott 1998: 440) essentialized, gendered, and sexualized. The skills are not remunerated or trained, but they are managed. Those women are required to manage and monitor their bodies, be "body conscious" and watch weight. Applicants can be rejected if their weight is not considered to be in proportion to their height. Research has shown that is not just women who are required to manage their emotions at

<https://assignbuster.com/womens-history-and-segregation-social-work-essay/>



work. Management prescribes combinations of positive and negative feelings to help police officers and debt collectors adjust social interaction to organizational aims (Rafaeli and Sutton 1991). Research has also shown men often reluctant to admit to vulnerability or fear at work. Prison officers, for example, view request for help from colleagues as show of professional weakness. Asking for help was tantamount to admitting you were not "man enough" for a job, asking for help, showing fear or emotion was not occupationally acceptable (Carter 1996). Organizational theory has stressed the functional and how managers try to shape worker behaviour to organizational objectives using an armoury of rules, regulation, and inducements. Organization theory needs to account for process and interaction of emotions, felt and displayed, emotions as diverse as pride, jealousy, love, hate, happiness, despair, anger, grief, joy, fear, and excitement. We work over our feeling, have feelings about feelings, and are guided by previous experience and social scripts, for example: asking ourselves "How should I really feel about what is happening?". Some people are going to feel intrinsic pleasure from work such as dancing, playing football etc... Being in organizations involves us in worry, envy, hurt, sadness, boredom, excitement, and other emotions. Even if you feel dull indifference to work that is still feeling. In addition research analysed that ethnic minority women manager and professional's position is just beginning relative to white women, black and ethnic minority women continue to be under-represented in high -grade employment (Bhaunani, 1996). Black women are less likely than white to become managers, are in lower grades within the same occupation, are more likely to do shift work and are more likely to be unemployed. Black women and men who do become managers

tend to be working in small firms when the label manager may connote different status and responsibilities compared to being a manager in large organization (Breugal 1994)It is obvious from our previous discussion that most managers are men and men are associated with organizational power, yet male domination of management is a subject that has received little scrutiny (Collusion and Hearn 1996). Women managers experience unique sources of stress related to their minority status and gender; they experience strain coping with discrimination, prejudice, and sex stereotyping, there is a lack of role models, they feel isolated, they have to cope with being the " token woman" and with higher work and home conflicts. (Hearn 1996) argues that it is men and management system that need to change. Women are confronted by " glass ceiling" when it comes to entering positions of power in organizational senior executive levels as well as government- a ceiling often requiring a sledge-hammer to shatter! this glass ceiling is invisible but women experience it is a real barrier when they vie for promotion to top jobs" (Davidson and cooper, 1992). This makes clear despite the equal pay legislation little has changed. There is certainly no equality when comes to income. Figures for 2000 show that while men's average gross annual earnings are £24, 298, women are only £11, 811 which is just 48. 6% (New earnings survey, 2000). The gendered pay gap is widest in the banking, fiancé and insurance industry; on average men earn £636 and women earn £ 361 in industry (EOC, 2001). The gendered subject in process of job evaluation can explain some of the persistence of wage differences between men and women (Brujin 1997). For example: Heavy physical work such as lifting and carrying objects scores higher on the factor" physical effort" than lifting or carrying people be they elderly, handicapped

or young. In addition more than two decades of equal opportunities legislation in Britain and activities by organizations to improve equal opportunities, it is very evident that women are still clustered in certain sectors of the economy at the base of organizational hierarchies. For example: 93 out of 100 universities professors, 96 out 100 of general surgeons and 96 out 100 company directors are men (Walters, 1998). Equality opportunity involves ensuring that women have no doors closed to them that are open to men, if however women's history and segregation present them from taking up opportunities, competing on equal terms for jobs or finding comparisons for equal pay, then equality of result will never be achieved.

## **Conclusion**

**Following this look at-----**

**It has been proven \_\_\_\_\_**

**Thus, it is recommend \_\_\_\_\_**