

The ideological dilemma of gender neutrality and discrimination in organizations

[Literature](#), [Russian Literature](#)



The paper "The Ideological Dilemma of Gender Neutrality and Discrimination in Organizations by Elisabeth K. Kelan" is a delightful example of an article on gender and sexual studies. The article "Gender Fatigue: The Ideological Dilemma of Gender Neutrality and Discrimination in Organizations" by Elisabeth K. Kelan highly focuses on gender discrimination in the workplace and how it has become a hidden agenda in today's world. The article lets out that the workplaces of the Western world proclaim gender neutrality even while inhibiting gender discrimination. The women power in an organization is a complex ideology and all business organizations give importance to men workforce than women. Gender equality is a much-hyped about fact but its applicability is less evident and visible in the business world. According to Williams (2013) "Although there are more reported gender discrimination statistics related to female employees, men and women can both be victims of gender discrimination". Summary: This article is centralized in describing gender discrimination persisting in the western business world. As per Vekaik (2005) "Thirty years after Harold Wilson's Labour government put in place the country's first Sex Discrimination Act, Britain's women are still suffering from unequal pay and, increasingly, sexual harassment in the workplace". The writing contemplates that, even though the business protocol emphasizes that gender neutrality is the ideal concept for an organization, the business altogether suppresses women when it comes to efficiency, promotion and performance recognition. The article reveals that, even though the workplace confirms a gender-neutral business environment, there is always an underlying gender discriminative element where masculine characteristics are more prominently reflected. The article points out that,

the ideological dilemma existing among people create a tendency for gender discrimination, as it is a provocation to people in building a self-identity of their own. The article is mentioning that the workplace is an environment which nurtures many types of individuals and each wants to establish their identity which evokes gender discrimination. It is said that mainly the hesitation of gender discrimination in the workplace is giving an ideal gender-equal status to the Western business organization. The article also projects two organization “ Red tech” and “ Blue tech” where the female staff interprets about the gender bias existing in their organization and the discriminated professional experience they encountered during their work. The article vividly points out that, two strategies are needed to evaluate gender discrimination; one is to look into, when gender discrimination occurred in past and secondly, individualize one’s own gender discrimination experiences and analyze on that particular matter. According to Gluck(2013)“ Victims of gender discrimination lose motivation and morale necessary to perform their jobs effectively”.

Critique: The journal is extremely knowledgeable and informative and has a descriptive format which can hold people’s attention and interest. The article is professional in many ways and in the initial stage itself it is reflected, as the article has a well informative title with author’s name and academic identity. The article also mentions the research purpose of the article and the importance of this subject in the current business world. Moreover, the French interpretation of the extract shows the professionalism of the article, as the author is more concerned in spreading a message to readers who are not well versed with the English language. The best part of this academic

article is that it brings out the truth about the workplace environment with regard to gender discrimination. As per Sharma (2011)“ Gender discrimination is deep-rooted so women empowerment through better education, employment opportunities, and reservation at various places only, in the long term can eliminate this problem”. The article also points out the reason behind gender discrimination and what is responsible for it. The journal has used appropriate kind of words which has enhanced the quality of the writing. One of the negativity of the article is that it is not segregated into sections like introduction, body, and paragraph. In the article, Leora (2011) writes that “ Introductions and conclusions play a special role in the academic essay, and they frequently demand much of your attention as a writer”. Here, the article does not represent any statistical information to the readers to convey information more deeply and widely on gender fatigue. However, the article has projected a couple of examples from a company wherein, the women employees explain their biased experience in the workplace which has left them discouraged and negative. This expression has the power to communicate to the outside world the real picture of the corporate world and the volume of gender discrimination existing in various organizations. In total, the article is academically an average one and reflects facts and information regarding gender discrimination in a satisfactory manner to the outside world.

Conclusion: The critical analysis of the article “ Gender Fatigue: The Ideological Dilemma of Gender Neutrality and Discrimination in Organizations “ discloses many facts about the topic of gender discrimination. The revelation by the author about the hidden agendas of the

corporate world and other small and medium organizations allows the public to understand that things are not as it appears or proclaimed. This academic journal puts forward many workplace experiences from female staff that highlights the disadvantages of gender bias. As per Cornell University (2003) “ Eliminating discrimination is essential, if individuals are to be able to freely choose their professional paths, develop their talents and skills and be rewarded according to merit”. In total, this article is an awakening work for the business world in the West and has the potentiality to create awareness and alertness among them.