

Question 1- Masculinities and femininities Structure- introduction, body paragraphs 1,2,3 (pay inequality, job segregation and women in leadership) [previous assumption, lectures, readings, how it has changed my perspective, news and present issues], conclusion [how it has changed my perception]. Not aware of the difference between sex and gender. Organising does not solely come from organisational charts. Sex is biological whereas gender is the social interaction (Michael Kimmel). Gender is plural (Kimmel 2001). Acker, suggests that the job descriptions are set for an abstract bodiless worker, who has no sexuality, emotionality and does not procreate” page 151. The idealised worker is actually a man, men’s bodies, sexuality, relationship to procreate and paid work are subsumed in the image of the ideal worker (Acker). Gender pay gap is at 18.2% as at August 2015, men are paid on average \$100,000 pa more than women (WGEA). Australian mining, ABC news on 23rd May 2018, more women are entering the mining industry, it was the most paid industry with the highest dominance of men. Although women are entering the mining industry, there is a “steep climb to the very top”, only three percent of CEOs in mining are female. Although pay gap exists it isn’t the reason for the gender inequality. (Roth, 2007). Job segregation and labour markets, vertical and horizontal segregation, retention of women. Roth’s study (2007) about women on wall street, 76 interviews with men and women. Organisation encompass ample of sexual harassment, especially large banks. It is less about structure and more about the culture in the particular organisation, industry or country. In order to progress and remain on the ladder, organisations expect “biological female who acts as a social man” (Acker, 1990). Women in leadership, only 12.3% of board positions are held by women, ASX200 companies in 2012. Women’s growth stifles. Rosabeth Moss Kanter (1977), it is very naive and escapism to say that women do not desire or are not willing to take up executive positions. Kanter while doing her research approached a personal assistant and asked, “why do you remain as a secretary when you can become a boss?”, she responded, “I want to help him, so that when he progresses I get to progress.” WGEA in the 2015 report said that no longer are women incapable and undesirable, they are equally powered if not overpowered than men in certain cases. Instead of looking at gender structures as distinct entities, they are indeed interrelated and interactive (Kanter, 1977). Gender inequality occurs within gender types, are black men same as white men? Transgender-Claire example (Muhir & Sullivan, 2013). Voluntary diversity management, equal remuneration (WGEA). Kumon female staff are expected to take care of lower levels. Brooklyn 99, commissioner interview, 4 candidates, 2 white men, one gay black men, one female nominated for PR. **Question 2- playfulness and fun whether a blessing or a curse** Structure-expository style- unbiased introduction, two paragraphs for the blessing side and two paragraphs for the curse side (TREEL), and conclusion stating that one outweighs the other and opinion. Blessing- It helps to cope with the boredom and task repetition, ability to add creativity in the task and increases productivity- ‘Kidult’ (Costea, et al, 2005). Builds on organisational culture and enhances employee cohesion. Google “cool place to work” (Walker, 2011)- 20% concept- go around their workspace for an innovative yet playful tour. Carsales.com where they have PS4 and XBOX within their workplace which is timed to 30 mins per day to encourage playfulness, although the organisation has control over the level of playfulness, it still enables employees to have fun. Doxa potluck lunches, every second week on tuesday afternoon. Doxa lets its employees play board games and cards, this makes employees look forward. “Ludic limits” (Bulter et al, 2011). Curse- instills and reproduces certain norms (Google), unitarist framework (Carsales- uncle, 30-year people but he is 50 years). If we commodify fun is it fun anymore? Korczynski, 2011, organic fun, where fun is initiated by employees, it can create a place to criticise or question organisational life and helps lubricate work to achieve objective. Implicit and explicit resistance. 3 approaches; playfulness as counteracting the realities of labour, playfulness as resistance and playfulness as transcendence (unconscious unspeakable expressions, reproduces homophobic ideas).