



Exploring masculinity and femininity in the workplace

≡ MENU

Gender Interaction

“Men are the actors, women the emotional support” (Acker, 1990, p. 147)

This statement is a representation of the role women played in the society during the 20th century, which determined the societal norm on how genders interact with each other. Has this changed in today's context? Women have entered the workplace to support themselves and not just an emotional support but the gender interactions that arose in the 20th century failed to recede (Acker, 1990). Gender interactions is the manner in which members of each gender interact with themselves and the opposite gender. It is a vital process in the development of a gendered organisation (Acker, 1990).

How does gender interaction contribute to gendered organisations?

Usually people within an organisation face challenges in accepting the opposite gender's values and beliefs, which then lead to workplace hostilities and sexism (Agars, M. 2004). Similarly, Jules's reclusive nature to perceive the values of other people within the organisation is an indicator of the innate gender bias within individuals.

Although women may not be comfortable around men and vice versa, there is a pressure in the organisational environment to accept the gender stereotypes and change accordingly to be successful (Acker, 1990). It could be concluded from the movie "The Intern" that there is a tendency within organisations that successful women in the higher hierarchy tend to remain in the "out-group" by themselves, while men due to their adaptability form to be the "in-group" (Theory by Jane Elliot, 1968). Women are not willing to work together as a team to break the gender stereotypes and glass ceiling predetermined by the society.

"One of your own out there every day, crashing the glass ceiling of the tech world" – Ben

A small subset of the population of women have the ability to break the glass ceiling and the stereotypes that rules the organisational world, Jules proves to be one among them (Booth, Alison L., Marco Francesconi, and Jeff Frank. 2003). However, her concern of revolutionising the organisation stops at her success. She is not willing to enhance the careers of junior women in her organisation.

Hence, making it impossible to break the cycle of gender stereotypes and glass ceilings, leading to many more gendered organisations being formed day by day (Cotter et al. 2001).

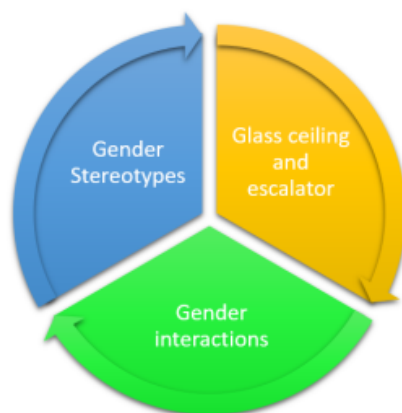


Image 2: The cycle to form gendered organisations (Pooja Sivakumar)

Masculinity and femininity are not biologically fixed, but are socially constructed – Judith Butler

Loading...

 [Edit](#)

Pooja Sivakumar (28805925)

Blog at WordPress.com.