

Devaluation of ~~femininity~~, GENDER

Society devalues femininity/ feminine activities when, in fact, we should be devaluing gender (or the expectations attached to gender) instead.

Issue #1 from the "What We Should Be Doing" series...

Gender needs to be devalued in the workplace,

When it Comes to Pay, Inequality is at Play

5 must know facts about the gender wage gap

1

Women earn just **79 cents** for every dollar made by men.



2

The gender wage gap most **severely** affects women of color, and the wage gap exists within **all** racial and ethnic groups.



3

Women earn less than men in all but **five** occupations.

4

The gender wage gap continues to **grow** over time.



5

Despite the fact that women now earn the **majority** of college degrees, the wage gap **persists**.

But Why?



Considering, “gender is a social institution, not an inherent trait,” it’s very surprising that we “examine workplaces as gendered institutions” (p. 351- 399). Shouldn’t actual traits like work ethic, meritocracy, and professionalism be held at higher importance? In a world where gender is valued: this is too often not the case.

Inequality and the gender wage gap exist for a number of reasons. Think of the causes in terms of a tree--gender roles, norms, and stereotypes serve as the roots. The [devaluation of femininity](#) and [hegemonic masculinity](#) symbolize the trunk. While the branches represent job segregation, and the leaves are littered with labor cost control, arbitrary performance evaluations, objectification, and discrimination. This tree could be given the name ‘inequality regimes,’ as it tells the story of some of the processes that result in workplace oppression.

...in the household,



A mother and her many hats

a poem by Kimberli Allen



A mother opens her eyes to a new day,
in walks the kids, "I'm hungry!" they say.
Que the mental rummaging through her hats
all the while hearing meows from the cats.

On goes the capable chef's cap---
don't forget to put napkins on the kids' lap.

After breakfast, a switch occurs
dirty dishes make a maid's bonnet, hers.

Fast forward to when the kids are at school;
wearing the chauffeur lid was pretty cool.

But now it's time for an artist's work,
although donning the fancy beret makes her
smirk.

Why is this hat different from the others?
Is it the tight fit that smothers?
Or is it because it's the only topper laced with
passion--
if so, explain this "do I have to?" type thinking
fashion.

Knowing in a few short hours
a hat change is needed, along with its powers.
Exhaustion is looming near,
causing her favorite hat to drift away, just like a
saddened tear.

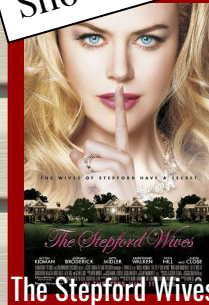


Q: Can money making, domestic duties, and
childrearing be split 50/50 between
partners?

A: "No, because a caring and nurturing nature is
known to be a major aspect of feminine identity, while
masculinity promotes dominance and power. Men can't
work all day--financially providing for the family--and
be expected to engage in "soft" behaviors upon his
return home. How absurd!"

-Donald Trump's (2017) oppressive response during a faux
interview

Showtime!



The Stepford Wives

In this (2004) sci-fi thriller, TV star Joanna, and her
family, move to a new town. She quickly realizes
strange secrets make up her new home. Perfectly
grasping the outdated traditional family
dynamic--you realize the men in this film would
probably get along great with someone like Donald
Trump (but that's no secret)!

- Not for those that are easily offended, as this
movie is packed with tons of oppressive
behavior.

...and in general society.

“Women aren’t born with an innate desire to, say, do the dishes while her partner works — just as men don’t come into this world with the instinct to work 50 hours each week as a banker while his partner bonds with the kids. But unpaid labor has long disproportionately fallen on women’s shoulders” (Paquette, 2016).

Passing the Paycheck Fairness Act will give women the ability to combat being paid less than men for the same work (Farrell, 2013)!

If creating a gender free workplace is a hurdle for you try utilizing these 3 rules:

1. Relax - women aren’t fine China
2. Stay Cerebral - coworkers should be like distant cousins
3. Think About Equality - actively try to treat everyone the same, regardless of gender

It’s dire for individuals to be who they are in order to reach identity achievement. Gender roles hijack self expression and determine who you’re supposed to be before you even have a chance to figure it out! “Gender roles say there is a ‘right’ way for people to behave, and also a wrong way” (Sareeta, 2017).



Stop teaching gender! Children harbor these notions from early on, creating prejudices (Bigler, 2013).

Women are powerful, men should not find insult in being effeminate.
“Fight like a girl; march like a girl; make a difference like a girl”
(Anon, 2017).