

Corporate office culture is sexist and discriminates against women.



Discussion questions

1. What are some unique challenges that women face in the work place? What about men?
2. Do you believe that it's harder to find high paying work as a woman? Does it depend on education? Location?
3. Do you believe sexual harassment at the workplace is increasing or decreasing?
4. Do you believe that men have an easier time getting higher paying jobs, despite their qualifications or lack thereof?
5. If men make more than women, is it because of their gender? Or is based on who does the better job?

Statistics—True or false? (answers of the next page)

1. Research by the charity Young Women's Trust found one in five male bosses agreed sexist behaviour still exists in their organisation.
2. 81% of people believe that workplace harassment exists, but 90% believe it doesn't happen in their office.
3. Only 30% of women have been harassed at the workplace.
4. One in 10 men said men were better suited to management jobs than women – compared to 3% of women.
5. 23% of all workplace harassment involves a superior.
6. Every time someone, man or woman, is harassed at work, a report is filed.
7. Every time an employee reports harassment, they are doing so knowing they are in a safe space.

Useful vocabulary



1. Quid pro quo– (noun) A type of sexual harassment that involves exchanging sexual favours for things like raises or upward mobility.
2. Gender pay gap-(noun) the difference in pay between men and women.
3. Upward mobility– (noun) The ability to progress through a company. For example, going from a busboy to a server, or from a server to a manager.
4. Harassment– (noun) Getting touched without consent.
5. Office culture - (noun) the general atmosphere of a corporate environment.
6. Discriminate– (verb) make an unjust or distinction in the treatment of people, especially on the grounds of race, sex, or age.
7. Advocate - (verb) to publicly support or recommend.
8. Diverse – (adj) showing a great deal of variety; very different

Reading – Equality for men and women in the workplace.

Before World War II, women were expected to only take care of the home. But, while the men served, women went to work in factories to support their families. Afterwards, many of these women went back to the nuclear family structure. However, many of these women did not leave, and neither did the **gender pay gap**.

Even nowadays, office **discrimination** is still alive and well, but many people don't believe it's as prevalent as some say. Many companies have a **diverse** workforce. But many women still face **harassment**. Prospective female employees face **quid pro quo** style arrangements, limited **upward mobility**, and a lack of opportunities to **advocate** for themselves. In **office culture**, many report that it's easy to make sexist remarks and get away with it. But the other side states that it's actually gotten harder to make those types of jokes. The other side brings up instances of false accusations and not believing male victims.

On paper, in the western world at least, women have the same rights as men. However, many say that the execution of these protections leave much to be desired. We still have a long way to go to make the workforce a healthy, comfortable place for both women and men.

Answers

1. True
2. True
3. False, it's 50%
4. True.
5. True
6. False, 87%-90% of all workplace harassment goes unreported.
7. False, over 75% of those who say they reported being harassed went on to be retaliated against, including losing their job.