

Dear fellow Wordsmiths.

Below are my written definitions for the assignment this week. The objective of the assignment was to research one term from our academic discipline or profession and to use parenthetical, sentence, and expanded definitions to elaborate on this term. It is vital to recognize that there is not one set process of defining a specific term, but many different ways that can cater to the audience in helping understand the term.

I hope you all found this helpful in better understanding the term, gender organization theory. I look forward to reading all of yours within the next couple of days.

Thank you,

Justin Man

Term: Feminist Organization Theory (FOT)

Parenthetical Definition: Feminist Organization Theory (a gender-normative theory) is widely mentioned when sociologists investigate unequal workers rights through gender such as unequal wages, insufficient worker protection, and sporadic work schedules.

Sentence Definition: Feminist Organization Theory is a gender-normative theory that places gendered social norms in everyday public life and effects the lifestyle and livelihood of individuals in society. Gendered social norms are most recognized but not limited to public spaces (mall, restaurant, bus, classroom, etc.), workplaces, and formal events.

Expanded Definitions:

Historical Context: Feminist Organization Theory has been active and present since the beginning of humanity and civilization. In early civilizations such as the Nile River Valley and Mesopotamia, the division of labour between gender became distinctly apparent from the preconceived notion that men perform tasks involving great strength, and women perform tasks involving a delicate operation.

Examples of FOT in the workplace: Feminist Organization Theory is greatly present in the workplace. In a bureaucratic workplace structure, women are underrepresented at the managerial

level with a majority of managers, supervisors, presidents, and CEOs being men. On top of this, women are usually assigned to gender-specific tasks:

- Waitress vs Head Chef
- Cashier vs Manager
- Nurse vs Doctor

Examples of FOT in the family structure: The concept of Feminist Organization Theory is also extended in the traditional family structure. Up until the 1980s many women were subjected to becoming the primary caregiver as a wife and mother in the family while men would be best suited as the primary source of income for the family. Never before was the idea of men being caregivers and women being breadwinner presented.

Men's traditional tasks in the family structure:

- Work a full-time job

Women's traditional tasks in the family structure.

- Cook
- Clean
- Organize
- Raise children

Examples of FOT in the general public: Even in the public spaces, men and women are perceived differently. Individuals in society constantly feel the pressure to dress and present themselves in a certain way towards the public. Certain aesthetic differences can be seen as socially deviant such as clothing, hygiene, and mannerisms:

Examples of social taboo for Men:

- Wearing a dress or skirt
- Wearing tight clothing
- Wearing make-up (face and nails)
- Talking in a feminine tone

Examples of social taboo for Women:

- Wearing bulky clothing
- Having short hair
- Not shaving legs

- Manspreading (not crossing legs when seated)

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Schafer, Robert B., and Elisabeth Schafer. "Relationship between Gender and Food Roles in the Family." *Journal of Nutrition Education*, vol. 21, no. 3, 1989, pp. 119–126.