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## THE ROLE OF DIFFERENCES BETWEEN SEX IN THE ENVIRONMENTAL WORK

**Abstract.** The aim of the publication is recognized categories of femininity and masculinity in the context of the work environment. In particular, they discussed the issues concerning the professions conditioned distinction of sex in particular in the context of the specifics of Polish environment.

**Keywords:** masculinity, femininity, organizational culture, work environment

## ROLA RÓŻNIC MIĘDZYPLCIOWYCH W ŚRODOWISKU PRACY

**Streszczenie.** Celem publikacji jest ujęcia kategorii kobiecości i męskości w kontekście środowiska pracy. W szczególności omówiono w niej kwestie dotyczące zawodów uwarunkowanych rozróżnieniem na płeć, zwłaszcza w kontekście specyfiki polskiego środowiska pracy.

**Słowa kluczowe:** męskość, kobiecość, kultura organizacyjna, środowisko pracy

### 1. Introduction

The fact commanding differences between men and women inscribed in the collective consciousness as not subject to challenge. The distinction between male and female gender is most evident in the sphere of performance of their different social roles. The general opinion is the main ground of these differences are other reproductive functions performed by men and women, thereby generates a different perspective on the tastes, talents, way of thinking and approach to work.

## 2. The stereotypical categories of femininity and masculinity

Category femininity and masculinity was formed mainly relating to its manifestations stereotypes. According to the dictionary sociological stereotype is a mental structure usually common among a social group, based on a schematic and simplified perception of reality (social phenomena, cultural, or certain categories of persons) colored, often based on prejudice and incomplete knowledge<sup>1</sup>.

The most common categorization made in terms of stereotypes is this by reporting to the sex and the reasons for this state of affairs can be extracted at least two. On the one hand, it is bisected, meaning that the group division unit is easy to make, on the other hand, this scheme is naturally used by the child in the process of development, as its immediate environment consists of men and women (mother and father), on the basis of the functioning of which wins it and strengthen specific knowledge and belief. These include but noted that categorization can not be linked to stereotyping, in the absence of specific knowledge characterized by the representatives of the group. Messages about stereotypes is achieved mainly through remittances language, which is not only conducive to exchanging information on the typical characteristics of representatives of a certain category by the members of a social group, but they also value the. Numerous studies have shown the relationship between stereotypes and prejudices, which are guided by parents and duplication of those of their children. It shall also be important in shaping the stereotypical way of thinking and change, education for their children, as well as the importance of education in changing stereotypical thinking, which in fact is associated with the process of communication<sup>2</sup>.

Taking into account the aspect of learning for children in the development of the recognition of the stereotypical social roles are distinguished by gender, should mention the leader in this context, the role played by school textbooks, the content of which is usually clearly categorizes sex feminine and masculine. In one of these books can be read: women differently than men perceive the world and survive. It is known that men are more focused on capturing and competition. While women are more likely to cooperate and giving. Men increasingly see the world the sense of sight, the women and the sense of hearing<sup>3</sup>.

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<sup>1</sup> Olechnicki K., Załęcki P.: Słownik socjologiczny. Graffiti, Toruń 1997, s. 204; Wolniak R.: Wymiary kulturowe polskich organizacji a doskonalenie zarządzania jakością. CeDeWu, Warszawa 2012.

<sup>2</sup> Macrae C., Stangor Ch., Hewstone M.: Stereotypy i uprzedzenia. Najnowsze ujęcie. GWO, Gdańsk 1999, s. 21-45; Wolniak R.: Kulturowe aspekty zarządzania jakością. „Etyka Biznesu i Zrównoważony Rozwój, Interdyscyplinarne Studia Teoretyczno-Empiryczne”, nr 1, 2016, s. 109-122; Wolniak R.: Czynniki kulturowe w polskich organizacjach. „Przegląd Organizacji”, nr 11, 2011, s. 18-21; Wolniak R.: Wymiary kulturowe organizacji publicznych na przykładzie województwa śląskiego. „Współczesne Zarządzanie”, nr 2, 2008, s. 128-138; Wolniak R.: Kolektywizm i indywidualizm kulturowy a efektywność organizacji. „Ekonomika i Organizacja Przedsiębiorstwa”, nr 8, s. 13-19; Wolniak R.: Unikanie niepewności w organizacjach publicznych na przykładzie województwa śląskiego. „Ekonomika i Organizacja Przedsiębiorstwa”, nr 4, 2008, s. 20-28.

<sup>3</sup> Król T.: Wędrując ku dorosłości, wychowanie do życia w rodzinie dla uczniów klas V-VI szkoły podstawowej. Rubikon, Kraków 1999, s. 34.

Based on the previous considerations can pull the conclusion that the socially constructed roles arise in relation to the biological sex of woman and man and assigned its property, on a binary distinction between what characterizes the realm of passive (feminine) and active (male). E. Mandal and A. Banot, the author of the article "Femininity and masculinity and stereotype feminists" also show dichotomous source stereotype relating to the gender of male and female, in terms of their own negatives<sup>4</sup>.

Given the stereotypical approach to the roles filled by women, we can say that the most extensive field of their implementation is the sphere of domestic life, granting the forefront relationships, family and motherhood, as one of the most important goals in life. Typical features describing the personality of female empathy, emotionality, gentleness, nurturing, sacrifice, intuition, the ability to sacrifice, kindness, dependence on others. You also can not overlook the fact that the frequent tendency in describing the manifestations of the feminine is to define it in terms of reflecting the children, that is, generally speaking, proving mental immaturity, in the context of such traits as weakness, timidity, lack of skills rational or weakness. The researcher of American culture, L. Brannon, identified stereotype of femininity with so-called Cult of True Femininity, manifested through four attributes: piety, purity, submission, which in turn contribute to the development of more detailed, such as the subtlety, sensitivity, modesty, chastity, shyness, or dependence<sup>5</sup>.

We must also mention that the process of socialization of girls, which was to prepare them for their roles generic harmonizes with the process of learning to performing other gender roles (in particular the role of the mother), and is generally longer than that of boys. Pubescent boys usually do not make sense of their masculinity from the fact become a father, while adolescent girls for a relatively long period of time, being a woman (generic role) it is associated with being a mother (the role of gender)<sup>6</sup>.

Femininity, which has already been weighed, attributed to the sphere of the home, and masculinity, as generally understood, refers to the sphere of professional implementing, in particular, in public activity, based on the need to achieve a high position in the social hierarchy. Key features recognized in the light of the stereotypes men are, among other things: independence, tenacity of purpose, activity, self-control, determination, independence, effectiveness in action. The stereotypical approach to the category of masculinity are defined not only positive traits, but also those whose source is the belief about the lack of skills of support by men close relationships, thanks to features such as cold emotional, tactlessness and insensitivity. The conventional definition of male identity is made on the basis of opposition to female characteristics, and includes: coarse, succumbing to impulses or manifestation of

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<sup>4</sup> Mandal E., Banot A.: Kobiecość i męskość a stereotyp feministki, [w:] Mandal E. (red.): W kręgu gender. Uniwersytet Śląski, Katowice 2007, s. 59.

<sup>5</sup> Brannon L.: Psychologia rodzaju. Gdańskie Wydawnictwo Psychologiczne, Gdańsk 2002, s. 213-216.

<sup>6</sup> Russo N.F., Greek B.L.: Kobiety a zdrowie psychiczne, [w:] Wojcieszke B. (red.): Kobiety i mężczyźni. Odmienne spojrzenie na różnice. Gdańskie Wydawnictwo Psychologiczne, Gdańsk 2002, s. 303; Wolniak R.: Projakościowa typologia kultur organizacyjnych. „Przegląd Organizacji”, nr 3, 2013.

their own strength. Another aspect relates to the need to take power over other people, as well as individual behavior in the event of extinction of problematic situations which indicate properties such as courage, strength, confidence, and a tendency to aggression justifies specific circumstances.

Summing up the current issues we can say that the stereotypical approach to social roles filled by women and men establishes the social status quo affects the conviction in this division, but through its tightness and clarity definitional, puts the social ostracism those individuals who cannot or different reasons do not want to fit into these categories arbitrarily established. An example of this argument may be a woman he does not feel the need to become a mother and have a family or a man without work.

Philosophical and theological reflections on the feminine over the centuries clearly demonstrated that deprivation or restriction of women's access to the sphere of public activity is a result of their strong identification with the area home, where their role is mainly to fulfill obligations of marriage and maternal. Moreover, without a doubt, such a state of affairs has contributed to long-repentant conviction of a molar and intellectual inferiority of women to men.

For example, theologians Renaissance admitted a man of higher status of women, based on the biblical descriptions of the creature, which somehow justified to define it in the category of "weaker vessel", aimed to prove, inter alia, lack of strong moral fiber, inferiority in the sphere of virtues and a greater propensity to fall into sin. These beliefs have been validated in the religious restrictions relating to the female sex, depriving her among other things, the teaching and the sacraments. The adoption of such a critical position in relation to women became a brochure shown in Germany in 1595 under the name "Disputatio nova contra mulieres qua probatur eas homines non esse", saying that women should not be counted at all for mankind<sup>7</sup>.

Representatives of evolution Charles Darwin and Henry Spencer, but strengthened the belief that the relations between the sexes are never in balance, but are formed on a subordinated basis. Darwin, starting on the theory of natural well-being, tried to prove that the status of women is lower because of the universality of the achievements of women in the fields of art and science<sup>8</sup>.

Summing up the previous considerations we can say that feminism "second wave" deconstructed normatively established the category of gender natural, making the clear division between the performance of certain roles different for men and women, trying to thus prove that human sexuality and its social manifestations are not so much biologically conditioned as culturally. Negating settled for centuries the paradigm of biological sex and gender grant meaning a determined culture, daring masses of women to fight for the rights, held by men for a long time. The need to be independent women became particularly evident

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<sup>7</sup> Ibidem.

<sup>8</sup> Ibidem, s. 253.

in the area of life where through the work they won not only the opportunity to broaden their horizons and self-fulfillment, but also earn money and dispose of according to his own will.

### 3. Occupations conditioned disaggregated by sex

Despite significant progress in the area of equality between women and men over the last century, the area of work still seems to be clearly determined distinction of sex. Henkel conducted by public opinion research on the situation of women in the Polish labor market has shown that it is characterized, in the opinion of 62% of the respondents, as a much less satisfactory than that of men. Almost half of the respondents took the view that gender influences the reduction of career opportunities, and more than half replied in the affirmative on the existence of the phenomenon of gender discrimination in the labor market, and look through the prism of her employers. It is also worth mentioning that a significant proportion of respondents (80%) expressed the belief that Polish society is deeply steeped in stereotypes relating to the role of women as the dominant one is the stereotype of "Polish Mother" before he puts a constraint to reconcile social and professional roles<sup>9</sup>.

Discussing the issue of the distinction between pay in the context of the professional sphere should first come from some useful definitions. The first of these is gender segregation in the occupational structure, indicating the superiority of one sex in a particular profession: men over women, or women over men. The measure of that segregation is the so-called equivalence ratio indicating the percentage of the number of employees belonging to one sex, who due to take up employment in the profession could roll to align the balance between performing his men and women<sup>10</sup>. Another definition, which will be further discussed in the course of deliberations on the issue of competition conditioned distinction of sex is a "glass ceiling" and "glass staircase".

The share of employed women and men on the Polish labor market varies depending on education. Among men, the work takes a greater percentage of vocational education, while women with higher education and secondary education almost doubled outweigh the opposite sex ending education at the same level. In light of the above, you can eject the conclusion that working women are generally better educated than working men, which, however, does not translate into either the earnings or their equivalent with men stay in the labor market. Women's lower earnings are mainly due to the prevailing public sector employment, which is

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<sup>9</sup> Armuła M.: Kobieta na polskim rynku pracy – czy dalej niedoceniana?, [w:] Pataj M. (red.): Kobiety w sferze publicznej. Teoria i praktyka. Wydawnictwo Adam Marszałek, Toruń 2015, s. 69.

<sup>10</sup> Renzetti M.C., Curran D.J.: Kobiety, mężczyźni i społeczeństwo. PWN, Warszawa: 2005, s. 304; Dźwigoł-Barosz M.: Wpływ kobiet na biznes. Zeszyty Naukowe, s. Organizacja i Zarządzanie, z. 93. Politechnika Śląska, Gliwice 2016, s. 107-121.

paid less than the private sector, powered by the vast majority of men. In short, employees in private companies earn much more than workers on state foundations. The graph below confirms it were mentioned relationship illustrates the share of women in the labor market by the kind of activity.

Despite the fact that some of the professions most often performed by women are associated with high qualifications and responsibilities (for example, work nurses), then they are considered still as competition is not enjoying a Polish high social prestige, and thus not presenting a high probability of promotion. Here it is an adequate approximation of the aforementioned definitions, such as "glass walls" and the "glass ceiling", pointing to discriminatory inclusion of women in the professional sphere<sup>11</sup>.

The term "glass walls" is associated with difficulty women's access to highly valued, highly paid professions in which the leaders are men, but their predominant sectors, with the support and service<sup>12</sup>.

The term "glass ceiling" describes situations in which women do not have the chance to climb to the level of management, as they are already overwhelmingly dominated by the opposite sex. It is also in this context refer to the term "glass escalator", pointing to a phenomenon in which men quickly gain promotion, despite the advantage of female employees and "sticky floor" to describe situations in which women virtue of their status are somehow "fixed" professions without prestige and devoid of opportunities for advancement, such as cleaners, secretaries, kindergarten or seamstress<sup>13</sup>.

Because of the undeniable role of modern media having not only the nature of the influential, but also shaping specific social attitudes and views, it is, in my opinion, to look at the issue of women's participation in the sector.

Participation of women in contemporary media refers both to the active area, where they perform as editors, journalists and presenters and passive, conferring them the status of the subject of media coverage. Women who are in the media on the leadership positions are forced to continuously measure the stereotype of the man as a representative of the gender, which already are by their very biologist, is more predisposed to fill roles that require features such as entrepreneurship and self-confidence. In light of the above, the status of women in the media is at the principle of continuous compulsion to prove self-worth, which further does not help be bound by a double assessment of the environment, firstly because of the efficiency of work, and secondly by the fact of femininity expressed makeup, dress and behavior<sup>14</sup>.

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<sup>11</sup> Haponiuk M.: Sytuacja kobiet na rynku pracy w Polsce. „Analiza”, nr 2, 2014, s. 7.

<sup>12</sup> Branka M., Rawłuszko M., Siekiera M.: Zasada równości szans kobiet i mężczyzn w projektach Programu Operacyjnego Kapitału Ludzkiego. Warszawa 2009, s. 65; Dźwigoł-Barosz M.: Lider a płeć. Zeszyty Naukowe, s. Organizacja i Zarządzanie, z. 78. Politechnika Śląska, Gliwice 2015, s. 117-130.

<sup>13</sup> Ibidem, s. 64-65.

<sup>14</sup> Dziemba R.: Słaba płeć w silnych mediach, [w:] Jeziński M., Winclawska M., Brodzińska B. (red.): Płeć w życiu publicznym. Różnorodność problemów i perspektyw. Uniwersytet Mikołaja Kopernika, Toruń 2009, s. 66.

The theme of the VII Congress of Women organized in autumn 2015 rendered the issue of "Media without women," and the key question which then attempted to answer was: "Why in the media are almost exclusively men". The report prepared by the "Foundation Femioteka" and "Gazeta Wyborcza" proved that the problem of the presence of women in the Polish media is generally a reflection of the situation in the public sphere. Gender women in parliament is less than 24% of all MPs, political actors in the media is 11%, while 19% experts. Suggesting that the demographic data proving that more than 50% of the Polish population is made up of women, and education in a higher degree has 47% of them (compared to 32% of men), this state of affairs should not be ignored<sup>15</sup>.

Considering the role of women in the media from the compound, which is through the prism completed by no editorial or journalistic functions, not to mention the associated issues them to discuss the subject. During the said Congress journalist Eliza Michalik, he did not hide his displeasure on the rank and importance of content allocated for women. According to the journalist areas such as politics, economics or economics they are attributed to men, while women are determined these much less compelling from a social point of view, and thus do not require very high level of competence, which is associated with fashion, beauty, kitchen or gardening.

The award Journalist of the Year awarded annually by the nationwide monthly Press leaves no doubt that women journalists triumphed in the category of intelligence, that is, the type of interpersonal relationship that requires empathic approach for the second man. The unmistakable predominance of women in this regard in relation to men proves the previously accepted my assumptions concerning social expectations and ideas about femininity.

Also, the issues raised by women in the press do not differ materially from those discussed in the vision and relate in particular to issues related to health, running a home, beauty and social affairs, which among other things, those that require empathy and sensitivity. Issues concerning politics, sports, technology and economics are however of interest to editors male. Despite the slow changes of this type of current trends it is still the stereotype of a competent, responsible and intelligent man, contrasted with the stereotype of a woman distracted, emotional and sensitive. This approach answers the question of why this feuds men are predominantly hosted game shows and quizzes that require knowledge and perceptiveness<sup>16</sup>.

Many research emphasizes the importance of nature in determining the suitability of the physical and mental health to perform a specific job. It is difficult to refute the view regarding the significant differences in the functioning of the brains of men and women, affecting their behavior<sup>17</sup>. Due to the fact that women are equipped with thicker right side of the cerebral

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<sup>15</sup> Piskozub P.: Kobiety w mediach – między podmiotem a przedmiotem, <http://pl.ejo-online.eu/dziennikarstwo-polityczne/kobiety-w-mediach-miedzy-podmiotem-przedmiotem>, 24.03.2016.

<sup>16</sup> Dziemba R.: op.cit., s. 68.

<sup>17</sup> Białobrzaska B.: Płeć społeczna a płeć biologiczna w procesie wychowania. „Kwartalnik Naukowy”, nr 2, 2014, s. 51-63.

cortex, parietal lobe and a larger corpus callosum, they are more empathetic, caring, sensitive and delicate. While men are better educated left side of the cerebral cortex and the greater the left parietal lobe, which allows them to quickly understand the issues of mathematical logic and have better spatial orientation. You also can not ignore the importance of hormones. Testosterone as the main male hormone allows among other things, to develop bodybuilding muscles, which in the case of women is not possible to get in the way natural. In particular, for this reason, some jobs require significant physical strength are women almost impossible or very difficult to find<sup>18</sup>. This fact also shows data from the chart presented on the participation of women in certain activity in the labor market, where, for example, requiring a lot of strength and endurance mining and quarrying and construction is the least besieged by women sector.

#### **4. Conclusion**

Looking at the contemporary eye problems professions conditioned disaggregated by sex to tell you that this is a clear polarization once was, together with the changes globalization somewhat blurred. The medical profession or government official a century ago was reserved exclusively for men, women currently filling this type of profession does not surprise anyone. This does not mean, however, that women no longer totally discriminated against, which is particularly evident in the so-called typically "male professions" such as a firefighter, police officer, the driver or politician. Aspiring to fulfill their woman often met with incomprehension or even mockery from the environment. Men applying for the position stereotypically associated with women also are treated with some suspicion, which explains the fact concerning unnoticeable even large men in such jobs as secretary, tutor children or nurse.

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<sup>18</sup> Armuła M.: op.cit., s. 69.

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