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Nostalgie

Le jour s'est retiré
 dans un lit de plumes
 sans que la leçon
 des siècles laborieux
 ne fût en nos mains annexée
 Un rythme survivant
 séjourne dans nos veines
 le rythme d'un langage
 non approprié
 Dans le roulis oriental
 des vagues épuisées
 baigne mon esprit
 Le chant marin ramène avec lui
 le dialecte savoureux
 des grands-parents partis
 au jadis de l'enfance
 et le sable durci prend avec lui
 les couleurs odorantes
 Il faut
 un contact avec la nostalgie
 pour ressusciter le foisonnement
 des lumières
 dans le jeu nocturne de l'éveil

Renaitre

Passer par les rayons
 de candeur et d'ombre solitaire
 passer par une secousse
 qui unifie la main et l'argile
 en un lieu traversant
 la membrane translucide
 d'un nouveau monde
 Cacher un cœur chancelant
 à des gestes tremblants
 qui traduisent la lenteur à devenir autre
 Manoeuvrer pour laisser agir la beauté
 silencieusement à l'abri du regard autre
 sous lequel elle prend doucement
 son essor
 Apprivoisée mourir au côté d'une onde
 et renaître de source sienne et inconnue
 Le chemin est à sens unique
 la lumière pénètre avec peine
 le mur s'est fissuré

Exclusion or Non-membership means that simultaneous with this high visibility, female executives are often totally excluded from the informal male collective and clubs at this level. They are often excluded as well from the informal contact network, information channels, tips, favours and counter-favours, support and sponsorship which are such an important aspect of communications and influence at this executive level.

Stereotyping, in this context, means that individual women in such settings are often viewed as representatives of the majority of women and not simply as individuals doing a job. By this means, individual women are often attributed a large number of characteristics which are viewed by men as typically female. This reluctance to assess an individual woman's particular competence and uniqueness often goes hand in hand with a depreciating and condescending attitude, further aggravating her marginality as a member of the executive team.

The Development of Two Gender Related Hierarchies Within the Same Organization

Looking at the conditions facing male and female employees at all levels of the work organization, a pattern begins to emerge. Two informal hierarchies or dual internal labour markets develop within one and the same organization.

The female hierarchy reaches its peak at the periphery of the organization's power centre with primary responsibility for what may be termed the organization's social structure. Women in these executive positions frequently function as the management's social workers.

The male hierarchy embraces in the first instance the economic and production structure of the organization with near or complete monopoly over the most powerful and influential positions at the executive level.

The social structure in the organization is always subordinate to the needs and requirements of the economic or production structure dominated by men. Using the case of the Swedish public sector during the 1980s, time and again the social structure of these organizations (which

are responsible for such things as education, training and personnel) is given consistently lower priority during cutbacks as compared to the economic structure of the organization. Budget restrictions hit hardest in the areas of work environment and education while there appears to be no limit to the amount of money available for new technology and expensive management training courses and programs. Thus, women's generally subordinate position becomes institutionalized through this functional division of labour.

In conclusion, I would suggest that work organizational studies which do not develop a theoretical and methodological sensitivity to the particular conditions of female labour throughout the organization do themselves a serious disservice. Only when workplace studies address the issue of gender-specific problems — as well as problems common to all workers in hierarchical work organizations — will the conditions of women workers be substantially improved.

Sources

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