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**How does discrimination involve in our society? (especially in Labour Work)?**

In the society nowadays, labor class makes up the vast majority of the country population. Inside that working class, there are many subclasses such as high and royal class, middle class and low class. If you live in a multicultural country, it is easy to recognize that most of the middle class are white and Asian people while low class is mostly black people. The reason, was that people tend to have a stereotype of black people, for examples, they are lazy, unlikely to trust, as they could be too aggressive while working with other colleagues, and so many other reasons they can think of, which create a bad mark for them, and put them to a pool where they even don’t want to be, just because of their skin colour. That leads to many thought and concern about black people like employment and income statistics, what challenges they have to face while working for white people and how did some black people break it through, and achieved success and recognition at work.

Have you ever been to places such as No Frill, Loblaw, Metro and notice the staff members? If you do, you will probably see in these places, they don’t hire many black people or very fewer people of colors. Compare that to places like Walmart, Dollarama or Tim Horton, where you can easily spot a person of colored working there. The questions here is why non-white people only work at places where they will be paid minimum wage? In one of the research, from Canadian HR Reporter, white and Asian people, when they hear the term of colored people and work, what comes to their mind is “laziness, cheater, aggressive, people who are not educated, poor, less skilled” and so many bad things they can think of. Because of that, black people usually find themselves harder to get the job compared to white people. Based on the statistics of Statcan, recorded in 2001, 60% of black people in age of 15 and over are employed comparing to 62% in the population of Canada, and while 80% of the entire population aged with in 25-44 get the job, that number is just 69% for black Canadian. Just a reminder that black people take 5% of the entire Canada population, and based on the statistics above, black Canadian only take a small piece of cake under the entire labour class. About unemployment, African labour keep the rate at 13.1% compared to 7.4%, which is very significant difference as black people tend to get the job harder than white people. An interesting statistics from Quora is that, black Canadians have the highest education level, from high school to bachelor degree or even doctorate. But guess what, they are more educated than white people and they earn LESS than white people. Statistics said that, black Canadian have an average income of $24000 a year (an average of $12.5 an hour) compared to white people, where there average is around $30000 (an average of $15.62 an hour). As you can see from the statistics, from employment to unemployment, and income, black people always have the disadvantage in all area. Not even counting other challenges that have to over while at work.

According to The Atlantic, a Media Company, black people need to handle a lot more works compared to white people. One of the toughest things is being monitored or using a rather fancy word - supervised by somebody else. On the article, there’s a quote which generally applied to most black people who are working for white owner is “Black workers receive extra scrutiny from bosses, which can lead to worse performance reviews, lower wages, and even job loss”. As it said, they know their employee will easily make mistake if they know there’s somebody watching them and they still decided to do that. It could be, that the manager has the stereotype about black people. Black people would easily be let go for such common mistake compared to white people who get many chances to fix it, as “blacks simply don’t get second chance”, accord from Lang in the same article. Once they get fired, they come back to the unemployment pool where they will have a hard time to find another job. Another example, in low-class-job in Employment Law Today, tell a story about a nice farm in Quebec product $8 million dollar each year, where half of the labour are black, and still treated them badly. There’s a cafeteria, which equipped with microwave, heater, water, everything is clean but the black are not allowed to stay nearby. Instead, there lunch break will be at the filthy shack where there’s no heater, no water and just equipped with one dirty microwave. This is a serious racism toward black people as they have contributed a lot in the $8-million-dollar -each-year and still treated like they deserved it?, and not to mention about their wages. Comparing to high-class-job, they don’t get this kind of discrimination or racism but they have other difficulty, such as behaviour or the way they talk. To begin with, the Atlantic has provided a very good quote to demonstrate the current situation of them, “To be a black professional is often to be alone”. As mentioned above, the number of educated black are more than white but they can’t make their way to the top due to some people with stereotype about them prevent them to move forward or there are too much pressure there. For example, in a professional environment, they have be aware of their act and emotions at all time, and be careful of what they are saying and going to say as well, so they don’t make any racism act, and because of this, some of the black doctor, for example, find themselves way to stress because they can’t express their emotions like others white doctor. Also, in a diversity environment, there are very less black or coloured people, therefore, there’s nobody to talk or communicate with. This should be enough to visualize the difficulty that black people have to suffer, in all dimension and in all level of labour. There’s always an exchange for something better, but this way, is to exchange their own freedom, in a hidden way, to just fulfill the diversity environment for the meaning of itself, not for the beneficial of every individual in the entire group.

However, that doesn’t mean, black people cannot do big things. There are many black Canadian, or black American, protest and strike for their own rights, that they should deserve just like white people deserved. In United States, according to Huffington Post, in an article of “11 Big Accomplishments Black Activists Achieved In 2015”, listed all the accomplishment the blacks got from the strike is to raise the awareness about police violence against black people, especially black woman, removal of Confederate flag, which symbols for white supremacy and racism have been removed, and all others great work. This shouldn’t be happening, as you rarely see white or Asian people protest for their own recognition or basic rights. Based on statistics from city-data, among of the 308 members in the parliament, there are only 3 black Canadian take-ups the seat, not even taking 1% of the system, and their population is 5% to the entire Canada population. This situation is the same in the United States, where there are 430 congressmen and congresswoman and there’s only 42 black American is in the chairs, roughly 10% compared to 12.5% black American in America. This number, referred back to the second argument, at the end, where it said just to fulfill the word diversity itself, not for the benefit of the entire group. However, to them, that number is quite good because they understand it’s not an easy way to make it up there, as if people look at the list of greatest people in the world, there are not many African people, but still, they have been recognized for the type of work that they did, such as the civil rights activist Martin Luther King Jr, the former President of South Africa Nelson Mandela, and so on. These people achieved such achievements that many white people can’t even do it. Comparing between 2 people, one white man, and one black man, and with the same idea being proposed in front of a crowd, a white man can get more attention and support, while a black man, only gets criticized from the crowd. This is to show, there are some black people who can make an influence but according to from the statistics, it’s still a very low number, as they need to, take at least an equal amount to the proportion of the population.

To conclude this, black people in labor industry has faced a lot of challenge, but they are all brave enough to handle all the challenge and most of all is discrimination, and because of that, they deserve big achievement. White people should treat black people better as one day you will find what they are doing is no different than a white man or an Asian man is doing, or some of them, even make a significant impact to your company. Some black man, they are even better than a white man, because they have been through all the difficulty, as they are now aware of all situation, while a white man will never understand how hard it is to live a life of a black man.

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