

Glass ceiling: What is going on?

For all the advances in the workplace, women still have difficulty shattering the glass ceiling. To understand the problem, here are four documents on the subject: two 2014 graphs published by the *Pew Research Center* and a 2015 *Telegraph* column, both focusing on female bosses; an extract from the book *American Society: How it actually works* (2010) and a 2015 *Huffington Post* article. This presentation will study **how cultural bias at work** and **gender imbalance at home** may contribute to the glass ceiling, making a **two-pronged approach necessary to redress inequality**.

In the workplace, women's advancement is hindered by strong gender bias. According to a Gallup poll whose findings are mentioned in Document2 and shown in the first graph, a majority of people would still choose to have a male boss. Worse, as Document2 specifies, women tend to be even more reluctant to have a female boss. The columnist puts this down to the comfort of habit. Unfortunately, this reverberates with women's perception of themselves: they lack confidence. In a McKinsey & Company survey on constraints to their careers, women, with or without children, cited the stress due to constantly having to prove their competence as a primary obstacle (Document 4).

But the situation at home also leaves female workers in a "Catch-22" (the *Huffington Post*). Women suffer not only from the commonly-held belief that good workers are necessarily bad mothers, but also from the reality of the 'double shift' that weighs disproportionately on them. But whereas Document4, citing the same survey, minimizes the "mummy issue", the book insists that the juggle between work and family starts a vicious circle, affecting the positions working mothers will take or be offered.

Could prospects be brighter? The situation is definitely improving. The second graph shows there are now more female CEOs. For the columnist, we should no longer judge bosses along gender lines. Indeed not only are there more men ready to trust female bosses, but, according to the book, men themselves want more balance in their lives. As a symmetrical gender bias commands them to be achievers, they leave the brunt of the housework to women but feel they are missing out on their family life. So, to reach a balance advocated by both genders, Document3 argues, we should take specific steps to incentivize female careers, like fair parental leave.

To conclude, although the gender gap is closing, there are still entrenched prejudices and structural family models that trap women on the lower rungs of the career ladder. It will take time and public action to help them shatter the remainder of the glass ceiling. 440 words

1. Gender bias?

- A. Habit, proportions Doc 2, graph 2 of Doc 1
- B. consequence on the way women look at themselves:
 - a. women's perception of female bosses Doc 2
 - b. lack of confidence (Doc 3)
- C. stress Doc 4

2. The juggle?

- A. The belief that a good mother can't be a good worker weighs on women doc 4
- B. The juggle is real and weighs disproportionately on women doc 3
- C. Disagreement (Doc 3 and 4) about the importance of this "mummy" factor
- D. The vicious circle described in Doc 3

3. Improving the situation is possible

- A. Fig: situation improving; esp. men's perceptions of female bosses (graph 1, Doc 1)
- B. Consider bosses as individual people and not the gender (Doc 2)
- C. Men themselves suffer from a symmetrical gender bias Doc 3
- D. and they also suffer from the imbalance at home Doc 3
- E. To turn the vicious circle into a virtuous circle, 3 concrete steps should be taken (Doc 3)

Remarques:

- Topic : the glass ceiling : the unofficial, invisible reasons that prevent women from accessing higher rungs on the career ladder
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- Plan :
 - o So, logically, the causes were of utmost importance and were more detailed in the set of documents.
 - o Nevertheless, the positive trends (documents 1 are only about that) as well as the further improvements to be expected were also a matter of interest
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- o So : 2 parts about two different types of causes in the workplace / in the household
- o 1 part about improvements (that have taken place, that are to take place)
- Je vous rappelle : il faut un lien formel entre le sujet annoncé et le corpus (le corpus est là pour traiter le sujet !)
- Vous donnez trop de chiffres
- Stress : à expliciter car chez femmes seules + mères (donc conséquence du « gender bias » avec besoin de prouver sa valeur) plus que « juggle » (doc 4)
- « Masculine gender bias » symétrique de l'autre et conséquence sur the « juggle », sur le moral de l'homme, l'équilibre du couple et l'avancement des femmes
- L'étude de Gallup est aussi utilisée dans Doc 2 (regardez, les dates correspondent et le sujet correspond)