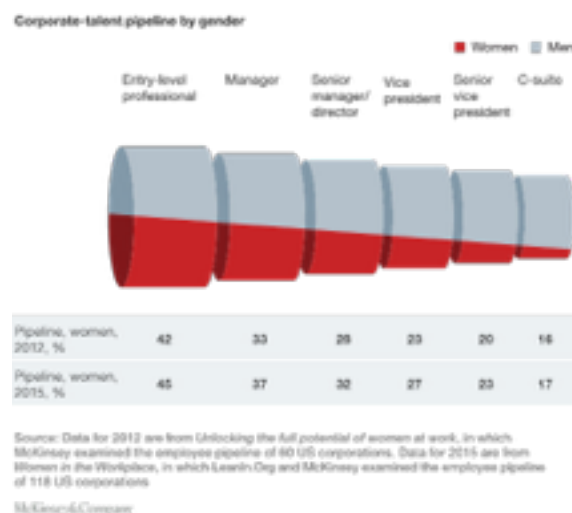


Women in the Workplace

On March 8 - International Women's Day - most nations celebrate their women, yet some commentators are inclined to believe that little is done to further the feminist cause and that making one day a year all about women while the remaining 364 are about men is not enough. Problems that women encounter at the workplace abound and range from sexual harassment and mobbing to unfair hiring and dismissal policies, glass ceiling, as well as trouble reentering the workforce after maternity. A recent study examined how female workers are poorly represented, percentage wise, at various steps of the corporate ladder. Despite some improvement, though, the corporate world is still prevalently male dominated.

Women remain grossly underrepresented across all sorts of organizations – especially at senior levels of leadership. From entry level to the C-suite, women are in the minority at US corporations, less likely to advance than men, and face more barriers to senior leadership. The fact is that at the current rate of progress of the past three years, it will take more than 100 years for the upper reaches of US corporations to achieve gender parity.

Below are the principal findings of Women in the Workplace, a study undertaken by LeanIn.Org and McKinsey to encourage female leadership and gender equality in the workforce. Some 118 companies and nearly 30,000 employees participated in the study, building on a similar effort conducted by McKinsey in 2012. The new study revealed that even though modest improvements have been made, the general findings were similar: women remain underrepresented at every level of the corporate pipeline, i.e. from entry-level positions, with the disparity being greatest at senior levels of leadership.



Women in the Workplace found that for numerous reasons, women are simply less likely than men to advance: they experience an uneven playing field, with their odds of advancement lower at every level; there is a persistent leadership gap in the most senior roles; gender diversity is not widely believed to be a priority; and while employee programs designed to help balance work and family are abundant, participation is low among both sexes due to concerns that using them will adversely affect their careers.

Ex. 1 Find the words or expressions in the text which mean the following:

1) however: _____

2) to promote sth: _____

3) to face sth, to be confronted with sth: _____

4) being a mother: _____

5) research: _____

6) the most important senior executives at a company: _____

7) the most important: _____

8) being the same: _____

9) almost: _____

10) a difference: _____

11) not very impressive: _____

12) to do research: _____

Ex. 2 Match the expressions from the two columns into logical collocations:

- | | |
|-------------------|------------------|
| 1) to be inclined | underrepresented |
| 2) sexual | ladder |
| 3) unfair | a study |
| 4) glass | to believe sth |
| 5) to reenter | parity |
| 6) the corporate | ceiling |
| 7) to remain | harassment |
| 8) gender | pipeline |
| 9) to undertake | the workforce |
| 10)the corporate | dismissal |

Ex. 3 Provide English equivalents of these expressions:

1) sprawa feministyczna	7) przeważnie
2) pozostała	8) w obecnym tempie
3) obfitować w coś	9) wyniki
4) polityka	10)siła robocza
5) zbadać coś	11)bazować na czymś
6) procentowo	12)najniższe stanowisko

Grammar corner...

In the text you could find at least several words that don't as much carry meaning, but rather modify the meaning of the words near them. They included: simply, widely and prevalently (which more or less mean generally), adversely (negatively), modest (not impressive), especially (particularly), poorly (not well) or grossly (way too much). Using such words indicates that you've reached a higher level of English.

Ex. 4 Choose the best option.

1. Living next to a nuclear power plant must have **adversely** / **poorly** affected their health.
2. He isn't **modestly** / **especially** talented, but he makes up for it with hard work.
3. **Poorly** / **grossly** managed companies are likely to fail at some point.
4. The forecasts were **grossly** / **simply** exaggerated, which lead to a market crash.
5. You **simply** / **especially** can't ignore the ruling of the constitutional tribunal!

GLOSSARY	
yet	jednak
to further sth	przyczyniać się do postępu
to encounter sth	zetrknąć się z czymś / stawić czemuś czoła
maternity	macierzyństwo
a study	badanie
the C-suite	kadra zarządzająca najwyższego szczebla
principal	główny
equality	równość
a disparity	rozbieżność
modest	skromny
to conduct research	przewodzą badanie
to be inclined to believe sth	wykazywać tendencje do myślenia w określony sposób
sexual harassment	molestowanie seksualne
unfair dismissal	nieuzasadnione rozwiązanie stosunku pracy
glass ceiling	szklany sufit
to reenter the workforce	ponownie rozpocząć zatrudnienie
the corporate ladder	ścieżka kariery w korporacji
to remain underrepresented	pozostawać w mniejszości
gender parity	równość płci
to undertake a study	przeprowadzić badanie
the feminist cause	sprawa feministyczna
pozostała	remaining
to abound	obfitować w coś
a policy	polityka
to examine sth	zbadać coś
percentage wise	procentowo
prevalently	przeważnie

at the current rate	w obecnym tempie
findings	wyniki
workforce	siła robocza
to build on sth	bazować na czymś
an entry-level position	najniższe stanowisko
to make up for sth	nadrabiać czymś
a forecast	prognoza
a ruling	orzeczenie
the corporate pipeline	ścieżka kariery w korporacji

ANSWER KEY:

Ex. 1

- 1) yet
- 2) to further sth
- 3) to encounter sth
- 4) maternity
- 5) a study
- 6) the C-suite
- 7) principal
- 8) equality
- 9) nearly
- 10) a disparity
- 11) modest
- 12) to conduct research

Ex. 2

- 1) to be inclined to believe sth
- 2) sexual harassment
- 3) unfair dismissal
- 4) glass ceiling
- 5) to reenter the workforce
- 6) the corporate ladder
- 7) to remain underrepresented
- 8) gender parity
- 9) to undertake a study
- 10) the corporate pipeline

Ex. 3

- 1) the feminist cause
- 2) remaining
- 3) to abound
- 4) a policy
- 5) to examine sth
- 6) percentage wise
- 7) prevalently
- 8) at the current rate
- 9) findings
- 10) workforce
- 11) to build on sth
- 12) an entry-level position

Ex. 4

- 1) adversely
- 2) especially
- 3) Poorly
- 4) grossly
- 5) simply