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Langue vivante étrangère : Anglais Epreuve orale (E2)	Durée : 20 minutes de préparation, 20 minutes d'épreuve	Page 1/1

Sujet n°5

At This Rate, It'll Take 100 Years To Get Gender Equality At Work

Things are getting better... very, very slowly

Things are improving so slowly for women in corporate America that we aren't going to achieve gender equality at the top for another 100 years, according to a report released Wednesday.

5 The big, ugly, hard-to-fix issue, the study suggests, is gender bias. That contradicts a lot of the conventional wisdom about why women don't make it to the so-called C-suite, the highest levels of a company where you find the jobs with "chief" in the title, like chief executive and chief finance officer. Only 17 percent of those lofty positions are held by women, according to the McKinsey/LeanIn survey. There are
10 only 24 female CEOs on Fortune's list of the 500 biggest companies in the U.S. That's an improvement from 1998, when there was just one woman on the list, but it still means that men hold the chief executive spot at over 95 percent of those businesses.

15 "Some of the biggest barriers are cultural and related to unconscious biases that impact company hiring, promotion, and development processes," said Dominic Barton, global managing director of McKinsey & Company, in a press release. He's using the current corporate jargon for sexism at work.

20 These days, sexism has (mostly) moved beyond the crass discrimination of the "Mad Men" years, shape-shifting into something we now call unconscious bias, the things a lot of us believe about women without even realizing it. These attitudes are harder to combat, or even prove, but they show up again and again in the research. A lot of people, for example, believe on some level that women are less competent than men. There's also something called a "maternal bias," in which mothers who do well at their job are disliked -- and kept from advancing -- because they're believed to be
25 terrible parents.

By Emily Peck, in the HUFFINGTON POST 09/30/2015