



Challenges of a Woman in a Higher Position



Abstract

We researched specific aspects of women in a higher position, such as, a leadership position. Findings have shown that there are barriers that women have to go through. The barriers stop them from reaching higher positions. When they do have a leadership role they are still going through barriers. The barriers that we discussed are societal, governmental, and business structural. We also researched the disadvantages and advantages of having a woman in a higher level position.

Introduction

Women have been here as long as men have but they are seen as unequal. The first woman to become a CEO was in 1889 and since then women have received many victories to have the same rights as men. Today, women might have the same rights but they are not equal. If we all were equal then there wouldn't be such a thing as the glass ceiling, discrimination against women, and the first woman President of the United States would have been elected a long time ago. Societal, governmental, and business structural barriers exist. Societal and business structural barriers have been broken by many women and even though they have been broken, the barriers still linger and women have to deal with them on a daily basis. Governmental has yet to be broken but will one day. It is because of the perception that women have been given over the many years. There are advantages and disadvantages of having a woman in a leadership position. However, it is no different than having a man in the same position. Today women shouldn't have to work harder than men to receive a higher position. Instead, they have to work ten times harder. Women have become resilient and will not stop fighting these barriers, and disadvantages to prove that they can be a leader. To better understand women, people need to know what is making it become a challenge to receive or be in a higher position.

Disadvantages

- Women are risk takers
- Women tend to fall out on social relations.
- Tend to be reflected in mood and behavior at work when emotional problems occur.

Societal Barriers

Women who have taken on these glass cliff positions were generally evaluated by their colleagues, staff, and the public because women typically constitute as a minority in companies (Singh & Vinnicombe, 2003). The reason they are a minority could be in connection with sport organizations. These organizations suggest that the stereotypes associated with social and sport ideology might limit the capacity of females. In addition, females might fail to view themselves as competent leaders because of the lower levels of societal power and status that society has pushed onto women (Sartore & Cunningham, 2007).

Sexist Beliefs

- 'Denial of discrimination'
 - Emphasizes the gender equality in career opportunities while continuing to value 'masculine' displays of leadership in organizations (Ellemers, Rink, Derks, & Ryan, 2012).
- 'Benevolent sexism'
 - Women are considered fundamentally different from men because they are thought to be superior to men in some specific fields, such as jobs that require emotional sensitivity and interpersonal skills (Glick & Fiske, 1996).

Governmental Barriers

World Ranking for Women in National Parliaments							
Rank	Country	Lower or Single House			Upper House or Senate		
		Seats ¹	Women	%	Seats ¹	Women	%
6	Mexico	500	213	42.6%	--	--	--
32	Uganda	449	154	34.3%	--	--	--
39	United Kingdom	650	208	32.0%	805	207	25.7%
64	Algeria	462	119	25.8%	143	10	7.0%
100	United States	432	84	19.4%	100	21	21.0%

¹ How many seats that were currently filled when data was collected.

Business Structural Barriers

The "gender stratification" effect by definition, is referring to the unequal distribution of wealth, power, income and other privileges between males and females. Due to the social problem, women could still be underpaid or paid very much less than their male counterparts in the workplaces. In China, for instance, women could only earn 66% of the annual of males in urban area and 55% in rural area (National Bureau of Statistics, 2011). Nearly 75% of females complained that they were underpaid or could not even get a promotion opportunity due to childbirth (Yang, 2012).

Advantages

- Leadership
 - Women have the advantage since leading by example is one style of being a leader. Taking care of subordinate's failures is the other important element as a manager and anyone who is in charge of managing people. A person in a high position regardless of gender is required to manage the people in the organization.
- Positive Performance and Results
 - 26.5% of executive, 21.2% of senior level of managers and only 5.2 percent of Chief Executive Officer are women that are associated with S&P 500 companies (Catalyst 2018). Those companies that have excellent financial performance often has women in those positions. A large percentage of women in high positions brings about positive effects to financial performance.
- Communication and Calibration
 - Women are known to have better relationship building skills and interpersonal skills than men. Anyone that is in a high position sometimes need to negotiate or meet with other people from other companies. It can be beneficial when the leader has great communication skills.

Discussion

In this study, we researched the disadvantages, advantages, societal barriers, governmental barriers, and business structural barriers. We wanted to see what the challenges a women would have to go through if they wanted to receive or already have a higher level position in an organization. The research revealed that there are two barriers that woman go through almost daily and a barrier that women have yet to brake. The one implication we have with our research is that our sources are before 2018. It is possible that the facts that we have given are outdated but it is very unlikely. After analyzing the research we found that many women are treated unequally in the world of business, and it is effecting women because they are not able to reach their full potential.

Selected References

- All-China Women's Federation and National Bureau of Statistics in China.(2011). *Report on Major Results of the Third Wave Survey on The Social Status of Women in China*
- Catalyst (2018) Women in S&P 500 Companies. Retrieved from <http://www.catalyst.org/knowledge/women-sp-500-companies>
- Ellemers, N., Rink, F., Derks, B., & Ryan, M. K. (2012). Women in high places: When and why promoting women into top positions can harm them individually or as a group (and how to prevent this). *Research in Organizational Behavior*, 32, 163-187.
- Glick, P., & Fiske, S. T. (1996). The ambivalent sexism inventory: Differentiating hostile and benevolent sexism. *Journal of Personality and Social Psychology*, 70(3), 491-512.
- Inter-Parliamentary Union. (2018, January 1). *Women in National Parliament*. Retrieved March 12, 2018, from IPU: <http://archive.ipu.org/wmn-e/world.htm>
- Sartore, M. L., & Cunningham, G. B. (2007). Explaining the under-representation of women in leadership positions of sport organizations: A symbolic interactionist perspective. *Quest*, 59(2), 244-265.
- Singh, V., & Vinnicombe, S. (2003). *The 2003 Female FTSE Report. Women pass a milestone: 101 directorships on the FTSE 100 boards*. London: Cranfield School of Management.
- Yang H (2012), "Urban Women's Gender Discrimination Issues in Employment," Women of China.

Group # 36