

Glass Ceiling Lesson Plan

- **Title**

Women and Employment

- **Author**

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- **Level**

Proficiency Level:

_____ Beginning X Intermediate _____ Advanced

- **Skills**

Please check all that apply, and add related subskills (for example, speaking/pronunciation, or reading/scanning):

Main focus:

 X Reading

Related subskills: understanding main idea and specific information

 X Writing

Related subskills: summarizing information, synthesis of ideas, paragraph development, writing a problem/solution essay

Secondary focus:

 X Speaking

Related subskills: describing information

 X Grammar

Related subskills: use of grammatical rules while writing

 X Vocabulary

Related subskills: determine the meaning from context and/or check the new words

_____ Listening

Related subskills _____

- **Subject Area**

Social Studies, Women and Employment

- **Objectives**

This lesson is planned as a follow-up to a previous discussion on types of careers as well as a lesson on problem and solution writing.

- identify main ideas and specific information
- take notes
- define new words and phrases
- verbally summarize and relate the main points
- further practice on writing a problem and solution composition

- **Duration**

2 hours/ two sessions

(The time can vary slightly based on the students' abilities.)

- **Materials and Technology**

Attached are the articles and handouts used for this lesson.

- **Procedure**

Session 1-Group work

1. Class is divided into groups of 3 (or 4 at most) called groups A, B, C and D. (The number of groups and the number of students in each group can vary based on class size.)
2. Groups A and B will study Advancing Women and Workplace I, and groups C and D will read Advancing Women and Workplace II.
3. Using the articles, each group will take notes and write the meaning of new words in Part I. Students are encouraged to exchange ideas within their groups and determine the meaning of new words from context. They may use paper or electronic dictionaries.
4. Students then individually answer Part II and share their answers with the group.

Session 1- Pair work

5. Students from groups A and B pair up with members of groups C and D, each telling the other about the article they studied.

Session 2- Individual work-

6. Students then individually answer Part III.
7. Students will individually use their notes in parts I, II and III to write a problem and solution essay, Part IV. The essay should not take more than one session.

While students are working in groups and pairs, the class instructor monitors their discussions and answers questions they might have.

- **Assessment**

- students' outlines/summaries (Part III)
- compositions, Part IV (paragraph organization and development, grammar and content, mechanics--to be decided by the instructor)

- **Extension or Follow-up**

Each student will choose a profession and present it to the class. The short presentation should include the problems employees might face in their chosen jobs and provide solutions.

- **Sources**

http://www.advancingwomen.com/wk_glassceiling2.html
Worksheets are created by the instructor.

- **Links**

<http://www.advancingwomen.com/index.html>

Advancing Women and Workplace 1

A. "A double-pane glass ceiling stops women in corporate America," U.S. Secretary of Labor Alexis M. Herman said. "Some, not all, companies are developing and promoting women to the senior level. But many women who squeeze through that crack have yet to break the second pane--the barrier of disparate [or unequal] pay. All over America, we see that there are less female executives and they almost always earn less than their male counterparts."

B. Why is it? we ask. After decades of fighting for equality at work, and gaining some progress in equal employment, promotion and pay, why is it that women still have to talk and fight for these goals?

C. Over the past decades, women have succeeded in overcoming several disheartening barriers in the workplace. In the 1970s and 1980s, more higher education opportunities for women and a number of antidiscrimination lawsuits created some change. Women were hired more often and their salaries increased; however, they never received equal pay. Today, we see that women's salaries are slipping even lower than in past decades.

D. What happened here? Are we moving backwards? A careful analysis shows that women perhaps have now reached a new level where the remaining barriers might be even more difficult to overcome or solve than the previous obstacles. Over the past decades, in many instances, women weren't hired at all, or weren't promoted to higher positions. Women are hired today but they aren't necessarily paid as much. In fact, as women move up the corporate ladder, their salaries have actually become lower. Women in executive, managerial and administrative jobs earn only 69.2 cents of every dollar earned by their male counterparts. So there is both a wage gap and a gender gap in the upper levels of management. In fact, women might make it to upper level management but rarely to the top level, which is still an almost all-male club.

E. We see more men in senior levels of management because men generally promote men. Why? Because they feel comfortable with them, they can go out to drink with them, play golf with them, talk freely with and around them, and they don't have to explain them to their wives! Men can bond more easily with men. Call it sexism, old-fashioned or narrow, it's still there and women must face it.

F. The third problem women must overcome is "child raising duties at home." This is particularly difficult as most women are, by nature, more nurturing and more committed to caring for both children and elderly parents. Men tend to not only think this is "women's work" but, perhaps unconsciously, use it against women in the workplace by assuming "women are distracted by motherhood, not sufficiently committed to work, unable to travel or work overtime", all of which have been proved untrue by various studies.

G. All of these barriers -- stereotypical attitudes, lower pay and the child and elder care issue--can be overcome. Women must become what they need to become to win this battle.

We've proved over the last decades that we can work within the system for change. Maybe now it's time to change the system.

Adapted from: http://www.advancingwomen.com/wk_glassceiling2.html

Part I. Read the article and take notes in the following table.

Paragraph	Notes	New Words/Phrases
A	Main idea: Problem:	
B	Main idea:	
C	Main idea: Causes of change: Problems:	
D	Main idea: Problems: Supporting detail:	
E:	Main idea: Problem: Cause and example:	
F	Main idea: Problem:	
G	Main idea:	

Part II. According to the article, women face problems in the workplace. What are those problems?

1.

2.

3.

Part III. Ask your friend for solutions to women's problems in the workplace in her/his country (or in the U.S.) List the solutions in the space below.

1.

2.

3.

4.

Part IV. Write a problem and solution composition on "Women in the Workplace." Your composition should be at least four paragraphs and include two problems and two solutions.

Advancing Women and Workplace 2

A. "A double-pane glass ceiling stops women in corporate America," U.S. Secretary of Labor Alexis M. Herman said. "Some companies are developing and promoting women to the senior level. But many women who squeeze through that crack have yet to break the second pane--the barrier of lower pay. We find that there are less female executives and they almost always earn less than their male counterparts."

B. Studies show that there are serious barriers that women must face both at home and in the workplace. To overcome these obstacles, practical solutions should be found. These solutions should lead to a drastic change in both perception and behavior, both in males, who must learn to give more and expect less at home, play fair at the office, as well as women who must demand more child rearing time from a husband. Moreover, a woman must have the courage to ask to be paid what she is worth, or at least, equal to what the man next to her is making at the office.

C. The first strategy for overcoming these problems is networking. Women must network together and mentor each other. The reason is simple: most men will not mentor you unless you are a daughter or a friend's daughter. Women will. Any woman who is at or near the top has inevitably worked closely with male colleagues because that's who is at the top. Of course, a woman can learn from her male colleagues, but that's not the same as a mentoring relationship. Although a male executive occasionally will mentor a female employee, the statistics overwhelmingly support the fact that it is largely professional women who are willing to enter into a mentoring relationship with another woman and show her how things "really work." This can be done through teaching, email or some other methods.

D. For those women just entering the work force, or trying to move from middle management to upper management, they must seek more, push for more and demand more. They must look for companies that are family friendly and women friendly. Knowing the percentage of women in upper management and high level positions will give you a clear idea of the approach the company has regarding women's equal capabilities.

E. The fact is that men don't volunteer to share 1/2 the workload for children or elders and women must demand it. Working is a full time job. If both you and a spouse have full time careers, demand that you both share the job at home. Wives should not be left with two full-time jobs, one at home and one at work. Other solutions to ease some of the responsibilities is by paying for them. Pay someone to pick up kids, have dinners out, hire a personal shopper, or order online, whatever it takes. Don't accept more responsibilities, and do push your company, your industry, for more and better day care and elder care.

F. As Lynda Obst, producer of "Sleepless in Seattle," recently said, "Women will fight for everyone but themselves. Women need to learn to demand more, negotiate better and tougher and walk away when the money's not right." Men will. Women can and must. Negotiate for equal child rearing duties at home, child care help from your company. Don't keep trying to do your job better and better. Network, mentor, and work with other women leaders if you want to progress. Go for the power. And when you get there, remember: hire

a woman, give her a chance, and pay her as you would have liked to have been paid: 100 cents on the dollar for a man doing the same work.

Adapted from: http://www.advancingwomen.com/wk_glassceiling2.html

Part I. Read the article and take notes in the following table.

Paragraph	Notes	New Words/Phrases
A	Main idea: Problems:	
B	Main idea: Change needed in: Solutions:	
C	Main idea: Solutions: Who?	
D	Main idea: Solution:	
E:	Main idea: Solutions:	
F	Main idea:	

Part II. According to the article, there are solutions to women's problems in the work place. What are those solutions?

1.

2.

3.

4.

Part III. Ask your friend about the problems women face in the work place in her/his country (or in the U.S.) List them in the space below.

1.

2.

3.

4.

Part IV. Write a problem and solution composition on "Women in the Workplace." Your composition should be at least four paragraphs and include two problems and two solutions.