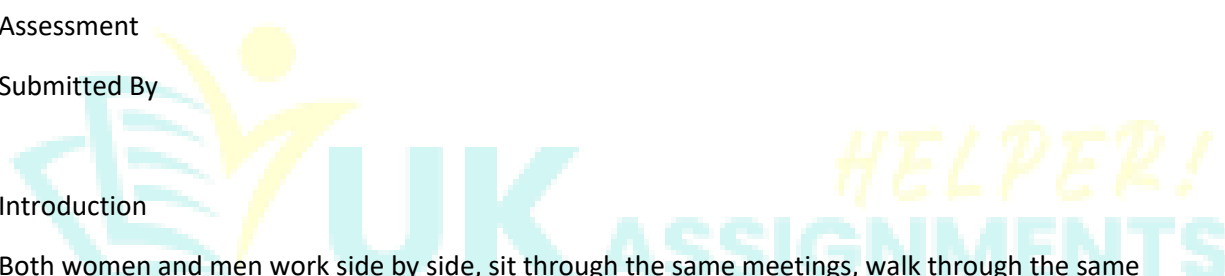Assessment

Submitted By

Introduction

Both women and men work side by side, sit through the same meetings, walk through the same hallways, and tackle the same business problems (Tolbert and Castilla, 2017). In the last few years or decades, very different workplaces were experienced by both the genders. Ones in which the chances for advancement came in varieties and corporate careers came in two flavours: his and hers. In the current times, however, equality has started to prevail among men and women in the workplace. However, women continue to face inequality in their homes, where a disproportionate share of domestic responsibilities is put on their shoulders. In this essay, the roles of men and women in the workplace will be critically evaluated. It will be followed by a discussion on the challenges that are faced by women who are sitting in leadership positions, for achieving a balance between their work and life.

Discussion

As per a recent study, women are considered to be more receptive to team efforts in the workplace as compared to their male counterparts (Scarborough, et al., 2021). It was declared by this study that women are rewarding and supportive in leadership roles. According to another study, a more constructive and compassionate behaviour in regards to their team is shown by women at workplaces (Kristal, et al., 2020). In addition, when it comes to both assertiveness and persuasiveness, women prove to be more persuasive as compared to men. In the past, the division of labour has been organised along the gender lines. Women have entered and flourished in a variety of different positions in the past few decades due to a number of factors (Kristal, et al., 2020). However, some significant obstacles are faced by women in the workplaces, despite the enormous progress they have made in pursuing careers. As they try to make an entry and then in the ranks of the workforce, the occupational sexism and glass

ceiling reflect the restrictions that are placed on women. A more supportive and nurturing role is taken up women at workplaces (Kristal, et al., 2020). Due to this, it would actually appear that they have given the real authority to men at the workplace. Taking an example of a meeting or a task that is done by an employee, males would point out any flaws or inconsistencies in the work by being very straightforward. Statements such as 'this is wrong' or 'no, that is not right' might be used by them (Kristal, et al., 2020). On the other hand, a completely different tone is used by women. The mistakes they noticed would be politely pointed out to the attention of the employee and remarks such as 'are you sure about that?' or 'so wait, is that right?' might be made. This example highlights the true difference between the gender roles and authority at the workplace (Kristal, et al., 2020).

In the last four or five decades of the corporate world, huge hurdles have been jumped by professional women (Kalev and Deutsch, 2018). Even with the odds stacked against them, they have looked to advance into the positions of leadership. However, their success is continuously delayed or obstructed by persistent barriers. The professional women are held back by sexism, be it overt or veiled (Kalev and Deutsch, 2018). Women, who are striving hard to achieve their goals, are made to face the burden of inequitable work environments, sexual harassment, and other subtler forms of sexism. Being treated equally is one of the best challenges faced by women in leadership positions. They are systemically placed on an uneven playing field, from facing persistent gender stereotypes, to being held to a higher standard than their male counterparts (Kalev and Deutsch, 2018). Additionally, one disappointing thing for the women leaders might be that there are not very high expectations from them. For example, they might have talents for being a good team leader or leading a project but the bare minimum results would be expected from them. As a result, overcoming this issue and proving everyone wrong is one of the biggest challenges for women at the workplace (Berrey, et al., 2017). In order to find the confidence for expressing their ideas, women must often push through the internal and external barriers. Trusting the unique aspects of female executive presence and acknowledging them as organisational and personal assets, it might be a challenge for women in business (Berrey, et al., 2017).

Maintaining a balance between work and family time might be the biggest challenge for women leaders. It does not come as a surprise that these women might sit overtime just to monitor the progress of the work that is being done (Berrey, et al., 2017). As a result, there would be less time to spend with the family and children. Looking at it from a different perspective, the ability to pursue for positions of leadership might be limited family responsibilities. This is due to the fact that they have a lion's share of household responsibilities, such as caring for elderly, sick, or young members of the family (Berrey, et al., 2017). Since the onset of the covid-19 pandemic, mothers in dual-career relationships are highly likely to spend hours every day on chores, as per the McKinsey report. Moreover, women do not necessarily have the access to workplace flexibility or paid family leave, even though they have the tendency to spend more time on household labour as compared to the fathers (Tolbert and Castilla, 2017). As a result, the advancement in leadership roles and opportunities, along with finances, is affected by this imbalance. This is because they would be required to make personal sacrifices like resigning from their positions just to get more time for the family members, downshifting their careers for needed flexibility, and taking an unpaid leave (Tolbert and Castilla, 2017). The negative attitude of the males who are working under their leadership is another challenge for women. They might not take them seriously, might not listen to them, and will think that a male worker should be their leader. This indicates that they are not treated equally as compared to male leaders. Moreover, through longstanding business conventions that assist them in building alliances and influencing others, men

learn how to 'play the game' (Tolbert and Castilla, 2017). On the other hand, it might be required for women to find alternative routes in order to build strategic relationships and mutually beneficial alliances. Taking the factors of inequality and gender bias into consideration, forming an accurate self-assessment can often be difficult for women leaders.

'Imposter syndrome' is the term that can be used for this situation, as it can come in the way of their ability to stand confidently for their accomplishments (Tolbert and Castilla, 2017).

Conclusion

This report has given a complete overview of the difference in roles of men and women. It is followed by a detailed discussion on the challenges that are faced by women in leadership positions. Women have entered and flourished in a variety of different positions in the past few decades due to a number of factors. However, some significant obstacles are faced by women in the workplaces, despite the enormous progress they have made in pursuing careers. Even with the odds stacked against them, women have looked to advance into the positions of leadership.

However, their success is continuously delayed or obstructed by persistent barriers. They are made to face the burden of inequitable work environments, sexual harassment and other subtler forms of sexism. The balance between work and life is also tough to maintain for the women due to all the challenges of leadership.

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