

# Practice Paper

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You should spend about 40 minutes on this task.

Men do most of the high-level jobs. Should the government encourage a certain percentage of these jobs to be reserved for women?

What is your opinion on that?

Use your own knowledge and experience and support your arguments with examples and relevant evidence.

You should write at least 250 words.

## Model Answer 1: (Agreement):

Though some people would argue that women are working in high-level job positions in many renowned organisations, the reality is that the number of such women employees is very ignorable compared to their male counterpart. As a result, the issue appears that the government should reserve a certain percentage of such jobs for women and this is supported by a group of people while being criticised by another group. In my opinion, the government actually should reserve a percentage of such jobs to maintain the equal opportunity, to maintain a balanced workspace and in the overall economy.

First of all, the high-level jobs occupied by the male diminish the balances of power between the male and female in such organisations. Since we are living in a century where we are most sincere to establish the equal power of men and female, this is very reasonable that women should actually work in such high-level positions. Second, the

consumers, end users and service receivers of a company and organisation are both male and female and female decision-making employees for such companies are equally important compared to the male.

Third, the society would like to make a balance between the contribution of male and female and again the power between them, without letting women work in high-level job position, it would not be possible. The women are needed to participate in every sphere of society for a better world and without letting them use their ability we can't actually expect that.

Fourth, the women are improving in terms of education, power, contribution in the current era than before and such a scheme is taken by the government would inspire them more to run ahead. In third world countries, the fate of girl is determined when her parents decide if the girl should go to school or should learn to cook and get prepared for marriage. The privilege provided by the government in case of jobs for women would encourage such parents to equally treat their boys and girls.

In conclusion, a certain reserved position for women in high-level jobs is actually a good idea to empower the women towards the overall betterment of the organisation and society.

(This model answer has been prepared by the site developer. However, please note that this is just one example out of many possible answers.)

### Model Answer 2: (Disagreement)

Equality for both man and women is the accepted underpinning philosophy of modern society that we live in. Most constitutions maintain an equal right for men and women. Most public institutions and formal organisations hold an equal view in treating either sex. Despite the fact that male high officials outnumber female high officials by a great margin, in most of the countries there is no legal or statutory bar against women going up in the ladder. I am against any kind of positive bias towards women in the form of reserving a percentage of higher positions for women. That will only encourage anomaly, imperfection in practices and most importantly it is not going to serve the ultimate goal of escalating women's positions in a society or in a country's economy unless they earn that by themselves rightfully.

In the bygone days, women were primarily engaged in household responsibilities. Women's involvement in economic, organisational and public activities is not a very old practice. But in the recent decades, things have changed dramatically and many women in the west are going to the top in career and profession. Even in the third world countries of Asia, Africa and Latin America, the presence of working women is everywhere, competing with the male counterparts and even surpassing them in many aspects. They are acquiring the necessary education, gaining proper knowledge about their rights and are in the process of being recognised as organizationally as valuable contributors. In Bangladesh, in many instances girls topped in open public examinations, and their success rate is generally higher than man. Women are earning professional reputation in their job places as well.

Against this backdrop, there is no reason that government should go for reserving positions for women. Instead, a government should take initiatives to eradicate any bias against women and make favourable work environment for women. Firstly, governments can ensure women's access to education and thus empower them and make them prepared for life as in many societies women lack education and empowerment.

Secondly, women suffer from gender discrimination, chauvinistic behaviour and worse even, sexual harassment in workplaces. Governments should have clear and strict policies to ensure an environment where workers from both sexes coexist with ease. Thirdly, women should be entitled to have special conduct during motherhood. Due to the very role of a woman in a family, supports from the workplace are important for working women.

Women and man both should be viewed as equally capable. If we look over our shoulder, we can see that the number of eligible, skilled and executive-class working women is actually increasing quickly in recent years. Govt. should no go for reserving a certain percentage of high-level jobs for women. That will only undermine women's ability and women will grossly find that their self-respect is on declination. They can find their own way towards the prosperous carriers by the of their own virtue and efforts.

(Approximately 479 words)

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### **Model Answer 3:** (Disagreement)

The high-level jobs have always been held by men. Whether it is the head of the state or the CEO of a multinational company historically its men who have conquered most of the peaks. Although the history has seen women at the peak heights as well, the numbers of such cases have been relatively small. The question whether there should be reservation for women in the top positions has increasingly been contemplated by the governments around the world. While, such as step would definitely see an increase in the number of peak positions being held by women, it does have its disadvantages.

Proponents of the idea of reservation for women cite their under representation as one of the causes. Women have traditionally been under-represented in the male dominated society. This has taken a toll on the causes related to women, such as domestic violence. Offering leading positions to women will significantly help such causes. Other people cite equality of both genders as one of reasons for reservation. In many parts of the world, specifically in developing nations in Asia and Middle East, women are not treated equally to men. This has led several people to demand reservation for women. They suggest reserving top positions for women would bring a sense of equality among both genders and harmony in society.

However, reservation would lead to several problems which are often overlooked. Bringing in reservation would lead to "lowering the bar" for women. It will lead to many of the positions being filled by women who do not have the required talent and experience, only due the fact that the positions were reserved for women. This will eventually lead to a fall in productivity and growth of the company or the nation. Such a move would also bring a

sense of inequality among men and women, since women would not have to work as hard as men to get the top positions.

Rather than bringing in reservation for women for top positions, governments should encourage and support women so they reach these heights rightfully. Support could be in the form of financial aid, or free coaching. This would enable women to learn the skills

needed to get the top positions and get the top positions without compromising productivity and growth.

(Approximately 378 words)

#### Model Answer 4: (Disagreement)

The rapid industrialization throughout the 21st century resulted in the start up of multinational companies across the globe. The statistics reported by the Financial Times in September 2015 claims that 90 percent of the top level positions are occupied by men on an average across all companies. Although, I believe that women must be prepared to take over higher positions, I refute that some proportion of top level jobs to be reserved for women.

Firstly, a company can expect a catastrophic failure in if any top level decision goes astray, especially if the decision involves multi-billion dollars. For instance, a big finance firm named ABC based in Germany went bankrupt in the second quarter of 2014 due to a wrong decision by its president, who was promoted to the top position based on reservation. Moreover, the board of directors need to scrutinise the top posts with extreme care based on his or her merits, irrespective of gender. Therefore, it is obvious that the top positions should not fall under the reservation policy.

Secondly, ignoring an efficient person to fill in a new position leads to discrimination and engenders the lack of motivation among the employees. For example, if a person is simply promoted to the top post, leaving behind the capable colleagues, there are high chances that the colleagues, who think the decision is not fair, will not work efficiently to their calibre. As a result, it is the organisation which loses the productivity. Thus, the top positions should never be reserved based on gender or any category

In conclusion, by analysing how reservation can lead to poor decision making as well as decrease productivity, reservation should not be in place for top posts. Governments should ensure that they give enough focus to empower women and head positions should be filled in based on merit irrespective of anything.