

WHY ARE WOMEN LEAVING SCIENCE CAREERS?

Words

Write the letter of each definition with the word it defines. If you don't know the definition, use the context of the reading passage to help you. Look for the words in bold as you read the passage.

PARAGRAPH 1

Words	Definitions
1 struggle	A adj., very serious or extreme; very bad
2 persist	B adv., close but not exactly
3 dire	C v., to continue
4 approximately	D adj., related to school, especially the university
5 academic	E v., to fight

PARAGRAPHS 2–3

Words	Definitions
6 inordinate	F n., demands; responsibilities
7 equality	G n., not being present; time away
8 pressure	H n., being the same; having the same rights and opportunities
9 bear	I adj., more than is reasonable
10 absence	J v., to carry; have responsibility for

PARAGRAPHS 3–4

Words	Definitions
11 devote	K n., a person who gives help and advice
12 frustration	L v., give; commit
13 discrepancy	M n., difference between two things that should be the same
14 mentor	N n., lack of satisfaction; inability to reach goals
15 invaluable	O adj., very valuable; extremely useful

PARAGRAPH 4

Words	Definitions
16 guidance	P adj., similar in size or amount
17 validate	Q v., to move forward
18 funding	R v., to confirm; make a person feel valued
19 progress	S n., financial support
20 commensurate	T n., advice; assistance

Reading

Why Are Women Leaving Science Careers?

- (1) Generations of women **struggled** for the right to pursue careers in science and technology, yet today nearly half the women scientists in Europe and the Americas leave their careers. The difference in numbers between men and women who advance and **persist** in their fields cannot be attributed to race, ethnic, or social group. The **dire** consequences of this loss may become more acute as the number of women entering science careers increases. Since the 1990s, more women than men have enrolled in college, earned higher grades, and majored in science or technology fields. If the trend continues and more than half these women leave their careers by their mid-forties, **approximately** one-third of all scientists will leave their careers in the next twenty years. So why are women leaving the science careers they worked so hard to attain? Studies by **academic** and professional associations show the causes for the loss of this valuable resource are threefold: time, family responsibilities, and lack of role models.
- (2) High-level jobs in science, in both the corporate and the academic world, require **inordinate** amounts of time. With increased use of the Internet, cell phones, and other electronic forms of communication, scientists are not only required to be in the lab or office ten to twelve hours a day, but expected to be available the rest of the time, too. Professional time demands are the same for both men and women, but many more women opt out than men because of significant issues that men do not face.

- (3) Although women are nearing **equality** in the professional world, the **pressures** of caring for family still rests largely with women. According to studies, professional women with children still **bear** the majority of the responsibilities at home. They spend more time with the children and on taking care of the home than men. Biology dictates that women require extended leaves of **absence** when they are pregnant and give birth, yet to advance in their careers, women cannot afford to take time off until their late thirties, when the optimal time for having healthy babies is ending. Women can **devote** the necessary attention to neither career nor home life, often creating intense **frustration**.
- (4) **Discrepancies** in opportunities and salaries still exist between the sexes. Because there are fewer female role models in the upper levels of science and technology fields, women have fewer **mentors** who provide **invaluable** support. Without mentors, women in the sciences go without the support, **guidance**, and networking needed to lead them through the complications of corporate culture, to **validate** their ideas and secure **funding** for research, and to access those who can help them **progress** in their careers. Mentors also help scientists develop business expertise: Mentored scientists hold more patents, an important source of wealth. Women hold only 14 percent¹ of new patents awarded. Without mentors, women have to work harder to reach the same goals as men, and all the while, many women are still paid less than men for **commensurate** work.
- (5) To keep women scientists in the workforce, some companies are instituting mentoring programs, on-site child care, flex-time, and other innovative accommodations. Unfortunately, many companies are content to outsource or to bring in men from other countries to fill positions that valuable but frustrated women scientists leave behind.

¹BrE: per cent

Answer the questions about **Why Are Women Leaving Science Careers?**

Questions 1–3

Choose an ending from the list to complete each sentence. There are more endings than sentences, so you will not use them all.

- A** funding offered by the government.
- B** discrepancies in opportunities for men and women.
- C** pregnancy and childbirth.
- D** the type of guidance they receive in school.
- E** the need to divide their time between career and home life.

- **1** Women may request permission for long periods of absence from work because of
- **2** Women in science careers experience frustration because of
- **3** Women often don't progress as far as men in science careers because of

Questions 4–7

Do the following statements agree with the information in the reading passage?

Write

- TRUE** if the statement agrees with the information.
- FALSE** if the statement contradicts the information.
- NOT GIVEN** if there is no information on this in the passage.

- **4** Women scientists are hired for academic jobs more often than for research jobs.
- **5** Both men and women in science careers are expected to devote inordinate amounts of time to their jobs.
- **6** Women in science careers tend to get less support from mentors than men do.
- **7** Salaries for women in science careers are commensurate with men's salaries.

Word Families

A

Complete each sentence with the correct word from the word family chart. Make nouns plural where necessary. Use the correct form of verbs.

noun	verb	adjective	adverb
approximation	approximate	approximate	approximately

- 1 Researchers can only the number of women leaving science careers since not all departures are reported.
- 2 The studies tell us the numbers of women leaving science careers.
- 3 Researchers don't know the exact numbers of women leaving science careers; these statistics are only an
- 4 Scientists are required to spend sixty hours a week at their jobs.

noun	verb	verb	adjective	adverb
equality	equal	equalize ¹	equal	equally

- 5 The numbers of men and women in the sciences have over time.
- 6 Fifty percent one-half.
- 7 Men and women are not always treated in the workplace.
- 8 Women have struggled for decades for in the workplace.
- 9 Men and women do not always receive pay for equal work.

noun	verb	adjective	adjective
frustration	frustrate	frustrated	frustrating

- 10 Many women are by the combined pressures of family and career.

¹BrE: equalise

- 11 The lack of equality in the workplace many women.
- 12 The lack of mentors for women in science careers is
- 13 The difficulties of balancing career and family responsibilities is a cause of for many women.

noun	noun	verb
guidance	guide	guide

- 14 It is helpful to have someone who can act as a when starting out in your career.
- 15 Mentors provide to their less experienced colleagues.
- 16 People new to the field need a more experienced person to them through the complications of corporate culture.

noun	verb	adjective	adverb
persistence	persist	persistent	persistently

- 17 A person will progress in her career.
- 18 is an important part of success in any profession.
- 19 Women have struggled to achieve equality in the workplace.
- 20 Some women in their careers despite the responsibilities they bear at home.

noun	noun	verb	adjective
validity	validation	validate	valid

- 21 People doubted the of the research.
- 22 Scientists need to be certain that their work is
- 23 It is important to have someone your ideas.
- 24 is important for any professional.

Word Families

B

Choose the correct word family member from the list below to complete each blank.

1 equality	equal	equally
2 persistence	persisted	persistently
3 frustration	frustrate	frustrated
4 guidance	guides	guide
5 validation	validate	valid
6 approximation	approximate	approximately

The lack of **1**..... for women in the workplace is a dire problem that has **2**..... over the years. Many well-educated women feel **3**..... by the lack of opportunities to progress in their fields as far as men do. Women in male-dominated fields such as science and technology do not have role models to **4**..... them. They cannot feel sure that they will get **5**..... for their ideas. Although it is uncertain exactly what percentage of women scientists leave their careers every year, an **6**..... figure is 50 percent.

Paraphrases

Read the sentence from the reading passage. Then, choose the sentence that has the same meaning.

- 1** Women can devote the necessary attention to neither career nor home life, creating intense frustration. (paragraph 3)
- A** Women may choose to have a career because they feel bored staying at home.
- B** Many women have to work to support their families even though they are unhappy with their jobs.
- C** Women feel dissatisfied because they have to divide their attention between home and work.

- 2** *Because there are fewer role models in the upper levels of science and technology fields, women have fewer mentors who provide invaluable support. (paragraph 4)*
- A** There aren't enough high-level women in science and technology to provide necessary guidance to women entering these fields.
 - B** Women who hold high-level science and technology positions rely on the support of the women beneath them.
 - C** Too few jobs have been created for women new to science and technology fields.

Dictionary Skill

PARTS OF SPEECH

Progress can be a noun or a verb. The stress changes with the part of speech.

Read the definitions below. Then read the sentences and write the letter of the correct definition for each sentence.

pro-gress [pro-GRESS]

A verb. to move forward

pro-gress [PRO-gress]

B noun. movement forward; advancement

- **1** Scientists need to spend long hours at work to *progress* in their field.
- **2** After many months of research, the scientists finally felt that they had made some *progress* in their work.

Listening

Track
23

Listen to the talk. Choose the correct letter, A, B, or C.

- 1** The Robertson Research Lab is devoted to research.
- A** governmental
 - B** academic
 - C** scientific
- 2** It took to get the funding to build the lab.
- A** exactly ten years
 - B** more or less than ten years
 - C** much more than ten years

- 3 bears the responsibility for running the lab.
A The university
B The government
C The Robertson family
- 4 Lab researchers provide science students with
A funding
B guidance
C validation

Writing (Task 2)

Modern professional women confront a difficulty that men don't generally face: the struggle to balance the pressures of work and home. In your opinion, how can this difficulty best be solved?

Give reasons for your answer and include examples from your own knowledge or experience.

Write at least 250 words.

Speaking

Talk about the following topics.

What career advice have you received that you feel is invaluable?

What are some of the common pressures of your profession or of being a student?