The following extract is taken from a magazine article published in *The Girl's Own Paper* on 2nd December 1899. Here, the author presents her views on young women and the jobs they can do.

During the last few years it has been the fashion for people of all sorts and conditions to busy themselves about us and our position; they have given their opinions of us very freely, they have discussed our capabilities, or rather incapabilities, together with our future prospects very much as tough we were marionettes, without souls or brains or hands.

If any among us are idle, and a good many of us are credited with this disease, we are rebuked; if, on the contrary, we are industrious and earn an independent livelihood, we are abused for taking the break out of our brothers’ mouths.

If we do not work, we are told that we cannot make good wives; and if we do work, that we shall be unable to make our husbands happy because they want companions more or less frivolous when they have been at work all day. Alas! We should be thoroughly deserving of all the compassion showered upon us from time to time, if we were move one iota from our steady purposes by all the conflicting advice and opinions offered us.

It is our determination not to be objects of compassion, neither will we be useless lumber in our homes, neither will we arrange our lives with the one purpose of entrapping men to marry us.

Are we to be sorry that it is now quite rare to find, among us girls, one that sits down all day reading novels with a pet dot in her lap which she from time to time caresses, or that a girl willing to work is deterred from it by the fear of lowering her position thereby?

We are convinced that work is good for us; we are better for it physically, mentally and spiritually. We are altogether happier for it, and we object to being compassionated for doing that which our talents fit us for.

No girl will be the worse for a little money in the savings bank, but it will go doubly as far as if she has place it there out of her own earning and not out of her father’s.

We look round upon many families we know, and wherever we see a girl petted and thought too pretty or too delicate to too anything to work, she is invariably discontented and unhappy- and why? Because she is not fulfilling her mission in the world.

If, as people say, we are robbing our brothers of their work, it must be because we take more pains with work and do it better than they. Therefore let them look to it.

There is work for everybody; if not in one way, then in another. A lady whom some of us know was once very rich, and when her husband died she found herself quite poor, and would have been obliged to live upon her friends but for one gift she possess, and peculiar as it was, she resolved to use it. It was that of mending clothes and linen, which she could do beautifully. She made her position known to several families who gladly engaged her on stated days of the month from nine in the morning until six in the evening, and needless to say, she is proving the greatest comfort possible to mothers of large families. For some years now she has kept herself not only independent, but able.
Made up Paper 2: Working Women

35 to put by a little for old age or sickness, and no one thinks of looking down upon her because she is doing the one the knows she could do well.

In the same way a clergymans daughter deprived of means had to face the world for herself and little sister, and knew that no one could clear or trim lamps better than she. So she at once made tis accomplishment known, and she is getting a very tolerable income in this way without any loss of 40 self-respect.

Working does not make us less womanly or less helpful in our homes or less affectionate in our parents, or depend upon it, God would not have given us the capacity and the ability to work.

Who is the strength and the brightness of the home the busy or the idle girl? The one who uses her brains or the one who lets them rust?

45 If people will interfere with us at all, let them try to build us up in vigorous, healthful work, teaching us that however humble the work we do, we give it dignity by doing it to the best of our ability.

We have come to the conclusion that we shall live better lives and longer lives if we work well and cheerfully at that which falls to our lot. The nation will be the better for our influence and example, and our brothers cannot and will not be content to smoke and dawdle away their time at clubs and 50 music halls while we, their sisters, are earnestly working.

At the same time we will endeavour to hold fast by those attributes of modesty, gentleness and patience which belong to good women, and while we enrich the home with our earnings, we will try to be its sunlight and its ornament.
What’s Holding Women Back in the Workplace?

Despite support at the top, gender equality is a long way off at most U.S. companies. A study by Lean In and McKinsey reveals why—and what employees and companies can do about it.

Why aren’t there more women in the upper ranks of corporate America?

Cue the broken record: Women rein in career plans to spend more time caring for family. What’s more, they are inherently less ambitious than men and don’t have the confidence that commands seats in the C-suite.

Not so fast.

Something else is happening on the way to the top. Women aren’t abandoning their careers in large numbers; motherhood, in fact, increases their appetite for winning promotions; and women overall don’t lack for ambition and confidence that they can take on big jobs. Yet when asked whether they want a top role in their companies or industries, a majority of women say they would rather not grab the brass ring.

Those are the findings of a major new study of women in the workplace conducted by LeanIn.Org and McKinsey & Co. The research, which gathered data on promotions, attrition and trajectories from 118 companies and surveyed nearly 30,000 men and women, is among the largest efforts to capture attitudes and data about working women. The study involved major North American companies and North American units of global ventures headquartered elsewhere. It reveals sharply different views of the workplace, in which women say they experience a playing field at work that is anything but level.

Roughly equal numbers of men and women say they want to be promoted—78% and 75%, respectively. But as men’s desire for big jobs intensifies in the course of their careers, only 43% of women said they want to be a top executive, compared with 53% of men. Perhaps most startling, 25% of women feel their gender has hindered their progress, a perception that grows more acute once women reach senior levels.

Overall, just over a quarter of female survey respondents say that their organization is a meritocracy. Women certainly face a steeper path to the top than men do, making up just 17% of the population of the executive suite, the end result of promotion patterns that favour men at every level. And attrition isn’t the issue, the study found—women are less likely than men to leave their companies, particularly once they reach the senior and executive levels.
Made up Paper 2: Working Women

In the end, according to the survey, women are 15% less likely than men to be promoted to the next level—and at the current pace, it will be more than a century before there is gender equality in the C-suite.

The message for corporations: There’s a lot of work to do, and it starts at the top.
Section A: Reading

Answer all questions in this section.
You are advised to spend about 45 minutes on this section.

0 1

Read again the first part of source A from line 1 to 12. Choose four statements below which are TRUE.

A The women are actively trying to take the jobs of men
B Their aim is to earn an independent livelihood
C The author accuses the people sharing their opinions of being without souls or brains or hands
D The writer describes being idle as a disease
E The women who work cannot make good wives
F Wives who do not work cannot make their husbands happy
G The subject of working women has been a popular topic of discussion
H A good number of women are accused of being idle

(4 marks)

0 2

You need to refer to source A and source B for this question:
Both sources give details about the difficulties working women face.
Use details from both sources to write a summary of the differences between

(8 marks)

0 3

Now refer only to source A, lines 8 to 20 how does the writer use language to share her frustrations?

You could include the writer’s choice of:
• words and phrases
• language features and techniques
• sentence forms.

(12 marks)

0 4

For this question, you need to refer to the whole of source A together with the whole of source B.
Compare how the writers convey their different ideas and perspectives of the world of working women.
Made up Paper 2: Working Women

In your answer, you could:
• compare their different ideas and perspectives
• compare the methods they use to convey their ideas and perspectives
• support your response with references to both texts.

(16 marks)