

## Episode #7

You are listening to Radio Accountant, the show by accountants for accountants. This is episode number 7. We come to you from PACT (the professional Accountants center for training). Hello everybody.

(Music)

K: Hello guys. Let me begin by congratulating all women out there on the international women's day, especially to our female accountants.

That's right. Congratulations to all of you.

K: For this reason, we have decided to talk about women's position in accounting both at home and around the globe.

(music)

K: So, let me start by saying that if you are a woman and you are employed, as am I, you are among lucky ones. I know that most of us take that for granted, but unlike our mothers and grandmothers, we grew up in a world where women have the basic civil rights.

However, amazingly, we still live in a world with lots of women who don't have them. Aside from all these, the good news is that women are a major part of the workforce, especially in accountancy jobs, and the number is growing. This is of great importance for the Middle East and is putting the region on the global maps.

K: Numbers and percentages clearly show the gap between genders in professions. The figure for Iran is 139 which shows a big gap between male and female workers.

This is not the only part of the problem. A bigger issue is that very few women make it to top decision making positions in all careers, specifically in accountancy. This is not only the case with public organizations where governments lead the way. Even in the private sector, women hardly account for 15-20 percent of top leadership positions. The figure has not changed since 2002 and is going in the wrong direction.

K: Our main question today is, "how can we stop this" or "how can we encourage women to go up the corporate ladder and take managerial positions". Because without women in top layers of management, prospect of success for societies is a hard dream to realize.

Remember that we are not saying that we are here to solve this problem. But we want to send some messages to our sisters, wives and more importantly our daughters, hoping that these messages empower them to reach for opportunity as much as men do.

K: Message number one is “believe in yourself”. Can you imagine that only 14 percent of women negotiate their first salary when they get a job? On the other hand, most men openly negotiate their salary with their managers. It seems that even women themselves associate success to likability only in men. In other words, a successful man is attractive for both men and women, but a successful woman is perceived as political, feminist or at least rebellion.

So to all the women out there, and this coming from me a “man”, believe in yourselves because we need you in top layers of the society to have a successful society.

K: Well-done! The second message is “make your partner a real partner”. If in a family the husband and the wife work full-time and they have a child, the woman does twice housework and three times childcare as the man does. This has little to do with men’s general laziness. Our society, even more sadly our mothers, put more pressure on the boys to become successful. So this calls for a change in attitude. We are all in this together, men and women. The success of both genders matter equally.

Let me add that studies show in families with men and women that equally share the financial responsibility and the housework, the divorce rate is half. Unbelievable!

Ok Kash, what’s next?

K: When women think about having a child, they stop thinking about success. Because she believes that a ‘good mom’ should open space for the child. So she starts leaning back. Most working women feel guilty about leaving their child at home or daycare. You know what, this is because they stop thinking about promoting in their job. Because they associate their success to being a good mom. To most of them the job is not rewarding enough to think that a successful mom is indeed a good mom. A mom that can set great examples for her children to follow.

Great job Kash. So to all women out there, believe in your abilities, think about your success and fight for it. We men promise to be good boys and help you in that.

K: Before we sign off, let’s go through some of the words we used today:

**Take for granted:** Not to appreciate

**Go up the corporate ladder:** Become successful in one’s job

**Set examples for sb:** Be a good model for behavior

**Prospect:** Chances of future success

**Lean back:** Stop trying hand

Before we sign off today, let me share some good news with you. Here in PACT, among the ACCA exam takers the success rate of women is ... . We are proud of our students here.

K: way to go girls!

Ok, that all for this episode. We will come back to you soon with another episode of Radio Accountant.

K: Don't forget to follow us at ..... and call us at ....

Bye!