

# [The this is a captivating topic as](https://assignbuster.com/the-this-is-a-captivating-topic-as/)

[Business](https://assignbuster.com/essay-subjects/business/)

Thedual-burden is a workload of people who work to earn money, but who are alsoresponsible for significant amounts of unpaid domestic labour. Interestingly, the overall ratio of men to women in senior roles is significantly uneven, withonly 24% of senior roles being carried out by women (www. forbes. com). A recentLSE report showed that it also helps to be male and white. Women earn 21% lessthan men, and men of Bangladeshi or Black African descent earn 13-21% less onaverage than their white counterparts (makewealthhistory. org).

So, should weargue that dual-burden is the reason for this significant difference or not?      This is a captivating topic as it allowsus to understand the equality difference of men and women and shows how womenhave fewer opportunities compared to men, most of which are less publicised. Wecould argue that the dual-burden is the sole reason for the inequality of menand women in senior roles, but we could also argue that the dual-burden hasvery little effect on women obtaining senior roles and that it is other factors, such as their background, early life opportunities or simply just the traditionof men going to work while women are at home which has affected the uneven, mento women ratio. Most modern-day women often fit the stereotypeof someone who is part of the dual-burden as it describes the situation ofwomen who perform paid work outside the domestic sphere as well as workinginside the home, such as child care. It can be argued that the dual-burden hasa major impact on the difference between the number of men and women in seniorroles, as it is evident that women (mainly mothers) will adjust their workschedule to meet at home demands, such as staying at home with a sick child.(www.

telegraph. co. uk)The telegraph investigated into studies tofind out why working mothers feel guilty. The source is written by a science editor whoselects information provided from scientific research suggesting the source is accurate, however itmay be subjective to her opinion meaning that the source doesn’t express both sides of theargument and suggests that the dual-burden is the only reason women are less likely to workin senior roles.

Intriguingly, the researchers found that womenspend far more time agonising about their jobs at home and more time worrying abouttheir families when they’re at work, than men do. Therefore, it could be argued that womentake a minority of senior roles as they are evidently thought to not be as dependable, asthey may be distracted by worries from home, this distraction could eventually lead to thecompany declining.  Thrive global.

comsays “ despite outnumbering menin higher education, women still significantly lag behind their male counterparts as they enter theirworking years, and are drastically underrepresented in terms of being promoted intohigher-paying positions. However, this isn’t just about hiring and promoting women, it’s alsoabout giving women the flexibility to thrive without being penalized if they have to take timeto care for their families.” This clearly shows that women suffer from the dual- burden and suggeststhat even if they have achieved more qualifications than their male colleagues, there ishigh chance that a male is more likely going to get a promotion into a higher paying position. However, the source may have a subjective opinion to pity mothers as the author is a motherherself, this does not hide the fact that her article is accurate and truthful, but it mayprovide us (the reader) with a biased opinion.  The world economic forum explains how women are facing the dual-burdenand this is a reason for them to occupy a minority of senior roles. The forum claimsthat house hold work could be further automated, relieving some of the current dual burden womenface and allowing women to put their skills to use in the formal economy. Changes to what have traditionally been men’s roles in the workforce will also reshape thedivision of labour at home. Thissuggests that the dual burden is a major effect of women taking a minority of senior roleshowever the forum is suggesting that this number will increase by 10% in 2020 as labour athome is now less traditional and is shared between both males and females.

I would argue that this is a reliable sourceas “ The World Economic Forum is committed to improvingthe state of the world.” and so I believe that the provided information about mydebate is accurate as it provides the reader with a fair view point as well as facts andfigures. However, on the other hand, “ it’s notjust working mothers who are wondering whether it’s all worth it…. Almost 60 per cent of middlelevel women ‘ drop-out’ of the career track from their mid-30’s onwards.” This gives us reasonto believe that a large majority of women feel that occupying a senior role means that it maybe harder to ‘ drop out’ when they feel the job is becoming repetitive or, becoming a “ grind.” Therefore, this implies that women don’t necessarily want to occupy senior roles asthey feel that their job eventually becomes less satisfying and so is not worth the stress. Iwould argue that this is a credible source as the author interviews people that have beenthrough/ experienced being underrepresented and so, has true thoughts and feelings towards thetopic within the source.

However, the daily mail itself is criticised for itsunreliability, making the source less accurate. Another major reason why women may notpursue a career in a senior role may be because they are scared of beingrejected, Harvard business review surveyed more than 10, 000 senior executiveswho were competing for higher roles and “ foundthat women were much less likely to apply for a job if they had been rejected fora similar job in the past. Of course, men were also less likely to apply ifthey had been rejected, but the effect was much stronger for women — more than1.

5 times as strong.” I believe that this is a reliable source as one of theauthors is an assistant professor of organisational behaviour who helps women’sprogression in the workplace. This therefore suggests that she understands howwomen behave and so is aware of why women don’t further progress their careers.