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captivating topic as

Business



The dual-burden is a workload of people who work to earn money, but who are also responsible for significant amounts of unpaid domestic labour.

Interestingly, the overall ratio of men to women in senior roles is significantly uneven, with only 24% of senior roles being carried out by women (www.forbes.com). A recent LSE report showed that it also helps to be male and white. Women earn 21% less than men, and men of Bangladeshi or Black African descent earn 13-21% less on average than their white counterparts (makewealthhistory.org).

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

telegraph. co. uk)The telegraph investigated into studies to find out why working mothers feel guilty. The source is written by a science editor whose selects information provided from scientific research suggesting the source is accurate, however it may be subjective to her opinion meaning that the source doesn't express both sides of the argument and suggests that the dual-burden is the only reason women are less likely to work in senior roles.

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

com says " despite outnumbering men in higher education, women still significantly lag behind their male counterparts as they enter their working years, and are drastically underrepresented in terms of being promoted into higher-paying positions. However, this isn't just about hiring and promoting women, it's also about giving women the flexibility to thrive without being penalized if they have to take time to care for their families." This clearly shows that women suffer from the dual-burden and suggests that even if they have achieved more qualifications than their male colleagues, there is a high 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 mother herself, this does not hide the fact that her article is accurate and truthful, but it may provide us (the reader) with a biased opinion. The world economic forum explains <https://assignbuster.com/the-this-is-a-captivating-topic-as/>

how women are facing the dual-burden and this is a reason for them to occupy a minority of senior roles. The forum claims that house hold work could be further automated, relieving some of the current dual burden women face 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 the division of labour at home. This suggests that the dual burden is a major effect of women taking a minority of senior roles however the forum is suggesting that this number will increase by 10% in 2020 as labour at home is now less traditional and is shared between both males and females.

I would argue that this is a reliable source as "The World Economic Forum is committed to improving the state of the world." and so I believe that the provided information about my debate is accurate as it provides the reader with a fair view point as well as facts and figures. However, on the other hand, "it's not just working mothers who are wondering whether it's all worth it.... Almost 60 per cent of middle level women 'drop-out' of the career track from their mid-30's onwards." This gives us reason to believe that a large majority of women feel that occupying a senior role means that it may be 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 as they feel that their job eventually becomes less satisfying and so is not worth the stress. I would argue that this is a credible source as the author interviews people that have been through/ experienced being underrepresented and so, has true thoughts and feelings towards the topic within the source.

However, the daily mail itself is criticised for its unreliability, making the source less accurate. Another major reason why women may not pursue a career in a senior role may be because they are scared of being rejected, Harvard business review surveyed more than 10,000 senior executives who were competing for higher roles and “found that women were much less likely to apply for a job if they had been rejected for a similar job in the past. Of course, men were also less likely to apply if they had been rejected, but the effect was much stronger for women — more than 1.

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