Cambridge Assessment International Education

Cambridge IGCSE™

GLOBAL PERSPECTIVES **0457/11**

Paper 1 Written Examination **May/June 2024**

INSERT **1 hour 15 minutes**

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INFORMATION

- This insert contains all the sources referred to in the questions.
- You may annotate this insert and use the blank spaces for planning. **Do not write your answers** on the insert.

This document has **4** pages.

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Source 1

In most countries, the number of women working in paid employment is increasing. More married women are going out to work. It is becoming more acceptable for a woman to be employed outside of the home.

Female participation in labour markets has grown during the twentieth century. Worldwide, more women today want employment and to pursue a career. However, gender equality between men and women in the workplace has not been reached.

Source 2

<table>
<tr><th colspan="2">Some reasons for gender inequality at work</th></tr>
<tr><td rowspan="7">
Mothers in Cambodia feeding their children


A male manager leading a meeting in Europe</td><td>Women spend more time than men caring for children and the family</td></tr>
<tr><td>Many cultures encourage differences in gender roles within the family</td></tr>
<tr><td>Men have more senior positions in the workplace and control recruitment</td></tr>
<tr><td>Women do not have the same educational opportunities as men</td></tr>
<tr><td>Pregnancy and childbirth affect women’s health and availability for work</td></tr>
<tr><td>Childcare provision in the community is limited and expensive</td></tr>
<tr><td>Few laws to promote and protect women’s rights at work</td></tr>
</table>

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Source 3: We need more women in management

An economic organisation in the USA has researched the impact of women in management. Companies with more than 30 per cent of women as managers were 15 per cent more profitable. Businesses with women on the board of directors were often more efficient and used resources with greater care.

Employees report that women leaders are often better than men at encouraging teamwork. Women value relationships and try to help one another achieve tasks. Women make great mentors.

Management research suggests that women are better communicators than men and that company strategy is better understood and valued when women are the leaders.

The workplace needs the skills and qualities of women!

From a government report in Asia, 2022

Source 4: An online discussion – working towards gender equality in the workplace

Mia

Organisations with power and influence must make changes to enable women to fulfil their potential. Governments must act. We cannot afford to lose the contribution that women make to the economy and businesses.

Worldwide, girls and women are becoming more educated and getting higher qualifications. Therefore, more women will want a career.

However, men are still most of the workforce. A significant pay gap still exists because women enter low-paying occupations and don't rise to managerial positions. Globally women earn 16 per cent less than men. At the current rate of progress, the United Nations estimates women will not achieve the same pay as men until 2069.

Most countries need stronger laws to make discrimination against women illegal. Governments should force businesses to appoint equal numbers of men and women to management positions. Businesses should provide free childcare in the workplace and allow flexible working from home.

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Koa

Do you realise that women control 85 per cent of all consumer purchases? That's about $20 trillion! Women know how to use money wisely. The skills of motherhood involve leadership and management. Women are capable and can help themselves become more successful at work. Government help is not required. We don't need men to help us – they are the problem!

If you want more women to enter employment at senior levels, you need to give them confidence. Encourage women into higher education and training. Show case studies of successful women in management.

Women can support each other through mentoring and coaching. Women can give each other advice and guidance on how to solve problems at work. Women in senior positions can use their influence to get more women promoted.

Kitty Johnston, a feminist says 'There is no limit to what we, as women, can accomplish.'

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