considering the impact of women’s paid and unpaid work

comments on ‘spinning the top’

by Lisa M. Lynch
As for employers, they need to maintain their vigilance against discrimination—both the overt and subtle forms, as Barbara Reskin’s paper makes clear. This requires that they explicitly measure and reward antidiscriminatory efforts. In addition, employers should recognize that relying on employees to engage in voluntary training outside normal work hours may well mean disproportionately fewer women advancing within their organizations. They also need to recognize the increasing importance of developing and promoting team players, not just “lone rangers.”

And individuals need to lobby government and employers for workplace policies that support employee development and recognize men’s and women’s responsibilities outside the workplace. We should use our position as shareholders to urge firms to increase the proportion of women in top management and directors’ positions. Finally, we should be active as parents and community members in schools, where much of girls’ and boys’ socialization takes place.

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Further Reading

