Discussion

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Due to the increasing modern trend of globalization in the business world, the demands for expatriates have also increased to higher levels. Therefore males and females are needed for foreign tours while internationalizing the business. However, as a common practice of all these multinational enterprises (MNEs), there is a resistance towards assigning the females to the position of expatriates. The major reason for this is that the society, no matter how modernized it gets, is still holding on to the traditionally defined sex roles (Bader et al., 2018).

It has been seen in the tradition of different societies that they consider men as the sole breadwinners of the family and women are seen as less important economically or financially. As a standard practice, it has been seen that wives go wherever the job of their husbands take them, and once in a blue moon it has been seen that husbands do this for their wives' job. Hence women are less likely to leave the country and go abroad on a business assignment, and this automatically lowers the number of female expatriates.

The companies can enhance this activity of expatriating female employees by giving them the encouragement, bonuses and starting awareness campaigns through media for breaking the gender-stereotype. Companies can also take further steps like cutting the glass-ceiling effect in which an employee does not excel just due to her gender specification, and this is faced mostly by women (Deresky, 2017). The organizations are expected to make clear and transparent merit, and on its bases, the employee should be benefitted.

Following are concluding the questions related to the discussion:

1. How to break gender stereotype regarding the success of career women?
2. What is the other primary reason besides defined typical gender roles, which hinder women from excelling in business?

**References**

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