

WOMEN AT WORK-REPRESENTATION, CAREER STABILITY & GROWTH

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Abstract : The relationship between women's educational attainment and their Job Prospect. In India the men & women think that if one of them especially the male is earning good then there is no need for his spouse to work. Even there are many social problems due to which the women don't work. Due to some reason like education, freedom to work, economic issues play an important role in the Job responsibility of women. Women empowerment in different states shows different ratios.

Despite significant improvements in the last couple of years, women are still under-represented in science and technology, both in the academic and private sector. We use lifetime job histories from the pension records to evaluate changes in job stability in Finland between 1963 and 2004. We specify a duration model and estimate the effects of elapsed duration, age, and calendar time on the hazard of job ending using individual-level panel data spanning over four decades. We find that this hazard increased during the recession years in the early 1990s but has now returned to the level that prevailed in the 1970s. We also demonstrate that the fluctuations in the hazard rate together with the changes in labor market entry rates that have complicated dynamic effects on the tenure distribution, and analyzing the changes in job stability based on the elapsed duration of ongoing jobs may be quite misleading.

I. INTRODUCTION

In this article, we will assess the women career from 1990 to present 21st Century. From Scholarly research it is analysed that the male are more dominant in work and career as compared to female. Women are important in the economy, approximately 52% of women are employed and their contribution is growing. But their statistics state that the total of workplace as compared to male are low and the difference is 3 million globally, from this data we can understand that the contribution of women towards economy is less.

WOMEN PARTICIPATION IN EMPLOYMENT OCCUPATIONAL GENDER SEGREGATION.

Female participation in the workplace is based on gender, various difference has been found. The 5th European working conditions survey found an average employment rate is 58.2% for women in the EU-27 which is lower than 70.1% of men. But the ratio from 1996 to 2011 the gap between employment rate of men and women was low. The low employment was found in some of the areas that were related to blue collar jobs, workers in textile/clothing manufacturing, agriculture and sales person.

Difference in the employment rate is found in the age group of women from 25 to 49 years

In 2010, youth employment in the EU was 21.1% the employment rate in women which has been found higher in women in young age group as compared to men.

GENDER BIASED OCCUPATIONAL SEGREGATION

It is found that some of the jobs are underrepresented and over represented in the total share of employment. In Europe and globally it is found that

Gender segregation is still persistent in many part of countries.

WOMEN IN MALE DOMINATE PROFESSION AND SECTOR

It is surveyed that women involvement in primitive male dominant areas has increased as compared to men. Due to which women had to suffer in some of the places as they were not respected from the majority due to which the working conditions and the involvement of the workplace became more stressful. Nor any rules were framed for the women working in the male dominant areas for eg. Problems of sexual harassment.

WOMEN IN MANAGEMENT AND LEADERSHIP POSITIONS

Women are under represented in the higher status and higher paid jobs. Women find it difficult to get higher position job because of "Glass Ceiling Effect". In 2010 in EU-27 it was found that women in the supervisory role were 22% less as compared to males. Even the subordinates working under women are even found less to 8 only as compared to males which is round about 24. It was

found that they were low compared to males in gender of subordinates of males having only 12% of women and women's having 47% of female subordinates. however the number of women in case of immediate supervisor were more .It has increased from 21% in 1995 to 25% in 2005 and 31% in 2010 as per the EWCS analysis.

CAREER GROWTH

Whether the woman worked for full time or part time the career prospects compared to men are poor. Even if the women are working in the higher position were paid less comparatively than the men working for the same post. The average women income per hour work is about 77.1% of men income. Women have been reported more poorer in career growth and in various places of the sectors like Medicine, teaching and local government.

On an average but the ratio of difference has decreased from 60% in 1960 to 30% 1990. This is also prevailing and can be found in female dominating jobs also EU legislation stressed on equal pay has decreased the number Of difference, number Of variations has decreased, still difference is found in gender pay but it is lower.Gendered division of unpaid domestic duties and home responsibilities.

There is a wide variation in the division of labour outside the workplace. Women as compared to men have higher workload when both vocational and domestic duties are combined. It is found that women have more working hours when vocational and their domestic duties are combined. Due to the higher workload women are more tend to have more physical and mental issues. A study has been done on white collar jobs in which women due to overload of work reported higher frequency in physical ailments and symptoms.

Women are better off today, but still far from being equal with men. Things have certainly improved for women, but at the top of both industry and government the faces remain stubbornly male. There have been huge changes for women in terms of employment in the past decades, with women moving into paid employment outside the home in ways that their grandmothers and even their mothers could only dream of. In the US, for the first time, in 2011, women made up slightly more than half the workforce. There are (some) high-profile women chief executives. There is a small but increasing number of female presidents. Women are moving into jobs that used to be done by men. Even those women working in factories or sweatshops have more choice and independence than if they remained at home.

Also nowadays there are more women in formal paid work today than at any point in history. They now make up about 40% of the global formal labour force, and 43% of the agricultural labour force, although this varies considerably from country to country. For example, in the Middle East and north Africa in 2010, only 21% of women participated in the formal labour market, compared with 71% in east Asia and the Pacific. Men's labour participation rates tend to be more stable, both across countries and in different income groups.

In the private sector, women are on most boards of directors of large companies but their number remains low compared to that for men. Furthermore, the "glass ceiling" has hindered women's access to leadership positions in private companies. This is especially notable in the largest corporations, which remain male dominated. Of the 500 largest corporations in the US, only 23 have a female chief executive officer. That is just 4.6%.

Nevertheless things have definitely changed a lot but still a push up is required to uplift the situation of women. Obviously changes are not accepted that easily anywhere in the world but time will come wherein women representatives will be apart of more than 50% of the higher corporate positions and not only corporate sector but at every formal and informal sector. And surely that will be soon. A scenario is expected where women do not remain clubbed into just facts and figures of government representing better nation, but an actual change in the picture of nation is sort for.

Finally I would just reiterate a famous Gujarati idiom that goes,

ભણેલી સ્ત્રી એ કૂળ ને તાળે.

An educated woman can upgrade whole family.

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