

The Employment of Women Professionals in Organizational Practice

Priti Baheti
Assistant Professor
Maheshwari College

Abstract:- Women in the workforce earning wages or a salary are part of a modern phenomenon, one that developed at the same time as the growth of paid employment for men, but women have been challenged by inequality in the workforce. Restrictions on women's access to and participation in the workforce include the wage gap, the glass ceiling, inequities most identified with industrialized nations with nominal equal opportunity laws; legal and cultural restrictions on access to education and jobs, inequities most identified with developing nations; and unequal access to capital, variable but identified as a difficulty in both industrialized and developing nations This paper covers the various aspects of scope of women at work place, gender inequality at work place and possible solutions to it.

I. INTRODUCTION

Until modern times, legal and cultural practices, combined with the inertia of longstanding religious and educational conventions, restricted women's entry and participation in the workforce. Economic dependency upon men, and consequently the poor socio-economic status of women, have had the same impact, particularly as occupations have become professionalized over the 19th and 20th centuries. Women's lack of access to higher education had effectively excluded them from the practice of well-paid and high status occupations. Entry of women into the higher professions like law and medicine was delayed in most countries due to women being denied entry to universities and qualification for degrees.

Attributes of Professional Women Leaders

1. Team spirit and team centered goals: Women value relationship and try to understand the need of the employees. When these characteristics of women are brought into workplace environment, it contributes towards the benefit of the organization. They are interactive and have tremendous relationship building power which makes them more likable to all. Using her unique traits in workplace, she can motivate her staffs to put their benefit collaboratively to achieve something good for the company.

2. Great management skills: Women are endowed with great management skill by birth. From cooking, taking care of family to motivating a team to achieve something big they can manage everything efficiently. Their emphatic and collaborative style of management inspires employees to increase their level of productivity.

3. Patience: Women are patient and have the power to handle any adverse situation logically and efficiently. From

listening to the problems of her employees to tackling rough situation with ease, women can manage everything being patient and calm.

4. Great analyzing skill: Studies show that women are better in decoding non verbal cues and subtle emotional messages than men are. Due to this skill women are able to notice unspoken emotions of confusion, stress and frustration in employees. They can easily identify the problem, boost up the morale and can lead them to better productivity. As women are better in understanding the emotion or problems of others, employees feel comfortable to communicate their problem to them, making them a great manager or team leader. Women focus on employee satisfaction, and help them to flourish. Women are practical, professional and great problem solvers.

Need for Women Leaders at Workplace

People have a preset conception that men can make effective leaders, while women lack this quality as they are overly emotional and sensitive. But recent researches show that women makes better leaders and employees. They are blessed with such skills that help them to perform their job and run a business more efficiently than males. Being intuitive, understanding, and persuasive and working collaboratively women can handle a team better than guys.

While men are very authoritative, women use a more participative leadership style to manage a team. They share information, welcome others point of views and build strong relational skills which make them seem concerned to their team players. Women are great communicator, motivator and know how to generate a feeling of togetherness in a team. Women are givers; they enjoy inspiring others to excel in their jobs. This quality makes women brilliant long-term strategic thinkers.

In today's global market scenario where communication and collaboration are highly valued to achieve success, women have a considerable advantage in the workplace. Women are inclusive, compassionate and believe in collaborative work force. Due to their emphatic nature they can decode others emotions and build strong work relationships with employees. Blessed with gifts like patience, intuition and optimism women can win everyone's heart and influence others to give their best to achieve something big.

Barriers to equal participation

As gender roles have followed the formation of agricultural and then industrial societies, newly developed professions and fields of occupation have been frequently inflected by gender. Some examples of the ways in which gender affects a field include:

- Prohibitions or restrictions on members of a particular gender entering a field or studying a field;
- Discrimination within a field, including wage, management, and prestige hierarchies;
- Expectation that mothers, rather than fathers, should be the primary childcare providers.

Note that these gender restrictions may not be universal in time and place, and that they operate to restrict both men and women. However, in practice, norms and laws have historically restricted women's access to particular occupations; civil rights laws and cases have thus primarily focused on equal access to and participation by *women* in the workforce. These barriers may also be manifested in hidden bias and by means of many micro inequities

Bridging gaps in society and the economy

MGI's new gender parity score (GPS) illuminates the issue. The GPS uses 15 economic and social indicators of gender equality to measure the progress that 95 countries—home to 93 percent of the world's female population and generating 97 percent of the global GDP—have made toward gender parity. Using the GPS, MGI has for the first time established a strong link between social and economic equality, as well as the importance of shifting attitudes about the role of women. Of the countries in the study, none that demonstrates high equality on social indicators shows low equality on indicators related to work.

How can the social drivers of inequality accelerate progress toward gender parity at work? We believe that taking strong action on four fronts—education; legal rights; access to financial services and digital technologies; and unpaid work such as child care, caring for the elderly, cooking, and cleaning—would be particularly effective. The four fronts are distinct, but progress on each benefits all.

- **Education.** Narrow gender gaps in educational attainment not only help to boost female

participation in the workforce but also are strongly correlated with the status of girls and women in the family, and linked with lower prevalence of child marriage, violent abuse by an intimate partner, and improved maternal and reproductive health. Women who have parity in education are more likely to share unpaid work with men more equitably, to work in professional and technical occupations, and to assume leadership roles.

- **Legal protection.** At a very basic level, legal rights are linked to the increasing number of women participating in the labor force. But legal provisions that outline and guarantee the rights of women as full members of society also have a beneficial impact on several social indicators including violence against women, child marriage, unmet needs for family planning, and education.
- **Financial and digital inclusion.** There is a strong correlation between access to financial services and digital technology with the presence of women in leadership roles, their participation in the labor force, and the time they spend doing unpaid work. Despite rapid digitization around the world, however, some 4.4 billion people are still offline, 52 percent of whom are women.
- **Unpaid work.** The lower representation of women in paid work is mirrored by their higher representation in unpaid work. Women do an average of 75 percent of the world's total unpaid work, including the vital tasks that keep households functioning. However, this contribution is not counted in traditional measures of GDP. Time spent on unpaid work contributes to overall welfare, but could be streamlined through better provision of infrastructure and public services, converted into market-oriented jobs, or more equitably shared between household members. Doing these things would boost female labor-force participation, the hours spent by women on paid work, and their ability to undertake more demanding roles in the workplace.

Suggestions

Governments are responsible for many of the interventions required to close the global gender gap. For instance, they can and should remove legal barriers to women entering the workforce, and provide basic gender-friendly services (including safe transport, sanitation facilities for girls in schools, and special courts to handle gender-based violence cases).

But companies can also do much more than they have done to date—both within their own operations and among suppliers, distributors, consumers, and communities. Companies should think of their efforts to achieve gender parity not as a cost but as an opportunity. Gender initiatives can deliver significant benefits for organizations in a myriad of ways. They can expand and enhance a company's talent pool, improve the organization's understanding of its female customers, and boost the bottom line. There is a considerable and growing body of evidence suggesting a link between the presence of women in executive positions and higher corporate returns.

What actions can companies take? For one, they can develop women's skills and capabilities through vocational training, as Unilever's Shakti program has done. The Shakti program has trained more than 70,000 rural women in India to be micro entrepreneurs and sell personal care products, extending the Unilever brand to rural locations in the process.

For another, they can use their business capabilities or products to help create change outside their organizations. Telecom firms Vodafone and Ericsson, for example, have initiatives in place that help educate women, boost their reading skills, and connect them quickly to emergency services if they are subjected to violence.

Companies can also be purposeful about changing attitudes. Verizon's #inspirehermind campaign, for example, uses digital and social media to try to encourage girls to enter math and science fields, along with partnerships and sponsorships of computer-science training and mentoring sessions for girls in school. Procter & Gamble's #ShareTheLoad television campaign in India draws attention to the societal belief that laundry is exclusively a woman's job.

The potential of collaborative efforts

Not surprisingly, some of the most effective programs targeting gender inequality to date involve both public and private-sector players. Consider the Bell Bajao—Ring the Bell—campaign in India, which uses public-service announcements on TV and radio, community-based programs, and even content in popular soap operas to increase awareness of domestic violence. Breakthrough, an NGO operating in India and the United States, is involved in this initiative, as are the multinational Ogilvy & Mather, India's Ministry of Women and Child Development, and the UN Trust Fund to End Violence against Women.

Meanwhile, in Germany, a group of 11 private sector, government, media, and science and technology organizations (including McKinsey) joined together in an initiative called Chefsache (meaning "CEO priority"), which was launched in July 2015 under the sponsorship of German Chancellor Angela Merkel. The aim is to strengthen

awareness of deeply rooted gender stereotypes, and how they influence communication and behavior in the world of work. The initiative will run training programs and events to help business leaders build the skills required to recognize and reshape these perceptions.

Achieving parity between women and men offers very significant economic as well as human and social benefits. Yet in virtually every country in the world, women still fall short of economic and social parity with men. The case for new coalitions between governments, the social sector, and companies that push more aggressive change is compelling.

II. FINDINGS

September 2015 – A new McKinsey Global Institute report finds that \$12 trillion could be added to global GDP by 2025 by advancing women's equality. The public, private, and social sectors will need to act to close gender gaps in work and society.
November 2015 – McKinsey Global Institute director Jonathan Woetzel and MGI senior fellow Anu Madgavkar discuss the economic and ethical reasons why gender equality is a worthy goal.

November 2015 – Achieving gender equality in India would have a larger economic impact there than in any other region in the world—\$700 billion of added GDP in 2025—but comprehensive change is needed.

III. CONCLUSION

Women working at workplace significantly contribute to the organization because Women introduce multidimensional and diverse interests at workplace, strong team spirit and feeling of togetherness. With Superb management & Positivity and optimism they deal with tough situations with a smile on face. For this ,gender inequality must be stopped and equal pay for equal work should be encouraged.

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