



Redefining gender roles in the workforce

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Abstract

Gender roles are behaviors that men and women exhibit in the private and public spheres. The public has mixed views about the changing role of women in the workplace and its impact on family life. Despite flooding the workplace since the 1970s and 1980s, women still face many institutional challenges to equality in the workplace. While women's participation in employees and their level of education is increasing, there are some major factors that are holding women more than men. These factors, among others, contribute to a large pay gap and overall contribution gender inequality that has developed in the modern workplace. This problem needs attention because new research has shown that women in leadership roles come at a higher-level Profitability, new and effective leadership style, and many other benefits to a company. Today women make up about half of the American labor force, and in 2012 almost as many working-aged women (68%) as men (79%) were in the labor force.

Keywords: Gender inequality, workforce, leadership, differences, gender role, social justice

Introduction

There is a strong view in our society that men are movers and shakers business world. They are CFOs, CFOs and the creators of things. This may be true fifty years ago, but today we are seeing a new and very interesting trend developing. Women are making considerable progress in the ratio of men to business women have also started going out. Women are succeeding in many professions, they continue to face significant barriers to entry and participation.

In the last few decades, many factors have led to the entry and rise of women in various occupations. Despite the enormous progress women have made in advancing careers, there are significant obstacles facing women at the workplace. The glass ceiling and occupational sexism reflect restrictions on women as they try to enter and rise in the ranks of the workforce. Occupational sexism and the glass ceiling will be explored in the stream of 'work inequalities', "The discussion of barriers to equal participation in the work force including education and training, access to capital, network discrimination and other factors follows.

Women now comprise a growing share of the world's labor force in all regions, except North Africa and West Asia. Self-employment, part-time and home-based work have expanded opportunities for the participation of women in the labor force, but lack is characterized lack of security, benefits and low income. The informal sector is a larger source of employment for women than for men. More women than ever are in labor force throughout their reproduction

However, barriers in combining family responsibilities with employment keeps maintained. Women live and continue at the lower end of a separate labor market focused in some businesses, little or no authority and to receive a lower salary than men. The available data are still far from providing a strong basis for assessing both quantitative and qualitative changes in women's employment.

More education generally equates to higher qualifications. Getting more women degree today than before. This trend

should allow more women to achieve higher levels the situation, but as the evidence will show, is not necessarily the case. In 1970, a third of the country's women did not even receive a high school diploma, but in 2010, less than seven percent of women did not receive at least a high school diploma. The percentage of women graduating college is more than three times at this time. This education is allowing women to enter the workforce in the first male dominated professions surprising number.

The gender gap has seen substantial growth in the direction of leveling out, especially in the professional profession. The percentage of female participants in some traditional male dominated occupations is surpassed even men. One particular industry of focus is the accounting industry. In the late 1970s, accountants were less than 24 percent female. There has been an explosive growth in the last four years, in decades and in 2011, 1,765,000 people employed as accountants or auditors, 60.4 percent of them were women. It is clear that the accounting profession is now the majority of women. Other areas of business, though perhaps not to the same extent as accounting, have also followed this trend. Of the nearly 60 occupations listed by the Bureau of Labor the figures for the management, business and financial operations businesses were 43.6 percent of the average female participants. While the United States is not enough achieved gender equality in the world of business, we are getting closer and closer. Most people believe that vasayya is still a male dominated industry, but evidence is showing that the number of female participants is with men.

Many factors affect a person's ability to succeed in their career. One of the biggest factors is work-life balance. Meeting all external demands can be overwhelming, especially if that person is a parent. Although it has grown significantly the percentage of women in some occupations is the number of female parents in the workforce much less than men. About 71 percent of the women working in the United States workforce are children under 18 years of age. This number is much less than that of men. 94 percent are

employed men in the United States have children under 18 years of age.

When an employee cannot make all the demands on their time, they must make a choice. Sometimes an employee must choose between having a career and being a family. As mentioned earlier, it is more common for the mother to stay at home and take care of the family while the father is at work. As shown in figure four, women also do most of the work and home care. Women should choose carefully and include what and if their career is important to join, few realize that they will not be able to avoid both careers and a family.

Women's access to capital needs is also hindered by their unequal access to money. It affects those who want to pursue a career as entrepreneurs, farm owners and investors. Many micro-loan programs attempt to address this imbalance, targeting women for loans or grants to establish start-up businesses or farms. For example, while research has shown that women cultivate more than half of the world's food, most work is family subsistence labor, with family assets often owned by men in the family. Through a process known as "employee clustering", employees are grouped spatially and socially with people working equally. Women are no exception and are grouped with other women to make comparable amounts of money. They compare wages with women around them and believe that their pay is fair because they are average. Some women may be unaware of how vast the inequality is.

Women have less vocal and confrontational tendencies than men. Some have suggested that one of the factors contributing to the high proportion of rises that go into men is the simple fact that men tend to get up more often than women, and are more aggressive when doing so. Women and I are socialized in these roles at an early age. School-age boys and girls have been noted as applying the same aggressive and passive characteristics in educational settings that we see in adults in the workplace. An additional issue that contributes to income inequality by gender is that women are much more likely to take a "break" than men to have children in their careers. When a woman re-enters the workforce in this scenario, she may be offered a small salary or a lower position that she may have merged had she remained in the workforce.

Sexual harassment can be a special offer extended to an individual or a general environment created within a workplace. If a workplace creates an environment that is hostile to women, it violates workplace employment law that bans sexual harassment. However, sexual harassment is not synonymous with workplace inequality. Legally, sexual harassment may be directed by a person of any sex to the sex of any person. However, inequality in the workplace generally reflects institutional barriers in the path of professional success for women.

Beyond sexual harassment, the most obvious example of inequality in the workplace is wage discrimination. Often referred to as the gender pay gap, this phenomenon sees women being paid less consistently to perform the same tasks as men. Although the exact figure varies in response to various factors, there is little debate that women earn less than men. Women are estimated to earn 76% of what men earn for the same work. In other words, women make 76 cents for men for every dollar earned for doing the same task. Part of the pay gap can be attributed to the fact that, more often than men, women engage in part-time work or work in low-wage industries. This interpretation of the pay gap invites the notion of a pink-collar worker. A "pink-collar worker" is a term for designating the types of jobs in

the service industry that are stereotypically considered female, such as working as a waitress, nurse, teacher, or secretary. The term attempts to distinguish this type of work from blue-collar and white-collar work. However, it also does not accept that the pay gap explains the completeness, even as women working full-time in high-wage industries earn less than their male colleagues.

Companies can focus management by doing three tasks. They need to share their business case or story widely to involve more people. They need to adapt their recruitment, promotion and succession- planning processes to include and use good data on gender diversity and lower-level women with higher potential. And finally, they need patrons to give their advice and encourage them to participate in stretch opportunities. These strategies will especially help mid-level women as there are many of them and they have more time to accelerate.

By focusing on helping women gain early experience, the company can ensure that when these women settle down and have families, they will already have the necessary conditions to move forward. An example would be international experience. Moving to a new country makes it easier for most women earlier in their careers because they are less tied up. This will allow women to move forward even when they have more responsibilities outside of work. The final step of this process is to identify the champion in a meaningful way. It encourages everyone when success is publicly celebrated, but it is especially important for senior executives who are putting themselves in line for these types of events. Companies that have added incentives to success in gender diversity programs have seen much progress and success. These companies have done so without the risk of losing quality as they have established checks and balances and quantitative metrics that allow real progress to be closely monitored.

Conclusion

Everyone, not only women and minorities, benefits from transparent recruitment, evaluation and promotion processes. Companies can also include broader benefits and greater opportunities for better work-life balance, such as better access to child care and greater acceptance of a flexible work program. This may allow eligible mothers to play a more active role in the corporate world. Creating a work environment that is not only diverse, but also inclusive is an integral part of reducing the gender gap. Price said that, for businesses with innumerable backgrounds in the global economy, they should make room for everyone in their companies and empower them to speak. Companies must definitely take steps to create inclusive cultures so that women and all employees feel supported at their workplace. If companies do not want to lose these assets, they need to work with their employees. Help find a balance that works for all involved parties. One way they could work with their employees would be to create a focus group to gather input from both men and women parents and non-parents. Human resources could then take this information and get on top management to find out how to meet the needs of the employee and the company. One solution that has become popular, particularly in accounting firms, is flex timing. "Main hours" are what an employee needs to be in the office. The company does not take care of them until they get their eight hours done. If the employee wanted to come at seven in the morning instead of eight, take only a thirty-minute meal, and be out of the bus at three-thirty to pick up your child from school, there would be no problem with it

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