



WOMEN LEADERSHIP AND THEIR CHALLENGES

Satyam Saurabh¹

Scholar, MBA, N.E.T. (2018, 2019)

ABSTRACT

The modern world is remarked as the world of revolutions, be it in the fields of industrialization, globalization, education etc. or be it in the fields of social and cultural changes. The time two centuries ago is not the same as we experience now. Considering a very particular field of women empowerment, the world has seen the tremendous changes in the social, economic, political structure of India and of the world. But still after all feminist revolutions, we rarely find the true reflection of the women contribution in many of the leading platforms, like corporate organizations, universities, politics, etc.. Even after decades of the struggle, women empowerment is reflected only as a long term goal on the constitutional and social pages.

Although, in major democratic countries of the world, women are given the equal opportunities and status as are given to the men, but still the Glass-Ceiling Effect is predominant. The challenges the women leaders face is one and the same all over world. The only way to attain the goal of true women empowerment is through the socio-economic restructuring of the prevalent system.

INTRODUCTION

Women leadership, equality to women, women empowerment, etc. are very common topics which come across our eyes very frequently through parliamentary discussions, newspapers, debates and speeches. The reason for this is because it is still a point for discussions only. Although from the women side efforts and contributions are tremendous but because of the cultural, social, economic as well as political manipulation the potential is not fully recognized.

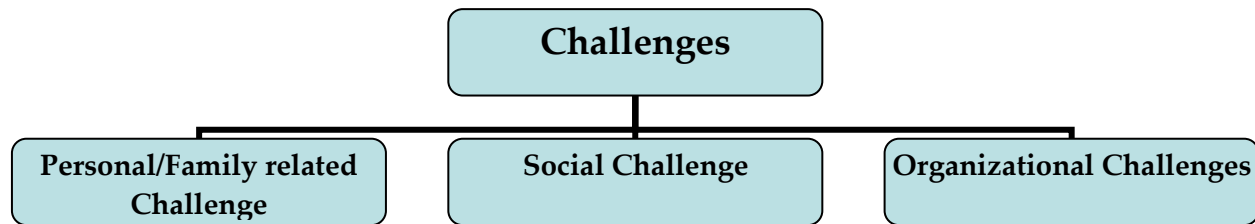
In managerial terms, the concept of *Glass-Ceiling Effect* is crucial one, especially when we need to define what and where exactly is the problem lying, causing under-progress or no progress even though the level of contribution and efforts have been maximized. In *Glass-Ceiling Effect*, the goal is visible or appears to be attainable, one puts his effort to attain that goal but still cannot attain it, as if there was some invisible but strong barrier in the way like a Glass through which you can see but cannot cross, in spite of whatever effort you put into it. Same is the case prevalent in the

empowerment of the women section. Even many of the world famous women personalities share that there are innumerable problems, then what to say of the remaining but major portion of the women population.

CHALLENGES

No doubt that women have progressed and achieved much more in the society, but still they face a number of challenges which are a combination of social, economic, cultural, and political factors. A number of women holding leadership roles in the workplace or in social organizations face many challenges and oppositions which can be very hurtful and demoralizing. These challenges can be broadly classified into three types:

- a) *Personal/Family related Challenges,*
- b) *Social Challenges, and*
- c) *Organizational Challenges.*



(Fig. 1, Classification of Challenges faced by Women Leaders)

Personal/Family related challenges are major setback in their progress, as unlike men, women are require to balance perfectly the family and carrier responsibilities. Many a times they are demoralized for failing this duty. Similarly, in the case of *Social Challenges* as well as *Organizational Challenges* the problem of *Glass-Ceiling Effect* comes into play and they are not given opportunities to progress. The only way to overcome these challenges is possible only when there is contribution from the family as well as from the society.

ANALYSIS

- In United States, year 1995, the Glass Ceiling Commission which is a government-funded group, stated: "Over half of all Master's degrees are now awarded to women, yet 95% of senior-level managers, of the top Fortune 1000 industrial and 500 service companies are men."
- The China's leading newspapers reported that in 2007 the average salary for men managers was 44,000 Yuan, compared with 28,700 Yuan for women.
- The PwC research found that among FTSE 350 companies in the United Kingdom in 2002 almost 40% of senior management posts were occupied by women. When that research was repeated in 2007, the number of senior management posts held by women had fallen to 22%.

From all the data collected from the major countries of the world the one common discriminatory thing which we find is that the women were given less priority, even though they were at the same level as their men colleagues, and it was reflected in terms of the pay package they were provided. In developing countries like India, the data would be rather more disturbing as the Indian women are more criticized at nearly all the frontiers, whether in terms of cultural, social frontiers or in terms of organizational frontiers.

CONCLUSION

- At this crucial juncture of economic revival, women discrimination at workplace is one of major hurdle in economy's overall development.
- Efforts have been made from a much longer time but were ineffectively. Now is the time when our country can't afford to loose the productivity of 5.79 billion (48.2%) women population.
- Effective measures are now a must to eradicate the discrimination against women and essential for "Shining India".
- Cultural-Social-Economic-Political restructuring is required to bring about stable changes which would finally lead the Women Empowerment, Men-Women Equality, and Women Leadership.

REFERENCES

1. *worldleadingthefuture.com*, "Challenges for Women Leaders - Women Leading the Future", <http://womenleadingthefuture.com/blog/challenges-women-leaders-0>
2. Connie Glaser, "Women Must Learn the Language of Power", http://www.connieglaser.com/article-archives/power_language.html
3. Robert Saric, "The 5 challenges faced by women in technology leadership.", <http://robertsaric.com/what-does-leadership-mean-to-you-the-5-challenges-faced-by-women-in-technology-leadership/>
4. "Earning Power!: Awareness: Five Challenges Women Leaders Face", <http://epowertv.blogspot.com/2006/01/awareness-five-challenges-women.html>
5. "Challenges for Women Leaders - Leadership Expert (UK)", <http://www.leadershipexpert.co.uk/unique-challenges-for-women-leaders.html>