

It is to note that if in the beginning of economical and political reforms the labor market and employment of human resources were under hard regulation and in further period we can see some flexibility in this direction. But it's need to develop this flexibility in conditions of globalization and integration into economic connections.

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УДК 658.3

CAREER BARRIERS OF WOMEN MANAGERS: GLASS CEILING

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Annotation

In this article is considered glass ceiling is on obstacle that women who aim to rise senior position in government, educational institution, non profit organizations face in. The definition of glass ceiling is used to specify the uncertainty of the problem.

Аннотация

В этой статье рассматривается вопрос стеклянного потолка, который является серьезным препятствием для женщин в их карьере, когда они ставят перед собой цель подняться выше по должности в правительстве, в учебном заведении и некоммерческих учреждениях. Понятие стеклянного потолка употребляется как специфика обозначения проблемы неопределенности.

Tүйін

Бұл мақалада шыны төбе мәселесі әйелдердің өкіметте, оқу орындарында, коммерциялық емес мекемелерде жоғарғы лауазымдарға көтерілу мақсаттары қарастырылған. Шыны төбе түсініктемесі мәселенің белгізідік спецификасы ретінде қолданылған.

Özet

Bu çalışmada kadın yöneticilerin sıkça karşılaştıkları cam tavan sorunu ele alınmaktadır. Günümüzde cam tavan sorunu, kadınların üniversitelerde, sivil toplum örgütlerinde karyer açısından yükselmelerinde ciddi engeller oluşturmaktadır.

Keywords: glass ceiling, women manager, career barriers, perception of glass ceiling

Both men and women manage different activities in their professional and social lives. Despite the fact that women constitute more than a half of the population on the plant, they lack the equal percentage in work labor. Women face various prejudices related to their sex, role and duties the society enforced on them. The unseen obstacles created by others to prevent women from being promoted to higher managerial posts is called “glass ceiling”. Women managers sometimes do their best to overcome these obstacles, but sometimes they have to put up with these obstacles.

Women gain various economical, public and social advantages along with various difficulties. Sometimes being a mother and family issues make women’s work life more difficult.

In the very beginning of their professional life women come across a lot of problems when they apply for a job, get salary, being promoted or take part in different professional development courses.

Because of the problems occurred during promotion, there are fewer women in higher managerial positions than men.

“Glass ceiling” is a term coined in the USA in 1970s. This concept defines the invisible and artificial obstacles created by organizational prejudices and models in order to prevent women from being promoted to higher managerial positions. (Wirth 2001:1)

“Glass ceiling” is the obstacles women face in state organizations, educational institutions or non-profit institutes during the process of being promoted to higher levels. The glass ceiling is used to show the uncertainty of the problem.

We can classify the general aspects which cause “glass ceiling” into main three categories:

Individual aspects: These are the aspects made from individual choices and perceptions related to the fact that women try to escape from the responsibilities caused by their promotion which may lead to imbalance in their family lives. Women tend to think that their family life can be affected by promotion and this idea stop them struggling and lead to lack of self-confidence, thus making them see the other women as their rivals and all these aspects build “glass ceiling”.

Organizational aspects: The fact that high managerial posts are occupied mostly by men builds a glass ceiling for women trying to reach higher levels. The managers tend to think that men are able to perform much better than women; therefore they send more men to professional development courses. The next glass ceiling is build by the prejudices of men thinking that women are not able to perform their responsibilities successfully if they are promoted to higher levels. At the same time men make various barriers for women in order to be promoted for higher positions by giving them less work and fewer responsibilities because of their roles in the family instead of supporting them.

The next barrier is the queen bee syndrome, where women start changing their attitudes and resembling men and treat other female workers like men do. Moreover it is considered to be a big success if there is an only woman in higher level posts.

Social aspects: These are the aspects which lead to the fact that in society the responsibilities are divided as those unique for men and unique for women. For instance the professions related to engineering, management and administrations considered to be male professions, whereas professions like secretary, teacher and nurse considered being professions which are appropriate for women. Moreover the idea that management should be strong and women should be weak is widely spread.

The Strategies To Break Glass Ceiling:

In order to break glass first of all women should realize their personal aims by applying different objectives. At the same time organizations also apply various strategies in order to benefit from women’s skills.

Individual strategies: In order to possess a successful career people should get a good education. At the same time improving social relationships in workplace will accommodate women in men’s world.

In order to break glass ceiling barrier it is expected that women should work more than they used to work and perform extraordinary skills and abilities.

Female managers tend to sacrifice personal their personal lives in order to keep balance between their work and family and succeed in their professional career.

Therefore they:

- 1) refuse to have a family,

- 2) have fewer children,
- 3) when children are older they start working again,
- 4) while they bring up their children they get help from senior members of the family or refer to support of professional consultants.

Organizational strategies: The existence of specific workplace culture may break the glass ceiling for female managers who wish to develop further. Appropriate strategies should be implemented in order to help women to have balance between work and family. Therefore in many countries there are day care centers at workplaces and maternity and family leaves are legalized and flexible working hours are offered.

There should be special career programmes for women who want to succeed in their career and have potential to do that.

If in the country there is no equal status at workplace for both men and women this country is not considered to be civilized. If the amount of women is not increased on administrative posts in companies and governmental institutions, the welfare level in society will not increase.

If the women are offered opportunities even the ones who do not have proper education and skills are able to achieve impossible. By creating barriers for women man in fact create glass ceiling for their future.

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