Study of Challenges Faced by Women with special reference to Power

Ms Simran Kaur
Amanraj Mishra
Deeptanshi Verma

Abstract
Women have been growing in her career in the last few decades and have been climbing the corporate ladder to the top positions. She reaches these positions after facing stiff competition and various other gender challenges purely due to her merit and ability. But to prove herself that she deserves to be there she has to exhibit extraordinary leadership traits and prove herself at every stage. The success does not come her way that easily as it would have been for her male counterpart. This paper will unveil some of the challenges women faced to reach up to the top positions and the counter faced in order to survive in that position. It will review researchers that demonstrate Challenges faced by Women Leaders across the world at various capacities in the corporate world, politics, education, social work and other careers. It also focuses on the traits she inherent as a woman that makes her survive and sustain in those positions.

Introduction
Women have been growing in her career in the last few decades and have been climbing the corporate ladder to the top positions. She reaches these positions after facing stiff competition and various other gender challenges purely due to her merit and ability. But to prove herself that she deserves to be there she has to exhibit extraordinary leadership traits and prove herself at every stage. The success does not come her way that easily as it would have been for her male counterpart. This paper will unveil some of the challenges women faced to reach up to the top positions and the counter faced in order to survive in that position. It will review researchers that demonstrate Challenges faced by Women Leaders across the world at various capacities in the corporate world, politics, education, social work and other careers. It also focuses on the traits she inherent as a woman that makes her survive and sustain in those positions.

Review of Literature
Women drive themselves with a positive mindset to reach the destination of her choice or she limits her thoughts with the existence of a glass ceiling? This question has been a area of interest for many researchers. The word glass ceiling is a metaphor used to represent an invisible barrier that keeps women from rising beyond a certain level in a hierarchy. The term was first used by Is the glass ceiling still relevant in the 21st century? Barreto, M., Ryan, M., & Schmitt, M. (2009). It’s not a Glass Ceiling for Women. It’s a “Career Labyrinth”. Lisa Quast (2010). Is Women limiting her progress by imagining that there exist a Glass Ceiling. The fact that women is progressing at a fast pace could be inferred with some of the statistical data published by the World Forum for Women and other Research articles.

1. Objectives
1. To study the challenges faced by women to reach the top positions in the Organizational Hierarchy
2. To Study the traits women inherent that helps her to survive and sustain in the power positions.
Methodology
The study was conducted as a review of the research works and present them with the researchers idea about the power positions held by women and the challenges faced.

Women in Power - Comparing India with the West with a Statistical Inference
Women hold almost 52 percent of all professional-level jobs and American women lag substantially behind men when it comes to their representation in leadership positions. They are only 14.6 percent of executive officers, 8.1 percent of top earners, and 4.6 percent of Fortune 500 CEOs. (Ref http://fortune.com/2016/06/06/women-ceos-fortune-500-2016/) Of the 123 million women age 16 years and over in the U.S., 72 million, or 58.6 percent, were labor force participants—working or looking for work. Women comprised 47 percent of the total U.S. labor force. Women are projected to account for 51 percent of the increase in total labor force growth between 2008 and 2018. (Ref https://www.dol.gov/wb/factsheets/qf-laborforce-10.htm) There are currently 18 female world leaders, including 12 female heads of government and 11 elected female heads of state (some leaders are both, and figurehead monarchs are not included), according to United Nations data. (Ref https://www.dol.gov/wb/factsheets/qf-laborforce-10.htm) There are only 50 women CEOs among the top Fortune 500 companies. This list names all the women who currently hold CEO positions at S&P 500 companies. Women currently hold 20 (4.0%) of CEO positions at S&P 500 companies. (Ref www.catalyst.org/knowledge/women-ceos-sp-500) Women's Participation in the Labor Force Continues to Fall in India. Women's labor force participation rate fell from 34.1% in 1999–2000 to just 27.2% in 2011 – 12. Out of 323 total executive directorship positions (generally considered to be prerequisite to becoming CEO) on the Bombay Stock Exchange 100, just eight (2.5%) are held by women. 54% of companies on the Bombay Stock Exchange 100 have no women board directors. Women hold only 7.7% of board seats and just 2.7% of board chairs. (Ref http://www.catalyst.org/knowledge/statistical-overview-women-workforce)

Challenges for Women
Among the several challenges that women faces to reach the top position few are common across sectors like education, industry, politics and services. The very societal structure has placed women below men and this has been a hinderance in her growth to the top position. Because as a general mindset society does not see women on the topmost position. How ever this mindset has been changing over a period of time were in Women in Political Leadership has been able to break the myth and has emerged as successful leaders.

The next challenge is the corporate setup where the clerical positions were offered to women in the Industrial era. Her image as a assistant, stenographer and receptionist were predominant position offered initially. In the present world women has broken this myth and has gained positions at all corporate levels across industries. But still High-potential women advance more slowly than their male peers, in terms of both career progression and pay, even though they employ career management strategies similar to men's. Organizations that neglect this critical talent-management
issue risk lagging their competitors in attracting, developing, and retaining the best candidates to serve as the next generation of leaders.

**Women Leaders – How they make a Difference:**

**Transformational leadership**

The Command and control leadership styles associated with men are not the only way to lead (Judy B. Rosener, 1990, 119). Women are more likely to use Transformational leadership thereby motivating their subordinates and creating self-interest to set goals that are more oriented towards Organizational goals. Women use power based on charisma, contacts in person, work record to support her decisions and conversation rather than using her title, ability to reward or punish due to her structural power.

**Feminine Power**

Women leaders also experience more followership who describes themselves as Feminine like being gentle, emotional, submissive, understanding, sensitive, and compassionate. These qualities help win more involvement from the subordinates and hence are more reliable in any given situation. One more advantage of this is this enhances the self-worth of the people around them and is motivating.

Women also generally do not refrain from sharing their credits of accomplishments with their team. Generally men are not very comfortable in giving small pep talks as it does not come spontaneously to them.

As leaders women gain more participation of people in their conversation and hence gather opinion of others that helping here to take effective decisions. Women are more enthusiastic about the work they do and spread the same around. This makes the most challenging job exhilarating and fun.

Study have revealed that the quotient of Emotional stability among women has been higher that men when it comes to expressing discomfort and higher tolerance. This has been advantageous for women to handle stressful situation.

2. **Conclusion**

"We know that when women participate fully in their governments and economies, they and their families benefit, but so do their communities, their countries, and even the world as a whole." as quoted by – Secretary of State Hillary Clinton, September 24, 2012. Women should participate in Leadership position and help the society and on the whole nation to grow. Nation is defined as motherhood and thereby she builds the organisation and the nation as she builds her home.

3. **Reference**


17. https://www.americanprogress.org/issues/women/reports/2014/03/07/85467/womens-leadership/