

Available online @ www.iaraindia.com
 SELP Journal of Social Science - A Blind Review & Refereed Quarterly Journal
 ISSN: 0975-9999 (P) 2349-1655 (O)
 Impact Factor: 3.655 (CIF), 2.78(IRJIF), 2.5(JIF), 2.77(NAAS)
 Volume XIV, Issue 54, January-June 2023
 Formally UGC Approved Journal (46622), © Author

WOMEN EMPLOYEES' PERSPECTIVE TOWARDS CAREER BREAK AND RE-ENTRY TO WORK-A REVIEW OF LITERATURE

M. LAKSHMI PRIYA

Research Scholar, Kongu Arts and Science College (Autonomous), Erode

Dr. P. POONGODI

Professor, Department of Business administration with Computer Applications
 Kongu Arts and Science College (Autonomous), Erode

Dr. K. PARTHIBAN

Associate Professor, Department of Management Studies
 Nandha Engineering College, Erode

Abstract

Since the industrial revolution, participation of women in the workforce outside the home has increased in industrialized nations, with particularly large growth seen in the 20th century. Women who are intermittently attached to the labour market are found to work, on average, in occupations associated to significantly lower prestige levels. In particular, additional family-related interruptions have a negative impact that becomes persistent and cumulative. I have reviewed more research paper and observed the reasons for career break and enablers for career re-entry. This article mentioned the reasons for their career break and resume of work after the career break. The topics covered are reasons for career break, impact of career break, tips for re-entering women and re-entry programs followed in companies. Currently, there is a positive trend in the industry to welcome women after a break and give them opportunities.

Keywords: *Women employment, Reasons for career break, Impact, Tips, Re-entry programs.*

Introduction

The Indian women attribute immense importance to family and the commitments they hold towards their family and society. Domestic commitments always take precedence over professional commitments for an Indian woman professional. When it is a question of career and domestic life, a woman in the Indian context always prioritizes domestic responsibilities over profession. Thus, the inexorable career break is the most chosen path of any Indian woman professional who wishes to attain work life balance. With globalization and privatization overtaking the Indian corporate sector, numerous employment opportunities were provided to

Indian women. Despite being bestowed with such opportunities, women workforce participation continues to remain alarmingly low. Though Indian women have high scaling career desires, they are confronted by certain circumstances that act as barricades preventing them from attaining their career desires.

Evolution of Workplace Dynamics for Women in India

Women have come a long way from the First World War onwards; women's employment history has evolved dramatically. Historically, social reformers were instrumental in extending basic education to empower women and last few decades have seen accelerated progress to support women

with encouraging laws and programmes. Thornton Women in Business Report 2021 survey says that the ratio of women in senior management in India was 39 percent, compared to 31 percent globally. Over 98 percent of Indian enterprises have at least one woman in senior management, compared to 90 percent globally. In fact, women now lead 47 percent of mid-market companies in India, compared to 26 percent internationally, according to the firm.

Reasons for Women's Career Break

Career breaks refer to periods of time when individuals step away from paid employment to focus on other aspects of their lives. There are many reasons for women to take a break from their careers. A break from professional life to take care of personal life is also more common. Generally, women abort their careers midway due to lack of support systems that could help them sustain their career aspirations. These support systems could be extended by family, society, workplace etc. Health issues, marriage, child care, elder care, spouse relocation, pursuing education or personal development, or other life events were among the major causes of career break. Lowered/same scale of remuneration, health issues, and need for re-skilling were some of the issues, faced by women seeking employment, after a career break. The societal expectations on women to be primary caregivers are one of the biggest reasons for a career break. These breaks can range from a few months to several years and can have a significant impact on a woman's career progression. In India, a study revealed that 56% of salaried women exited the workforce in India in a year.

Impact of Career Break on Working Women

Despite their skills, experiences, and motivations, women with career breaks often face significant challenges in re-entering the workforce. These challenges can include discrimination, limited job opportunities, and outdated hiring practices that do not take into account their unique experiences. A study by LinkedIn revealed that 7 in 10 women quit or consider quitting due to the lack of flexibility in the workplace, which might make it harder for them to return back to work, and balance everything they need to. Additionally, women with career breaks may struggle with confidence and self-doubt, feeling that their

time away from the workforce has diminished their skills and value. These challenges can make it difficult for women with career breaks to find meaningful employment and reach their full potential in the workplace.

Tips for Women Returning to Work After A Career Gap

- Be Honest About the Career Gap
- Convey Confidence
- Rethink Your Resume
- Prepare for Your Interviews
- Reach Out to and Rebuild Your Network
- Update Your Wardrobe
- Show You're Serious With a Certification

Benefits of Hiring Women with A Career Break

There are various benefits of hiring women with a career break, though it might seem counterintuitive at first.

Unique skill set and diverse experiences

Women with career breaks bring a wealth of diverse experiences to the workplace, having had the opportunity to explore different interests and gain new skills. This could include the ability to manage many different moving parts, managing with limited resources or combining skills from different experiences to make a greater whole. Additionally, women who have taken a career break for care giving reasons often develop strong organizational and multitasking skills, which can be invaluable in the workplace.

Fresh perspective and creativity

Women with career breaks often bring a fresh perspective to the workplace, having had time away from the traditional office environment to pursue other interests and gain new experiences. This can lead to new and innovative ideas, which can be of great benefit to companies looking to stay ahead of the curve. Additionally, women with career breaks often bring renewed energy and enthusiasm to their work, which can be contagious and help to boost morale among their colleagues.

Higher levels of motivation and commitment

Women who have taken a career break often have a higher level of motivation and commitment to their work, having made a conscious choice to return to the workforce. They often showcase a deep passion and strong commitment to making a comeback which they demonstrate in strong work ethics and accountability, which can be of great benefit to any company. Additionally, women who have taken a career break often have a

better work-life balance, which can lead to increased job satisfaction and decreased burnout.

Conclusion

From a unique skill set and diverse experiences to a fresh perspective and creativity, women with career breaks bring valuable contributions to the workplace. Furthermore, studies have shown that women with career breaks are highly motivated and committed employees, making them valuable assets to any company. By providing support mechanisms and inclusive practices, companies can retain valuable employees and build a stronger and more inclusive workplace culture. Mahindra Logistics in Mumbai launched 'Udaan' in 2018, a program to hire women who have been on a career break.

Airbus launched a similar program in India last year, titled 'Fly Again'. Tata Group, Accenture, IBM and Amazon are among other companies which have created such programs. There are many companies that are open to hiring women after a years'-long break, but don't have specific programs in place.

References

1. Paramasivan C & Anandaraman R (2012), Micro Finance by Banks in India, Research Explorer, Vol I : Issue. 2 July - December 2012
2. Paramasivan C and Subathra S (2016), Institutional Assistance For Women Entrepreneurship In Tamil Nadu, Research Explorer, Vol. IV : Issue.13 ; July - December 2016