Dancing on a Cracked Glass: Unveiling Facts on Women Development in Asia

BEATRIZ D. GOSADAN*

Central Mindanao Colleges Philippines

*Corresponding Author: **BEATRIZ D. GOSADAN,** *Central Mindanao Colleges Philippines*

Abstract: *The problem of discrimination against women in the workplace is still present. Despite national and international rules supporting women's development and the global phenomenon of female leadership, women continue to confront workplace discrimination. The advancement of women in business, politics, management, and the workforce was examined in this research. It also proposed researching the reasons of workplace inequality. This qualitative study, which employed a narrative design, analyzed, evaluated, condensed, and interpreted the findings of a wide range of connected investigations. Out of the 122 studies that were read, only 65 were included in the review. They are unable to climb the corporate ladder despite the emphasis placed on women's abilities, exceptional talents, and skills, the glass ceiling, patriarchal social structures, stereotyped social roles, a lack of gender diversity, and the failure of company policies on women's leadership to be put into practice. This study concluded that despite substantial attempts to address gender disparity, it still exists globally. Breaking down cultural barriers to gender equality, building an empowering workplace, and doing so are all strongly supported*

Keywords: *multicultural, glass ceiling, patriarchal social structure, gender diversification, qualitative-narrative review, Asia*

1. INTRODUCTION

Women in the workforce have made great strides. A 2010 World Economic Forum study on corporate gender diversity policies in 20 countries found that 28% of the firms surveyed have women-specific initiatives, while 59% of them offer internal mentoring and networking programs (Ibarra, Carter, Silva, 2010). According to a 2015 survey, women now hold 52.2% of management and professional jobs, up from 30% in 1968. (Pew Research Center, 2015). Women now hold 24% of senior management roles globally, according to Grant Thornton International Ltd.'s International Business Report (2014). European nations set the bar for gender diversity in the boardroom (Deliotte, 2015). In the Philippines, notable contributions were noted as the proportion of Filipinas holding executive roles in business increased.

Americans assert that women are equally qualified as men despite evidence of global phenomena that favor women, but barriers still persist (The Rockfeller Foundation, 2015). Only 24 women (6.4%) are featured as CEOs of Fortune 500 companies today (Catalyst, 2018), and less than 15% of global corporate executives at leading companies are female (Global Strategy Group, 2015). Women have historically faced greater barriers than men in terms of economic participation, pay disparities, equal opportunities for promotion, and unbalanced portrayal in important decision-making (Carter and Silva, 2018). (2016). Women are underrepresented in leadership roles despite progress (International Labour Organization ,2015).

Women's engagement in the labor force is dwindling on a global scale. Statistics show that men now make up 75% of the labor force, down from 80% in 1990, while women now make up 48.5 percent of it, down from 51.4 percent in 1990. (catalyst,2018). Women who aspire to excel in the realm of business, which has traditionally been governed by men, have been disappointed by their underrepresentation in the workplace.

In some countries, more women than men are obtaining advanced professional degrees at historic rates (Carter and Silva, 2010). However, women's efforts don't always result in career advancement or managerial positions (Pew Research, 2015).

Although women are now more confident than ever about climbing the corporate ladder (Frimpong, 2012), they still have an advantage over men in almost every area of life. Women lack equal access to capital, education, health care, and decision-making in the social, political, and corporate arenas (Negash, 2010). Men are given credit even though women carry out the final quarter of economic activities, according to the United Nations (2010). This plot can be found in many different professions. There is still bias despite the presence of statues supporting gender equality. The reality is that this norm has not yet been strongly proclaimed and strictly implemented, despite the fact that every state strives to enfold this gender equality initiative on a global scale.

I find it intriguing to consider how women have advanced in business, politics, management, and the workforce as a woman with a solid foundation and an advocate for the fair and decent treatment of all people. I considered looking into the causes of workplace inequality as well.

The study also contained a number of main studies and papers, such as works on gender equality and inequality in the management sector in Southeast Asia and other Asian nations. Studies on women are promoted as a top priority by the Gender and Development Council, the Commission on Higher Education (CHEd), and the Department of Education (DepEd). In other words, the purpose and goals Of Every Educational Institution Are In Line With This Research.

Framework of the Study

The advancement of gender equality in the workplace, which refers to men and women having equal rights, obligations, and opportunities, depends heavily on the findings of this research (www.ohchr.org). The study's central idea was also influenced by the ideals of the United Nations Program for Women, the Convention on the Elimination of All Forms of Discrimination Against Women, and the Magna Carta for Women (MCW).

Objectives of the Study

This study was conducted to investigate, evaluate, and synthesize the findings of studies and research relevant to the advancement of women in business, politics, higher education, and the labor force, as well as to determine what prevents women from achieving professional success.

2. METHODOLOGY

This research uses a narrative review research design to conduct a qualitative analysis. A narrative review simply summarizes a number of source studies from which conclusions can be drawn in order to provide a holistic and/or thorough interpretation based on the reviewer's personal experiences, theories, and models (Campbell Collaboration, 2001; Kirkevold,1997). In narrative literature review articles, the status of the science of a certain topic or theme is described and explored from a theoretical and contextual perspective (Rother,2007). It is descriptive in nature since it involves analyzing, compiling, and interpreting the results of numerous investigations (Strauss and Howe, 1997). A narrative review's conclusions are qualitative as opposed to quantitative. Broad topics are best suited for narrative reviews (Collins & Fauser, 2005). The study is limited to the review, analysis, and summary of the specific studies thus selected (Educational Research Review, "n.d.) Narrative reviews should make the search criteria and the criteria for inclusion obvious (Educational Research Review, "n.d.)

These papers and articles were read by the researcher, who primarily came from Southeast Asian countries. Through web searches, the researcher initially identified the studies to be examined. Following the screening of the records, articles were added. Gender equality and/or inequality in management were the subjects of the studies and articles.

There were 122 studies, including papers and articles, were gathered and reviewed by the researcher using web searches. Out of the 122 studies that were read, only 65 were included in the review. To see if the research was appropriate for review, the remaining records were examined. The following are the researcher's criteria: a) Participants in the study should primarily be women in business, higher education management, political leadership affairs, and labor workforce participation; b) Methods used to gather data and pertinent information could include a survey or data from the company's databases, reports from Government and/or international organizations like the International Labor Organization (ILO), United Nations (UN), and UN Women.

Women's Participation in Corporate Life

Despite continuing to receive more college degrees than males for 30 years and counting, literature shows that women are still underrepresented at every level of corporate America (Krichovich et.al, 2017). A rising body of studies indicates that there aren't enough women in leadership positions in the corporate world, which is bad for economies (Burns, 2017). Although still a small minority, women are increasingly represented on the Executive Committees (ECs) of Fortune Global 100 businesses. According to 20-first's 2018 Global Gender Balance Scorecard, women held 22% of EC posts in the Americas, 15% in Europe, and only 4% in Asia in 2017. There hasn't been a change in women's leadership roles as a result of more women working in the workforce (Elly, Ibarra and Kolb,2011). Women are underrepresented at every level of corporate America despite having earned more college degrees than men for 30 years and counting, according to literature (Krichovich et.al, 2017).

A rising body of research indicates that economies around the world suffer from the depressingly low proportion of women in leadership roles in the corporate sector (Burns, 2017). Though they still make up a small proportion, women are increasingly represented on the Fortune Global 100 Executive Committees (ECs). In the Americas, women held 22% of EC positions in 2017, compared to 15% in Europe and only 4% in Asia (20-first's 2018 Global Gender Balance Scorecard). (2011) Elly, Ibarra, and Kolb The glass ceiling is an invisible barrier that prevents women from advancing to positions of leadership in organizations (Strauss &Howe,1991). When there is a crisis or an economic slump and there is a high likelihood of failure, women are also promoted to top positions in corporations. The phrase "glass cliff" describes this situation.

Furthermore, ongoing workplace discrimination is a factor in the lack of advancement and imbalance for women in leadership (Ely et al., 2011). Additionally, research demonstrates that women's confidence in their potential to succeed is significantly influenced by business culture. On the other hand, leadership skills and role modeling do not help women advance to leadership roles (Devillard et al., 2013). Due to role congruity, males continue to hold the majority of leadership positions, which are still seen as more masculine roles (Diekman & Goodfriend,2006). Women's representation has remained low over time, despite the fact that many nations are considering approving apportionment in the top management levels (Crisostomo, 2015).

Political Participation of Women

A number of obstacles prevent women from participating in politics, including the incapacity to run for office. Due to discriminatory legislation, practices, attitudes, and gender stereotypes, low educational levels, lack of access to health care, and the disproportionate impact of poverty on women, women continue to be sidelined in politics around the world (UN Women,2015). The Pacific sub-region (apart from Australia and New Zealand) has the lowest percentage of women in political positions (3.6%), followed by East Asia (17.6%), Southeastern Asia (18.09%) (including Brunei), and South Asia (19.76%). Women are underrepresented in each of Asia's four sub-regions compared to the rest of the world (True,etal., 2012). Gender equality requires women to participate in politics. It facilitates women's involvement in public decision-making and increases their sense of accountability (UN Woman Asia and Pacific, 2007). Studies show that when there are more women in parliament, women's issues receive more attention. However, as of November 2018, only 24% of all national MPs were female, a tiny increase from 11.3 percent in 1995. 2018 Inter-parliamentary Union There are 10 female heads of government and eleven female heads of state as of January 2019. In single or lower houses, women make up fewer than 10% of lawmakers in 29 nations as of November 2018, with four chambers having no women at all (Ibid).

A global commitment to gender equality in political participation and decision-making is made in the Beijing Declaration and Platform for Action. While advocating for gender equality in areas including domestic violence, maternity leave and childcare, pensions, gender-equality laws, and electoral reform (Inter-Parliamentary Union), women expose political leadership (2008). Obama (2015) contends that any nation that does not educate or employ its women to increase their prospects of success will fall behind in the global economy.

Men continue to dominate politics on a worldwide level. For a number of factors, including patriarchal cultural institutions and gender stereotypes, women are discouraged from engaging in public political activity (UN Women, 2015). Striking back at male coworkers, lack of money, poverty, and dependence

on men are all barriers that keep women out of traditionally male-dominated occupations like politics, which is visible in most South Asian nations (Hega, 2003; Valente & Moreno, 2014).

Studies reveal that there is still a patriarchal system in place that hinders women from making important strategic decisions, maintaining their servitude, especially in male-dominated cultures, even though the constitutions of numerous countries promise equality and empowerment (UNDP, 2013).

Women as Educational Administrators

There were fewer women in top positions, despite the fact that there was no discernible difference in the workload between men and women. Despite governmental improvements, fairness in Australia's higher education sector remains a challenge. Senior policymakers, managers, and higher education institutions must carefully balance the demands of teaching with those of research-related activities, as well as with the resources devoted to human resources and the chances for advancement (Dobele, Rundle-Thiele & Kopanidis,2014).

While women are increasingly represented on advisory councils for organizations that deal with women's concerns, males continue to hold top leadership roles in important educational committees. Women have responsibilities that show fairness in terms of participation and leadership (Usui, Suzana & Kageyama, 2003). Although there are just a few women holding executive roles in some countries, such as India, Cambodia, and Malaysia (Asmah, 1993), their representation in educational leadership is growing. Factors like the widespread assumption of societal obligations for household tasks, stereotyping, and culture perpetuate the barrier for women's advancement in the huge blue marble of educational leadership (Cheaupalakit, 2014).

While it is dropping in Sub-Saharan Africa and South Asia, women's involvement in higher education is rising in Europe, Latin America, and the Arab countries. The issue of unequal opportunities for women is made worse in the majority of countries by a clear pattern of gender tracking that places women in positions that are effectively extensions of their domestic responsibilities while allowing men to get more marketable skills and earn more money. Men outnumber women in the highest positions in colleges and institutions (Licuanan,2015). In Japan, women are only appointed to lower-level committees and advisory councils, and men hold the positions of authority (Morley, 2013). In several nations, including Australia, China (Hong Kong), Malaysia, and Vietnam, women are still underrepresented in management and administration of educational institutions (Cheaupalakit, 2014; Le, 2011).

Women are holding positions of authority in greater numbers in Brunei Darussalam, Thailand, and Vietnam, while in the Philippines and Singapore, women's leadership potential is acknowledged (Tai, 2011). It appears that the glass ceiling issue still hinders women's progress and advancement in higher education management (UN Women, 2013).

Women in the Labor Workforce

The workplace is not unfamiliar to women in Southeast Asia. Today, women have equal employment prospects in nations like the Philippines, Singapore, Jamaica, and Japan, among others (Phil. Commission on Women, 2014). Women are permitted to participate in politics and hold a variety of positions on corporate boards, among other things, and the Philippines is ranked ninth in the world for gender equity. However, there is still a lack of gender diversity in the workplace in both local and foreign businesses throughout the region (Victor,2017). Southeast Asian women continue to face challenges in transforming their knowledge assets into financial and economic empowerment (World Economic Forum,2017).

Over the past 50 years, women have spent more time doing unpaid tasks, while men have spent more time each day engaging in leisure activities (UN Women, 2010). In the workplace, discrimination against women still exists. Pregnant women are discriminated against by being given duplicate work, being denied promotions, being put on prolonged probation, and even being fired, according to data from the Women's Aid Organization from 2016. (Tan Heang-Lee,2017). The incidence of violence against women in the workplace, at home, and throughout society seems to be increasingly destructive (Irish Aid, 2015).

CONCLUSIONS

According to numerous studies, there is still gender disparity and women's disadvantage in the workplace, state politics, higher education administration, and state employment. Women are stigmatized, undervalued, and denied equitable access to long-term work in leadership positions, parliamentary seats, and positions in higher education.

Numerous issues have arisen for women in the workplace. In order to recognize their talents, skills, and abilities in order to develop to the level of leadership, they are wary of ascending the conventional ladder and zipping higher by switching between businesses. They had a strong resolve to succeed on their own terms. In addition to the challenges they encounter at work, they must also deal with domestic problems and personal leadership challenges.

Even if there are already statues supporting women's advancement, gender inequality and denial of women's advancement still exist in business, politics at the state level, educational leadership, and the workforce. Women are disregarded and misrepresented in regards to positions of authority, parliamentary seats, higher education, and discredited equitable access to employment in the workforce.

Many female business executives have a variety of tales to share about their worries about how society views them. They are making an effort to live up to society's expectations of how they should respond to emergencies, particularly those involving personal matters, work-life balance, civic responsibilities, and other matters. Despite everything, I have continued to be ambitious, vocal, adventurous, and persistent in my pursuit of my objective. These are wonderful instances of how women should behave in order to be acknowledged and taken care of by society rather than subjected to discrimination. It is often said that if women think, they must speak.

But barriers like the "glass cliff" and "glass ceiling" still prevent women from rising to positions of leadership in business, government, and the workforce. Additionally, barriers to women's advancement include "cultural fit" and macho leadership traits that devalue women's abilities. This unfair position that places women in a box seems to be rooted in patriarchal social culture. Gender inequality still exists worldwide despite the numerous national and international initiatives that assist women's growth.

Being a woman gives you strength and pride. We live honorable and exemplary lives. We sincerely want society to show its appreciation and support for all women rather than to judge our women.

3. TRANSLATIONAL RESEARCH

The results of the study might be published as a journal article for use in social media, international newspapers, and other media outlets to distribute information and support government policies for women.

To make it into a more comprehensive program that would address the issues facing the women's sector, government, non-government groups, and other interested funding agencies were also urged to get involved. Finally, it can be explained by providing employees with this knowledge in an effort to motivate them to pursue greater chances.

LITERATURE CITED

[1]   Asian Development Bank (April 2015). Women in the Workforce: An Unmet Potential in Asia and the Pacific. Retrieved on January 16, 2017 from http://www.adb.org/publications/women-workforce-unmet-potential-asia-and-pacific

[2]   ASIALIFE. (February 2, 2014). Women in the Vietnamese Workforce. Retrieved on January 16, 2017 from http://www.asialifemagazine.com/vietnam/women-vietnamese-workforce/

[3]   Azmat, G., Petrongolo, B., Ganelli, G., Booth, A., Nolen, P., & Sosa, L. C. Gender diversity in management in Japan is finally emerging: Comparison with China and South Korea.

[4]   Campbell Collaboration (2001). Campbell Collaboration Guidelines. Retrieved on January 16, 2017 from www.campbellcollaboration.org. (guide to writing reviews.pdf)

[5]   Carter, N. M., & Silva, C. (2010). Women in management: Delusions of progress. Harvard Business Review, 88(3), 19-21.

[6]   Cheaupalakit, P. (2014). Women Leaders in the Thai Education: Career Paths and the Glass Ceiling. International Journal of Behavioral Science (IJBS), 9(1).

[7]   Chu, K., & Ramstad, E. (2012). Report: Women in Asia face barriers to top jobs. website], The Wall Street Journal, http://online. wsj. com/article/SB10001424052702303649504577499781983988886. html⥸[accessed 4 January 2013].

[8]   Collins, J. A., & Fauser, B. C. (2005). Balancing the strengths of systematic and narrative reviews. Retrieved fromhttp://www.scirp.org/(S(i43dyn45teexjx455qlt3d2q))/reference/ReferencesPapers.aspx?ReferenceID=66173

[9]   Crisostomo, S. (2015). Philippines among top countries with more women managers.Retrieved from http://www.philstar.com/headlines/2015/01/16/1413465/phl-among-top-countries-more-women-managers/

[10] Dawson, J., Crédit suisse (Zürich). Research Institute, Calvasina, L., Kersley, R., & Natella, S. (2014). The CS gender 3000: Women in senior management. Credit suisse AG, Research Institute.

[11] Economic Research Center. (2015). Women in Bahrain in the field of Business. Bahrain Chamber of Commerce and Industry. Retrieved on January 17, 2017 from https://www.bcci.bh/sites/default/files/researchandstudy/Women%20in%20Bahrain%20in%20the%20field%20of%20Business.pdf

[12] Garcia, M., Greenley, R., Martin-Onraët, V., & Pollack, L. (2015). Women's workforce participation in Indonesia and Malaysia. Retrieved from https://elliott.gwu.edu/sites/elliott.gwu.edu/files/Nathan%20Associates,%20Inc.pdf

[13] Gooch, Liz., (2012). Philippine Leads Pack in Promoting Female Academics. Retrieved from http://www.nytimes.com/2012/11/26/world/asia/philippines-leads-pack-in-promoting-female-academics.html?_r=0 Philippine Leads Pack in Promoting Female Academics, Asia Pacific Special Report, Liz Gooch, 2012

[14] Hansatit, P. (2014). A study on gender inequality in Thailand: career experience of Thai female managers.

[15] Hega, M. (2003). Participation of Women in Philippine Politics and Society: A Situationer. Library of the Friedrich Ebert Foundation. http://library. fes. de/index_en. htm (accessed March 16, 2014).

[16] Islam, M. A., & Dubey, M. (2015). Women's political participation and representation in India. IJAR, 1(7), 816-818.

[17] ILO Report (2015). Jamaica has the highest percentage of women managers globally. Retrieved http://www.jamaicaobserver.com/news/Jamaica-has-highest-percentage-of-women-managers-globally---ILO-report

[18] International Labor Organization (ILO) (2015). Women in Business and Management: Gaining momentum in Asia and the Pacific. Retrieved from   http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/w

[19] Irish Aid. (2015). "Why Gender Equality Matters? Retrieved from https://www.irishaid.ie/what-we-do/our-priority-areas/gender-equality/gender-overview/

[20] Kim, M. (2013) World Academy of Science, Engineering and Technology

[21] International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering Vol:7, No:6, 2013

[22] Kirkevold, M. (1997). Integrative nursing research—an important strategy to further the development of nursing science and nursing practice. Journal of advanced nursing, 25(5), 977-984.

[23] Le, N. T. T. (2011). How does culture impact on women's leadership in higher education? A case study in Vietnam (Doctoral dissertation, University of Waikato).

[24] Masuda, Y. (2012). Japan's Growing Political Gender Gap', The Wall Street Journal, December 20.

[25] Morley, L. (2013). Women and Higher Education Leadership: Absences and Aspirations: Stimulus Paper. Leadership Foundation.

[26] Munro, J., & Of, U. N. D. P. (2012). Women's Representation in Leadership in Viet Nam.

[27] Mustafa, S. (November 23, 2013). Women employment in Turkey shows high rise but low quality. Daily News. Retrieved on January 19, 2017 from http://www.hurriyetdailynews.com/women-employment-in-turkey-shows-high-rise-but-low-quality.aspx?pageID=238&nID=58384&NewsCatID=347

[28] Negash, A. (2010). Economic empowerment of women.Markula Center for Applied Ethics. Retrieved from https://www.scu.edu/ethics/focus-areas/more/resources/economic-empowerment-of-women/

[29] Omar, A. H. (1993). Women managers in higher education in Malaysia. Women in higher education management, 121-133.

[30] Philippine Commission on Women (May, 2014) Statistics on Filipino women and men's labor and employment. Retrieved from http://www.pcw.gov.ph/statistics/201405/statistics-filipino-women-and-mens-labor-and-employment

[31] Rajaratnam, U.D. (2010). Representation of Malaysian Women in Politics. Journal, Language in India. Volume 10: October 2010. ISSN1930-2940. Retrieved on January 19, 2017 from http://www.languageinindia.com/oct2010/ushamalaysiaelections.pdf

[32] Surbakti, R. (October- December 2014). Elusive equality: women and elections in Southeast Asia. Strategic Review. Journal. October-December Issue. December 2014. Retrieved on January 19, 2017 from http://www.sr-indonesia.com/in_the_journal/view/elusive-equality-women-and-elections-in-southeast-asia?pg=all

[33] Tai, L. (2011). Permanent Mission of Singapore to the United Nations. Statement by MS Tai Li-Lian Delegate to the 66th Session of the United Nations General Assembly on Agenda Item 28(A) on Advancement of Women Third Committee

[34] UN Women (2010). Facts and Figures: Economic Empowerment. Retrieved from http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures

[35] UN Women. (2013). The United Nations Entity for Gender Equality and Empowerment of Women. Retrieved from http://www.un.org/youthenvoy/2013/07/un-women-the-united-nations-entity-for-gender-equality-and-the-empowerment-of-women/

[36] UN Women, (2015) Facts and Figures: Economic Empowerment, Benefits of economic empowerment. Retrieved from http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#sthash.mVzgBbcE.dpuf

[37] UNDP. (2013). One UN Pakistan Statement on Gender Equality. United Nations Pakistan.pdf

[38] UNDP. (2014). Humanity Divided: Confronting Inequality in Developing Countries. Gender Inequality 5.1. Retrieved from http://www.undp.org/content/dam/undp/library/Poverty%20Reduction/Inclusive%20development/Humanity%20Divided/HumanityDivided_Ch5_low.pdf

[39] US Department of State Speech of US Secretary of State Hillary Rodham Clinton at the APEC Women and the Economy Forum, 12 June 2012.

[40] Usui, Suzanna, &kageyama.(2003). Women, Institutions and Leadership in Japan. Asian Perspective, Volume 27,No. 3,2003,pp85-23

[41] Valente, J. and Moreno F. (2014). Women's Representation in Local Politics in Philippines. Retrieved from https://archive.org/details/WomensRepresentationInLocalPoliticsInPhilippines2014_201408

[42] World Economic Forum (2014). The Global Gender Gap Index 2014. Retrieved on January 16, 2017 from http://www3.weforum.org/docs/GGGR14/GGGR_CompleteReport_2014.pdf

[43] Yu, W. H. (2015). Women and employment in Taiwan. Retrieved from Brookings: http://www. brookings. edu/research/opinions/2015/09/14-women-employmenttaiwan# ftn4.

AUTHORS' BIOGRAPHY

Dr. Beatriz De Villa- Gosadan, is a graduate of Doctor of Education at Notre Dame University. She is currently employed at Central Mindanao Colleges as faculty –researcher and as former School President of the college. Aside from teaching, she also served as a consultant and a policy-maker of other educational institutions. She is a peer reviewer, editor, and a social research practitioner. She is an international awardee for research and has published articles in National and International researcher journals in the topics on Indigenous People, Women Issues and Education.