

Women in SHE VS Leadership

Women are the primary caretakers of children in every country of the world. International studies prove that when the economy and the political organisation of a society change, women take the lead in helping the family to adjust to new realities and challenges. They are likely to be the main initiators of outside assistants and play a significant role in easing changes in family life.

The role of women is defined as the front and end of the chain of improvements, women are not restricted only to improving the community and family's long-term capacity but have a greater role to play in the workforce, since they contribute a median share of 45.4% of the global workforce.

Reviews from an article **“Gender Shouldn’t Matter, But Apparently It Still Does”** by Jack Zenger and Joseph Folkmen (2012), showed that women in leadership are equally effective as men. Women are as competent as men in the workforce, however, in the field of safety women can be a rare face particularly in leadership roles. Failure to reach mentorship has been attributed to the lower percentage rate for women gaining leadership positions in their respective professions.

Adele Abrams a certified mine safety professional and president/owner of a Washington based law firm focused on occupational and mine safety and health in an article encourages women saying:

“Network, network, network. Look for ways to be involved in associations to improve your visibility. It seems like women must be more qualified somehow to hold the same position. My answer is become more qualified, get your professional certification. Get your OSHA instructor card. That gives you some portability so you can move a little easier from one industry to another or one employer to another. Keep your skillset current. Go to things like the National Safety Council Congress and the educational sessions. Go to professional development conferences. Through networking you hear what companies are more favourable to women, what obstacles other people have met, how they circumvented those obstacles to be successful. For the older women, be a mentor. For the young women, seek a mentor. It doesn’t have to be a woman, but you may find that they will be more helpful to you.”