

Approximately the same number of organizations is registered at the local levels — county, city, district.

Women's movement is developing in new space — in huge "third sector", among other civic organizations forming horizontal structures and links which will get the qualities of the civic society after some time. Creation of the civic society is their main over-goal.

The diapason of the activity forms of the women's organizations is pretty wide — from clubs on interests to political parties, from charitable and social — to educational and research.

Barriers in development

— financial problems connected with the policy of selective subsidization;

— leaders of the women's groups lack special knowledge about political and social technologies, mechanisms of changing of the women's state, the experience of civic actions;

— restraint of the major part of the organizations, absence of full communication between them, small social base, low level of institutionalization, an ambition to monopolize one kind of activity.

The maturity indicator of women's movement is a consolidated activity. For its achievement women's organizations should work out a joint strategy for promotion and adoption of special programs in the field of employment, politics, resolution of problems of violence against women.

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HOW TO OVERCOME GLASS CEILING IN BUSINESS КАК ПРЕОДОЛЕТЬ «СТЕКЛЯННЫЙ ПОТОЛОК» В БИЗНЕСЕ

В данной работе рассматриваются проблемы «стеклянного потолка» в бизнесе — неформальных барьеров, которые препятствуют карьерному росту женщин. Несмотря на постоянно растущую роль женщин в экономике, лидирующие должности в руководстве компаний принадлежат преимущественно мужчинам. Чтобы достичь успеха, женщине требуется занять более активную жизненную позицию и на равных конкурировать с мужчинами.

The term 'glass ceiling' refers to invisible barriers that limit women's progress toward the top positions in a company's hierarchy. This is a form of hidden discrimination against women. Education and experience requirements are not a glass ceiling because they are explicitly stated in want ads.

Despite identical levels of education and work commitment, men tend to get promoted faster than women. Even if a woman does win a managerial

position, she will have to work twice as hard as men to stay on top. The existence of glass ceiling is harmful for the national economy because it prevents qualified people from fully realizing their potential.

The key reason for glass ceiling to exist is a biased belief that men can handle top positions better than women. Consequently, women are often employed for jobs with short career ladders with few if any possibilities for advancement.

Some other factors can be cited to explain the phenomenon of glass ceiling. For one thing, women tend to choose less stressful jobs that will allow them to spend more time with their family. Secondly, women are not so pushy as men in pursuing their goals. They are less likely to directly ask their superiors for promotion or a raise in pay. And last but not least, women have other priorities. Positive interaction with colleagues and job satisfaction are as important for them as a high salary.

The problems of glass ceiling exist in almost every country of the world. Empirical evidence shows that women are consistently under-represented and undervalued at the highest levels of large corporations as well as in smaller companies. According to statistical data, even though women constitute more than half of the national workforce, they occupy mainly low-paid clerical jobs. For instance, 97 percent of the senior managers of the Fortune 500 corporations are male, while the ratio between women and men in low-paid positions is almost the same.

Certain professions remain 'unavailable' for women. In the USA the majority of television staff are men, while women and minorities represent just a small percentage of TV workers. Not a single Academy award has ever been given to a woman director.

Although gender or race discrimination is prohibited by law, glass ceiling continues to exist in a variety of companies and breaking it requires a tremendous effort. To get promoted, a woman has to prove that she deserves a top-level position. Therefore, she should work better than her male competitors and should be able to demonstrate it. Some of the steps to be undertaken include networking (e.g., inviting a boss to a cup of coffee), developing leadership skills, speaking in public, acting in a pushy and persistent way. It is crucial to win support and recognition throughout the company. However, if a woman feels that the existing glass ceiling barriers cannot be overcome, she needs to move to another company providing equal opportunities for everyone.

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