

7) control the quantity of places for students in higher educational establishments, especially in the areas, where there's already a great number of educated personnel.

Е.Н. Медведева
БГЭУ (Минск)

WOMEN'S MOVEMENT IN BELARUS **ЖЕНСКОЕ ДВИЖЕНИЕ В БЕЛАРУСИ**

В работе дается всесторонняя характеристика женского движения в Беларуси как ответной реакции на дискриминацию и ущемление прав женщин. Описаны история его становления, специфика деятельности, дан анализ современного состояния движения и вскрыты объективные причины, которые препятствуют его развитию. Также показаны перспектива и стратегии успешного развития женского движения в будущем.

During the years of social-economic transformation and long-term crisis in Belarus there has been a considerable decline in the professional and social status of women, and a sharp reduction of their actual participation in decision making at all levels and in all spheres. Belarusian women are the least protected social group in the job market: they face discrimination when being employed and dismissed, in the remuneration of their labor. The share of women among unemployed amounts to 65 %, and the process of poverty feminization is going on. In these rapidly changing socio-economic and political conditions, it is now time to rethink the position of women in society.

The appearance of the first civic initiatives and beginning of the independent women's movement became possible thanks to abatement of the control from state's side and thanks to political liberalization in the early 90s. First women's organizing board consisted of women from the movements with national-democratic orientation, people who worried about ecological problems; democratization of the society and women's state and of mothers of died soldiers. Great role in further development of women's movement in Belarus was played by the IV World Conference on Women's State that was carried out in Beijing in 1995. Promotion and popularization of the ideas of the Beijing Platform for Action have lead to the movement's activation. After 1995 in Belarus the considerable growth of the number of women's organizations has been observed: new women's organizations in the structures of the independent professional unions that have appeared, the process of organizing of women's groups in political parties has continued, a number of organizations-analogs adequate to the international structures have come into existence.

Today about two tens of women's organizations act in Belarus. They have republican status and are registered by the Ministry of Justice.

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.

А.Н. Наумова
БГЭУ (Минск)

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