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The Dearth of Opportunities and Challenges of Employment for Women above Fourty Five in Government and Private Sector

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In India, housewives, despite their good education, forget about their careers due to the responsibilities of household and family. They reach the age of forty without realizing it, while fulfilling their responsibilities. When they look for career opportunities, they are put in the category of retirement. They don't have the capital to start their own business, and they are rejected for jobs due to their age.

The career re-entry of women is supported by various factors such as supportive family/workplace environment, appropriate childcare facilities(1), suitable remuneration and position in the organization, nondiscriminative leaders and talent acquisition teams and enthusiasm to climb the organizational ladder (2,4). The companies should provide on-the-job training and help the women re-entrants to build their career through professional support and maintain gender balance in organizational setting (4).

An example is a forty-five-year-old woman who did M.Sc., P.H.D. in science, applied to the Azim Premji Foundation, and received a mail from the Recruitment Department saying that they think she is not suitable for the job. Another example is that the application for the post of Consultant in the State Biodiversity Board was rejected because the age was above thirty-five. Instead, the State Biodiversity Board appointed a person who had retired ten years ago from the Forest Department.

All these examples show that after a certain age, women's abilities are underestimated, and in government and public sector jobs, they are ignored, and more emphasis is placed on youthful enthusiasm rather than experience, and they are advised to stay at home. I think it's time to change this mindset, it's time to increase the retirement age, and it's time to give women opportunities based on their experience and skills. It's also important to change the attitude of society and the workplace towards women, so that they can advance in their careers and achieve their goals.

In government and public sector institutions, some positions should be reserved for women of this age group, so that they can contribute to the development of the country by being part of the mainstream(6).

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The slogan of women's empowerment should not be limited to seminars, platforms, or slogans. This slogan should be implemented in reality, and their capabilities should be utilized. The government should fully utilize these capabilities that are locked at home through its schemes. A change is overdue to give women opportunities based on their experience and skills, and give them a chance to contribute to the development of society and the country.

This hurts her and, she loses her courage because her roles are limited due to gender or dedication, she is considered weak in public activities, and the personal experiences of discrimination affect her mental abilities. Institutions and policies deprive these women of employment, and there is a need for a radical change in this. To bring about this change, we need to change the mindset of society, and give women opportunities based on their skills and experience. We need to empower them, so that they can achieve their goals and contribute to society.

In recent times, women's roles have been limited to the domestic sphere, and you also judge her abilities as a housewife. Being a housewife is not an insult, it's the woman who can handle both home and outside situations well and fulfill her responsibilities. If a man's wife passes away, most men dream of remarrying, but if the same situation happens to women, they are expected to accept the situation and take care of their children, and this is what happens most of the time. This shows that women have more mental strength than men in adverse conditions. But when we are stingy about giving respect or credit, and when it comes to giving opportunities, we advise them to stay at home citing traditions and their excuses. It's time to give women opportunities based on their skills and experience, and give them a chance to contribute to society.

Ask women who are working outside the home about the challenges they face. If she is walking, driving a car, or even driving a scooter, how many unwanted comments is part of her daily life. She still keeps these dilemmas behind and moves forward, and wherever she works, she does her job with full capacity. This hides her physical and mental diseases behind her. But in today's time, women are awakened as the goddess of Durga Shaptasati, and ready to contribute to the welfare of world and humans in various forms with their abilities. Women's literacy is increased gradually and they are moving forward on the path of economic empowerment along with household responsibilities (5). They just need a chance that will help them enhance their confidence and skills, so that they can be helpful in building society and guiding future generations.

The tide is turning for women above forty-five years of age to start anew! At this age, women are often enriched with their life experiences and are ready to apply their skills in new areas. Many women at this age decide to restart their careers or enter a new field.

Family, on the other hand, should extend support to the women re-entrant in terms of providing appropriate childcare, sharing household works etc (3). The study reveals that there is a positive relationship between the challenges faced and the perceived support factor of women reentrants. The support factors play a vital role in women's career reentry and career success (1). When

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women have support factors the efficiency and productivity of women reentrant can lead to upward trend thereby can increase the workforce efficiency(3). Public policy intervention is relatively essential in labour markets with the need for organizations to be more responsive to upkeep unambiguous needs of women career reentrants.

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