

GENDER DISPARITIES AND CONTRADICTIONS IN THE INTRA-FIRM MOBILITY OF THE EMPLOYEES IN THE IT-B.P.O SECTOR

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ABSTRACT

The study is focussing on gender disparities in the B.P.O sector Kerala and tries to analyse what the problem behind or why, women not reaching highest positions. The number of women at the C.E.O and managerial levels is very low comparing with men. All over the world it is the nature. India is not an exception. What the cause behind is, the decision making power always enjoyed by the male counterpart. Talented women can reach up to the middle level position very easily, that is evident from any field, also from the B.P.O sector of Kerala. But, it also found that job quit is more among men than women. Women even remain in the same job in the same company for a long period, but men not. These are contradictory to the earlier findings. At the same time less experience is required for men to get the same salary of women, as the case of promotion also. Lazear (1992) found that those who change jobs within a firm experience larger growth in wages. It depends on number of times an individual changes the job by working in the same company. As intra-firm mobility of women is limited, the growth of wages of women stops up to the boundary of promotion.

KEYWORDS: Intra-Firm Mobility, Boundary of Promotion, Job Match, Immediate Promotion, Salary Increase without Promotion