

Mukhammadyusuf Shaymardanov

Contact information:

Address: Taitoniekantie 9A 118, 40740, Jyväskylä, Finland

E-mail: shaymam@jyu.fi

Abstract

The evolvement of social networks of women managers and professionals with a foreign background for career advancement in Finland

Women's participation in the labor force has risen in the last six decades, according to the Global Gender Gap Report 2020 women's education has surpassed that of men's in most industrial countries. Yet, women still have more difficulties to advance their career throughout the world compared to men. For example, in Finland according to the Global Gender Gap Report 2020, only 31.8% of women are in senior positions compared to their male counterparts which occupy 68.2 senior positions. However, it is still relatively a large gap. Previous research has shown that social networks can be a useful means to support and further develop women's professional and managerial careers. However, women's networks have been described as deficient in respect of size, density, range, and strength of reciprocal ties. Although women's networks have been studied extensively during the past decades, most studies concerning women's networking in working life have not focused on how these networks evolve over time. Thus, studying the evolvement process provides information of the dynamics and changing nature of immigrant women's social networking. Both these viewpoints – women with a foreign background and the evolvement of social networking – are of interest in my dissertation. Narrative methodology will be used in the production and analysis of the data. This methodology is useful, due to its time flexibility and ability to capture past experience. The data will consist of 30-40 open-ended interviews of Russian immigrant women working in Finland. The interviews are scheduled for late autumn of 2020. Seen from a practical viewpoint this kind of information can serve as a guide for the improvement of social networks and support educated women immigrants' careers and employability in general. Additionally, the analysis of evolving networks will serve as a basis to understand the effective ways of expanding and utilizing social networks.