

The experiences of older women executives during the covid-19 pandemic and their expectations for the future in the labor market

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Introdução

Pandemic's social/economic impact and job losses disproportionately affected women and older workers. Aging population, stressed social security, and longer lifespans might force older adults to work longer or return to work after retirement. This study explores how the pandemic impacted older women executives' careers and their expectations for the future, considering remote work, economic uncertainty, and the need for them to work longer.

Contexto Investigado

This study investigates the impact of the COVID-19 pandemic on older women executives, focusing on how the crisis has affected their careers and future workforce expectations. The pandemic has intensified existing challenges, such as gender inequality and the dual burden of work and domestic responsibilities. The research explores the intersection of career shock, population aging, and the specific experiences of executive women over fifty, aiming to understand their needs, expectations, and strategies for remaining relevant in a changing economic and work environment.

Diagnóstico da Situação-Problema

The COVID-19 pandemic has significantly disrupted social and economic norms, exacerbating pre-existing challenges for women, such as balancing professional and domestic responsibilities. Older workers, particularly those over fifty, have faced increased vulnerability and career instability due to health risks and unemployment. With an aging population, there is a need for older individuals to remain in or return to the workforce, complicating financial planning.

Intervenção Proposta

The proposed intervention aims to support older women executives post-pandemic by identifying employer practices they need, such as flexible work arrangements. Additionally, the intervention promotes work-life balance initiatives to alleviate the dual burden of professional and domestic responsibilities. These measures ensure the sustained participation and success of older women executives in the workforce.

Resultados Obtidos

Key findings include stress, fatigue, and blurred work-life boundaries, especially for mothers with young children. Despite challenges, some saw positive aspects like more family time and new business opportunities. Employer support and HR actions were crucial in mitigating negative effects. Older women executives adapted by updating skills and staying current with industry trends. They expressed satisfaction with current employer policies and intend to continue working post-retirement if flexible arrangements are available.

Contribuição Tecnológica-Social

The study's technological-social contribution lies in highlighting the dual impact of COVID-19 on older women executives, emphasizing the need for adaptive HR practices and technological competence. It underscores the importance of flexible work arrangements, stress management, and continuous skill development. The findings demonstrate how positive HR actions can mitigate career shocks.