Women on job find the going smoother

By Sherri C. Ranta

Young women are finding greater equality in the workplace thanks to inroads made by their older sisters, mothers and grandmothers, said Florida International University business professor Laura Kozloski.

"There appears to be a definite trend toward greater equality in the workplace for women that is expected," Ms. Kozloski said, "and does not have to be fought for as women in their late 30s, 40s and 50s had to do."

Younger women who were educated and brought up in a much more equal setting in the classroom and in social relationships, she said, are entering management positions and setting a tone where being treated equally is expected.

"I think men of this same generation, many of whom had mothers who worked outside the home, also feel this way," Ms. Kozloski said.

While more women are reaching higher executive levels in traditional companies, she said, some are also leaving the corporate world.

"More women in their late 30s and 40s are deciding that they do not want to stay in the traditional corporate world. They are leaving to start their own businesses where they have more control over their work experiences and their schedules."