Chapter 12
Navigating the Comeback:
A Bibliometric Review of Female Career Pauses and Re-Entry Dynamics

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ABSTRACT

A career break may be a transformative experience for women and a crucial turning point in their lives. The current study is based on bibliometric assessment of a collection of current literature. The Scopus database yielded just 150 publications in response to the search parameters and article selection. The study focuses on the disparate factors influencing the working females in different sectors across industries. The purpose of this chapter was to look at publishing trends, the most widely read research papers, the leading countries that contribute to this field, and the most often searched keywords. The study was made clearer in this chapter by the use of theme mapping and bibliometric coupling. The study's conclusion includes a last remark of its limitations and future research intentions.

INTRODUCTION

In the present period, working women are prevalent. Both the governmental and private sectors of the labour force are actively comprised of women. After decades of progress, a large number of women now occupy positions of authority that were formerly occupied by men. One of the main challenges faced by Indian working women is striking a balance between work and personal life. (Kumar et al. 2023) Due to societal norms and discrimination based on gender, Indian women face unique challenges at work that may alter the way they see their futures.(Gwal, 2016) It can be difficult to balance a career with household responsibilities that are expected of women. The absence of support networks that may enable them to maintain their professional goals often causes women to quit their jobs in the middle of their careers. Thus, the inexorable career break is the most chosen path of any Indian woman professional who wishes to attain work life balance. (Lakshmi Priya, 2023)

Employees can take a full-time career break, which permits them to take a break their job for a certain period of time for any purpose and disrupt their careers. "Time Credit" refers to a professional break in the private sector.(Frans et al., 2011) Medical, self-employment, or family-related reasons, such as a spouse's relocation, marriage, elder care, or childbirth, may be the cause of these departures.(Cabrera, 2007) Among the several family-related causes of employment turnover among women, childbearing is the most common factor. (Brazier et al., 2024) Women have to think of how and when they will take a step out from their jobs. Some of them also plan never to return, but many do come back once they find themselves at a distance from their day-to-day demands. (Cryshal et al., 2023)

Pregnant and postpartum women tend to quit their jobs, which causes financial and productivity losses for the firms. With an emphasis on supportive policies for working mothers, such as the introduction of flexible work-hour policies, the provision of child care facilities, and mentorship/internship programs specifically targeted toward mothers interested in rejoining, many organizations have started focusing on increasing and managing gender diversity. (Kaushiva & Joshi, 2020a)Many multinational corporations' diversity programs are mostly focused on embracing women by launching programs to help them manage their job and personal lives obligations. (Haq Rana, 2012) . It is thus advised that organizations change their policies to better help these women and create a more inclusive and friendly work environment for women who are returning to the workforce.(Ravindran & Baral, 2014)

According to research conducted in India, women's job selections are relational rather than self-driven. Women's professional options are negotiated, debated, compromised, and accommodated in relation to social settings, the external environment, and conditions.(Srinivasan et al., 2013; Tiwari, 2019) Women deserve the freedom to pursue their desired careers and contribute to the economic and social well-

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