



GLASS CEILING EFFECT AND WOMEN EMPOWERMENT

* *Dr. Rajkumari. J. Punjabi,*

* *Assistant Professor, Seva Sadan's College of Education, Ulhasnagar*

Abstract:

Women play a vital role in today's workforce and continue to break barriers, but many women experience discrimination and are ignored for senior roles because of the glass ceiling effect. Women's empowerment can be defined to promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others. Women Empowerment helps women to take their own decisions by breaking all the limitations of the family and the society. The term "glass ceiling" is a metaphor for the barriers that women and people of colour face when striving to move upward in the workplace. Glass ceiling states both visible and invisible obstacles that stops women from proceeding to the top positions. This study is an attempt to study the glass ceiling effect and women empowerment.

Keywords: Glass Ceiling, Women Empowerment, Barriers, Corporate Sector.

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INTRODUCTION:

Women play a vital role in today's workforce and continue to break barriers, but many women and minorities experience discrimination and are ignored for senior roles because of the glass ceiling. Women Empowerment helps women to take their own decisions by breaking all the limitations of the family and the society. Women empowerment makes her self-reliant and capable in all the aspects by her mind, feelings and the choices which is taken by her leaving all the limitations of society and the family responsibilities. Women empowerment deliberates to raise the political, social, educational, economic power of individuals and the societies of the woman. Nowadays women empowerment is very significant for the bright future of the society family and the country. Women empowerment is basically the procedure of upliftment of social and

political economic status of females in the society. As far as the societal status of women is concerned, they are not treated at par with men in all the spheres of the society.

CONCEPT OF GLASS CEILING:

The term "glass ceiling" is a metaphor for the barriers that women and people of colour face when striving to move upward in the workplace. The phrase "glass ceiling" was introduced to illustrate a world where businesswomen in their attempt to reach top positions were blocked by corporate tradition and prejudice. Glass ceiling states both visible and invisible obstacles that stops women from proceeding to the top positions. The glass ceiling effect, which mentions that the barriers that stops women from advancing to the top positions in their organizations, is a formation of gender discrimination. It is related with human resources,



one of the most important resources that bring the competitive advantage to organisations. Women seem to have an easier time entering into organizations at lower levels, but as they advance to higher levels, their numbers decline,

The term "glass ceiling" was coined by the writer and consultant Marilyn Loden in 1978 at the Women's Exposition in New York. The phrase is commonly used to describe the difficulties faced by women and minorities when trying to move to higher roles in a male-dominated corporate sector. The barriers are most often unwritten, meaning that these individuals are more likely to be restricted from advancing through accepted norms and implicit biases rather than defined corporate policies. "So, the glass ceiling basically refers to the idea that there is something holding women back or down from getting into those leadership positions.

NEED OF STUDY:

Looking at education attainment levels, women get advanced degrees at higher rates than men and play a key role in the labor market. Yet there's a dearth of women in executive roles. It's not women's lack of talent, skill level, or ambition that prevents them from accessing further opportunities. There are other factors at play, such as unconscious bias, that can affect whether women move up the corporate ladder. Women tended to choose lower-paying professions, and despite attaining higher levels of education, they were still paid less. Another factor for women in the workplace is that much of the unpaid domestic care giving falls on women's shoulders. Women are often the default parent for childcare or may be caring for aging parents. Those factors affect women's workplace needs.

The glass ceiling isn't just about women's choices or

how they must navigate the world and the workplace. Women are performing the same as men, but their performance is evaluated more poorly even though it's exactly the same as the males. This study is an attempt to study the glass ceiling effect on women empowerment.

OBJECTIVES OF THE STUDY:

1. To study the glass ceiling effect on women empowerment.
2. To study the correlation among dimensions of glass ceiling effect.
 - a) Differential Treatment of Women Vs Male Dominance
 - b) Male Dominance Vs Barriers in Women Promotions
 - c) Differential Treatment of Women Vs Barriers in Women Promotion
3. To compare glass ceiling effect on women empowerment with reference to demographic variables (Age, Experience)

HYPOTHESIS OF THE STUDY:

1. There is no significant effect of glass ceiling on women empowerment.
2. There is no significant correlation among dimensions of glass ceiling effect.
 - a) Differential Treatment of Women Vs Male Dominance.
 - b) Male Dominance Vs Barriers in Women Promotion.
 - c) Differential Treatment of Women Vs Barriers in Women Promotion.
3. There is no significant difference of glass ceiling effect on women empowerment with reference to demographic variables (Age, Experience)

DELIMITATIONS OF THE STUDY:

The present study was conducted to study the Glass

ceiling effect on women working in corporate sector.

RESEARCH DESIGN:

- **Methodology:** Quantitative method was used for the present study by using Survey method to collect relevant data for the study.
- **Population:** The population of the present study comprised of women working in corporate sector of Mumbai region.
- **Sample Size:** The sample size for the present study was 47 women working in corporate sector of Mumbai region. The researcher used Random sampling method for seeking response regarding Glass ceiling effect among women working in corporate sector.

Tool used for the study: The researcher prepared Scale to measure Glass ceiling effect which was

ANALYSIS OF THE DATA:

Objective No 1. To study the glass ceiling effect on women empowerment.

Hypothesis No 1. There is no significant effect of glass ceiling on women empowerment.

Table No 1: Showing glass ceiling effect on women empowerment.

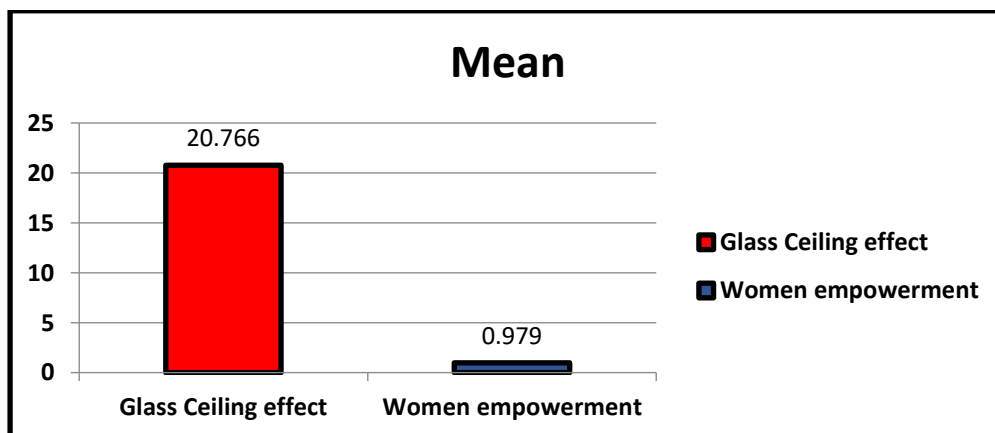
Variable	N	Mean	r-calculated	r-tabulated	Remark
Glass ceiling effect	47	20.766	0.2084	0.2875 at 0.05 level	Not Significant
Women Empowerment		0.979		0.3721 at 0.01 level	

comprised of 25 statements based on four dimensions viz Differential Treatment, Male Dominance, Barriers in Women Promotion and Empowering women.

Each statement had three options viz. Agree, Uncertain and Disagree. The responses with positive statements were given score in the form of 2, 1, and 0 for options Agree, Uncertain and Disagree and it was vice versa for negative statements.

PROCEDURE OF DATA COLLECTION

Google form was created in order to collect relevant data for the present study. Google form link was shared through WhatsApp groups of women working in corporate sector to collect data for the study.



Graph No.1 showing glass ceiling Effect on women empowerment.



Objective No 2. To study the correlation among dimensions of glass ceiling effect.

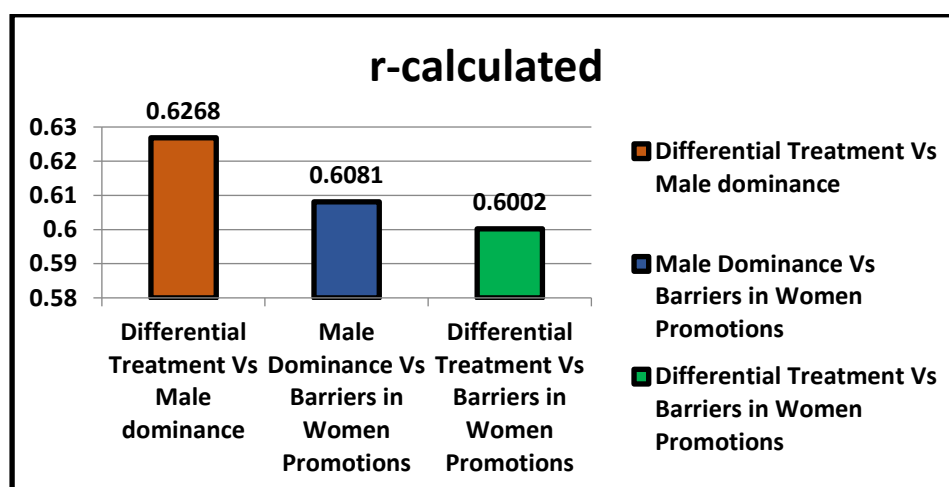
- a) Differential Treatment of Women Vs Male Dominance
- b) Male Dominance Vs Barriers in Women Promotions
- c) Differential Treatment of Women Vs Barriers in Women Promotion

Hypothesis No 2. There is no significant correlation among dimensions of glass ceiling effect.

- a) Differential Treatment of Women Vs Male Dominance
- b) Male Dominance Vs Barriers in Women Promotions
- c) Differential Treatment of Women Vs Barriers in Women Promotion

Table No 2: Showing correlation among areas of glass ceiling effect.

Areas	N	Mean	r-calculated	r-tabulated	Remark
Differential Treatment Vs Male Dominance	47	6.596	0.6268	0.2875 at 0.05 level & 0.3720 at 0.01 level	Significant at 0.01 level
		7.574			
Male Dominance Vs Barriers in Women Promotions	47	7.574	0.6081		
		6.638			
Differential Treatment Vs Barriers in Women Promotions	47	6.596	0.6002		
		6.638			



Graph No.2 showing correlation among areas of glass ceiling effect.

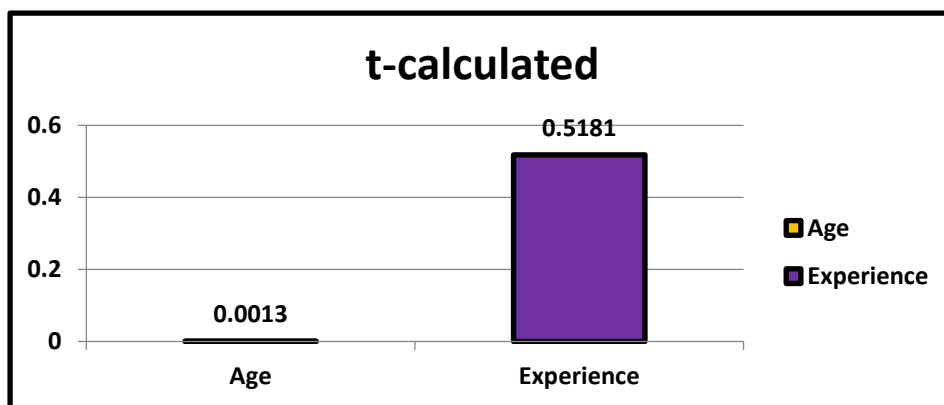
Objective No 3 To compare glass ceiling effect on women empowerment with reference to demographic variables (Age, Experience)

Hypothesis No 3 There is no significant difference of glass ceiling effect on women empowerment with reference to demographic variables (Age, Experience)

Table No.3: Showing comparison of glass ceiling effect on women empowerment as per demographic variables (Age, Experience)

N=47

Demographic Variable	Criteria	N	Mean	t-calculated	t-tabulated	Remark
Age	Less than 35 years	43	21.74	0.0013	2.660 at 0.01 level	Not Significant
	More than 35 years	04	21.75			
Experience	Less than 10 Years	40	21.48	0.5181	2.000 at 0.05 level	
	More than 10 years	07	23.29			



Graph No. 3 showing comparison of glass ceiling effect on women empowerment as per demographic variables (Age, Experience)

FINDINGS OF THE STUDY:

Findings based on glass ceiling effect on women empowerment.

1. There is no significant effect of glass ceiling on women empowerment

Findings based on correlation among dimensions of glass ceiling effect.

2. There is significant correlation among different dimensions of glass ceiling effect with respect to

- a) Differential Treatment of Women Vs Male Dominance
- b) Male Dominance Vs Barriers in Women Promotions
- c) Differential Treatment of Women Vs Barriers in Women Promotion

Findings based on comparison of glass ceiling effect on women empowerment with reference to demographic variables (Age, Experience)

3. There is no significant difference of glass ceiling effect on women empowerment with reference to demographic variables (Age, Experience)

Conclusion: Based on the study conducted, it can be concluded that there does not exist glass ceiling that hinders women to advance in their career and workplace. The reason behind may be Education in women. Also, women with strong determination and confidence move higher in their career.

People have been inattentive to the needs and cries of women. The glass ceiling is a perception and women with talent and willpower must keep on soaring high scaling greater heights. Corporate sector must support women strive to balance domestic life with career dreams. Many women are breaking new ground and overcoming stereotypes. Women do not progress because they do not attempt

which is called the “ambition gap,” but it’s the tendency for women to choose family before work make her move away from opportunity.

No doubt the notable factors contributing to invisible barrier are mainly Differential Treatment of Women, Male dominance and Barriers in their promotion and the results showed that there exist correlation between them. With respect to demographic variables like age and experience there is no significant difference of glass ceiling effect on women empowerment. The reasons for the same may be that the scenario has changed and men and women are treated equally in workplace. Women are breaking new ground and overcoming stereotypes and tend to take more risks and try out a different way of solving problems than men.

The empowered woman is powerful beyond measure and beautiful beyond description.

Steve Maraboli



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