

OVERVIEW OF GLASS CEILING AND ITS IMPACT

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ABSTRACT

The Objective of the paper is to understand about the Glass Ceiling and its impact. The glass ceiling is the invisible barrier which prevents some employee's to grow up to next level in their career. It does not mean that the employee cannot attain the opportunities in front of them, despite suitability and best efforts. Crucially, this failure is not the result of their lack of skill, hard work and experience. The term Glass Ceiling is most often associated with the women at work, nearly 18% of the women are less likely to promote their male co-workers. Glass ceiling are often the result of unconscious bias as instinctive, belief in ethnicity, gender, age, sexuality, social class, religion and soon. It has become a systematic problem. Here this article we discuss about glass ceiling and its major impacts.

KEYWORDS: Glass Ceiling, Women, Age, Ethnic Belief .

INTRODUCTION

The glass ceiling was first introduced in the year 1980s, is a figure of speech for the invisible and artificial barriers that block women and the minorities from growing up in the corporate ladder to management and executive positions. The term Glass Ceiling is most often associated with the women at work, nearly 18% of the women are less likely to promote their male co-workers. Glass ceiling are often the result of unconscious bias as instinctive, belief in ethnicity, gender, age, sexuality, social class, religion and soon. It often believed that women would take extensive time off or leave the workforce once they had a child and if they return to the workforce was also considered that they will be less dedicated towards the work assigned which laid the companies to shunted young women onto the “mummy track” a sort of sideline

which prevent them in getting promotions and raises never resulted in the women being granted duties that could have a real effect on the company.

In 1991 the US Government found that, this growing glass ceiling in the workplace had underrepresented the minorities and women in management position which made the Government to establish an act under title II of the Civil Rights Act of 1991 was enacted with commission has varied studies like

- The way in which the management make decision to fill the businesses
- Developing and enhancing the skill practices to foster the further development into the positions.
- Reward and compensation structures currently used in the workplace.
- Annual award and reward programme to promote the workforce for excellence and more diverse skills at the management.

The commission also had a note that only 3 to 5 percent of senior management position in the more than 400 companies. Apart from this recruitment and outreach barriers area also remained serious problems those days.

GLASS CEILING AND ITS IMPACT'S

Glass ceiling means an invisible upper limit in corporations and other organizations where women and other minorities to grow up in their workforce. It is glass because it's not usually a visible barrier and women in workforce are not aware of it until they hit the barrier and it can be said that it's not an explicit practice of discriminating against women and minorities. The US Department of Labor's 1991 defined the term glass ceiling as "an artificial barriers based on the attitudinal or organizational bias that prevent the qualified individual from advancing upward in their organization into management level positions. Even if the women employee reach the top position, their compensation was lower comparatively than the male employees and also their problems from socially and politically. Social barrier which are restricting them to attain the upper level are cultural, gender, color based difference where political barrier are the government doesn't has any actions programs against the compliance, recruitment and outreach barrier, no proper monitoring, initial placement in dead end jobs,

different standards for performance evaluation for women and men and little or no access to informal networks of communication. There are certain ways to overcome the glass ceiling

Firstly have to recognize the existence of glass ceiling in an organization which is a difficult task indeed certain signs will be shown like

- There will be diversity in the top level.
- The leader's will alter the management styles or taking up new activities to fit in.
- Prevailing difference in the pay or compensation to the workforce.
- Lack of innovative and adoption of change in various developmental factors.
- Minority workforce is not aware of Fast track career programs.
- Its is very hard to get the time of top management for the guidance in opportunities.

These are the certain impacts of the glass ceiling on women and minority workforce. But there are some believers who say that glass ceiling does not exist because of the following

- Women liberation, feminism and civil rights legislation which exist for women equality.
- Women job choices keep them off of the executive track.
- Women does possess higher qualification for opting the high profile jobs.
- Lack of flexible work arrangements.

The conservative feminist organization and independent women's forum states that 11% of corporate world boards had very few women members.

BREAKING THE GLASS CEILING

The glass ceiling can eradicated by taking some preventive measures as making them aware about the issue and how to overcome it legally and mentally. Now a days women has shown their growth in almost all the flied and educational wise they have attained larger improved. Most of the organization has made the compensation level of the women workforce quite equal to the male workforce and also took various measures associated with the demographic characteristics. Apart from these various barrier women and minority workforce has breaking the glass ceiling for some extent.

CONCLUSION

Many company still facing and remain stuck with not making proactive steps in helping women move up in the corporate world where certain companies has eradicated the issue not fully but for certain level. Glass ceiling is a major problem faced by many women workforce due to various reason but the Government and the corporate organization should pave the way and show much more interest in the women workforce and help them by making aware of the women empowerment, feminism etc.. .They should encourage them by motivating and treating them equal with male workforce in all organizational activities. Most of the issue of women workforce has been came in line except the harassment which has been seen deadly issue and due it many women skilled labour is in dark side of the society which the result of the current scenario also.

