

GET RID OF YOUR

GLASS CEILING

The **glass ceiling effect** is defined as "the unseen, yet unbreakable barrier that keeps minorities and women from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements"

The very fact of women being adequately represented in the work force, but hardly present in the senior managerial positions has been labeled "the glass ceiling"

It is a reflection of gender roles and relations that give rise to and perpetuate inequalities between women and men in all walks of life.

What is Glass Ceiling Effect?



Female CEOs run just **4,8%** of the world's largest businesses

The "glass ceiling" still keeps women in support management positions rather than allowing them access to strategic management functions.

28% OF MANAGERS

18% OF CHIEF EXECUTIVE OFFICERS

ARE WOMEN

Source: UN Department of Economic and Social Affairs, 2020



What can be done to break the glass ceilings?

- Diversify occupations for women and men
- Foster greater sharing of family responsibilities
- Objective and unbiased recruitment and promotion procedures
- Gender-sensitive HR procedures
- Encourage women's entrepreneurial skills



Funded by the European Union

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This publication was prepared within the framework of the project entitled "Get Rid of Your Glass Ceilings" and numbered 2021-2-TR01-KA153-YOU-000039630 by Youth Train Youth Community.

