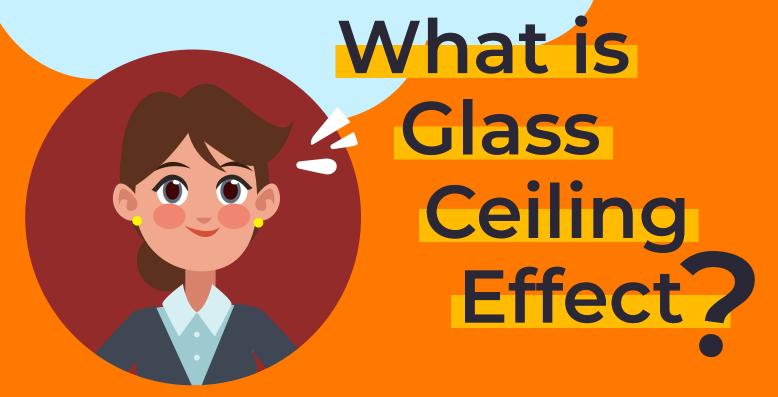
GET RID OF YOUR



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.





run just 4,8%

of the world's largest businesses

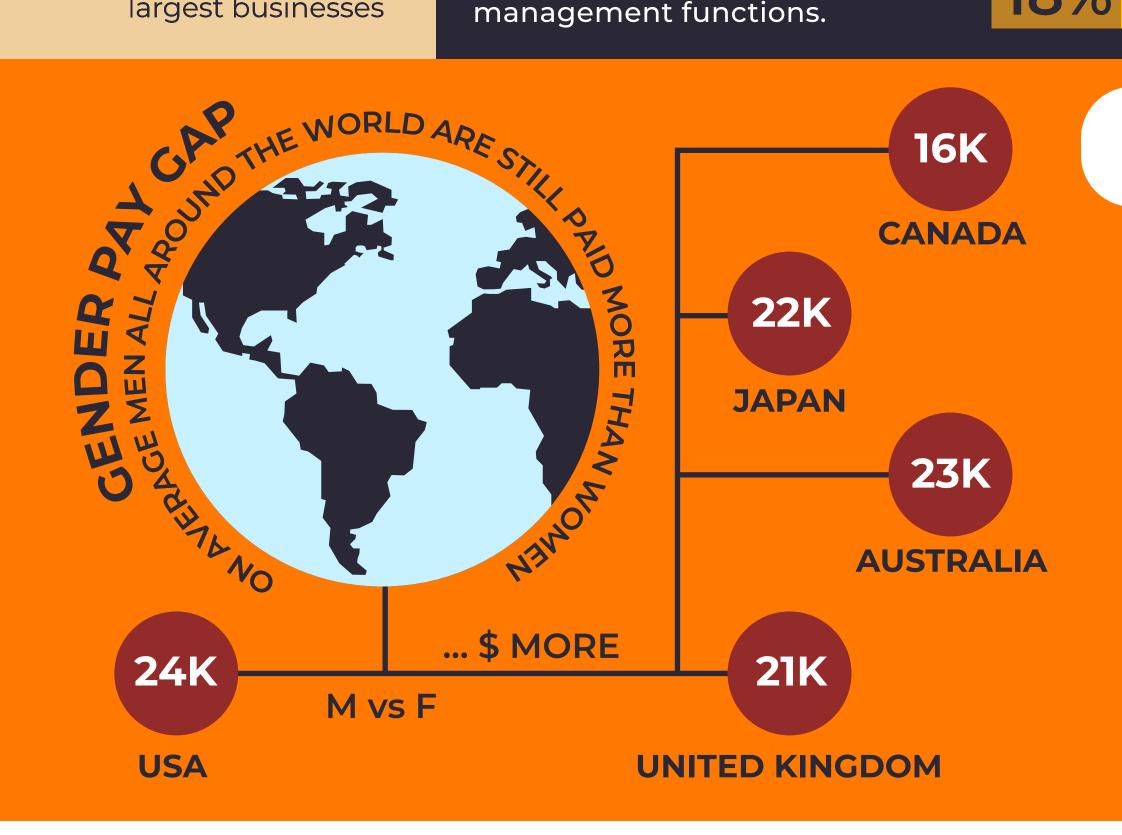
The "glass ceiling" still keeps women in support management positions rather than allowing them access to strategic management functions.

28% OF MANAGERS

18% OF CHIEF EXECUTIVE OFFICERS

ARE
WOMEN

Source: UN Department of Fconomic and Social Affairs, 2020



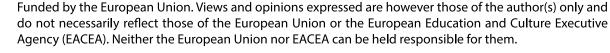
What can be done to break the glass ceilings?

- 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











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