



Glass Ceiling

[Source: IE](#)

Recently, Hillary Clinton, former US Secretary of State stated that Kamala Kamala Harris' confirmation as the Democratic presidential candidate could break the "highest, hardest **glass ceiling**" for women in politics.

- Clinton, the first woman to be nominated for president by a major US party in 2016, believes this could lead to Harris becoming the 47th US President.

Glass Ceiling:

- It refers to the **invisible barriers that prevent women** and other marginalised groups from **advancing to senior positions in their careers**, despite having the qualifications and capabilities to do so.
- The phrase gained traction during the **Second Wave of Feminism in the USA in the 1960s and 1970s**, a time when women were increasingly demanding equality in the workplace.
 - This period saw the introduction of laws in the US aimed at combating discrimination, such as **Title VII of the Civil Rights Act of 1964**.
- Despite advancements, the persistence of the glass ceiling was underscored by the **Glass Ceiling Commission (1991)** established by the US President, which found that although women made up nearly 46% of the workforce and earned more than half of all master's degrees, 95% of senior-level managers were men.

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THE GLASS CEILING

The glass ceiling refers to impediments and invisible barriers that women, ethnic minorities, and other groups encounter in the workplace that stop them from advancing professionally.

CAUSES

- 1 Unconscious bias
- 2 Prejudice and discrimination
- 3 Cultural stereotypes
- 4 Men's clubs
- 5 Assumptions about maternity leave
- 6 Cultural factors

EXAMPLES

- 1 Relatively few female CEOs
- 2 Relatively few female politicians
- 3 Few female head teachers
- 4 Only one black US president
- 5 No female US presidents ever

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