

Why there is a lack of women in leadership roles

[Sociology](#), [Women](#)



**ASSIGN
BUSTER**

Leading and Managing People | Dr Andrew Rowe | Manchester Metropolitan University Business School | Elizabeth Ann Marku- 10996807| In recent years, women have increasingly moved into leadership positions within public and private sector organisations. It is notable, however, that their presence is less apparent in the higher echelons of professional and organisational structures where the greatest influence and power in the decision making process resides. Despite the plethora of research examining this issue, there is still conflicting opinions as to why this is the case.

This assignment asks you to review the key contributions to this debate and examine the implications for effective leadership in the 21st century. | | Leading and Managing People | Dr Andrew Rowe | Manchester Metropolitan University Business School | Elizabeth Ann Marku- 10996807| In recent years, women have increasingly moved into leadership positions within public and private sector organisations. It is notable, however, that their presence is less apparent in the higher echelons of professional and organisational structures where the greatest influence and power in the decision making process resides.

Despite the plethora of research examining this issue, there is still conflicting opinions as to why this is the case. This assignment asks you to review the key contributions to this debate and examine the implications for effective leadership in the 21st century. | | “ When millions of women rise around the world, we won’t need an International Women’s Day. When millions of women rise around the world we’ll be able to harness all the days, years and resources we need to deal with climate change, poverty, violence and war”.

(Womens History Month March 8 2012) Women in Leadership Positions

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Breaking through the glass ceiling Purpose of Report In 2011 an article in the Guardian Business Newspaper stated “ TheEqualityandHuman RightsCommission claims that there are 5, 400 women " missing" from top jobs in the UK and the narrowing of the gender gap across business, politics and the media is " tortuously slow". This report will review the current and historical research as to why women are not more prominent in leadership roles. Introduction Why is it important for women to be in leadership positions? Historically leadership positions have been male dominated.

This is no surprise given that it was not until the Equal Franchise Act of 1928 that women over 21 were able to vote and finally achieve the same voting rights as men. The Equalities Act 2010 has created a unified public sector duty, which is intended to promote equality in public policy and decision-making. The Glass Ceiling “ The glass ceiling” refers to a women's lack of advancement into leadership positions despite no visible barriers “ You tend not to use your womanhood. You try to neutralize it. For example, you wear a suit instead of a dress. ” (Morrison, White, Velsor, and The Center For Creative Leadership 4)

The Human Rights Commission’s research report titled ‘ Sex and Power 2011’ looked at twenty seven occupational categories both in the private and public sectors and measured how many women held positions of power and influence. The research revealed that the position of women in high profile positions had changed little since a previous report in 2008 and that in 100 FTSE companies it would take some seventy years for women directors to equal men. This was also mirrored in relation to women MP’s in

parliament. (Human Rights Commission, 2011) (Guardian Business Newspaper, Tuesday 13 September 2011)

Linder, K. 2012. , The Women of Berkshire Hathaway : Lessons from Warren Buffett's Female CEOs and Directors. [online]. Wiley. Available from: 25 November 2012 Zenger J and Folkman Jack Zenger They are co-authors of the October 2011 HBR article “ Making Yourself Indispensable,” and the book How to Be Exceptional: Drive Leadership Success by Magnifying Your Strengths (McGraw-Hill, 2012). Publication information: Book title: Breaking the Glass Ceiling: Can Women Reach the Top of America's Largest Corporations?. Edition: Updated. Contributors: Ann M.

Morrison - Author, Randall P. White - Author, Ellen Van Velsor - Author, The Center For Creative Leadership - OrganizationName. Publisher: Perseus Publishing. Place of publication: Cambridge, MA. Publication year: 1994. Page number: Not available Questia, a part of Gale, Cengage Learning. www.questia.com Publication information: Book title: Human Resources, Care Giving, Career Progression, and Gender: A Gender Neutral Glass Ceiling. Contributors: Beulah S. Coyne - Author, Edward J. Coyne - Author, Monica Lee - Author. Publisher: Routledge. Place of publication: New York. Publication year: 2004. Page number: xiii