

# The anatomy of glass ceiling

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In contrast with the formal barriers, “ glass ceiling” pertains “ to less tangible hindrances” which are mostly based “ in culture, society and psychological factors” that prevent a particular group’s promotion to upper corporate positions (“ The Anatomy,” 2006).

It is to have contended that “ glass ceiling” exists although there is no concrete basis of its occurrence. The broadness of its concept has made it difficult for anyone to pinpoint the root cause of its existence. Facts and circumstances in the corporate world show that there is in fact disparity of power between members of particular groups. Take for example, in Norway, the country has required “ each of the five hundred companies listed on the Oslo stock exchange to have a board of directors comprising at least forty percent women” in 2008 “ or face significant penalties” (“ The Anatomy,” 2006).

Basically, the articles suggest that the so-called “ glass ceiling” really happens. The reason is not that women do not have the same capability as men or that women lack the skill to break the barrier but due to personal matters such as having a family. Women are mostly hesitant to take high-level positions “ because they are not willing to make personal sacrifices” (Sellers, n. d.). Despite such attitude, it is of no doubt that women can indeed achieve “ greater power at work” like Carly Fiorina, “ the no. 1 on the Most Powerful Women list” in 2003 (“ The Power,” 2003). However, they must use this power to make a difference by creating a family-friendly business environment (Sellers, n. d.).