

# Glass ceiling: a perspective of women working in Karachi, Pakistan

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**Abstract**— In this 21st century the concept of glass ceiling follow in many organizations. We can say that there is an improvement not cut from the root. There are so many women are who are very talented, expressive, more cooperative, more foster, critical analyzer, stress manager as compare to men but unfortunately no able prove themselves because of this concept. This is also happening when women's have no support from their friends and family.

The main reason of this research is find out why this is happening still in this 21st century. Although peoples of this era are more educated and board minded but somewhere this concept is follow by their selves. In this period because of high inflation rate it is not possible that one man can full the stomach of six to seven peoples of their family members. It is time of full participation from the side of women. So this is clear from the result that still in this 21st century the concept of gender discrimination is follow by many organization and the social norms which greatly affects the women's skill and talent.

The independent variables of this research include; gender discrimination, social norms, family influence and the dependent variables are: education, skills and success

## 1 INTRODUCTION

Subsequently the word "glass ceiling" was first invented by (schellhardt, 1986). The word glass ceiling means an un-recognized wall to improvement in a profession, especially affecting women and people of minorities. (schellhardt, 1986) Mention in his journal that women have made countless growth in terms of leadership fairness with men in the work-place. Regardless of this, women are still under-represented in the upper stratums of organizations.

In this 21st century the concept of glass ceiling follow in many organizations. We can say that there is an improvement not cut from the root. There are so many women are who are very talented, expressive, more cooperative, more foster, critical analyzer, stress manager as compare to men but unfortunately no able prove themselves because of this concept. This is also happening when women's have no support from their friends and family.

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Family influence, social norms and gender discrimination are the main areas in which the result of this research stands. Working women's of Karachi are the target market.

### a. Research question:

The purpose of this study is to determine how the career and growth of women's are affected because of the concept of glass ceiling?

### b. Significance of research:

Many researchers do their research on glass ceiling and found many reasons that from where this concept arises? How this concept affects the women? What are the factors? Etc. but there are still some areas where there is a need to do research. Like the concept of social norms in which people think the responsibilities of women is to stay at home and upbringing their children's. Gender discrimination and family influence are other areas which badly affects the women.

### c. Objectives of research:

It aims at detecting about the importance of information to be collected, as well as it labels what is to be accomplished by the research. The following objectives are expressed for the current study:

- To evaluate the effect of gender discrimination on the success of women.
- To determine the consequence of family influence on the skills of women.
- To find out the influence of social norms on the women's education.

### d. Limitation:

It is important to consider many limitation of the research in this area. This research paper work on the effects of social norms, family influence, gender discrimination on the success, education and skills of women. Many researchers do research on many variables but the variables on which this research paper works are different. This research target the working women's of Karachi which is also a unique thing because many researcher do research in which they target working

women of many countries but the working women of Karachi is new topic.

e. **Scope of the study:**

This research was done to determine the effect of glass ceiling on the working women. This study measures gender discrimination, social norms and family influence on the success, skills and education of women working in Karachi. This research will help the researcher in future when they are doing their own study and it delivers more information on GC that affect women career. This will help the women's about the methods for safeguarding their jobs. Eventually it helps to climb up their career.

□ **Key words:**

GC stands for glass ceiling which means that an unrecognized wall to development in a career, especially affecting women and people of minorities.

## 2. LITERATURE REVIEW:

The reason of research (Bombuwela P. M., 2013) is to find out the effects of glass ceiling on women career and development. The research conducted in Sri Lanka and the author uses empirical survey to complete this research. The author chose 150 women executives as a sample size. The areas on which the author works to find out the results are Individual factors, family factors, organizational factors and cultural factors and the result shows that these areas has significant effect on women career and development. According to the findings glass ceiling has 27.4 % influences, statistically significant at the 5% significance level or at the 95% confidence level and other factors have 72.6 % influences on WCD.

(Channar, 2011) Conducted a research to find out the Gender Discrimination in Workforce and its Impact on the motivation, performance, satisfaction etc. on Employees. The research was conducted in Hyderabad. The author uses Stratified method for finding the data of his research and the sample size of this research is 526. The research shows that females are discriminated as compared to male and this will increase the stress level of the employees and decrease the satisfaction and motivational level.

(Adhikari, 2014) Studied the impacts of gender discrimination at workplace. She collected data in Lucknow by distributing questionnaire and by in-depth interview. The author selected 100 comprising of 50 males and 50 females as their sample size. The author works on these areas like the comparison between male and female in their work quality, quantity and incentives the organization paid to them according to their performance. The result shows that females 14% discriminated like they are de-motivated, less paid, under-rewarded which ultimately decrease their performance.

According to (Erik Buckalew, 2012) the reason behind this research is to find out the females are more productive and effective as compare to male but they are not promoted to upper level. The authors find out their result through surveys and interviews in California.

(Jerlando F.L. Jackson, 2011) Makes efforts to find out the

effects of the glass ceiling to understand employment disparities experienced by people of color in senior-level positions in higher education. The research was conducted in America. The author works on the areas which are social capital, human capital, ability, and motivation. The author conduct empirical study and find out their result through national survey the dataset, variables, and analysis procedures. The findings of author shows that it is very difficult to access the color of people from senior-level position when they build-up a human capital and fully maintain the level of satisfaction and reveal the high ability through the merit based.

In Malaysia the research was conducted by (Abidin, 2009) in which he identify the main reasons which put barriers in rising the women's in the certain level in the organization. The author finds out his research by distributing questionnaires and by five-point Likert-type scale. Organizational culture, Accountancy, Women, Work values are the main areas which the author focuses in his research. It is prove by the research that some women's broken the barriers and promote themselves in the upper levels but still the culture of glass ceiling is follow in many organizations.

(Palmer, 2005) Conducted a study which aim is to find out the role of gender in the height of workplace stress in London. Multiple roles, lack of career progress, and discrimination and stereotyping occupation, education, ethnicity, culture, age, socioeconomic group, Social support, rank, personality variables, family roles and responsibilities the main areas through which researcher find out their result. And the result shows that women are more stress at workplace as compare to men.

(JENNY M. HOOBLER, 2009) Done a research to investigate the reasons behind the women's promotability and the perception of their bosses which shows that the women's have great family-work conflict than the men. The research shows that women's are more expressive, more cooperative, more foster as compare to men because men are more dynamic and proficient. The research was done in Chicago and data was collected by zero-order correlations model, five factors and four factors model. 178 participants are the sample size of this research.

The main reason of the study done by (Polston-Murdoch, 2013) is to find out the relationship between subaltern observation of leadership style and subaltern devotion to leaders. Hierarchical multivariate analysis, path-goal and sex-role congruency model, survey method was use to find out these relationship. The sample size was 117 and it was conducted in Virginia Beach. The result of this study shows that that gender plays a little role in the relationship between subaltern observation of leadership style and subaltern devotion to leaders and also shows that how gender effect work-group success.

(Douglas A. Bosse, 2012) Explain in their research that how second glass ceiling hinder the efficiency and the productivity of women entrepreneur. They further explains in their research that second glass ceiling is only the gender bias that block the growth of women in terms of financial capital which the women's required to start their new business or required in their existing business. The research was conducted in Richmond, London.

(AMANUEL G. TEKLEAB, 2005) Jointly conducted a research which base on the chain of relationships among organi-

zational justice, social exchange relationships, and employee reactions. The sample size of this research is 191 employees and the result is found out through longitudinal design and empirical method.

(Mirza Rizwan Sajid, 2011) Do a research in which they identify the participation of married women in Gujarat, Pakistan. It is concluded in the labor force survey that about 15.45% women participation in Pakistan as compare to other countries. The sample size was 301 women. The author focuses on these areas like literacy status, area of residence, family system, family size, husband's education. All these areas are the factors which effect the labor participation.

The main objective of (KHEMANI, 2013) is to find out the solutions to overcome the concept of glass ceiling which affects the women career and development by developing good HR policies and by creating good environment and positive outlook with the women's. The study was conducted in New Delhi, India. The author works on these areas Career Progression, Equal Employment Opportunity and Glass Ceiling for his research.

(Zamfirache1, 2010) Study to find out the women and politics. The glass ceiling, the role of electronics media in illustration the picture of women politician. Gender, the glass ceiling, the gender affinity effect, politics are the main areas where author works. The quantitative approach the author uses for their research. This research was conducted in European state.

(Sarah, 2006) Conducted a research in Bristol in which she uses empirical research to find out their research. The author focuses on British politics, gender, New Labor, sex, women's descriptive and substantive representation to find out their research.

(Jones, 2014) Conducted a research in America in which he identifies Does the Descriptive Representation of Gender influence Accountability for Substantive Representation? He explores their research through internet and survey. The result shows that there is joint relationship between the descriptive and substantive representation.

### 3. Research Methodology:

#### A. Hypotheses:

•Hypotheses 1: Effect of gender discrimination on the success of women

Ho1 = There is no significant effect of gender discrimination on the success of women.

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•Hypotheses 2: Effect of family influence on the skills of women

Ho2 = There is no significant effect of family influence on the skills of women.

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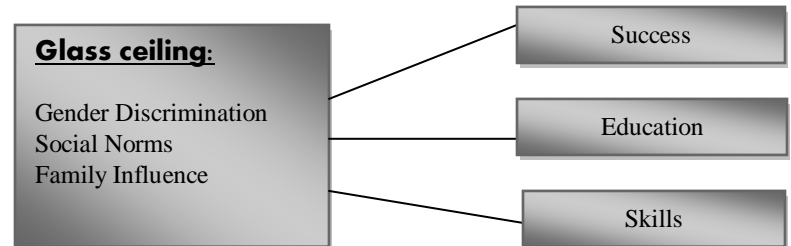
•Hypotheses 3: Effect of social norms on the education of

women

Ho3 = There is no significant effect of social norms on the education of women.

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#### B. Model:



#### C. Data collection source and technique:

Different techniques were used to examine the data. I used secondary data for the analysis of this study.

The data was collected from questionnaires. The sample size of this research paper is 200.

#### 4. DATA ANALYSIS:

##### 1.1 DESCRIPTIVE STATISTICS:

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
	the role of women is to stay at home ,relax, cook, clean home and care for her children and husband	170	1.00	5.00	3.5118	1.25098	-.458
women get promotions at workplace as equally as men	170	1.00	5.00	3.7824	.98794	-.817	.186
women are equally enrolled in professional degree	170	1.00	5.00	2.7941	1.08730	.111	.186
women get equal opportunity in training and development during the job	170	1.00	5.00	3.0294	1.03447	.135	.186
working women are highly appreciated by family to persue their careers	170	1.00	5.00	3.3588	1.10703	-.379	.186
because of concept of glass ceiling women are unable to show their hidden talent and skills	170	1.00	4.00	1.7529	.72823	.511	.186
Valid N (listwise)	170						

**1.2**

**CORRELATION & REGRESSION OF HYPOTHESES:**

I. HYPOTHESES 1 :

**Correlations**

		women get promotions at workplace as equally as men	because of concept of glass ceiling women are unable to show their hidden talent and skills
women get promotions at workplace as equally as men	Pearson Correlation Sig. (2-tailed) N	1 170	-.018 .820 170
because of concept of glass ceiling women are unable to show their hidden talent and skills	Pearson Correlation Sig. (2-tailed) N	-.018 .820 170	1 170

a) REGRESSION:

**ANOVA<sup>b</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.051	1	.051	.052	.820 <sup>a</sup>
Residual	164.896	168	.982		
Total	164.947	169			

a. Predictors: (Constant), because of concept of glass ceiling women are unable to show their hidden talent and skills

b. Dependent Variable: women get promotions at workplace as equally as men

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.824	.199		19.260	.000

because of concept of glass ceiling women are unable to show their hidden talent and skills	-.024	.105	-.018	-.228	.820
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a. Dependent Variable: women get promotions at workplace as equally as men

As it is shows in the above table that the significant value which is 0.820 which is greater than 0.05 so this hypotheses is fail to reject. So from this table it is analyze that because of glass ceiling women's are unable to show their inner skills and talent which become a barrier in their success.

**II. HYPOTHESES 2:**

**Correlations**

		the role of women is to stay at home,relax,cook,clean home and care for her children and husband	women are equally enrolled in professional degree
the role of women is to stay at home,relax,cook,clean home and care for her children and husband	Pearson Correlation Sig. (2-tailed) N	1 170	.008 .914 170
women are equally enrolled in professional degree	Pearson Correlation Sig. (2-tailed) N	.008 .914 170	1 170

b) REGRESSION:

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.014	1	.014	.012	.914 <sup>a</sup>
	Residual	199.780	168	1.189		
	Total	199.794	169			

**ANOVA<sup>b</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.014	1	.014	.012	.914 <sup>a</sup>
Residual	199.780	168	1.189		
Total	199.794	169			

a. Predictors: (Constant), the role of women is to stay at home,relax,cook,clean home and care for her children and husband

b. Dependent Variable: women are equally enrolled in professional degree

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.769	.250		11.080	.000
	the role of women is to stay at home,relax,cook,clean home and care for her children and husband	.007	.067	.008	.108	.914

a. Dependent Variable: women are equally enrolled in professional degree

From the above table it is analyzed that significant value is 0.914 which is greater than 0.05 which means that hypothesis is fail to rejected. So this shows that because of social norms women's are unable to equally enrolled professional degree.

**III. HYPOTHESES 3:**

**Correlations**

		women get chances to show their talent and skills	working women are highly appreciated by family to pursue their careers
women get chances to show their talent and skills	Pearson Correlation	1	.079
	Sig. (2-tailed)		.303
	N	170	170
working women are highly	Pearson Correlation	.079	1

appreciated by family to per-	Sig. (2-tailed)	.303	
sue their careers	N	170	170

a) REGRESSION:

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.452	1	1.452	1.067	.303 <sup>a</sup>
	Residual	228.642	168	1.361		
	Total	230.094	169			

a. Predictors: (Constant), working women are highly appreciated by family to persue their careers

b. Dependent Variable: women get chances to show their talent and skills

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.025	.287		10.554	.000
	working women are highly appreciated by family to persue their careers	.084	.081	.079	1.033	.303

a. Dependent Variable: women get chances to show their talent and skills

The significant value of the above table is 0.303 which is greater than 0.05 which means that this hypothesis is also fail to reject. So this shows that because of family influence women's are unable to shows their skills.

**CONCLUSION:**

In this study it is examine that glass ceiling in still exist in this 21st century. Quantitative research was conducted.

The independent variables include; gender discrimination, social norms, family influence and the dependent variables are education, skills and success.

The obtained results shows that gender discrimination create barrier in the success of women's. Secondly the social norms greatly affect the women's to equally enroll in their

professional degree. And thirdly, because of family influence women's are unable to pursue their careers.

The main reason of this research is to find out that is in this 21st century the concept of glass ceiling is exist? So this is clear from the result that still in this 21st century the concept of gender discrimination is follow by many organization and the social norms which greatly affects the women's skill and talent.

**RECOMMENDATIONS:**

For those who are willing to choose this topic for further re



search should conduct the survey of other cities of Pakistan as well. Furthermore other variables situational barriers, personal barriers, social role barriers and female diversity etc. are more variables that shows the relationship between glass ceiling and all these variables.

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