

# **The Glass Ceiling: A Perspective of Women Working At Senior Management Level**

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**National University of Modern Languages**

**Islamabad, Pakistan**

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## **Abstract**

This study focuses on the public education department. The selection of education department was because it is considered the model for rest all other departments. The second reason was that if GC is prevailing in this department it means these are being translated into other departments too being the feeding departments in HR to all others. Second the important element for this study was to observe the finding in the sphere where all are very well educated and having the big stand of education and qualifications. This cluster of persons having the high level of education were taken in the observation because it can be standardized for the rest other departments. It was also the matter for consideration that these findings can be very fruitful in curriculum development and revision. It deems wise that this study should be used while developing the curriculum by the curriculum wing so that this trend should be inculcated by the curriculum wing and accreditation council. The finding of this research the dependent indicators have very highlighted relation with the dependent variable. The independent variable was GC for the working women and rest four independent variables were effect of individual factors, family factors, cultural factors and organizational factors. As per the results, individual factors, family related issues, cultural factors and organizational hurdles are the main reasons why women in Pakistan have less access to the growth possibilities than the counter gender. The literature have discussed the social and psychic connection of the two and also identified how efforts have been made or sabotaged in the past for the subject. This research concludes that the glass ceiling which is a headwind in the working women career growth has four main factors which play negative role. These prime four influences are individual factors, family factors, cultural factors and organizational factors.

## Abbreviation

<b>GC</b>	Glass Ceiling
<b>WCD</b>	Women Career Development
<b>CEO</b>	Chief Executive officer
<b>NA</b>	National Assembly
<b>FWBL</b>	First Women Bank Limited
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>UN</b>	United Nation
<b>CTSC</b>	Cluster Training and Support Center
<b>SF</b>	Social Factor
<b>IS</b>	Individual Factor
<b>FF</b>	Family Factor
<b>OF</b>	Organizational Factor

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