

# Existence of Glass Ceiling in India

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**Abstract:** India is that the country within which unity within the diversity exists twenty-nine states with completely different religions, completely different customs, and completely different languages however the standing of girls in each state rather like similar in every term. the current standing ladies in Bharat is extremely sophisticated wherever some women are on the list of prime CEOs and politics. But, on the opposite hand, no correct facilities on the market for continued their education. Bharat could be a country wherever men and ladies are equal in rights however in some cases, ladies bring home the bacon but a person below identical parameter. A "glass ceiling" suggests that associate degree invisible barrier that's on the far side the thoughts of the ladies; these hidden parameters become the hurdles between the center and prime management for the women. Silent, nevertheless unbreakable, the most reason for the variation within the proportion of girls within the prime management is usually but the lads. The ceiling is that the company given word which implies invisible barriers for girls that allow them to stop to attain heights of success. Incorporate the globe, the proportion of girls and men hour and four-hundredth or even seventieth and half-hour however once it grows to a better level like CEO and board of administrators it becomes roughly eighty fifth male and V-day feminine or even but this. the target of this paper to light the ceiling in Bharat and verify the position of girls in banking, politics, education, and company.

**Keywords:** Glass Ceiling, Management, Politics, and Banking Sector.

## 1. Introduction

Glass ceiling refers to associate degree invisible barrier that forestalls somebody from achieving any objectives relating to their career at the geographical point. it's typically utilized in the geographical point for the ladies it refers to invisible hurdles. These hurdles or barriers associated with ladies WHO cannot reach the very best level of the management at the geographical point. Ceiling is that the methodology of shaping the items that keeps ladies from the interesting of power and success that makes them capable the lads. Today, in company life there are such a big amount of invisible barriers that build turbulence within the lifetime of the ladies. Ceiling or invisible barriers have an effect on additional those ladies WHO are career-oriented than alternative ladies. There are several problems in company life like security, feminine issue, etc. that useless and private at the geographical point however prime management focuses on these factors at the time of promotion and appraisal. It points to ladies between their responsibility

towards family and career. Firstly, prime management concentrates on the on top of problems relating to ladies when searching for the performance of the ladies at the geographical point at the time of the appraisal or promotion that is immoral.

Since 1970, the definition of the ladies has been incessantly dynamic in each field like politics, corporate, public sector, etc. still, Male invariably dominates the feminine. There ar distinguishes between male {and feminine and feminine} as an example rather like that pink is that the color of female and blue for male....why? No actual reason however it's been from the last centuries and everybody follows.

Evidence of the ceiling has been represented as invisible, covert and obvious. the foundation of the ceiling is gender-based barriers, unremarkably cited within the literature and noted anecdotally. These barriers run the gamut from gender stereotypes to most popular leadership designs and additional on tokenism within the high social control ranks. Forces like socio-cultural, legal, personal, and structure that have an effect on the women's rise towards the higher position.

The ceiling is gift everywhere the globe, its vary country to country wherever the degree of intensity of barriers is completely different. spiritual issue, legal issue and economic issue are rising factors those discriminate invariably ladies from men in developing furthermore as developed countries. Since equal opportunities {for ladies for ladies for girls} and men however still women don't accomplish the advancement attributable to the ceiling. For the ladies WHO have these opportunities and WHO will have a career, in rising countries like China or Bharat, the ceiling they confront is not any completely different from that confronted by ladies within the western world, Hema Krishnan, Professor, missionary University.

This is the stereotype that ladies that ladies that girls are additional emotional than men however it's been studied that men are additional emotional than women however emotional intelligence can be completely different in each. Emotional intelligence depends on the management and leadership vogue etc. for girls furthermore as men and therefore the main parameter their perception towards their career goals. Ladies follow the holistic approach, voluntarily share power and data with others. Throughout the current century, these traits are often helpful within the modern era. The current organization cultures and organization structures promote the scatter of data,

believed in diversity in thoughts and treat their workers as human resources, not assets. In step with the BBC report, it's been confirmed by the analysis that ladies command but 100 percent position of Board level and Director Level.

## 2. Barriers for Women at the Work Place

- Male and female salary is different at the same job profile.
- Due to the more responsibility like childbirth and child-rearing gives the result of less experienced at the workforce.
- It is very tough for the women to come back on employment after the pregnancy which creates a loop in their career.
- Women are for compromise even at the workplace, women comprise the bulk of the part-time workforce thereby gaining lower hourly rates and less accumulated superannuation.
- Management perception towards less value of work, done by women. It is a tradition that women's roles in community services are underpaid.

## 3. Picture of Indian Women in History

In Indian history, lots of pictures of women show the different types of women like mother India, Rani Laxmibai a fighter, etc., sometimes women proved herself as a fighter as leader and game planer, etc., besides these traditional women of India such as Sati, Jauhar, and Devadasi also a part of the communities which have been banned and deceased in modern period of India. Beyond this, there are some other practices which are still practiced by the Indian women and have been the image of India such as purdah system and child marriage in some rural part of India, although illegal under current Indian law.

### A. Sati

Sati custom was very popular and awful in the society of India which clearly defines those women who depend upon the men, and have no meaning of women living alone in the communities. According to sati custom widow has to immolate alive on the pyre of her husband's funeral. Although the act was supposed to be voluntary on the widow's part, its practice is forbidden by the Hindu scriptures in Kali Yuga, the current age. After the foreign invasions of the Indian subcontinent, this practice started to mark its presence, as women were often raped or kidnapped by the foreign forces. It was abolished by the British in 1829. There have been around forty reported cases of Sati since independence. In 1987, the Roop Kanwar case in Rajasthan led to The Commission of Sati (Prevention) Act.

### B. Jauhar

In the Mughal period sati practices converted into Jauhar practices. Jauhar prevents molestation by the enemy through the voluntary immolation of women such as wives and daughters of the defeated warrior. This custom firstly came from the Rajputana's family, who are well known for honor in the society. The term is extended to describe the occasional practice

of mass suicide carried out in medieval times by Rajput women. Manifestly, such practice took place during the Islamic invasions of India. There were many instances of Jauhar, but these were not well recorded. Maharani Samyukta, wife of Prithviraj Chauhan the last Hindu king to rule Delhi, committed Jauhar after the invasion of Muhammad Gori. The best-known cases of Jauhar the three occurrences at the fort of Chittaur (Chittaurgarh, Chittorgarh), in Rajasthan, was Jauhar of Queen Padmini wife of Rana Rawal Ratan Singh in 1303 AD, Jauhar of Rani Karmawati wife of Rana Sanga on 8 March 1535 AD and Jauhar of Rana Udai Singh II, his sons and the royal women in 1568 AD.

### C. Purdah

In ancient times, the purdah system used to protect the women by covering themselves so they conceal their skin from the males. It started through the males to restrict women to feel free about their rights. Generally, it was an indication of the subordination of women. It noted that Indian women had to purdah in the Islamic Kingdoms in Indian Subcontinent, as a result of fear, that they would be kidnapped by the Muslim invaders.

### D. Devadasis

It was started from southern India where women should marry to a deity or temple. Devdasi means connected with the god through devote life towards them. The ritual was well-established by the 10th century A.D. By 1988, the practice was outlawed in the country.

### E. The objective of the Paper

1. Determine the position of women in the banking sector, politics, education sector, and the corporate world.
2. Present status of working women and calculate the percentage of CEO's women in India.
3. Calculate the percentage of women on the Board of Directors.

## 4. Origination of Glass Ceiling

The term was first coined in March 1984 by Gay Bryant, the former editor of Working Woman magazine who was changing jobs to be the editor of Family Circle. In an Adweek article by Nora Frenkel, Bryant was reported as saying, "Women have reached a certain point—I call it the glass ceiling. They're at the top of middle management and they're stopping and getting stuck. There isn't enough room for all those women at the top. Some are going into business for themselves. Others are going out and raising families. Also in 1984, Bryant used the term in a chapter of the book *The Working Woman Report: Succeeding in Business in the 1980s*.

It is not specifically clarified who used this word - Glass ceiling the first time. In 1986A Wall Street Journal story popularized this term by looking out the barriers confronting women at the top level of management. In 1984 Glass ceiling was used even earlier by Gay Bryant in the book *The Working*

Woman Report, which related to the status of the women at the workplace.

In 1991, the Federal Glass Ceiling Commission was established to gather information regarding the opportunities for women and find out the barriers which create a problem for women at the top level of top management. Workers climb higher as they get promotions, pay raises, and other opportunities. In theory, nothing prevents women from rising as high as men. After the Women's Liberation Movement and Civil Rights legislation of the 1960s, many people feel that discrimination is all in the past. However, in practice, there are still barriers.

Women get a promotion at the particular stage of the professional life that they get stuck in the invisible hurdles which are not familiar with the women.

### 5. Methodology

I used secondary data to collect the information regarding the glass ceiling from some websites like a list of Fortune 1000 companies or the Global 500, etc. And also consider some journals which have discussed the problem of the glass ceiling and how to overcome it

### 6. Results and Discussion

*Breaking the Glass Ceiling:* In a reversal of the age-old gender pay gap, women are making more money than men in part-time jobs. According to Forbes magazine (2013) Female part-timers earned \$10 more in median weekly salaries than their male counterparts, according to the Bureau of Labour Statistics. Contrast this to full-time work, where men 15% more than women in overall median weekly earnings.

#### A. Indian Women in Banking

Chanda Kochhar is the well-known name in the banking sector, a lady who became an idol for many women. She is the CEO of the country's second-largest commercial lending institution, ICICI Bank, again, Shikha Sharma, MD of the third-largest Axis bank in the private sector. The story does not end here of the women in the private banks, one of the largest foreign banks in the country, HSBC, who headed by women with Naina Lal Kidwai and the Indian arm of the global financial powerhouse JPMorgan Chase based on Indian armature also headed by Kalpana Morparia. Even the Reserve Bank of India, until recently, had two women Usha Thorat and Shyamala Gopinath among four of its deputy governors.

According to Alok Khare, president of the All India Bank Officers Association, declared 15-17 percent is women among one million bank employees in the country. The percentage of women's employees' varies according to cities; it is 27-30 percent in metro cities. The actual reason for in the banking sector because of working hours of banks was suited to serve the woman's domestic schedules, there was physical proximity to the place of work, the job offered an element of respectability and the profession did not require physical labor.

#### B. Indian Women in Politics

Before some years back, Politics is all about male-oriented and Women pictures' is full of challenges and getting the place after the male in India. But, the famous and respected lady—Indira Gandhi changed the concept of politics with her work done commendably. Women pictures' is full of challenge and getting the place after the male in India.

Lots of problem arises for women to enter politics like caste, creed, religion and decisive role. Look out the history of Indian politics; it is clear that family background does matter in the politics. Most of the successful women politicians in this country indeed owe their success to their family's political background; nevertheless, nobody can deny them the credit for putting in hard work and displaying requisite acumen for not only surviving but carving a separate niche for themselves.

There are many female faces like Sonia Gandhi, one of the longest-serving president of Congress party in its history of 127 years and also the chairperson of the ruling United Progressive Alliance (UPA). The second name is Sushma Swaraj, the famous leader of opposition in Lok Sabha. She belongs to BJP and is a veteran of electoral politics. She has been Member of Parliament (MP) for six terms and MLA for three terms. She was also the Chief Minister of Delhi for a brief period. Sheila Dikshit as Chief Minister of Delhi since 1998 to 2013. She is a close confidant of Congress party chief Sonia Gandhi and has led the party to victory for three consecutive terms.

Mamata Banerjee is the first woman Chief Minister of West Bengal and has the distinction of dethroning 34 years old rule of left front government in West Bengal. She was also the first woman Railway Minister of India. Jayalalitha Jayaram is the Chief Minister of Tamil Nadu. Mayawati is today the most powerful Dalit leader in the country. She had been four times Chief Minister of India's most populous state UP. Vasundhara Raje Scindia was the first woman Chief Minister of Rajasthan. She is one of the most powerful female politicians in the country. Ambika Soni is a union cabinet minister in charge of information and broadcasting ministry. Supriya Sule is a Lok Sabha MP and belongs to Nationalist Congress Party (NCP). Recently Uttar Pradesh Chief Minister Akhilesh Yadav's wife, Dimple Yadav (Samajwadi Party), has created a history of sorts in the state by getting elected to the Lok Sabha unopposed. So, in politics, women are continuously breaking the glass ceiling from 1966 to now.

#### C. Indian Women in Army

Priya Jhingan, a first lady who broke the male bastion of the Indian Army. Padma Bandopadhyay, an IAF officer who rose to be India's first woman Air Vice Marshal in 2002, Bandopadhyay also served as the first woman Fellow of the Aerospace Medical Society of India.

There are many areas where women are breaking the glass ceiling but according to the population of women, it's not up to mark. In politics, most of the female politician is related to family background or some other references so politics is all

about the network. There are very less no. of females in the army compared to another profession. In a corporate world, some famous women achieved the heights of success on themselves.

### 7. Conclusion

India is a country where maximum position by men but still there is some precise and reputed place which headed by the women like 10percent women of India in the top 50 CEOs according to the report of Forbes magazine's 2013. 13 women from India comes in the world's 100 most powerful women which are apprehensive. Compare to the world, there is only a 4.7percent board of directors seats held by the women in India but according to the report of 3rd march 2014 given by Forbes, there is only 2 percent. 3 percent increment in women from 2011 to 2014 at the level of senior management. It proves a significant improvement, occurring in parallel with the recovery of the global economy. Women are also increasing their presence in the C- suite. The top five positions where women enter in senior management – chief finance officer (31%), human resources director (30%), corporate controller (14%), chief marketing officer (13%) and sales director (13%) Renu Sud Karnad is the well- known name among women directors today, holds the maximum number of position in the board of directors. She is a member of nine boards in which six are as an independent director. Another famous name is Ireena Vittal who holds seven boards as an independent director. There are only 32 companies that have a woman chairperson/co-chairperson, among which is an independent director. Apollo Hospitals Enterprise achieved four dependent directors which are known as the highest number of women directors.

Two professions banking and finance are the top most favoring sector of women. Women are getting earlier career breaks as well. Women who dropped out are being called back by their old companies. The economy is growing and the demand for good executives is ongoing, explains Kaka Nakhate, the president and country head of Bank of America Merrill Lynch India.

According to the Forbes magazine: 9,009 persons occupying a total of 11,596 directorships in NSE-listed companies out of these, only 597 positions are held by women, which is a mere

5.1%.

Men that enter female-dominated professions tend to be promoted at faster rates than women in those professions, explains Caren Goldberg, Ph.D., an assistant professor of management at American University's Kogod School of Business who has researched the phenomenon. When you look at senior management, you tend to see men disproportionately represented. So while there may be less than 5% of all nurses who are male, you see a much larger percentage than 5% in senior-level positions like hospital administrators.

Research shows that men in female-dominated jobs tend to fare better even than men in male-dominated jobs, and they typically earn higher salaries, receive more promotions, and achieve higher levels within organizations than their female counterparts.

At last, in India women are breaking the glass ceiling but there are many sectors in which the glass ceiling is present like the army. The government should do work on the glass ceiling like the Companies Act, SEBI has mandated that the board of every listed company should have at least one-woman director. This policy worked a lot in the field of glass ceiling where women could not get the position which they deserve.

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