

Breaking Barriers: A Bibliometric Study on the Glass Ceiling Phenomenon

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ABSTRACT

This study explores the concept of the "glass ceiling," an enduring metaphor for the invisible barriers hindering women's progress to top leadership positions in organizations. Despite significant advancements in the workforce, women remain underrepresented in top managerial roles, particularly in Fortune Global 500 companies, where only 2.6% of CEOs are women, all of whom are White. The phenomenon of the glass ceiling is deeply rooted in workplace prejudice, conflicting societal roles, and systemic biases. Drawing on literature from 2000–2022, this paper critically analyzes the historical evolution, theoretical underpinnings, and empirical evidence of the glass ceiling effect, employing a bibliometric methodology. Using VOSviewer software, the study systematically reviews 543 articles sourced from the Scopus database to identify thematic trends, key contributors, and influential publications. The findings reveal a growing research interest in the field since 2014, with notable contributions from journals such as *Gender, Work and Organization* and *Women in Management Review*. Highly cited works, including those by Ridgeway (2001) and Adams (2012), underscore the persistence of gender inequality across industries and geographies. The study identifies the United States and Australia as leading contributors to the field, with India being the sole Asian nation demonstrating a modest research output. This research highlights significant gaps in the literature, particularly in developing regions, and underscores the need for more inclusive studies that address intersectional factors such as race, ethnicity, and socioeconomic status. The study concludes that tackling the glass ceiling requires comprehensive policy interventions, organizational reforms, and societal attitude shifts to ensure equitable opportunities for women in leadership roles.

Key words: - Glass Ceiling, Women in leadership, Workplace discrimination, Organizational barriers.

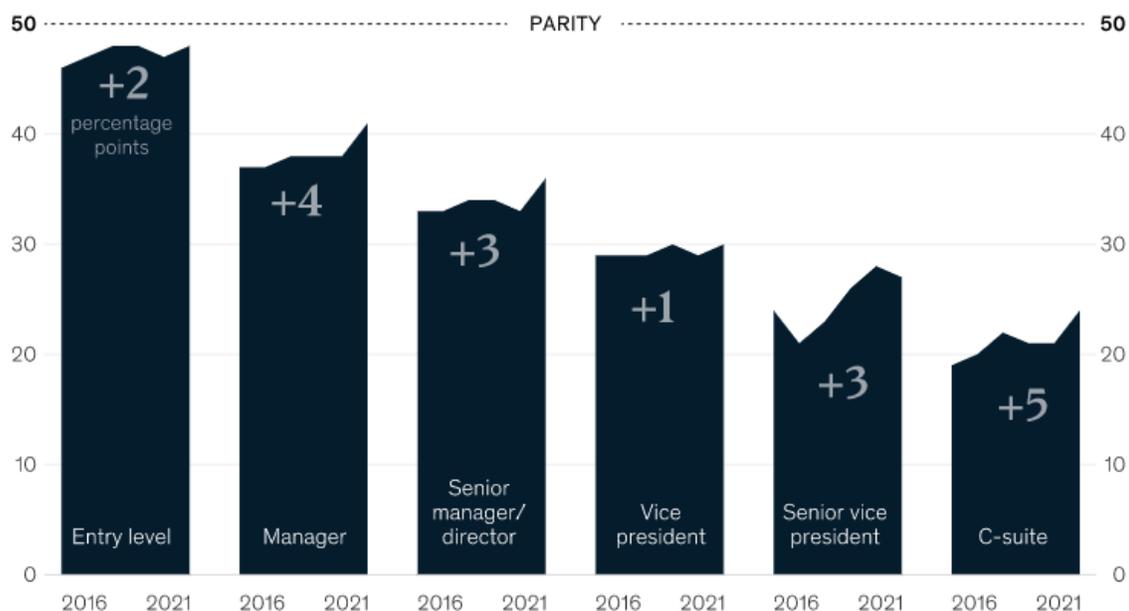
Introduction

Multiple studies demonstrate that organizations continue to restrict advancement opportunities for their female employees who remain positioned in lower organizational levels. Multiple research investigations conducted by Abraham (2013), Baxter & Wright (2000), Parcheta, Kaifi, and Khanfar (2013) and Purcell (2013) show women and men achieve different levels of equality in top management positions across many nations. Every society maintains an approximate equal split between women and men making up its population while women perform the roles of generation creators and education trainers for the next generation. The country's development at a cultural social and scientific level heavily relies on these human resources so there must be specific attention given to their career promotion. Women mostly fill roles that pay lower wages while earning lower social status even though better positions require expertise which men usually prefer to hold when their qualifications match

Unfavorable gender inequality conditions throughout the world have led numerous countries to introduce measures that abolish discrimination and inequality practices. Many nations demonstrate excellent progress in equality because women now occupy more than 40 percent of executive roles in northern European nations including Norway and Finland and Denmark as well as the United States has seen women's participation increase by 250 percent since 1970. During the 1990s the developing nation countries proved unsuccessful in their attempts to address this problem. Statistical Center of Iran indicates women participate minimally with 18.5 percent while men participate with 72.9 percent in the country's economic realm. Women constitute only five percent of management positions while their representation dwindles further to 1.4 percent when searching for director-general and deputy director (Babaei, Khalili Eraghi, & Yaghinlou, 2002). The current situation arises as male managers and their staff alongside fellow women show distrust in women's capabilities while organizations maintain an unfavorable work environment according to researchers. Despite growing academic achievement Iranian society remains negative toward women during its current transition phase. The job market shows significant advancement for women yet they remain a minority in high-paying roles. Scientists have extensively studied this continuous disparity in corporate and financial leadership positions alongside other economic segments. Based on the August 2020 Fortune Global list only 13 female executives less than 3% managed Fortune Global 500 companies during this period yet

they were exclusively White. McKinsey & Company released its 2021 "Women at Workplace" research demonstrating women remain underrepresented in leadership roles according to Exhibit -1.

Representation of women by level, 2016–21,¹ % of employees



¹Data as of end-of-year 2015 and end-of-year 2020.

Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

**McKinsey
& Company**

Source: <https://www.mckinsey.com/~media/mckinsey/featured%20insights/diversity%20and%20inclusion/women%20in%20the%20workplace%202021/svgz-womenworkplace2021-v11-ex1.svgz>
(Exhibit-1)

Historical Background of Glass Ceiling

Glass ceiling represents an unequal situation in modern societies. Zahedi (2003) proposed specific identification standards for glass ceiling inequality recognition. The term glass ceiling describes when women fail to advance beyond middle management (Zahedi, 2003). Wall Street Journal introduced the glass ceiling term in 1986 before Morrison White and Van Velsor became its earliest researchers in 1987. In 1990 researchers documented the striking absence of minorities and women in leading positions in public and private institutions. While used occasionally to illustrate deep salary disparities in high-income level distribution, Arfken, Bellar, and Helms (2004) found that female workers receive less compensation than male colleagues in chosen groups.. The glass ceiling disrupts minorities as well as women from reaching their highest position in hierarchical ranks. According to Davies-Netzley (1998) the glass ceiling metaphor functions as a description for discrimination which prevents workers from seeing superior positions above while rendering these options out of reach. Rising through higher management positions these professionals reach close to executive roles yet they seldom break through the top echelons of power. Women experience such aggravating circumstances that lead them to believe top management positions are inaccessible through glass ceiling barriers which function as racial blockers in organizations. Research has explored glass ceiling effects through evaluation of its organizational impacts on different hierarchical positions. According to Cotter et al. (2001), gender (or other) drawbacks persist more powerfully throughout organizations' highest positions while deteriorating progressively throughout career development . Research examined race and gender equality respectively through white male earnings at three different income points (25th, 50th, and 75th percentile). Their research showed that women face a glass ceiling yet discrepancies between races and between men did not develop comparable barriers of progress. Using their data collection they found evidence that glass ceilings functioned exclusively

within gender groups. Researchers from Baxter and Wright (2000) defined the glass ceiling hypothesis to reveal that “women experience rising obstacles in comparison to men immediately prior to reaching authority positions inside workplaces”. Three U.S. cases alongside Swedish and Australian instances demonstrated diverging outcomes compared to this definition. Women encountered substantial barriers belonging to senior managerial authority only at entry-level positions within the United States managerial hierarchy. Research showed that glass ceiling barriers appeared in both Sweden and Australia though these situations were located below senior executive positions rather than at the highest stratum. Female professionals faced greater obstacles than their male counterparts in their efforts to move up from lower-management roles into middle-management positions throughout these countries. Smith (2012) discovered that white males maintain an advantage above women according to a study conducted by him. When controlling variables the move toward higher authority levels did not bring improvements in retirement benefits and salaries for minority employees. The findings showed consistent moderate inequality over the authority hierarchy shifts. Research data shows job discrimination occurs in a U-shaped pattern (Scicchitano, 2014) thus demonstrating both glass-ceiling and sticky-floor effects. Research indicates that glass-ceiling phenomenon appears throughout different industries and workplace settings. Multiple previous studies demonstrate men hold superior social positioning including better authority to influence others. Low status individuals resort to agentic actions which generates opposition from other members because their perceived incompetence leads observers to interpret their actions as unlawful efforts to achieve power (Ridgeway, C 1986). Past studies show that men have higher status, and have had greater legitimacy as influence agents. On the other hand, low status individuals who engage in agentic actions may be seen as attempting to gain power and influence illegally due to their believed lack of competence, and as a result, their influence is likely to be opposed (Ridgeway, C 1986). The research of Davidson M. J. and Cooper in (1992) uncovered important facts regarding leadership structures in organizations. Throughout all sectors of society the men function as leaders because the society views women as following leaders. Success rates are better when organizations are led by male leaders yet women consistently receive zero opportunities for advancement. According to Cooper and Davidson's study women managers sustain higher stress levels than their male peers do in similar positions. Society creates extra pressure to establish that women should maintain their minority status because they demonstrate poor self-confidence. Female employees experience limited advancement opportunities while missing both job mentorship and professional growth options that would help them improve in their careers. As a result they face gender stereotypes at work.

Objectives of the Study

The main objective of this paper was to analyze the presence of the concept of Glass ceiling reported during 2000-2022 and indexed in the Scopus database. In particular, the study aims to find:

RQ1.Search criterion and selection of article

RQ2.Most Relevant Paper

RQ3.Journal with highest number of papers

RQ4.Most Productive Authors

RQ5.Top Organization conducting research on the topic

Background of bibliography analysis

A bibliometric methodology was used in this research paper to critically analyze the literature published in the SCOPUS indexed journals in the discipline of glass ceiling. The term "bibliometrics" refers to "the field of mathematics and statistical methods to texts and other methods of expression. (Alan Pritchard, 1969).A bibliometric analysis involves using statistical tools to identify trends within a discipline, develop the profile of publications in the field, and determine quantitative and qualitative changes in a specific study area (Thakur & Kushwaha, 2024). Bibliometric analysis was employed because it has the ability to aid in the systematic organization of prior research in particular fields and to identify research gaps that need to be addressed. (Chueke & Amatucci, 2015). For the study VOSviewer software was address bibliometric analysis to establish co-citation, co-authorship, top contributors: Authors, countries, and institutions, and thematic trends over the years. The research data used in this paper were obtained from the Scopus database as it represents different elements of scientific publications, obtained from external publishers, such as publication title, abstract, keywords, author names and key words. (Berkvens, 2012). The first step in a systematic process was defining the review's scope, followed by identifying the second research analysis approach and the third database to be mined. Finally, a study was conducted, and the results were interpreted.

Methodology

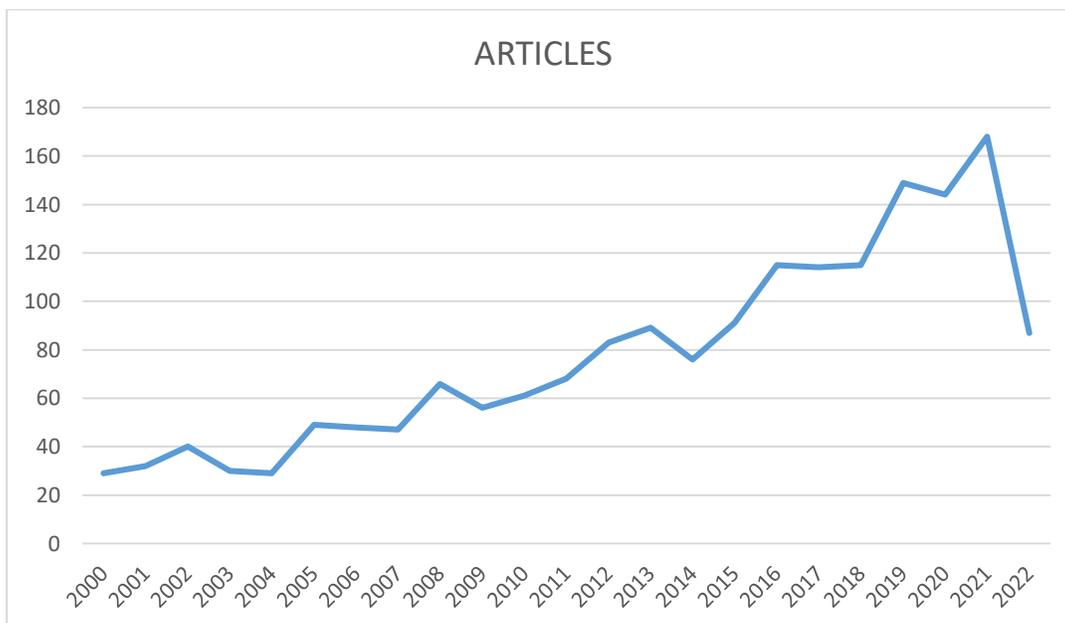
The research data was retrieved from the Scopus citation database using search string TITLE-ABS-KEY (“Glass Ceiling”) AND PUBYEAR > 2000 AND PUBYEAR < 2022 AND (LIMIT-TO (DOCTYPE,“ar”) OR LIMIT- TO (DOCTYPE,“ch”) OR LIMIT-TO (DOCTYPE,“cp”)or LIMIT-TO (DOCTYPE,“rw”). The extraction of database articles under study took

place through collecting all material concerning the subject field that had been added to Scopus until 16th July 2022. The initial database search generated 1950 results that were reduced to 1350 publications by focusing on the subjects of business, management and accounting and economics, econometrics and finance combined with social sciences and arts and humanities. The study's records consist of articles alongside conference papers and both reviews and book chapters. First a comprehensive analysis of 544 English-language articles concerning the topic was completed through Keywords-based research and relevance assessment. Table No 1 displays the selection criteria results.

Table 1: Search criterion and selection of article “glass ceiling”.

Filtering criteria	Rejected	Accepted
<i>Search criteria</i>	-	-
Search engine: Scopus	-	-
Search date: 16 July 2022	-	-
Search term: “Glass Ceiling”	-	1950
Time from 2000-24	192	1758
Subject area: “Business, management and accounting, Economics, econometrics and finance, Social sciences, and Arts and humanities”	408	1350
Document type: “Articles, Conference papers, Reviews and book chapter”	67	1283
Keywords: “GLASS CEILING”, “GENDER”, “WOMEN”, “LEADERSHIP”, “FEMALE”, “GENDER INEQUALTY”, “MANAGEMENT”	687	596
Language screening: “Include documents in only English”	53	543

Figure 1: Historical evolution of publications (2000 to July,2022)



Historical evolution of publications as represented in (Figure 1) reflects the trends in the research publication in the field of glass ceiling over the timeline from the year 2000 to 2022. From the year 2004 onwards, there has been a steady growth in the number of papers published in the Scopus. A major change in the trend can be observed from 2014 year onwards, as the topic of glass ceiling has been garnering interest remarkably as reflected in the figure 1. (with more than 60 publications year on year). The glass ceiling topic is one of the emerging fields of study more than ever because of the ever rising women workforce and changing demographics of the workplace. Hence the topic is garnering a lot of social scientists and researchers. A deeper understanding in the field is required as more and more women are subjected to inequality at top managerial positions.

Table 2: Most Relevant Papers (2000-July2022)

DOCUMENT	CITATION	ARTICLE	JOURNAL	IMPACT FACTOR
“Ridgeway. c.l(2001)”	668	“ Gender, Status and leadership”	“Journal F social issues”	2.419
“Eagly .a.h (2007)”	452	“Women and the labyrinth of leadership”	“Harward business review”	6.87
“Adams .r.b (2012)”	486	“Beyond the glass ceiling: Does gender matter?”	“Manage Science”	4.219

“Arulampalam W., Booth A.L., Bryan M.L. (2007)”	313	“Is there a glass ceiling over Europe? Exploring the gender pay gap across the wage distribution”	“Industrial and Labor Relations Review”	2.701
“Haslam S.A., Ryan M.K. (2008)”	207	“The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations”	“The leadership quarterly”	10.52
“Ryan M.K., Haslam S.A. (2007)”	269	“The glass cliff: Exploring the dynamics surrounding the appointment of women to precarious leadership positions”	“Academy of Management Review”	10.632
“Probert.b (2005)”	274	“I just couldn't fit it in': Gender and unequal outcomes in academic careers”	“Gender, Work and Organization”	
“Singh V., Terjesen S., Vinnicombe S. (2008)”	270	“Newly appointed directors in the boardroom:. How do women and men differ”?	“European Management Journal”	
“Williams.c.l (2013)”	164	“The Glass Escalator, Revisited: Gender Inequality in Neoliberal Times, SWS Feminist Lecturer”	“Gender and Society”	

“Cook A., Glass C. (2014)”	160	“Women and Top Leadership Positions: Towards an Institutional Analysis”	“Gender, Work and Organization”	3.101
“Arfken D.E., Bellar S.L., Helms M.M. (2004)”	172	“The ultimate glass ceiling revisited: The presence of women on corporate boards”	“Journal of Business Ethics”	4.141
“Guillaume C., Pochic S. (2009)”	124	“What would you sacrifice? Access to top management and the work-life balance”	“Gender, Work and Organization”	3.101
“Cech.e.a(2010)”	112	“Perceiving glass ceilings? Meritocratic versus structural explanations of gender inequality among women in science and technology”	“Social Problems”	2.071
“King E.B., Botsford W., Hebl M.R., Kazama S., Dawson J.F., Perkins A. (2012)”	107	“Benevolent Sexism at Work: Gender Differences in the Distribution of Challenging Developmental Experiences”	“Journal of Management”	8.08

“Sullivan D.M., Meek W.R. (2012)”	154	“Gender and entrepreneurship: A review and process model”	“Journal of Managerial Psychology”	3.614
“Mattis.m.c (2004)”	133	“Women entrepreneurs: out from under the glass ceiling”	“Women in Management Review”	2.293
“Tan.j (2008)”	101	“Breaking the "bamboo curtain" and the "glass ceiling": The experience of women entrepreneurs in high-tech industries in an emerging market”	“Journal of Business Ethics”	4.141
“Acker.j (2009)”	161	“From glass ceiling to inequality regimes”	“Sociologie du Travail”	0.286
“Weyer b.(2007)”	95	“Twenty years later: Explaining the persistence of the glass ceiling for women leaders”	“Women in Management Review”	2.293
“Liff s. (2001)”	169	“Distorted views through the glass ceiling: The construction of women's understandings of promotion and senior management positions”	“Gender, Work and Organization”	3.101

“Gorman E.H., Kmec J.A. (2009)”	133	“Hierarchical rank and women's organizational mobility: Glass ceilings in corporate law firms”	“American Journal of Sociology”	3.232
“Maume Jr. D.J.(1999)”	240	“Glass ceilings and glass escalators: Occupational segregation and race and sex differences in managerial promotions”	“Work and Occupations”	2.655

Bibliometric evaluation fundamentally comprises attributed influence measurements through counted citations. The Journal of Social Issue published Ridgeway C. L.'s Gender Status Leadership articles (2011) achieving 668 citations as the most frequently cited article within its field of study (Table 2). The paper examines gender status as the key contributing factor to the glass ceiling effect according to the author. Another prominent article “Beyond the glass ceiling: Does gender matter? Manage Science published "By Adams.r.b (2012) which received 486 citations based on research data. With 452 citations the piece entitled “Women and the Labyrinth of Leadership” stands in the article ranking authored by Eagly.a.h and published in Harvard Business Review.

Table 3: Top 20 Journals in publications

S.NO	SOURCE	No of document	CITATION	Impact factor
1	Gender Work and Organization	8	829	3.101
2	Women in management review	17	694	2.293
3	Gender in management	24	485	2.293
4	Leadership Quarterly	4	430	10.52

5	Journal of Business ethics	4	438	4.141
6	European management journal	3	288	6.110
7	Gender and society	4	264	2.36
8	Sociologie du travail	3	199	0.286
9	Strategic management journal	3	198	8.641
10	Sex roles	5	149	4.154
11	Career development international	4	145	3.792
12	Journal of organizational change management	4	93	2.293
13	Asia business pacific review	3	95	2.361
14	“Journal of economic behavior and organization”	4	90	1.635
15	“Gender in management: an international journal”	3	85	3.74
16	Labour economics	4	84	1.063
17	Journal of career development	3	79	1.473

18	Journal of European industrial training	3	75	2.22
19	Journal of economic inequality	3	60	0.98
20	Equality, diversity and inclusion	10	63	1.266

As shown in (Table 3) reflects the top 20 journal that has published the highest number of articles and has the maximum number of citations (829) is “Gender Work and Organization” has an impact factor of 3.101. It was found that the journal “Women in Management Review” has published 17 documents having the 694 citations and has an impact of 2.293. Another noteworthy journal is found to be “Gender in management”, having published 24 documents, has a citation of 485, and has an impact factor of 2.293.

Table 4: Most Productive Authors

Authors	No of papers	Citation count	University	Country
Glass c.	4	452	“Huntsman School of Business, Utah State University”	United States
Cook a.	3	442	“Utah State University”	United States
Caputi p.	3	101	“University of Wollongong, Wollongong, Australia”;	Australia
Crittenden n.	3	101	“School of Psychology, University of Wollongong, Wollongong, Australia”;	Australia

Smith p.	3	101	“School of Psychology, University of Wollongong, Wollongong, Australia”;	Australia
Linehan m.	3	102	“Department of Adult & Continuing Education, Cork”	Ireland
Simpson r.	3	65	“School of Business and Management, Brunel University, Uxbridge, United Kingdom”	United Kingdom
Ezzedeens.r	3	53	“School of Human Resource Management, York University, Toronto”	Canada
Haack k.	3	23	“Northumbria University, Newcastle, United Kingdom”	United Kingdom
Lathabhavan r.	4	29	“Department of Management Studies, National Institute of Technology, Tiruchirappalli, India”	India
Lenka u.	3	13	“Indian Institute of Technology, Roorkee, India”	India

The author Glass,C,2014 from University of Huntsman School of Business Utah State University United States led with 452 citations as the most cited writer while author Cook a from Utah State University United States secured 442 citations. Most productive authors global scenario originate primarily from United States and Australia. India stands alone as the sole Asian researcher dedicated to this academic field. Only two Indian Authors namely Lathabhavan r. Two authors from the Department of Management Studies at National Institute of Technology Tiruchirappalli joined forces with Lenka u. from the Indian Institute of Technology Roorkee to advance this specific area of study. The research requires additional investigation regarding this field because Indian working woman participation has shown substantial decline from 26% to 19% as stated by World Bank data during 2010-2020.

Table-5: Top Organizations

S.NO	ORGANIZATION	DOCUMENT	Citation
1.	“Department of management studies, national institute of technology, Tiruchir,India”	4	29
2.	“School of psychology, university of wollongong, Australia”	2	61
3	University of Massachusetts, Amherst,ma, United States.	3	38
4.	School of Business and management, brunel university, uxbridge united kingdomEurope	2	49
5.	Indian Institute of Management ,Ahmadabad, India	2	9
6.	Institute of social research, NorwayEurope	2	36
7	Iza, bonn, germanyEurope	3	21
8	Northumbria university, United Kingdom,Europe.	2	19

9	“School of human resource management, York university, Toronto, Canada”.	2	36
10.	University of Zurich, Switzerland, Europe.	2	22

Table 5 shows the most relevant/Top organizations. Only those Institutes/Universities that occupy the first ten positions have been included. Based on number of the organization contributing towards the topic, the National Institute of Technology, Tiruchur is the most productive institution with 4 documents and 29 citations. The University of Wollongong Australia is also one of the prominent institute with 61 citations. Of the top 10, five institutes from European Continent, two from India secured in the featured in the universities/institutions that publishing on glass ceiling peer-reviewed literature.

Keyword Analysis

Keyword Analysis enables the researchers to determine the conceptual framework of a discipline. The VOS-viewer software was used for analysis of ‘Title Keywords’. items. The results of the keywords analysis are presented in Figure No 2. The keyword network was built with words that appeared in titles, keywords, and summaries of the 543 documents that make up the sample used in this study. They have resulting in 32 items, distributed in Six clusters, as shown in Figure 2.

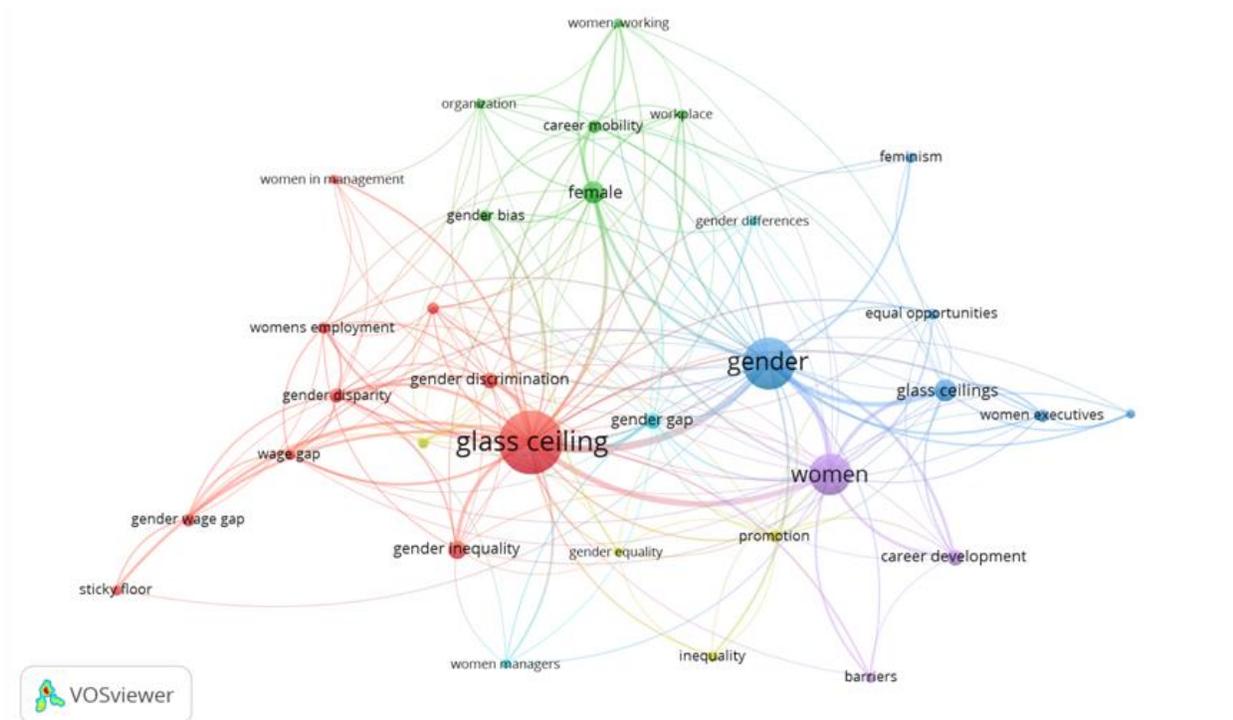


Fig.2 . Keywords between 2000 till 2022.0. Note(s): Node = topic represented by keyword. Color of nodes = thematic cluster of nodes.

According to the research 5 major Clusters were identified and formed as per the **Figure No 2**. Each cluster was given a specific name as identified by major issues identified in the study.

First cluster: Gender Inequality

The first cluster (red) has 10 nodes, ordered with the most frequent first, as follows: Studies by Ridgeway. c.l(2001) together with others by Cook A., Glass C. (2014) address discrimination through topics including gender discrimination, gender disparity, gender inequality, gender issue, gender wage gap, glass ceiling, sticky floor. Cook A., Glass C. (2014) link gender issues at higher leadership positions to male counterparts to validate glass ceiling existence and establish cluster significance according to their assessment

Second Cluster: Biasness at work place

This second cluster (green) includes six main items that particularly mention gender bias, workplace, women working, career mobility. Rivera-Romano L.S(2020), Arfken D.E., Bellar S.L., Helms M.M. (2004) demonstrated in her investigation that male and female professional demographics show significant disparities in both career advancement levels and compensation according to her most popular research.

Third Cluster: Feminism

Four primary nodes constitute the third cluster which focuses on feminism and sexual discrimination. Unfavorable policies and work/family conflicts combined with insufficient support and limited options for women entrepreneurs pose barriers to their entrepreneurship according to leading scholars Miller and kyriazi (2017). Government and institutional support becomes necessary to break these stereotypes. According to Dashper 2019 the ongoing gendered challenges women face when they attempt career negotiations represent a significant part of this literary investigation.

Fourth Cluster: Gender exclusivity

Fourth cluster represented by (yellow) and has a total of 4 items talks about gender inclusiveness and exclusiveness as reflected by terms such as gender equality, gender inequality, gender pay gap and promotion, Chou’s (2000), Chen and Fosh’s (2003) in his study found that there are proportionally more male than female managers work–family conflict as there exists barriers that female employees encounter in their climb up the organizational hierarchy due to cultural values and leading to the depression of their career ambitions. Organizations create unseen hurdles for women according to Boone et.al, 2013 as they fail to establish adequate action plans to help them overcome personal barriers due to insufficient leadership training.

Fifth Cluster: Career Development and Barriers

The five items within Cluster 5 (purple) indicate specific barriers affecting women's career progress which contain the keywords barriers, women alongside carrier development. One of the well-known researcher Eagly, A. H., & Carli, L. L. studies the diverse challenges faced by women during their ascent up organizational hierarchies. While many organizations struggle to help women conquer self-imposed barriers due to insufficient leadership development Boone describes this as an "invisible obstacle course."

Finally, the last cluster 6 was associated with keywords like gender gap, gender differences due to high similarities between the first clusters, it was merged cluster 1.

S.NO	CLUSTER	KEYWORDS	MAJOR AUTHORS CONTRIBUTION TO SPECIFIC CLUSTER
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1	1	Gender discrimination, gender disparity, gender wage gap, glass ceiling, sticky floor	<ol style="list-style-type: none"> 1. Glass C., Cook A., 2. Field L.C., Souther M.E., Yore A.S. 3. Mun E., Jung J. 4. Dinh H., Strazdins L., Welsh J. 5. Dinh H., Strazdins L., Welsh J. 6. Lathabhavan R., Balasubramanian S.A. 7. Fernandez R.M., Campero S. 8. Folke O., Rickne J. 9. Powell G.N., Butterfield D.A. 10. Carrillo P., Gandelman N., Robano V. 11. Kiaye R.E., Singh A.M. 12. Williams C.L. 13. Adams R.B., Funk P. 14. Mattis M.C. 15. Erkal, N 16. Didier, N., 17. Geiler P., Renneboog L. 18. Cho J., Lee T., Jung H.
	2	Gender bias, workplace, women working, career mobility	<ol style="list-style-type: none"> 1. Hartman R.L., Barber E.G. 2. LinkovĀ; M. 3. Flippin, C.S. 4. Harper, D.S 6. LinkovĀ; M. 7. Noble C., Mears J. 8. Cavaletto G.M., Pacelli L., Pasqua S. 9. Beaudin L. 10. Maddrell A., Thomas N.J., Wyse S. 11. Monserrat S.I., Simmers C.A.
	3	Feminism and sexual discrimination	<ol style="list-style-type: none"> 1. Crofts J., Coffey J. 2. Feral-Pierrssens A.-L., Avondo A. 3. Werner, K., 4. Yu, H.H. 5. Wills, J.B. 6. Lunn, M. 7. Chacha B. 8. Cabezas I.L., MartĀñez M.J.I. 9. LĀ™Etang J.
	4	Gender inequality, gender equality,	<ol style="list-style-type: none"> 1. Dashper K. 2. Lewis M.A. 3. Miller P.W. 4. Werner, K., 5. Williams, C.L. 6. Villarroya A., Barrios M. 7. Cooper O. 8. Tsiklashvili N., Turmanidze T., Beridze T. 9. Dinh H., Strazdins L., Welsh J.

	5	Barriers and carrier development	<ol style="list-style-type: none"> 1. Eagly A.H., Carli L.L. 2. Chou W.-C.G., Fosh P., Foster D. 3. Cubillo, L. 4. Belle, F., 5. Cooper Jackson, J. 6. Nath, D., 7. Carli L.L., Eagly A.H. 8. Boone J., Veller T., Nikolaeva K., Keith M., Kefgen K., Houran J.
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Conclusion

Organizations face minimal operative limitations which stop certain groups from career progress including their path to managerial positions particularly for women. Researchers have studied the "glass ceiling" phenomena throughout multiple years yet understanding the previous scholarly work about this topic remains necessary to develop new assessment approaches. Thus the current study examined research output regarding the glass ceiling concept from 2000 to 2022. Available publications demonstrate consistent growth throughout developed nations and developing nations. Research findings demonstrate European nations as well as their authors and academic institutions took dominance in glass ceiling investigations across the reviewed time span. Research institutions from Asian/African nations must boost their engagement within the glass ceiling area alongside their researchers and universities. Research about glass ceiling found its primary outlet through 'Gender Work and Organization' versus other journals as evidenced by yearly publication counts. Governmental institutions must strengthen their women empowerment strategies for workplace environments through distinct policies which optimize both educational outreach and issue resolution. The ongoing problem requires further research along with increased practical efforts toward women's empowerment to create fresh paradigms for improving their workplace situation

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