

Hey everyone,

I just suspected that the glass ceiling that was something that was perpetuated by men, and that women would naturally be aware of it and actively oppose it. However, according to an article I found, that is not always the case.

Cech and Blair-Low (2010) lay out two major perspectives that women take regarding glass ceiling issues. One of which is congruent with what I expected; women who were mothers, had service-related occupations, and were primary breadwinners were more likely to believe that the glass ceiling is the result of structural barriers to advancement.

However, women who were business-educated, married, and in the top levels of their organizations showed a tendency toward a more meritocratic view of the glass ceiling, believing that women who do not advance in their careers can only blame themselves.

It would appear to me that the major implication here is that women can actually be part of the problem. If men claim that women just have to work hard to advance, and women are arguing against such a claim, it seems to me that the glass ceiling would receive more negative attention. However, if men *and* some women are advocating a meritocratic view, I would think that the arguments of the women claiming a structural discrimination would be taken far less seriously.

Thanks,

Stephen

Source:

Cech, Erin and Blair-Low, Mary (2010). "Perceiving Glass Ceilings? Meritocratic versus Structural Explanations of Gender Inequality among Women in Science and Technology." *Social Problems*. Vol. 57, No. 3, pp. 371-397