

GLASS CEILING IN THE HEALTH SECTOR: A SYSTEMATIC REVIEW

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ABSTRACT

The glass ceiling refers to the invisible barriers that prevent women employees from advancing to senior management levels in organizations. The purpose of the study is to systematically examine the studies on glass ceiling in the healthcare sector in Türkiye. On 27.01.2025, a search was conducted in Google Scholar, Web of Science and EBSCO databases with the keywords "glass ceiling" and "health or hospital" for publications both in Turkish and English. A total of 2763 publications were reached, and 16 studies were finally included in the analysis. The sample size in the studies was at least 63 and at most 708. 60% of the studies were applied only to women. The general scale score average was found 2.95 (min=1.94; max=3.98) in all studies. The studies generally show that the obstacles women face in their careers are more pronounced and that these obstacles cover different dimensions such as personal perceptions, organizational policies and social stereotypes. Especially working individuals between the ages of 30-40 experience glass ceiling syndrome more. While it is striking that married people have high scores in the dimensions of "Multiple Role Assumption" and "Organizational Culture and Policies", there are studies that have determined that single people have high scores in the dimensions of "Professional Distinction" and "Endurance". Most studies have found that those who are at the beginning of their profession and have a postgraduate education feel more glass ceiling perception. It is noteworthy that physicians and employees with management roles have a higher glass ceiling perception in the studies. There are studies showing that glass ceiling perception is

positively related to mobbing, career problems and power distance, and negatively related to organizational commitment and role model.

Glass ceiling perception is seen at a moderate level in the health sector. However, higher scores are seen in women, married, early career and postgraduate employees.

Keywords

Glass ceiling, Healthcare workers, Human resources

