

[Google translation of a post on Michael Klein's blog http://sciencefiles.org](http://sciencefiles.org), 15 September 2012

Mike Buchanan, chief executive of the Campaign for Merit in Business <http://c4mb.wordpress.com> wrote a book – *The Glass Ceiling Delusion* – in which he ascends the claim that companies allegedly in a glass ceiling capable women from entering into leadership positions analyzed. His years of experience as a manager in business and psychology from the arguments borrowed from Buchanan skillfully interwoven into a network of arguments, which can look like the protagonist of a 'glass ceilings' as delirische followers of a cult, which obviously makes 'high.'

While Mike Buchanan, the arguments that are put forward for the existence of a 'glass ceiling', refuted skillfully with logic, common sense, a dash of British humor and taken from the psychology arguments Fabian Ochsenfeld has provided empirical evidence that there is a glass ceiling German companies do not, no one is capable women from entering into leadership positions to move up, as say the worshipers of the glass ceiling. The contribution of Fabian Ochsenfeld that under the strange title 'Glass ceiling or golden cage: The failure of the promotion of women into first management positions at operational discrimination or family responsibilities' appeared is, it was calculated in the *British Journal of Sociology and Social Psychology* (KfZSS) and thus published in a journal, which is characterized not just by orginelle and not political correctness dedicated contributions. That the text of Ochsenfeld it has still managed in the KfZSS may, on the one hand be his odd title due, on the other hand a result of the habit of many reviewers, the texts they have to judge, only superficially read if at all. Anyway, there he is, black on white and white on black is to read now, that all those who claim that there is a glass ceiling, may say something to them personally a financial advantage, but not of the different, are sold on the medieval Jahrmakt a toad elixir that diabolical and invisible warts on the nose effectively combated, because: there is not a glass ceiling.

Here, the Genderisten have tried their weird imagination for years to accumulate sentences that have been referred to as the theory and should be plausible that there is a glass ceiling in companies that suitable women from leadership positions keeps. What we did not get to read everything on fantasies:

■ As part of the so-called discrimination theories speculated that discriminate against women in hiring managers and manager of recruitment and promotion decisions. With each hiring a new employee and with each shipment of an employee in a managerial position is a risk involved because you know before hiring or promotion is not whether the appropriate (new) employee has the skills that are necessary to the fill new position. In this situation, the representatives of the discrimination argument would recruiters and managers, the probability of failure as a proxy benefit to reduce the uncertainty surrounding the respective candidates. The equation is simple: Some women get pregnant. Pregnancy is downtime, so any women in important positions recruit or promote. A nice fantasy, and, moreover, a fallacy that you can make only collectivists. Firstly, it is not clear how downtime will give an indication of ability. It gives an indication of motivation, because no one will accept, who spends little time in the company is well-motivated, but that does not fit naturally to discrimination 'theory'. Secondly, there is a fallacy, because if some women get pregnant, you can not ascribe all throughout pregnancy and a corresponding risk of loss. So you have to individually decide on the basis of the actual person and not on the basis of their group membership, as it also happens in most companies, but that's beside the point.

■ Representatives of the first woman to climb disability imagination nevertheless still make the effort to argue. Undergo this effort is not the representative of the second woman climb

disability imagination. They state simply that women are discriminated against when it comes to internal promotion and will prevent that male bonding that women ascend. Obviously is not a 'theory' absurd enough that it would not be transported by Viviane Reding: 'Most companies have understood this and encourage diversity at all levels. Indeed, according to many studies, mixed-gender business teams perform better than all-male companies. To say it bluntly: In today's environment, a group of middle-aged, business suit wearing men will not make the cut. A team of leaders that can not relate to the background and daily lives of large parts of the population is simply not good enough'. Why managers should do that, but Reding is incidentally owe any explanation, but says since Ute Scheub us that these top managers are Topmachos actually consider themselves a 'stable of beloved' has become at least clear which image of women Genderisten, see the women as willing instruments in the hands of Topmachos have.

Thus, the fantasies of Genderisten outlined: arms capable women who do not know how to help himself, are of evil macho (which with the barn) prevented the rise, not only recruited or deported to the border workforce to be considered in any transport. That's the fantasy. Now a reality, as Fabian Ochsenfeld describes for Germany. Ochsenfeld pursued (not personally, but using a data set) 1,780 male and 2,466 female graduates in their career after leaving university. The data come from the HIS-Graduate Panel, which was initiated in 1997 and has seen the year 2007 is the third wave of the survey. In this third wave of the survey Ochsenfeld identified 42% of male graduates in 1997 and 23% of female graduates in 1997. In what he calls a 'first management position' (524), so in at least a rudimentary management positions 'The difference between male and female graduates (42-23 =) 19% is what Ochsenfeld later in his analysis and methodologically objectionable manner (for example, he expects more than one model, not only are the logistic regression and quality of its products wants to explain) and explained, with two variables:

- the choice of subject and
- the decision to reproduce.

Both of these variables explain the difference in the likelihood of having held a 'senior' position, between male and female graduates of 19% almost completely. To summarize Ochsenfeld: The thesis of the glass ceiling 'is subject to the notion that the under-representation [of women in top positions of companies] is largely the result of occupational discrimination against women ... This view has learned from our empirical analysis is not confirmed.' Had the authors at this point leave the courage he has in the conception of his analysis apparently had yet to have written, that the thesis of the glass ceiling has been disproven. He continued: 'The blatant lack of women already in first management positions could be explained almost entirely by two groups of variables that represent about operational factors. Women, a clear career disadvantage entsteht by gender patterns in the course of study at the transition from school to university. Even more important than the proven men and women very different consequences of family formation. Parenting is associated in women with beinahe halving probability, ten years after graduation, held a management position to have' (527-528).

I do not know what Ochsenfeld have led them to report his findings of such wrong-headed. Mr. Ochs field, both the choice of subject and the decision to indulge his fertility is an individual choice! No one is forced to study English literature and cultural studies, and no one is forced to reproduce. Accordingly, there are no disadvantages of both decisions, but it can be assumed that both decisions are corresponding deselection: Students of cultural studies selected from engineering, and who wants to be a mother chooses to ensure that from the leadership in the company. You can not have it both ways, there is only one either or: either you want to have a career or you want to be a mother. For Genderisten particularly tragic here is the fact that

nothing in this decision structure is changing, because pregnant happen to be women and not men.

However, it appears at this point what it Genderisten is really about, namely crude Plattes and rent seeking: the place of the men who are well-suited for a management position, for example because they Have studied economics or engineering sciences, women should occur, have studied English literature and cultural studies. In place of men who prescribe with 100% of their energy and their commitment career and work, should contact women who by their choice to become a mother, already shown that they have other priorities in their lives. Assume that companies and especially their profit damages must, if only part-time motivated mothers are found in boardrooms, is obvious: experience gains and learning curves require a total commitment, total commitment, but those conditions are in an Infantile Society, the German Society "out "Here, women should have it all, motherhood and leadership, without full Einsatz without full commitment and without the relevant experience ...

It will be exciting to see how far the European and 'abwirtschaften' the German economy, until it becomes clear that you can not afford something in passing. The results from Norway, Kenneth Ahern and Amy Dittmar have published give a taste of the extent of the negative effect of a quota for women: It's perk downhill - and it is well, love what Genderisten: the downturn, when around them all down goes, they seem to be in their element as the Elexiervkäufer in the Middle Ages. He has also earned the suffering of others.

Ochsenfeld, Thomas (2012). 'Glass ceiling or golden cage: The failure of the promotion of women into management positions at the first operational discrimination or family responsibilities?' *British Journal of Sociology and Social Psychology* 64 (3): 507-534.