

THE IMPACT OF STATE AND ACTIVITIES IN ORGANIZATIONS ON BARRIERS, REPRESENTATION AND SUCCESS OF WOMEN AS A TOP MANAGER

Abstract

According to the latest census, the share of women in the total population in Bosnia and Herzegovina is almost 51%. The share of women in the labour force is also very significant as well as the share of management and leadership structure in both profit and non-profit organizations and the public sector, as well.

Women are represented mainly in lower and middle management levels and there is a very little share of women as top managers in organizations. Women are faced with numerous obstacles that are labelled as invisible barriers or "*glass ceiling*" that prevent them from advancing in the hierarchy of the organization and their career.

The main goals of this research are to gain knowledge of the situation and activities in organizations, problems and obstacles that women face, affecting work performance and career advancement, and linking the status and activities of organizations with the problems faced by women, which affects the representation and success of women as top managers.

Research results also show whether there are differences in the status and activities of organizations and differences in barriers for women in organizations in different activities affecting the representation and success of women as top managers. The results of the representation of women in the structures of the authorities in Bosnia and Herzegovina and the management structures of the companies are explored and presented. Comparison of research with similar research and status in other countries has been made, as well as guidelines for removing identified obstacles and better equality and representation of women.

Keywords: women, representation, barriers, glass ceiling, top manager, business success, impact