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# Beyond the glass ceiling, the glass cliff : still a hidden reality

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## Abstract

Women are still under-represented in top management positions. The phenomenon of the glass ceiling, the invisible barrier that blocks women's access to top management positions (13.19% of CAC 40 COMEX members according to Ferrary (2020) and 3.33% of Chairmanship or General Management positions in 2019) has been the subject of much research. Less well known, however, is the phenomenon of glass cliffs, identified by Ryan and Haslam (2005) and studied by Goolsbee and Krueger, (2015), or Cooper (2015). Our research aims to address this subject, which is still very recent but which is giving rise to new research insofar as the last decade has seen the arrival of women in leadership positions in very large companies, precisely because of crisis situations. **Key Words** : Glass Cliff, Glass Ceiling, Stereotypes, Top Management, failure consequences

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