

Abstract

The gap in gender diversity occurs in company leadership positions in every country around the globe. This study will specifically address the issue of gender diversity in leadership positions in Asian countries. The author will provide background information on this subject and compare it to Western countries. The aim is to identify the impacts of gender diversity in leadership positions in Asian countries considering cultural, religious, organizational socialization, and quality of work-life factors. Additionally, the author will explain how the "glass ceiling" exists and affects Asian countries - mainly focusing on the cultural differences in China, Hong Kong, South Korea, Japan, and India. In China, Hong Kong, and Korea, the main issue is Confucianism. In Japan, it is Ryōsai Kenbo, and in India, Hinduism. The author will be interviewing five women holding leadership positions in different companies based in the countries listed. The author will analyze how she views those factors affecting the leadership positions in Asian countries and how Confucianism, Ryōsai Kenbo, or Hinduism impact these countries. The author will discuss what advantages women bring to companies. She will also explain her ideas on how governments and companies could work together to help women get better integrated into companies, especially in leadership positions. This study provides recommendations on breaking the "glass ceiling" and closing the gender diversity gap.

Keywords: gender diversity, leadership positions, Asian countries, glass ceiling, culture, religion, organizational socialization, quality of work-life, Confucianism, Hinduism, Ryōsai Kenbo, China, Hong Kong, Japan, South Korea, India