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# Glass Ceilings, Escalators and Revolving Doors: Comparing Gendered Occupational Trajectories and the Upward Mobility of Men and Women in West Germany

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**Abstract** Drawing from the literature on glass ceiling” and glass escalator” effects, we analyze gender differences in career advancement across gender-typical occupations in West Germany. More specifically, we argue that gender-typical occupations provide different opportunity structures for upward mobility, in part due to their location in different labor market segments – which imply deviating work organization logics. As West Germany is typically characterized by strong occupational sex segregation that is reinforced through educational credentialism and traditional gender role expectations, we contribute to previous empirical research, which has thus far primarily focused on the American or Scandinavian context. In addition, we focus not only on the likelihood of entering a leadership position, as the glass ceiling and glass escalator literature discusses, but we also consider the likelihood of staying in a leadership position, applying the logic behind revolving doors” to discuss why women may be more likely to leave an occupation or leadership position during the career.

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