

Whoever dreamed as a child of becoming a rock star knows exactly how far away is from having aspirations to reach them. Often ambitious plans cannot be realized because of some basic obstacles such as lack of musical talent or fear of public appearances, but it would be naive to assume that external conditions don't matter at all. Especially in the case of members of some social groups, professional goals seem to be much more difficult to achieve. Social status, gender or ethical background (and many other factors) are often of great importance.

There are more women altogether among New York Stock Exchange-listed firms' executive managers, than men named John. This tendency is global, with men comprising the vast majority of corporate upper echelons, including directors of both management (e.g., employee) and supervisory (e.g., corporate entity) boards. We can assume, of course, that this is just women being less likely interested in a managerial career, but that would be a great simplification to believe that this tremendous disproportion is only a matter of differences in preferences. However, while whether or why there are differences between social groups in aspirations and possibilities of their implementation has been the subject of social research for some time, certain important threads of the topic are often marginalized.

To what extent is the realization of professional goals hampered by the lack of sufficient information about the potential of a person? An easier and safer choice will be a candidate from a social group statistically more often achieving professional success in a given sector. Therefore, in the absence of full knowledge, we prefer a pilot (despite sympathy for Emilia Earhart) to be a man, and a kindergarten teacher - a woman. Lack of knowledge leads to averaging, and averaging within the features known to us (such as gender) often closes a specific career path or negatively affects the earnings. What will happen if the decision-maker knows exactly the potential and skills of the candidates?

When we finally manage to break through the "glass ceiling", are we more eager to help people like us? On the one hand, experiencing difficulties, we should be more sensitive to see them in other people's struggles, but on the other hand, we may want to stop being associated with a trait that has made our career path more burdensome. What kind of attitude prevails in the "winners" (despite obstacles) - the desire to equalize opportunities or rather an indifference?

And if the standard path will end up as a failure, is the strategy "if not through the door, try the window" close to us? Can self-employment be an alternative way to pursue professional passions? Is equality in the aspirations fulfilled in the realities of the entrepreneurship sector?

In our project, we will try to answer the questions asked, and thus complete the image of the labor market, where not always the one who objectively appears to be the "best" becomes a rock star.