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GENDER AND LEADERSHIP

Glass ceilings can be referred to as barriers or unbreakable barriers that hinder the rise of women in society. In other words glass ceilings are the un-penetrable boundaries or barriers that prevent women to succeed to certain important positions in the society. However, there are about three different reasons for the existence of glass ceilings, and they are: (1) social role theory, (2) gender stereotype and sub-conscious discrimination, (3) family and work conflict.

Social Role Theory: this theory explains how the male and the female gender are expected to act or perform in the society. In other words talks about the accepted values, behaviour, and attitudes that are portrayed by men and women in the society based on their biological sex.

Gender Stereotype and Sub-Conscious Discrimination: this on the other hand has to deal with the mentality of men being the leaders of every organization and not the women, but this in turn strips women of their legal and legitimate right to rule or lead as the situation may seem.

Family and Work Conflict: it is of the belief that women are unable to balance their homes and their work, and that if they were ever given the chance to choose between their jobs and their families, they would always pick their families first and is the only reason for their stagnant positions at their work and why they are able to climb and succeed.