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Question : What is Glass Ceiling? Is Breaking the Glass Ceiling Possible in Africa and What are the Challenges

The glass ceiling is a metaphor for the invisible barrier that prevents some people from rising to senior positions. It's a subtle but damaging form of discrimination where you cannot attain the opportunities you see in front of you, despite your suitability and your best efforts

Glass ceiling can be said to be the attitude and tradition in society that prevent women from rising to the top jobs. It is said to be an unofficial policy regarded as being imposed on women and minorities that prevents them from advancing to higher positions in business, government. a limit that is unofficial but understood which prevents women from advancing to a top position in a company or organization. It is an unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities

An example of this is the glass ceiling this is where women and often minorities are held down in the work place never advancing past a certain point. ... The glass ceiling metaphor has often been used to describe invisible barriers (glass) through which women can see elite positions but can not reach them (ceiling). The glass ceiling effect is the pervasive resistance to the efforts of women and minorities to reach the top ranks of management in major corporations. It is unclear exactly who named the phenomenon, but the term was heavily used during the mid-1980s.

The glass ceiling effect is the pervasive resistance to the efforts of women and minorities to reach the top ranks of management in major corporations. ... If women did return to work, they were believed to be less dedicated employees because of their maternal duties.

The History and Breakdown of the Glass Ceiling The term the "glass ceiling" first came into use in 1986 when two Wall Street Journal reporters coined the phrase to describe the invisible barrier that blocks women from the top jobs in corporate America. (Glass Ceiling Commission, "Successful Initiatives ").

The African woman has always been so close yet so far away from her moment of glory. Between the kitchen and the boardroom is the glass ceiling that prevents her smooth ascension to positions of leadership.

African women continue to be marginalized from attaining leadership positions in organizations despite the numerous efforts that have been made to achieve equality. The Africa Gender Equality Index of 2015 ranked the continent as having an average score of 54.1 out a possible 100 which is a visible pointer that the continent is making strides but gender parity and equal opportunities are still a far cry away. With numerous cultural barriers standing in the way of women's ascension, the glass ceiling remains the present reality.

Africa needs to start being serious about the ascension of women to top decision making jobs. The African women in turn need to have a change of mindset and fight the “woman for a kitchen” mental syndrome that keeps holding them back. It is possible to have a perfect family and be successful all at once. Only weak men are intimidated by a woman's success. In fact, it is imperative that everyone start appreciating the rise of the 21st century woman who can stand on her own two feet without anyone holding her hand. Gender equality as a movement should therefore be financed to educate people that women can and should also be successful. The gender responsive budgeting models should be effectively implemented and not remain a novelty, scribbled in fancy diction and filed away. Laws and conventions that have been put in place

should be enforced with a Norwegian rigor if all else does not work. The glass ceiling should be forcibly smashed if need be.

In Rwanda women are allowed to work as equally as men are. After their genocide they decided that women are essential workers and should be giving a chance to work along side men.. people get payed as they work, they evaluate the workers based on the work he/she has done and not based on their gender. Rwandan women make eighty-eight cents to a man's dollar, which puts Rwanda as number 25 for economic equality among genders.

The Rwanda government is committed to ensuring equal rights for women and men without prejudice to the principles of gender equality and complementarity in national development.[3] These ideas are exhibited through the roles of Rwanda women in government, the respect for women's education and the role of women in Rwanda healthcare. The country also took an active stance against rape in genocide, created a national action plan after United Nations Resolution 1325, and is pushing towards ending gender-based violence.

The Rwandan government is set up to have at least 30 percent of its parliament members be women. In an 80-member parliament, 46 members were female in 2003.[4] Inside Rwanda's government, there is a

Ministry of Gender and Family Promotion, a gender monitory office, and a commitment to gender-based budgeting that ensures the promotion of gender equality.[5] The government supports programs like Women for Women International Rwanda, which focuses on women of the country becoming economically independent.[6] The government also has promoted gender equality in Rwanda using the Ministry of Gender and Family Promotion

Now let's talk about Nigeria, Gender inequality in Nigeria is influenced by different cultures and beliefs. In most parts of Nigeria, women are considered subordinate to their male counterparts, especially in Northern Nigeria is generally believed that women are best suited as home keepers. Knowledge is power.” It might not be a strong point, but this is pointing more towards some parts of Nigeria that are rejecting western views on women, to stick to cultural ones. Education is nothing if you leave all you learn in school and still behave like a savage when you get back home.

religion is one of the top contributors to gender inequality in the world. Should religion be erased? No. In fact, religion is one of the many things that guide the masses in living a good and peaceful life. Religion is

one of the biggest contributors to peace on earth. However, some religions or religious practices restrict the role of women to just domestic roles, making it impossible for them to even think about holding a political posts.

Minority women often find the most difficulty in "breaking the glass ceiling" because they lie at the intersection of two historically marginalized groups: women and people of color. East Asian and East Asian American news outlets have coined the term "bamboo ceiling" to refer to the obstacles that all East Asian Americans face in advancing their careers. Similarly, a set of invisible obstacles posed against refugees' efforts to workforce integration is coined "canvas ceiling".

Women in the workforce are faced with "the glass ceiling." Those women are prevented from receiving promotion, especially to the executive rankings, within their corporation. Within the last twenty years, the women who are becoming more involved and pertinent in industries and organizations have rarely been in the executive ranks. Women in most corporations encompass below five percent of board of directors and corporate officer positions.

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