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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” or “glass wall’ is a form of gender discrimination in workplaces, the glass ceiling perspective denotes barriers which prevent upward movement of women to top positions.

Glass ceiling, these are those impenetrable barriers that prevent women from leading in an organization, it could also be defined as those barriers that stop women from reaching senior positions in organizations. A “glass ceiling” is a metaphor used to represent an invisible barrier that keeps a given demographic (typically applied to minorities) from rising beyond a certain level in a hierarchy. The metaphor was first coined by feminists in reference to barriers in the careers of high-achieving women. In the US, the concept is sometimes extended to refer to obstacles hindering the advancement of minority women, as well as minority men. 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". Within the same concepts of the other terms surrounding the workplace, there are similar terms for restrictions and barriers concerning women and their roles within organizations and how they coincide with their maternal duties. These "Invisible Barriers" function as metaphors to describe the extra circumstances that women undergo, usually when trying to advance within areas of their careers and often while trying to advance within their lives outside their work spaces. A “glass ceiling" represents a barrier that prohibits women from advancing toward the top of a hierarchical corporation. 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.

“Is breaking the glass ceiling possible in Africa”? Yes, it is indeed possible to break the glass ceiling perspective in Africa, 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, but certain challenges could hinder breaking the glass ceiling perspective. CULTURE is a hindering factor in breaking glass ceiling, over time certain cultural practices and mindsets have been put in place, these practices limit the great heights women can achieve, certain cultures in Africa do not allow women get better jobs than men ,cause they feel women are weak and only belong in the kitchen at home ,from another aspects they fear the women may actually do better than the men, which may make the women feel superior to the men, to truly break free from glass ceiling certain cultural mindsets need to be forgotten. INEQUALITY could also be a challenge hindering breaking of glass ceiling ,women aren’t giving equal rights in African society ,gender inequality is rampant in Africa ,because of this even when women are being treated unequal at workplaces ,they can’t even complain cause nothing will be done about it.to break through from glass ceiling in Africa ,gender inequality needs to be treated as an urgent matter. MARRIAGE is also a challenge which could threaten the breaking of the glass ceiling perspective ,in certain societies some men can’t stand seeing their wives in higher job positions than them, so with this mindset in place it stops women from reaching high positions in organizations because if they indeed reach high senior positions their husbands won’t be happy about it, cause they would begin to feel inferior to the woman