A glass ceiling is a metaphor used to represent an invisible barrier that keeps a given demographic 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.African Society many times expects a woman to be domesticated rather than be a goal setter and getter. One may probe on why many more African women do not move up the business ladder.

 Societal norms and pressure. The society we live in has its expectations, usually African Society expects that by a certain age a female child should be married, followed by the bearing of children. Even if one wanted to spring up and be successful in terms of a career, it then becomes hard as they have many breaks in their careers to fulfill societal expectations. At the end of it all, many young females have set marriage goals only and leaving out career goals.

 The Mind-set. Most people have been dragged down by the “I can’t do it” or “I am not good enough” mind set. Most women will wait decades to be approved by certain people or societies, they seek approval in whatever they do, this follows them even in the workplace where they would rather be led than to lead as they somehow have the can’t do it’ or ‘I am not good enough’ mind set.

 Mixing Personal and Professional relationships. There should be a thick line between personal life and a professional life. From experience, it has proven that most relationships especially that of subordinate and “boss”, are one sided, where it is usually the subordinate employee who does not gain much career growth especially if the relationship ceases. So, what can women do to break through the glass ceiling?

Below are the key lessons drawn from my numerous researches through various materials as well as wide interaction here in Africa.

 Resilience, Most women cannot make lemonade when lemons are thrown at them in their life! It is wise to always know that as one grows in terms of profession or business the road is likely to be bumpy. Managing one’s emotions and focusing is prudent, acknowledging weaknesses and learning from failure will help in moving forward. The biggest harm a woman can do to herself is that of living a life full of regrets.

Live your passion. The word ‘choice’ is used in our everyday life, but has a huge meaning and impact in our lives. The minute we open our eyes in the morning we have to make choices, whether to sleep all day or wake up and face the new day. We are who we are by our choices, therefore, it should be a choice to live one’s passion, not to live a life expected by someone else.

 Human Capital. Every women should be empowered - find your passion and with acquired skills and education and you will be the superwoman you desire to be!. Focus, Goals are relevant in personal and career growth. Without goals it is like being a toothless dog, barking but totally harmless, attracting nothing but jeers and mockery. Meaningless goals? As I walked around in the countryside one time, I noticed what I deemed as an attention-grabbing situation where a brown pit-bull dog continuously paced back and forth chasing after speeding cars in a bid to overtake them, only to fail and return to its owners gate. This situation repeated itself until I moved past, but the dog had not overtaken any car. Relevance of the story - there should be focus once goals have been set.