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**Assignment: What is Glass Ceiling? Is Breaking the Glass Ceiling Possible in Africa and What are the Challenges.**

What is Glass ceiling?

Glass ceiling has its root in the invisible barriers (push factors) facing women's career progression prospects in the corporate world is ever-changing at a rapid pace across every region of the globe. Glass ceiling are those impenetrable barriers that prevent women from reaching senior positions in an organisation. It has to do with both gender mad leadership. In time past many leadership positions are held by men but today scholars came up with what is called glass ceiling. 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. Many people why they were only a few successful women leaders and entrepreneurs. Women face challenges daily in their lives and for career women, the main one is that of penetrating into a male dominated sector or taking up roles that are societally termed "for men".

These are few of the challenges which many women face:

There is no doubt that there are barriers that prevent women from reaching top positions or venturing into politics. For instance, patriarchy is a major barrier to women ascension to key political positions. Nigeria, just as many other societies, is a highly patriarchal society, where men as seen as the dominant powers and women as subordinate. Many African societies still maintain patterns of male privilege and power, and 'consciously' holds on to the belief that men is to command and women is to obey (Osondu-Oti, 2017).

Societal norms and pressure, The society we live in has its expectations, usually the 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 fulfil societal expectations. At the end of it all, many young females have set marriage goals only and leaving out career goals.

Another significance barrier to women participation in politics is inadequate formal education or lack of access. The United Nations Development Programme (2006) pointed that women constitute 60 percent of the informal sector workers. It is a fact that Nigerian women are latecomers in acquiring formal education because of the then societal belief that women's education is a waste and ends in the kitchen. Only few women had the opportunity to acquire formal education at independence, and such few either decided to take the bull by the horn or came from an enlightened family. It is not until the late 20th century that more women were seen gaining diploma certificates and university degrees. The educational attainment of women widened their horizon and enabled them seek for jobs and participation in key decision-making as well as politics. Nonetheless, in the present Nigerian society particularly the Northern region, education for women has then societal belief that women's education is a waste and ends in the kitchen. Nonetheless, in the present Nigerian society particularly the Northern region, education for women has not been totally accepted, as early marriage still thrives (Osondu-Oti, 2015).

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 'I 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.

Since Nigeria's independence in 1960, women have continued to be underrepresented in politics. Women tend to be limited by various factors, which are found in the system of the society such as patriarchy, structure of production and reproduction, among others. There are perspectives in literature that there exist impermeable and impenetrable barriers that prevent women from reaching top positions in offices. Although women in many parts of the world have made strides into politics in the 21 st century but a remarkable breaking of the glass ceiling is yet to be witnessed. For instance, Scandinavian countries such as Sweden and Norway have achieved gender parity in women representation in politics. While a country

like Rwanda is now a global leader in women representation in parliament, and South Africa has made remarkable progress towards gender parity, Nigeria still falls short of the gender equality initiatives by the international community.

Is the breaking of glass ceiling possible in Africa?

Women have ascended high political offices, such as Presidents and Prime Ministers in countries like Brazil, United Kingdom, Liberia, Germany, South Korea, Liberia, Malawi etc. It has been asserted that in the last two decades there has been an increase in the proportion of women at entry and middle-level management positions, resulting largely from the activities of the women's movement, policies of the political system, and corporate equal opportunity initiatives (Bombuwela and Chamaru, 2013). It is definitely not going to be an easy fight in the breaking of glass ceiling especially in Africa but this are some of what women can do to break through the glass ceiling?

Firstly, Resilience in many women. 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.

Secondly, women should Live their 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.

Thirdly, Human Capital is a necessity for every woman. Every woman should be empowered, find their passion and with acquired skills and education and they will be the superwoman they desire to be.

Matric number Finally, Women should have more focus. Goals are relevant in personal and career growth. Without goals it is like being a toothless dog, barking is nothing but totally harmless, attracting nothing but jeers and mockery. Every woman should be more focused on achieving her goals and breaking the glass ceiling which served as a limitation to helping women reach their full potential.

Other ways of breaking glass ceiling in Africa include understanding the glass ceiling, talking more about the glass ceiling, conducting blind screenings at job openings, implementation of regular bias and stereotype trainings in the society, supporting sexual harassment survivors, set diversity hiring and promotion goals, establishing anti-discrimination and sexual harassment policies, and lit more others it set in place, could help many African countries to break glass ceiling.

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