EGWUATU ESTHER CHIDERA

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Gender studies in International Relations

Assignments

What is glass ceiling? Is breaking the glass ceiling possible in Africa and what are the challenges

Glass ceiling can be seen as a metaphor for explaining the inability of many women to advance past a certain point in their occupations and professions, regardless of their qualifications or achievements. It can also be seems as invisible barrier that keeps a demographic typically applied minorities from rising beyond a certain level. Glass ceiling is also said to prevent minorities from being promoted to managerial and executive level positions within an organization. It is also used to describe the difficulties faced by women when trying to move to higher roles. The barriers are more often unwritten meaning that women are more likely to be restricted from advancing through accepted norms and implicit biases rather than defined corporate policies.

The African woman has always been so closely yet so far away from her moment of glory. Between the kitchen and the bedroom is the glass ceiling that prevents her smooth ascension to positions of leadership. This is because, they feel like women are meant to only concentrate on their family and leaving their jobs to only carter for them alone. African women continue to be marginalized from attaining leadership positions in organizations despite the numerous efforts that have been made to achieve equality. The glass ceiling remains the present equality. The greatest battle the African women had had to fight are those against widely held convictions . Gender equality is still some sort of favor men think the are doing women .

Another set back in the African journey towards women empowerment has been cultural indoctrination. Women are taught from a tender age that success scares men away and they might not have families if they are successful. Men who are threatened by women’s belief perpetuates this belief. Only weak men are intimidated by women’s success.

In Africa, breaking the glass ceiling is actually going to take a lot of time and also the gender responsive budgeting models should be effectively implemented and not remain a novelty laws and conventions that have been put in place should be enforced. In my own opinion, I think women can actually be their own bosses in the sense that they do not need anyone in other for them to be st the top and this is where I’m bringing about resilience and generally no one wants to live a life full of regrets and this basically means that women should be able to sit up and also by bringing up business ideas and also living their passion. Women should be able to live their passion and this is by doing what they love what they love to do and also somethings they know they can do very well. Living ones passion is also when the best of you is being surfaced. Doing what you know your very comfortable with without minding anyone and when women start doing what they love they find out that things begin to flourish because you are happy doing what you are doing and also doing what your proud of and enthusiastic about. This also brings about ones choice. Women should be able to do what they want to do. It should be a choice to live ones passion not to live a life expected by someone else. Human capital also falls in and this means that women should be able to acquire skills and education and can be the boss you desire to be. A woman who really knows what she wants will ensure that she acquired good skill and also try to be educated in other for them to use the skill which was learnt to be a boss of their own. No woman should wait for any man to employ them or be under any man but instead women should kind what they love to do or better skill learn skills which at the end they become perfect then be their own boss. Glass ceiling in Africa is not going to be easy to break because so many women are lazy to find something else to do instead of learning skills that can help and not staying under a man who feels like you should be below him. That’s why they find it hard to promote women who are working for them and sometimes they have to choose between their families and their occupations. And women, these days don’t want to be house wives anymore instead they want to all earn a living. Women also have to be focused. When they are focused on themselves alone, learning good skills making sure they are educated and also making sure they are confident and able to stand out wherever we are found. I think breaking the glass ceiling ceiling can’t be possible in Africa only if women can rise up and ensure that they be their own bosses without looking at the men who feel that women should be under them. Women should learn their own skills, focus on themselves and better themselves. Though, there are some challenges women face because some end up being uneducated and this rubs them off different opportunities in the society. This is why I think women should learn their own skills, do what they love doing and be their own boss.