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**ASSIGNMENT**

**What is Glass Ceiling? Is Breaking the Glass Ceiling Possible in Africa and what are the challenges for women in the 21st century?**

**What is Glass Ceiling?**

Glass Ceiling is an unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities. A glass ceiling is a metaphor coined by feminists 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 glass ceiling is most often associated with women at work. They may be ideal candidates for promotion, with relevant qualifications, experience, and "can-do" attitudes but time and again they see less competent co-workers overtake them, or are overlooked for 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.

**Is Breaking the Glass Ceiling Possible in Africa?**

There is no doubt that there are barriers that prevent women reaching top position or venturing into politics. Great strides have been made toward equality in the workplace but, even today, many people find themselves unfairly blocked from advancing in their careers. If there is corporation between the men and women and the society changes their mentality they about women, and the following measures below are followed, then breaking Glass Ceiling in Africa is possible. They include: Understanding the glass ceiling, Talking about the glass ceiling, Conducting blind screenings, Implementing Regular Bias and Stereotype Training, Supporting Sexual Harassment Survivors, Setting Diversity Hiring and Promoting Goals, Establishing Anti-Discrimination and Sexual Harassment Policies.

**What are the challenges for women in the 21st century?**

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 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. Others include: the issue of culture and religion, mindset, , Family Obligations, Limited Advancement.

In conclusion, though conditions are improving, there is still much that can be done by individuals and organizations to remove the barriers that create or perpetuate the stained glass ceiling.

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