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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?

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. Glass ceiling is talking about the attitudes and traditions in a society that prevent women from rising to the top jobs. Glass ceiling are those impenetrable barriers which prevent women from leading in an organization or stop women from reaching a higher position in an organization. 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. It is also an intangible barrier within a hierarchy that prevents women or minorities from obtaining upper level positions.

Is Breaking the Glass Ceiling Possible in Africa?

There are measures to be taken and if these measures are followed then Glass Ceiling can be broken in Africa, but it will be a lot of work on the path of African. Glass Ceiling can be broken in Africa, if the women voice out their opinion, talk about the issue, understand what glass ceiling is all about, when men or the society can change their mentality about the way they see women.

Involving Women in Politics, Moreover, politics is seen as a ‘dirty game’ that only men could play, and women. Marxist feminists argued that capitalism is the primary oppressor of women given the hierarchical relations of control in the means of ownership of production, and men’s dominance in formal sector (cited in Osondu-Oti, 2017). When women are allowed into politics, it changes the shape of the country, example Rwanda. Others include: Conducting Blind Screenings, Support Sexual Harassment Survivors, Implement Regular Bias and Stereotype Training, Establishing Anti-Discrimination and Sexual Harassment Policies.

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

First, Gender-Based Discrimination, This factor has three facets. The first, coined the “double bind,” is a result of leadership stereotypes regarding gender and women feeling darned if they do, darned if they don’t. The second is the dynamic of men holding women back from advancing their careers. The third is the relationship dynamics of women holding other women back.

Second, A Crisis in Confidence, even when women earn their seat at the table, they often feel they don’t have the right to have a voice at that table. Ultimately, we are not bumping our heads against a glass ceiling. The glass ceiling is a myth. The crisis in confidence is real. Confidence doesn’t just arise. It comes from starting a new process, learning something new, asking for an opportunity. Others include: Societal norms and pressure, Family Obligations, Limited Advancement, The Mind-set, issue of culture and religion, patriarchy.

In Conclusion, it is believed that the glass ceiling barriers can only be a bridge that must be crossed, but not a barricade to womens’ success and progress.

References

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