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**Assignment:**

**What is Glass Ceiling? Is breaking the Glass Ceiling possible in Africa and what are the challenges.**

**INTRODUCTION**

Research shows that there are still exits functional segregation that prevents women's lack of advancement to senior leadership positions. Glass Ceiling also called "glass wall". Studies shows that women launch their own businesses as a way to avoid the glass ceiling in larger corporations .Women have an interest and ability for management positions and have proved this by stating their own business. Reports shows that women have long shattered the glass ceiling.

**Deﬁnition**

Glass Ceiling is the invisible barrier that prevents women and minorities from rising to the highest ranks in a corporation or organization. Glass Ceiling stop the efforts of women from reaching to the top ranks if management in corporation . Glass ceiling can deﬁned as the ability of women to reach the top ranks. Glass ceiling is also called glass wall which is a form of discrimination in workplace. The women are kept from advancing to reach the top ranks in their place of work. Women and minorities are aware that climbing to the top will be difﬁcult. They have to prove themselves worth of such positions. Women need to have a change of mindsets and ﬁght the 'women are meant for the kitchen' mental syndrome that keep holding them back.

Glass Ceiling is possible in Africa even women should against the mindsets that women belong to the kitchen. Today, women have been appointed into key positions and have occupied (though few) key ofﬁces in Ministries, Parastatals and Government agencies. Women have headed key Ministries such as Finance, Education, Petroleum, Aviation, among others. For instance, during the administration of Olusegun Obasanjo and Goodluck Jonathan women were head of key ofﬁces such as Dr. Sarah Alade (Deputy Governor of Central Bank); Mrs. Omobola Johnson (Minister of Communication Technology); late Prof. Dora Akunyili (Director General, National Agency for Food and Drugs Control); Allison Maduekwe (Minister of Petroleum Resources); Mrs Evelyn Oputu, (Managing Director of Nigerian Bank of Industry); Prof. (Mrs) Ruqayyatu Ahmed Rufai, (Minister of Education) and Dr. Okonjo- Iweala (Minister of Finance), among others. In the present administration of Muhammadu Buhari, women have portfolios such as Minister of Finance and Minister of Environment, etc. even though women activists and feminists have criticised the Buhari government as not being gender friendly because the number of women in his administration has reduced compared to the Jonathan era.

Despite the world progress towards gender equality in many countries of the world, Nigeria is still not among the 20 countries that have made remarkable achievements in Africa, and it is at the bottom ladder in the world. In the 21st century, Nigeria women, for instance, are now seen occupying few important positions in political decision-making, a remarkable breaking of the glass ceiling is yet to be witnessed. There are different barriers that prevent women from reaching top positions especially in political ofﬁces

**Challenges**

There are still challenges or barrier that prevent women from reaching the top positions or venturing into top politics . For instance, patriarchy is a major barrier to women ascension to key positions. Nigeria is a highly patriarchy society. Nigeria women especially unmarried are hinder due to politics. If the women should participate in politics, men stay away from them which hinder unmarried women from getting married .Politics is seen as a dirty game that only men can hand not women. Women tend to be emotional being when they are place into power , they let emotional side get into their decisions.

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