

An investigation into the challenges that female teachers face when they attempt accessing administrative positions in secondary school in Mbale

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ABSTRACT

This study was carried out to assess the gender composition and challenges of female administrators in secondary schools in Mbale district. Presently, when one looks at the administration of secondary schools in Uganda, one notes a gender imbalance, whereby women are less than men. The researcher therefore was interested in finding out the challenges that may explain the above scenario. The objectives for the study were first of all to establish the composition of female administrators and the factors affecting it. Secondly it was to assess the challenges that female teachers face while seeking for administrative jobs. Thirdly it was to assess the challenges that female teachers face while carrying out administrative jobs and finally to analyze whether there is a significant difference in the perception of Administrative challenges of female teachers with regard to gender.

To realize the above objectives a cross-sectional survey was carried out and findings from the analyzed data showed that there were 25% female administrators and 75% male administrators in secondary school administration implying an existence of a gender imbalance. Findings also revealed that 60% of the factors presented were seen to affect the composition of female administrators. Further observations revealed that female teachers face moderate challenges while seeking administrative position (50%) and considerably more challenges while carrying out administrative jobs (70%). More results however indicated that there was a difference in perception of factors affecting the composition of female administrators between men and women where more women (69%) were found to believe the given factors to affect women to a large extent. On the other hand, there was no difference in the perception of job seeking and on job challenges by both women and men.

As a result of the findings the researcher recommended that women issues be taken seriously especially so at the grassroots because it is from there that women problems emerge and continue to haunt them up to higher places.

Women should be helped right from childhood in order to eliminate the factors affecting them before beginning the struggle to get jobs. This will help them even after attaining the jobs.