

CHALLENGES AFFECTING WOMEN CAREER MOBILITY IN PUBLIC AND PRIVATE UNIVERSITIES IN KENYA

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ABSTRACT

Women have lagged behind as far as equity is concerned. Women participation in education management relative to men decreases at successive higher levels. There is a need to look at exactly what level women start being disadvantaged in university management. This study was conducted in selected public and private universities in Kenya. The study aimed at investigating the challenges affecting women career mobility in educational management in private and public universities in Kenya. The main objectives of the study were; to establish the challenges hindering women from progressing in their careers in public and private universities in Kenya. Secondly to examine the interventions put in place by both public and private universities in Kenya to address the challenges facing women in their career progression in private and public universities in Kenya.

The study employed both qualitative and quantitative research methods. The target population comprised men and women in senior management positions in public and private universities in Kenya. The study applied descriptive survey research design. The study was carried out in seven private and public universities in Kenya: four public Universities and three private universities headed by men and women. Purposive and stratified random sampling techniques was be used. The data was collected by use of questionnaires, interview schedules and document analysis guide. The instruments were tested for validity and reliability through pilot testing. Data was sourced from key informants through the use of interview guides and questionnaires. Secondary data was used to compliment data obtained from other research instruments. Secondary data was collected by use of document analysis guides. The data was analysed, presented and interpreted using both descriptive and inferential statistics, while qualitative data was organized into themes to enable a rich description of findings. The Statistical Package for Social Sciences (SPSS) was used to compute the statistics and analyse the quantitative data.

The following were the main findings of the Study:

Women faced insurmountable barriers as they navigated through their career path in universities in Kenya. These challenges faced by women contributed to low number of women in the realm of university management in public and private universities in Kenya.

Some of the challenges included: Lack of mentors, family responsibilities, lack of social networks, lack of training and development opportunities, socialization of men and women and aspirations of women, lack of policy implementation and cultural values and attitudes that view women as inferior. The following recommendations were made:

There was therefore need, to change societal attitudes and cultural situation that influenced female participation in management to make them more competitive. There was need to put into practice a criteria for recruitment and promotion of university managers and implement available policies to increase women participation in university management and reduce the challenges that they encounter in their career mobility in public and private universities in Kenya.

Keywords: Women Career Mobility, Challenges Interventions