

CHAPTER 2: Gender Balance and the Veterinary Industry: A Literature Review

This chapter examines literature related to gender balance in the veterinary industry. Literature review helps to compare different views by previous researchers on research subject topics. In this study, the literature review focuses on what is gender and veterinary industry, gender equality, gender equity, gender mainstreaming and the veterinary industry, gender balance at workplace, gender and culture, gender and education, policy and statutory framework relating to women and the importance of veterinary industry in Zimbabwe. In this study, the literature review assists in acquiring broad-based understanding of gender balance in the veterinary industry. Fischler (2010) states that the literature review assists the researcher to address the research problem with deeper insights and suggested ways of handling problematic areas. Published research work in interest needs to be reviewed to make use of existing knowledge and build upon the theory of study methodology.

Female veterinarians are underrepresented in the veterinary industry in Zimbabwe (Tremayne, 2010). They are confronted with a lot of discrimination because of African culture that discourages female students to study science subjects at primary and secondary schools. This trend continues at the tertiary colleges, including the University of Zimbabwe (Hari, 2011). The education system is biased against girls' education (Mlambo, 2005). The African patriarchal system does not promote females to go to higher positions of authority. They are restricted to duties like taking care of the family as highlighted by Gaidzanwa (2011). Most women remain in rural areas. These women bear children, look after the aged and sick and provide agricultural labour. Gwaunza (1990) laments that women have been subordinated to men, have never shared the world equally with men and have

largely been denied basic benefits. For example, few women are encouraged to pursue education to higher levels (Mlambo, 2005). Thus, female veterinarians have been disadvantaged in the labour market and this is due to many factors namely family responsibilities and other constraints.

The gender concept within Gender and Development (GAD) will help to have women's participation and contribution in the veterinary industry. According to Lusuva (2009), feminist theories are a response to the realization that modernization was impacting differently on men and women with the largely exclusion of women. The GAD perspective evolved in the late 1980s from a socialist feminist framework to increase the participation of women and men at same level (Boserup, 1970). GAD recognize that patriarchy operates within and across classes to oppress women. The theory does not exclusively emphasize female solidarity, but it welcomes contributions of sensitive men and as well recognizes women's contribution inside and outside the household, including non-commodity production. The GAD perspective marked an important corrective, highlighting the fact that women and men need to be integrated into development processes as active agents if efficient and effective development is to be achieved economically (Rathgeber, 1991). The GAD concept sees women as agents of change rather than as passive recipients of development efforts and the main instrument of the GAD is the 'gender mainstreaming'. The instrument of 'gender-mainstreaming' aims at integrating women's concerns in the design, implementation, and evaluation of all socioeconomic and political policies. It puts greater emphasis on the participation of the state in promoting women's emancipation, seeing it as the duty of the state to provide some of the social services that women in many countries have provided on a private and individual basis. When women and men are economically empowered, there will be gender equality and issues of inequalities will be no more.

Gender analysis shows that there is a bias in the recruitment and selection of veterinarians by employers because women in the veterinary industry are fewer than men (Ellemers *et al.*, 2004). Female veterinarian graduates have high retention rate than their male counterparts possibly because of the hostile environment. There is a general assumption that women find the veterinary industry as a challenging profession because of the harsh conditions when one must travel to rural areas for clinics and vaccinations during rainy seasons (Turkson, 2010). As a result, the industry is dominated by male veterinarians. Women's lack of access to decision-making positions and lack of access to start their own businesses in the veterinary field would be solved if women are fully incorporated in the development process. They will be encouraged and empowered.

According to Lusuva (2009), gender refers to the roles and responsibilities of men and women and the relationship between them. Gender encompasses a much broader social context of diversity, equity, social inclusion, poverty and so on. On gender issues in the veterinary industry, women and men need to be involved in all departments in the industry. People should have an equal voice in managing resources and the role of women need to be strengthened (Lusuva, 2009). Attention to gender is essential to the development practice and at the heart of economic and social progress (Lusuva, 2009). Development cannot be optimized and sustained without explicit attention to the different needs and interest of women and men. If the realities and voices of females are not fully recognized then sustainable development will not be achieved (UNDP, 2003). Gender is an important concept as it influences the interaction of men and women in the society, it removes gender inequalities that hinders females in the veterinary industry to have a say in the decision-making process.

Gender equality refers to the equal rights, opportunities and treatment of men and women, boys and girls in all spheres of life. It also means that women and men are free to develop their personal abilities and make choices without the limitations set by stereotypes, preconceived gender roles or prejudices (Jirira, 2008). Gender equality is essential for all development and necessary condition for poverty eradication, it ensures that women and men enjoy the same status and have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development (Lusuva, 2009). In the veterinary industry, it means women and men share ideas, control assets and benefits equitably and fairly.

According to a study done by Lusuva (2009) on gender mainstreaming, gender equity is the process of being fair to women and men, to ensure fairness. Jirira (2008) argues that gender equity is to ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity leads to equality (UNFPA, 2005). Gender equity is relevant in the veterinary industry because differences between men and women will be eroded. Cheurombo (2011) argues that gender equity is a situation where men and women have equal conditions for realising their full human rights and potential to contribute to and benefit from socio-economic, cultural and political development of a nation considering their similarities, differences, and varying roles. It entails absence of discrimination based on opportunities, the allocation of resources, benefits and access to the resources. In the veterinary industry women's roles in different capacities / departments need to be recognized as equal. Gender equity is the process and gender equality is the result.

Jirira (2008) describes gender mainstreaming as a strategy for making women's and men's concerns and experiences an integral part of the

design, implementation, monitoring and evaluation of policies and programmes in political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. Lusuva (2009) who did a study on gender mainstreaming feels that the goal of gender mainstreaming is to achieve gender equality. It is relevant in the veterinary industry to support the advancement of women to leadership, policy and decision-making positions within all areas of professional veterinary activity to attain a better work or life balance in the industry.

Gender mainstreaming was established as the key strategy to promote gender equity and the empowerment of women at the Fourth World Conference on Women (FWCW) held in Beijing in 1995. Since 1995 gender mainstreaming as a strategy has been implemented in all sectors with varying degrees of success (UN 2006). Chirisa (2004) argues that gender mainstreaming can be conceptualised as an integrationist strategy with the implication that gender issues are addressed within the existing development policy, strategies and priorities. Hence, in the veterinary industry, gender concerns are integrated where applicable. Gender mainstreaming implies the transformation of the existing employment policies using a gendered perspective.

According to UNFPA (2005) gender mainstreaming is a strategy for integrating gender concerns in the analysis, formulation and monitoring of policies, programmes and projects. It is therefore a means to an end, not an end in itself, a process, not a goal. Gender mainstreaming therefore aims to strengthen the legitimacy of gender equality values by addressing known gender disparities and gaps in areas such as the division of labour between men and women, access to and control over resources, access to services, information and opportunities, distribution of power and decision-making. Gender

mainstreaming, as a strategy, does not preclude interventions that focus only on women or only on men (Lusuva, 2009).

Gender mainstreaming is a way of ensuring that gender considerations are taken into account given that unequal power and resources make men more able to access and demand their rights to natural resources. Gender mainstreaming means considering the perspectives, roles and responsibilities of both women and men in development initiatives. It involves integrating an understanding of gender and gender power relations in all departments, projects and processes rather than just designing projects that target women exclusively. In the veterinary sector, gender mainstreaming goes further as it is the appropriate active involvement of both men and women in the decision-making process (Lusuva, 2009). However, this literature does not focus fully on gender mainstreaming in the veterinary industry showing that there is a gap that needs to be investigated.

Gender balance is achieved when people can access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman or a man (Jirira, 2008). The aim of gender equality in the workplace is to achieve broadly equal outcomes for both women and men. Gender balance means the removal of barriers to the full and equal participation of women in the workforce. There is need for full and genuine access to all occupations and industries, including to leadership roles for women and men (UNFPA, 2005).

Moon (2008) said that investing in women is not only the right thing to do, but also the smart thing to do. He said he is deeply convinced that, in women, the world has at its disposal, the most significant and yet largely untapped potential for development and peace. This means that achieving gender equality is important for workplaces not only because it is fair and the right thing to do, but is also vitally important for profits to increase in productivity of the nations.

According to Castor (2012), most countries recognize that equal rights should exist between men and women. Many have produced regulations intended to fight discrimination and programmes granting women access to health, education, and economic rights such as land ownership. However, the fact remains that women have fewer opportunities than men to benefit from economic development, with lower participation in the labour force and governments need to create policies to protect men and women in the labour force.

In a study done by Noble & Moore (2006), on gender and the workplace it was revealed that as feminists entered the workplace, gender equity legislation followed. Equal employment opportunity/affirmative action policies and practices, maternity and family leave, provisions for child care in the workplace, grievance procedures, leadership and mentoring programmes were introduced to improve the participation of women in the workforce and to address barriers in achieving senior positions for women already employed and for those stuck at junior levels. These policies should give many women some hope for a changed mind-set where women could achieve more leadership roles and secure for themselves a place and role in senior management.

Gender balance can be achieved if industries adopt the gender policies. Gender balance is important at workplaces and in the veterinary industry for it is intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of gender equality is a society in that women and men enjoy the same opportunities, rights and obligations in all spheres of life. Equality between men and women exists when both sexes can share equally in the distribution of power and influence, have equal opportunities for financial independence through work or through setting up of their own hospitals or pharmacies in the industry. Both sexes enjoy equal

access to education and the opportunity to develop personal ambitions, interests and talents, share responsibility for the home and children and are completely free from coercion, intimidation and gender-based violence both at work and at home Castor (2012).

Gender equality requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources. Therefore, a critical aspect of promoting gender equality is the empowerment of women, with a focus on identifying and redressing power imbalances and giving women more autonomy to management (UNFPA, 2005).

Gender balance is important in the veterinary industry since it takes gender concerns into account when recruiting and for better working conditions. According to UNFPA (2005) the systemic inequality between men and women would be erased and productivity will be encouraged. Universally, there are clear patterns of women's inferior access to resources and opportunities and gender equality will remove the inferiority complex. Female veterinarians are under-represented in decision-making processes that shape the veterinary industry and their own lives therefore gender balance will increase the participation of women at all levels. Gender balance is therefore important in the veterinary industry to enhance improved working climate within the industry. It promotes better communication between management and workers within the industry. It will also result in an increased number of women in managerial positions.

Culture is a complex whole that includes knowledge, belief, art, law, customs and habits acquired by humans as members of society (Hawkins & Coney, 2001). On the same note, O'Donnel (1999) refers to gender as roles, attitudes and related behaviour of males and females

that are culturally defined. In this regard, one may deduce that societies are characterized by different norms and values, hence societies are dynamic.

Culture links with patriarchy. Patriarchy is a social system in that the oldest men rules his family and passes power and possession on to his sons. It is a social system in that men hold all the power and is a system that privileges men as a social group (Jirira, 2008). It therefore means that patriarchy is a social system in that males are the primary authority figures central to social organisation, occupying roles of political leadership, moral authority, and control of property, and where fathers hold authority over women and children. It implies the institutions of male rule and privilege and entails female subordination. Kambarami (2006) who did a study on culture and patriarchy argue that culture imprisons women leading to their subordination because of the patriarchal nature of society and veterinary industry may not be spared.

Makama (2013) argues that patriarchy is a structure of a set of social relations with material base that enables men to dominate women. The author argues that womanhood is reduced to a mere infidel and a second-class citizen, hence, there is the commonality of general belief system that the best place for women is in the kitchen. This trend has brought about tremendous misrepresentation of women right at the level of the family down to the circular society and even at workplaces and as a result patriarchy is killing the careers of female. This is also supported by Kambarami (2006) who argues that patriarchal attitudes also exist in the corporate world and few women are allowed to occupy leadership positions. Gender-role stereotyping that stipulates the expected characteristics of being feminine affects women and they tend to make deliberate efforts to be passive and avoid venturing into the so-called men's roles (Chabaya, 2009).

According to Makama (2013), it is because of patriarchy that when a female is put on management the male counterparts may feel obligated because of the traditional female roles and undermines her ability to assert control over male workmates. She is seen as weak and is less likely to be promoted. Therefore, in some industries females are not given the opportunity to lead.

In a study done by Kambarami (2006) it is revealed that the ideology of patriarchy, socialisation begins in the family and infiltrates into other sectors of society that are religion, education, economy and politics. This concurs with a study done by McDowell & Pringle (1992) who observes that very few women are found having leadership positions in the Shona culture, patriarchal practices shape and perpetuate gender inequality and strip women of any form of control over their sexuality because custom in Africa is stronger than domination, stronger than the law, stronger even than religion. This is also supported by Ogden *et al.* (2006) in their research done on gender balance where both men and women concur that females encounter more barriers to career progression in the industry than men and that these relate primarily to culture. This leads some women to exclude themselves from working in certain parts of the industries.

Kambarami (2006) observes that the family, as a social institution, is a brewery for patriarchal practices by socialising the young to accept sexually differentiated roles. In the Shona culture, from a tender age, the socialisation process differentiates the girl child from the boy child. The cause of such differentiation and discrimination is the fact that society views women as sexual beings and not as human beings. McDowell & Pringle (1992) further state that, women are not only constantly defined in relation to men but are defined as dependent and subordinate to them as well. As a result, women are socialised to acquire those qualities that fit them into a relationship of dependence

on men. These qualities include gentleness, passivity, submission and striving to please men always.

Chirimuuta (2006) points that education is one way in that women can emancipate themselves from the grip of culture through male domination, however a critical analysis of educated women reveals that education is not a true emancipator. This is because even those women who are educated must succumb to culture and patriarchal system otherwise they get labelled as 'unmarriageable'.

According to Omar (2011) the main reasons for low enrolment and high dropout of girls from school is the negative attitude that many parents have on the education of girls. This negative attitude is attributed to traditional socio-cultural beliefs regarding gender roles and abilities. In African tradition and culture, women were expected to exclusively assume the roles of mothers and wives. Women were seen as nurturing beings and as such were expected to be the home makers and take care of the children. This is supported by Gaidzanwa (2011) when the author says that women are relied on to remain in rural areas and bear children, look after the aged and sick and provide agricultural labour.

Hari (2011) who did a study in Zimbabwe on parents' perspective on the girl child and science education revealed that women are expected to be obedient and subservient to the men. Women are seen as less capable, physically, mentally and in all areas outside their accepted roles, than men. As a result women are seen as requiring protection, guidance, supervision and leadership from men. Thus it is accepted that men would fill decision-making leadership capacities in society, while women play a mainly supportive/ nurturing role.

Omar (2011) pointed that the societal systems such as polity, economic, media, religion, education, family have an impact on women. Society

has created certain roles for women in the mentioned systems and these roles pose as detour to inroads that give women the platform to be empowered. These hindrances affect women who want challenging jobs. For example, higher positions are given to men instead of women even though their qualifications are the same. Stereotyped ideologies are a setback in women's advancement as men are culturally regarded as the superior being while women are regarded as the inferior being. According to Jirira (2008), women are generally viewed as weak, docile and unreliable people who cannot do work that is viewed as men's jobs because of biological differences despite their capabilities. Because of the issue of conditioning, stereotypes are so fixed in the mind of some women.

Hari (2011) observes that there is the expectation that boys will become the "breadwinners" of their future families, many parents and community members feel that boys should for this reason be provided with every advantage to help them fulfil this role, this includes educating them as far as possible. Girls, on the other hand, are expected to have husbands who will provide for them, and an education is therefore not essential for them.

There are quite many factors that contributes to the marginalisation of women in societies. Oakley a functionalist is of the view that gender roles are culturally rather than biologically produced (Haralambos & Holborn, 2004). In this regard, it implies that the origin of conditioning of women's and men's behaviours in societies can be traced from cultural practices through socialisation hence this literature is relevant in investigating gender balance in the veterinary industry.

Ezewu (1983) defines socialisation as the process by that persons acquire the knowledge, skills and disposition that make them integrated members of their society. According to Schaefer (2004), gender role socialisation starts at an early stage. For example, with

toys, boys are expected to play with trucks, blocks, guns and so on whereas girls are expected to play with dolls and kitchen utensils. In this regard, a girl is socialised to be a woman and wife while a boy is socialised to be a man and a husband. With this girls are disadvantaged in terms of education that will result in them underperforming at school than boys who have more time to do their school work. In workplaces most women are seen in jobs like teaching in pre-schools and primary schools, nursing in clinics, a few work in banks and very few women work in science related jobs such as the veterinary industry.

Culturally prescribed gender roles also influence occupational interest (Omar, 2011). Many times, females develop beliefs that they cannot pursue particular occupations because they perceive them as inappropriate for their gender. These traditional beliefs have been found to foster negative attitudes that limit family and community support for girls' education. Therefore, culture has a bigger share in the education of females to take up sciences and later veterinary studies at the University for Veterinary Industry (Hari, 2011).

To allow democracy in the veterinary industry there is need to remove the patriarchal systems for diversity of opinion and participation of everyone regardless of gender. All forms of inhuman discrimination should be challenged so that there will be gender balance in all sectors of employment (Makama, 2013). In the veterinary industry, culture or patriarchy may be the causes of persistent under-representation of women in veterinary industry headship positions and that needs to be investigated.

In Zimbabwe, education begin with the primary education, followed by secondary education and tertiary education. Tertiary education includes the university education whereby university's graduate programmes supply the state and nation with a pool of trained

researchers and teachers who are necessary contributors to the next round of scientific, technological, and intellectual advancement in all fields (Zvobgo, 1997). A large proportion of the state's physicians, lawyers, and veterinarians are graduates of the University of Zimbabwe. The university education is important for manpower planning and development, when people are educated gender balance in all sectors will be ensured.

In a study done by Starr *et al.* (2006) in the United States it was revealed that there are disparities between the sexes in academic field of medicine. These disparities may also be found in the veterinary medicine industry. Gender bias in science is holding back the girl child to do science subjects from form one, female students are encouraged to do fashion and fabrics and food science to prepare them to be good mothers (Tremayne, 2010). At primary school level, all students study the same subjects so that girls' access to Mathematics and Science is dependent on their rate of enrolment. At the secondary level however, far fewer girls than boys opt for science subjects and consequently fail to qualify for entry to mathematics/pure science-based faculties at the tertiary level. There exists an unconscious bias that science and mathematics are typically 'male' fields while humanities and arts are primarily 'female' fields, and these stereotypes further inhibit girls' likelihood of cultivating an interest in mathematics and science. The performance of girls who do qualify is generally well below that of their male peers (Hari, 2011:5).

Hari (2011) observes that in some cultures, many times young girls become caretakers of their parents who may be terminally ill and take care of their siblings and household duties. In addition, they may be sent to work outside the house and are relied upon for financial support of the family. In these circumstances it is very difficult for the girl to get an education and to make it for veterinary science at the university that will produce veterinarians. For an example in Ghana,

girls are often the caretakers of their families and are often late for school in the morning because of having to complete their household chores. Science and Mathematics are often taught in the morning, because it is at this time that students are thought to have the most energy and are thought to be able to concentrate best. Girls who are chronically late thus tend to miss these morning lessons. Since Science and Mathematics are hierarchical subjects in that concepts are learnt in a sequential manner, with one concept building on the knowledge of those learnt previously, missing lessons in these subjects makes it difficult for girls to comprehend many topics or catch up.

A study done by Omar (2011) in Ghana on impact of culture on girls' science education revealed that another major barrier is the teacher's attitude towards girls. When the teacher might have biased attitudes towards girls and discourage girls from pursuing science subjects and he or she may not teach them properly or only focus their efforts on boys. There is a belief among many teachers, including some women, that girls are intellectually incapable of studying "difficult and task-oriented" subjects such as mathematics and science. There is evidence that girls are actively discouraged by teachers, who do not expect good performance from the girls and do not wish to "struggle" with them, and that they are subject to severe harassment by their male fellow students. Parents have the belief that a girl who succeeds in sciences is somehow abnormal and a poor prospect for marriage. The girls themselves are negatively affected by these attitudes of teachers and parents, and often suffer from poor self-esteem (Omar, 2011). This literature is relevant for investigating the gender balance in the veterinary industry because it shows that gender imbalances start from primary to high school and then to the university level and then it affects the veterinary industry.

There are some policy and statutory framework relating to women that have been put across worldwide to safeguard women in all spheres of

life including the veterinary industry. According to Chirisa (2004), in the legal sphere, the Zimbabwean government since independence in 1980 has enacted laws that seek to undo much of the legally entrenched gender-motivated obstacles to the achievement of equality between men and women. This is a fulfilment of the international conventions espousing equality of men and women, promoting gender equality. There is need to reduce gender empowerment gap in the veterinary industry since many these laws passed show the great transformation associated with dealing and disintegrating the old repressive, oppressive, and suppressive regulations, statutes and policies characterizing the colonial regime (Chirisa, 2004).

The policies that are put in place by government are supposed to be observed and failure to observe them involves a penalty. According to Chirisa (2004), some regulations are, in effect, laws and involve the police and the judicial system in their enforcement. Among some of the policies, there has been the facet of the National Gender Policy (NGP) that was launched in March 2004 in Harare. The policy seeks to address all forms of gender imbalances in the country. Its launch has been regarded as a showcase of Governments' commitment and political will to address gender imbalances. The gender policy is aimed at creating equal opportunities for women, and men in decision-making in all areas, eradication of all forms of gender violence and providing gender-sensitive information. This is a major stride among several Government efforts in improving the lives of women (Chirisa, 2004). The NGP is important in the veterinary industry since it helps employers to identify areas that need to integrate the gender aspects as enshrined in the policy so that everyone will be taken care of (Chirisa, 2004).

The veterinary industry is important for the development of any country. This is supported by Ruzvidzo (2013) when the author says that the greatness of a nation and its moral progress can be judged by

the way its animals are treated. The industry works hand in hand with the Ministry of Agriculture. The agricultural sector of Zimbabwe comprises food crops, cash crops and livestock, and it is important for the economy. It contributes about 15% of the GDP, about 45% of the country's exports, 60% of all raw materials used by the local industry, in addition to employing about 70% of the population. The livestock reared are cattle, sheep, goats, pigs and donkeys to mention a few (Qamar, 2013).

The veterinary industry in Zimbabwe includes the private practice, government veterinary service, meat industry, pet food industry, livestock feed industry, pharmaceutical industry, animal production, academia and biomedical research (FVS Handbook, 2009). According to Turkson (2010) veterinary medicine is there specifically for the maintenance of health and the prevention, alleviation and cure of disease and injury in animals both domestic and wildlife animals. According to Ruzvidzo (2013) veterinarians carry out regular and routine inspections of abattoirs and poultry slaughter houses and this is important for the public health of the nation. This industry looks into the modes of transport of animals to slaughter areas. Veterinarians are the ones responsible for monitoring security company guard dogs, police horses, pet shops, companies importing domestic pets into the country and companies that utilise captive elephants for recreation purposes. Investigations are carried on wildlife poaching including hunting of leopards using packs of dogs, illegal importation of alien species, cases of suspected animal cruelty that come to the notice of both veterinarians during their course of work and to members of the public.

The industry also works hand in hand with the police to facilitate prosecution of such cases where necessary and especially where acts of cruelty are committed, or animal welfare is otherwise compromised for commercial purposes on the control of movement of animals by

ensuring that only healthy animals are permitted to be moved from one area to another to prevent disease transfer. The industry helps to ensure that all animals coming into the country are quarantined and only those found healthy are allowed passage into the country (Ruzvidzo, 2013).

At the United Nations Millenium Declaration in September 2000, in New York as stated by UNICEF (2000), the millennium development goal number one is to eradicate extreme poverty and hunger. The involvement of veterinary services is important to achieve this goal in that rural poverty cannot be alleviated through agricultural development alone (FAO, 2009).

The new discoveries in veterinary medicine may provide important insights for researchers working in the field of human medicine and, for that reason, the two types of medicine are not as different as might appear at first glance. Moreover, veterinary medicine came into existence mainly because human beings had become dependent on several species of animals as a source of food and for their draught power and other uses. This industry became essential for the protection and promotion of society's welfare and needs. The close relationship between the history of animal diseases and human welfare is evident in the history of the rinderpest outbreak in Zimbabwe at the turn of the twentieth century when this industry started (Mutowo, 2001). This literature review is relevant for investigating gender balance in the veterinary industry because it shows us how the veterinary industry operates.

The second chapter discussed purposes of literature reviewed, sources of literature reviewed and conducted literature review on the gender balance in the veterinary industry. In the discussion the literature review has pointed out that there is bias on the girl child to study science subjects. There are stereotypes at workplaces and the African

patriarchal system hinders women's progress in all spheres of life including the veterinary industry. The next chapter will be on research methodology to be used to gather data on the problem under study.