CHAPTER 4: Evidence from the University of Zimbabwe Veterinary Sciences Discipline

This chapter presents the various types of data from questionnaires distributed to veterinarians, employers and interviews carried out with senior management of organisations in the veterinary industry. A total of 50 questionnaires were distributed to veterinarians and the response rate was 96% (48/50). A total of 25 questionnaires were distributed to veterinary employers and the response rate was 72% (18/25). The response rate for interviews was 100% as all the selected ten employers were interviewed. The results of the research data are presented simultaneously with its discussion. Most respondents of the employers were males (55.6%), while 44.4% were females as shown in table 4.1 below. The respondent rate suggests that most of the employers in the veterinary industry were males.

Table 4.1: Gender of respondents of the employers in the veterinary industry

Sex	Frequency	Percentage (%)	Cumulative (%)
Male	10	55.6	55.6
Female	8	44.4	44.4
Total	18	100.0	100.0

Table 4.2 shows that most the respondents were Chief Executive Officers constituting 22.4% of the sample followed by those in Chairmanship positions and head of sections, both with 16.8% each, followed by the Chief Technologists who constituted 11.2%. The Director, Dean, Head Clinician, Head of Department, Managing Director and Senior Head Veterinary Nurse constituted 5.6% each. The positions of the employers indicate that they are aware and understand gender balance in their organisations.

Table 4.2: Response rate on categories of employers / position at work

Position	Frequency	Percentage (%)
Chairman	3	16.8
Chief Executive Officer	4	22.4
Chief Technologist	2	11.2
Director	1	5.6
Dean	1	5.6
Head Clinician	1	5.6
Head of Department	1	5.6
Head of section	3	16.8
Managing director	1	5.6
Senior head vet nurse	1	5.6
Total	18	100.0

Table 4.3: Employers' number of years working in the veterinary industry.

Age (Years)	Frequency	Percentage (%)	Cumulative (%)
<30	1	5.6	5.6
30-40	7	38.9	44.4
41-50	8	44.4	88.9
51+	2	11.1	100.0
Total	18	100.0	

The table 4.3 above shows that most of the employers (44.4%), who participated in the study were above 40 years, followed by those who were on the 30-40years with 38.9%. From the above information, most the respondents were mature and experienced in the veterinary industry that means that they were aware, to a certain extent, of gender balance in their organisations and the veterinary industry at large.

Table 4.4: Distribution of participants by years of experience

N	Min	Max	Mean	Std. Deviation
17	4	20	11.53	5.039
17				

The distribution of participants shows that the maximum number of years of experience of the respondents was 20 years, and the minimum was 4 years. This suggests that the respondents had experience of the industry and were aware of the gender balance in the veterinary industry.

Table 4.5: Distribution of veterinarians in organisations

Number of Vets	Male	Female
None	5 (28%)	4(22%)
Less than 5	1(6%)	13(72%)
6-10	9(50%)	1(6%)
11 and above	3(16%)	0(0%)
Total	18(50%)	18(50%)

Table 4.5 above indicates findings on gender distribution of veterinarians in the veterinary industry. The information was given by employers and results indicate that more males were employed in the industry than females. Most the companies, 66% employed 6 or more compared to only 6% of the organisation that employed the same number of veterinarians. A significant number of companies 22% did not have any female employee, and the majority, 72% employed at most 5 females. The above findings suggest that there are few females in the veterinary industry, and this concurs with Tremayne (2010) who posited that there were few females in the veterinary industry. In addition, Greenfield (2006) also argues that the goal of real gender balance in the science and research fields are still a long way from being achieved.

Figure 4.1 Findings on whether organisation actively promotes gender equality

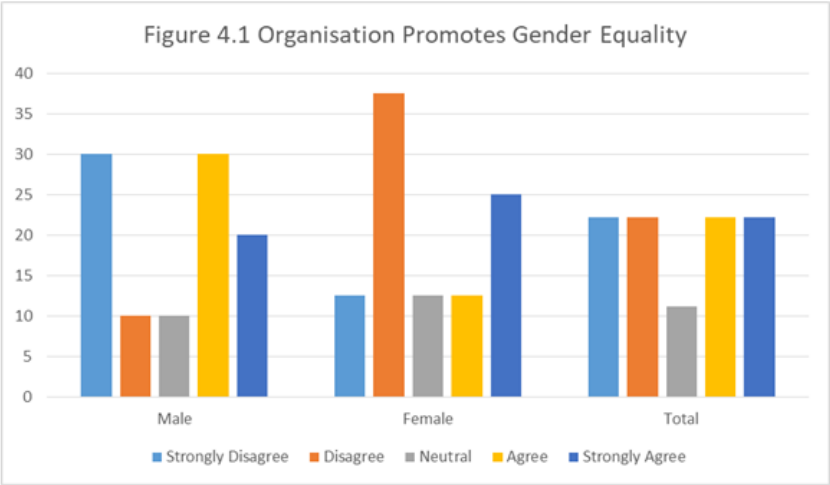


Figure 4.1 above illustrates the descriptive findings on whether there is gender equality in the veterinary industry. Results indicate that overally 44% of both females and males concur that gender equality exists in the industry. However, there was a difference in opinion between males and females on their view of gender equality when 50% of the male veterinarians agreed that their organisation promote gender equality while 37% of females agreed that their organisations promotes gender inequality.

Table 4.6 Chi-square of gender equality at workplaces

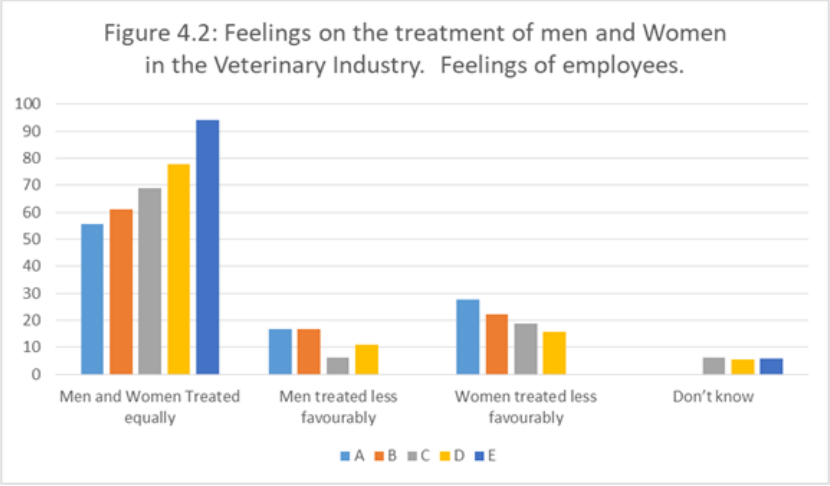
	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-square	3.819[a]	1	0.019		

The table 4.6 above is a summary of the findings to address whether any association exists on gender lines in terms of promotion of gender equality at workplaces. Results reveal a statistically significant

relationship existed in the way males and females are treated (Chisquare (1)=3.82, p=0.019. The implications of the findings are that both males and females agree that policies in the most veterinary companies do discriminate employees on gender basis. The two are not being treated equally. The results support the descriptive findings (Figure 4.1) in that 50% of the males indicated that gender equality existed in their organisations compared to 37.5% of the females who disagree that there was gender equality in the veterinary industry.

The reasons for the variation on the gender balance in the industry are that most of the employers reported that many clients have confidence in male veterinarians than female veterinarians. Some clients doubt female veterinarians' services, such that they keep on seeking for second opinion from the male veterinarians hence the reason for recruiting more male veterinarians. However, some employers said their clients were happier to be served by female veterinarians than when they are served by a male veterinarian.

Figure 4.2: Feelings on the treatment of men and women in the veterinary industry.



Key: *A-Recruitment and selection B- Supervision & Monitoring C-Training and development D-Policies and procedures E- Benefits*

Figure 4.2 above shows the treatment of men and women in the veterinary industry. On recruitment and selection, 55.6% showed that there was equal treatment on the recruitment and selection of veterinarians while 27.8% indicated that women were treated less favourably and it is a significant figure to note that there was gender bias in the way veterinarians were recruited. Most employers indicated that their clients have more confidence in male veterinarians than female veterinarians therefore they prefer mostly male veterinarians. These findings support Greenfield (2006) who argues that negative stereotypes persist, decision-making bodies remain male-dominated and there is lack of transparency in recruitment procedures. These are all factors that have discouraged female veterinarians from playing an active role and have meant that the talents of some of the finest minds have been severely under-utilized.

On supervision and monitoring, the responses show that 61.1% agreed that supervision and monitoring was equal between male and female veterinarians while 22.2% stated that women were treated less favourably. Most employers suggested that there was less supervision and monitoring on male veterinarians because they can treat all the types of animals and diseases that was different with female veterinarians especially when it comes to large animal, where female veterinarians usually drag the physical aspect of the job hence more supervision and monitoring on female veterinarians than male veterinarians. These findings show that there was no gender balance in the veterinary industry as gender balance means equal treatment of women and men at workplaces as posited by Jirira (2008) when the author says 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.

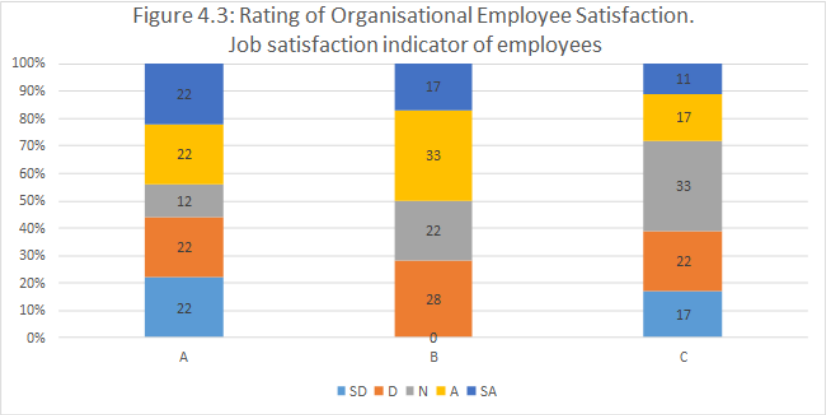
On whether there was equal treatment on training and development of male and female veterinarians in organisations, 68.8% of the

respondents agreed that men and women were treated equally while 18.8% disagreed. The results show that there was equal treatment of both sexes, however the percentage of those who disagreed suggest that there was one sex benefiting more than the other. Most employers indicated that female veterinarians were attached to their families such that they give excuses when they were sent to go for workshops or seminars out of the country, this shows that female veterinarians are not reliable when certain issues arise that might need their assistance thus employers lose confidence in them.

On policies and procedures, the results indicated that 77.8% agreed that there was equal treatment of men and women in how policies and procedures were put forward. Also most employers showed that there was equal treatment of men and women when it comes to benefits. Results show that 94% of the respondents agreed to giving equal benefits and only 6% were not sure on how benefits were given in their organisations. These results on the feelings of the treatment of men and women in the veterinary industry were that equal treatment existed between both sexes though less percentage showed that there were some irregularities. These findings are in line with Mama (2008) who asserted that many African nations have made enormous progress regarding inscribing commitments to gender equality in the constitutions, laws, and policies since independence.

The results on the feelings of treatment of veterinarians indicated that female veterinarians were treated less favourably than male veterinarians. These findings concur with the results on table 4.1 on the distribution of male and female veterinarians in the industry whereby results showed that most employees indicated that they employ more males than females. This means that there is gender bias in the industry.

Figure **4.3:** Rating of organisational employee satisfaction.



Key: *A-Promotion of gender equality B- Job security C- Turnover D- Recruitment based on merit E- Recognition of role of women at workplace*

Figure 4.3 above is the results from employers on employee satisfaction at the workplace. On promotion of gender 44% of the respondents disagreed that there was promotion of gender equality while 44% agreed that there was promotion of gender equality. The results showed that there was same proportion of those who agreed and those who did not agree that there was gender equality were equal. This means that promotion of gender equality is questionable.

On job security, 28% of the respondents disagreed that there was job security at their workplace and 50% agreed that there was job security in their organisations. This shows that job security covers both male veterinarians and female veterinarians in the veterinary industry.

On turnover of staff in organisations, 39% disagreed that there was significant turnover and 28% agreed that there was significant turnover however, 33% of the respondents were neutral. On recruitment of veterinarians in the industry, 39% of the respondents

disagreed that the recruitment was based on merit and 44% agreed that employees were recruited based on merit. The difference in perception shows that there were somehow some discrepancies on the recruitment of veterinarians in some organisation. Usually, male veterinarians were preferred most than female veterinarians as indicated in Figure 4.2. These findings are consistent with Makama (2013) who argued that womanhood was reduced to a mere infidel and a second-class citizen such that even at workplaces men were given the first preferential choice.

On recognition of females in the veterinary industry, 33% disagreed that there was recognition of females at their workplaces. 50% of the respondents agreed that there was recognition of females in their organisations. The results show that even though half of the respondents believe that there was recognition of females in the veterinary industry the 33% of those who disagreed is significant percentage to conclude that there is somehow gender bias in some veterinary organisations.

Table 4.7: Presence of Gender promotion policies in Veterinary Industry (n=18)

Item	Yes	No
Organisation ensures a quota system for management positions	44%	56%
Organisation develops campaigns to attract people into the veterinary industry	28%	72%
Ensures a career that allows the reconciliation of profession and private life	72%	28%
Existence of a written gender equality document in organisation	47%	53%
Offer activities to compensate gender discrimination via childcare facilities etc.	82%	18%

The above Table 4.7 shows whether a quota system for management positions was being used, 44% of the respondents agree that their organisations ensure a quota system for management positions while

56% disagree. These results show that most the organisations do not ensure a quota system for management positions. As a result, male veterinarians are found to be more in number than female veterinarians with regards to management positions. These results concur with table 4.1 that shows higher rate of male veterinarians employed than females. These findings support the GAD concept that recognized that females were side-lined in the development process, it evolved to increase the participation of women and men at the same level (Boserup, 1970).

On whether organisations in the industry develop campaigns to attract people, most the respondents, 72% indicated that there was nothing being done to attract people to do veterinary work. Chabaya *et al. (*2009) argues that lack of support from family members and the institutional context was found to be one of the causes of under-representation of women at workplaces.

Most the respondents 72% agreed that their organisations take into consideration the reconciliation of profession and private life. These results may mean that employers offer good working hours, study leave, out-reach programmes, bereavement off days and they permit females to go for maternity leave to meet social life demands. These results go hand in hand with those on whether employers offer activities to compensate gender discrimination via childcare facilities of that 82% of the respondents agreed that they allow their employees to take maternity leave days for childbearing. Flexible working hours are offered however most employers have no childcare facility even though the working hours are odd, this does not lure females in the industry. These findings concur with Gwaunza (1990) who said that women have been denied basic benefits at workplaces.

On existence of a written gender equality document in organisations, most the respondents, 53% said they had no such documents in their

organisations meaning that most organisations do not consider gender balance at their workplaces and in such circumstances one sex may be favoured at the expense of the other sex.

Some employers indicated that their clients show some kind of dissatisfaction when they are served by female veterinarians because culturally the veterinary industry was a male dominated area. Others responded that their clients feel the same whether they were saved by a male or female veterinarian as long as one was being competent and knew how to explain the procedures done in layman's language to the client. Females are considered more caring than male veterinarians. The clients sometimes preferred female veterinarians to males especially when it came to cats and dogs but clients are a bit hesitant to be served by female veterinarians when it comes to large animals. The fact that some clients preferred female veterinarians in the industry supports the GAD concept highlighted that women and men need to be integrated into development processes as active agents if efficient and effective development was to be achieved economically (Rathgeber, 1991).

The results showed that most of the surgeries were male owned and only Chisipite Veterinary Surgery was female owned. This showed that there are few females who own businesses in this industry. The responses on this issue were that female veterinarians lack confidence and self-esteem to compete with their male counterparts in the veterinary industry. According to Greenfield (2006), there is need for gender mainstreaming to support the females and the government should fence funds for fellowships for females who are in the veterinary field. In addition, the GAD concept also encourages gender mainstreaming where it sees it as the duty of the state to provide some of the social services to empower women (Rathgeber, 1991).

The only difference on promotion was on qualifications and at times the females may not have the required qualifications, as most female veterinarians do not further pursue their studies and appear content playing second to males. It was also observes that generally females are fewer in the industry because they are few from the training schools and this goes back to high schools that offer few female scientists to tertiary level.

Female veterinarians were promoted just as male veterinarians only that females lack confidence to apply for higher posts because they concentrate on looking after their husbands and children. These findings support Chabaya (2009), who argued that females were socialised to be good mothers in the home and many women must a certain degree internalized the attitudes and role expectations about women that they have learnt to fit neatly into the stereotypes. This can be a major handicap in the development of their individual personalities, their abilities and career potential.

Some participants also indicated that myths, stereotypes and prejudices related to the abilities and attitudes of women were seen to be among obstacles encountered for low representation of female veterinarians in management positions. Gender socialisation in a patriarchal society creates discrimination between men and women, it takes place in such a way that both men and women accept it such that perceptions of gender roles and of what women can and cannot do is influenced by gender socialisation. The above view is supported by Chirimuuta (2006) who argues that the patriarchal nature of our society has shaped and perpetuated gender inequality to the extent of allowing male domination and female subordination.

Also, some female veterinarians felt that the cost of living in the country was higher than their salaries therefore they leave the country for greener pastures in the diaspora then the male veterinarians

occupy the higher positions. The reasons for having few females in the veterinary industry were due to many causes. One of that the industry is quite physical and females dread the physic involved thus female veterinarians do not want to take some of the heavy roles and they opt for other lighter courses. This means that the education sector was producing few female veterinarians, and these findings concur with Mama (2008) who argues that the gender gaps in employment of gross under-representation of women were marked from student enrolment at universities. Another cause also is cultural background that affects the number of females in the veterinary industry. During high school, most female students do arts subjects while boys do the science subjects that is also another contributory factor. These results are consistent with previous research by Kambarami (2006) who found that the educational system in Zimbabwe is structured in a way that maintains the inequalities that exist between girls and boys.

The respondents felt that the causes of having fewer females in the veterinary industry is because of lack of proper career guidance to students in high school. The duration of the veterinary degree studies is too long such that females considered it better to do arts courses. Family commitments also disturb females in doing veterinary studies, that is a science subject and a challenging field that needs a lot of time. Because of this, most female students do not enrol for the programme as they will have attained less points or do not even attempt science subjects at advanced level because apart from schooling, they are also involved in the private sphere whereas boys will be studying hence they will end up being in the social sciences and humanities.

The above result is in line with Hari (2011) who asserted that because girls are considered less capable, they often receive less encouragement and are rarely challenged at home or school to strive to succeed in their academic work. This shows that culture has a role to play in the choice of careers. This result in most of the females having that mentality that

veterinary field was for men. In addition, Greenfield (2006) argues that there was a series of problems that female scientists must face at different stages of their lives. The first of these happens in school, when the sexual stereotyping of schoolgirls makes it more difficult for them to choose sciences especially veterinary science that has a long duration of study. At the end there are more male veterinarians than female veterinarians in the industry.

Employers responded that, to improve gender equality in the veterinary industry, there was need to recruit more veterinarians into study and appoint them into management levels. Women and girls must be empowered, they should be educated because it makes economic sense. Employers felt that there was need to increase awareness of the veterinary science programme to high school so that more female students will opt to enrol for the profession.

Policy makers in the veterinary industry should design policies that will favour the female veterinarians as a weaker sex in that female veterinarians are responsible for childbearing and marriage duties. It should be mandatory that all veterinary companies should have a gender policy that promotes gender equality. Awareness campaigns to promote gender equality in workplaces should be held regularly, and a quota system should be implemented in veterinary organisations.

Most employers indicated that the problem was not only the veterinary industry but the females themselves, advocating for gender equality will not change anything unless the females change their mind-set. Female veterinarians should also apply for higher positions and compete with their male counterparts in interviews. Gender balance in the veterinary industry could only be properly addressed if female veterinarians take up the challenges and stand and be willing to use their skills. These findings support the findings by Hari (2011) who also observes that females had an inferiority complex instilled in

them by the African culture such that they felt that men are the best to fill decision-making leadership capacities in society, while women play the supportive role. There is also need to improve the advertisement of the veterinary industry in secondary schools to lure the girl child. Secondary pupils should therefore receive career counselling so that balance can be struck somehow to have gender balance in the industry.

Table 4.8: Gender factors in the veterinary organisations

Item	Agreeing	Neutral	Disagreeing
There is recognizable culture of gender equality at my workplace	18(47%)	6(16%)	14(37%)
Men and women are treated equally in the veterinary industry	18(47%)	8(21%)	12(32%)
Men and women are recruited and selected equally in the industry	16(44%)	8(22%)	12(33%)
Monitoring and Supervision is the same irrespective of gender	16(40%)	4(20%)	16(40%)
Management shows interest and concern for workers regardless of gender	14(35%)	8(20%)	18(45%)
Training and development is done equally for all members of staff	14(35%)	10(25%)	16(40%)
The differing needs of staff are considered by management	18(45%)	12(30%)	10(25%)
Senior managers visibly demonstrate gender discrimination	20(50%)	12(30%)	18(45%)
Individual differences at my workplace	24(60%)	8(20%)	8(20%)
My organisation is flexible with respect to family responsibilities	10(25%)	12(30%)	18(45%)
The environment in this organisation values balance between work and personal life	14(35%)	14(35%)	12(30%)
I work in a safe, health and comfortable environment	10(26%)	4(11%)	24(63%)
I have observed and experienced gender discrimination in my organisation	26(65%)	4(10%)	10(25%)
I have experienced sexual harassment at my workplace	32(80%)	4(10%)	4(10%)
There is greater participation and involvement in decision-making regardless of gender	20(53%)	6(16%)	12(31%)
I am satisfied with my involvement in decision-making at my workplace	20(50%)	10(25%)	10(25%)

Allowed to give ideas and concerns without fear of retribution regardless of gender	10(25%)	14(35%)	16(40%)
I am currently satisfied with the working conditions in the vet industry	22(55%)	12(30%)	6(15%)
Team work is encouraged and practiced in the organisation	8(20%)	8(20%)	24(60%)
Employees are recognized for good performance irrespective of gender	12(30%)	8(20%)	20(50%)
Disciplinary policies do not favour one sex	10(26%)	2(5%)	28(69%)
Jobs are secure and employees are not victimized or dismissed unfairly	3(16%)	6(32%)	10(52%)
Management shows interest and concern of workers	12(32%)	12(32%)	14(36%)
I am satisfied with my position at work	4(11%))	18(47%)	16(42%)
I would recommend veterinary practice as a career to my friends	2(5%)	12(32%)	24(63%)

Table 4.8 above shows responses on the gender factors in the veterinary organisations by veterinarians in the field. On whether there was recognizable culture of gender equality at workplaces, 47% agreed and 37 % did not agree. The results show that some organisations promote gender equality and the 37% of those who do not agree is significant to show that there is no gender equality in most of the organisations. One of the respondents said there was no recognizable culture of gender equality at my workplace because generally the women (females) themselves do not see the veterinary industry as good and ideal industry for them so they back out.

According to table 4.8 men and women were treated equally in the veterinary industry with 47% of the respondents agreeing and 32% of the respondents disagreeing that they were treated equally at their workplaces. Also, the results showed that men and women were recruited and selected equally in the industry with 44% of the respondents agreeing it and 33% disagreeing that aspect.

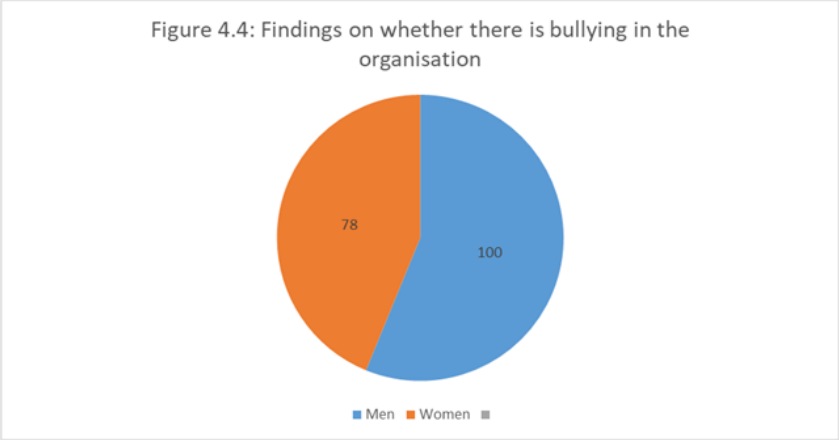
On monitoring and supervision in the industry, the veterinarians concurred that they were treated the same irrespective of gender with 40% agreeing and 40% disagreeing. However, the veterinarians were dissatisfied by the management of organisations on gender issues with 45% of them disagreeing that management showed interest and concern for workers regardless of gender while the minority 35% agreed that management took into consideration the gender issues.

On whether employees are recognized for good performance irrespective of gender 30% agree and 50% do not agree meaning there is a gender discrimination in recognizing people's performances in the veterinary industry. These results go hand in hand with that senior managers visibly demonstrate gender discrimination where the majority 50% of the respondents agreed while 45% disagreed. Also, on training and development, the 44% disagreed that it was done equally for all members of staff and only 35% agreed. The results also show that 65% of the respondents have observed and experienced gender discrimination in their organisations while 25% disagreed. These results showed that there is an element of gender discrimination in the veterinary industry. These findings are consistent with Lusuva (2009) who argues that there was gender discrimination at some workplaces as men and women were treated differently with the largely exclusion of women.

Most of the veterinarians 45% disagreed that their organisations were flexible with respect to family responsibilities and only 25% agreed to that. These results shows that the industry does not allow one to have a private life and this may be because the industry is busy. Work and personal life encourages employee's decision to remain with the organisation. On whether one works in a safe, healthy and comfortable environment 23% agreed and 63% disagreed. This shows that the working environment in the veterinary industry was not comfortable. The effect of work environment on employees is important since it has

an influence especially when one considers staying at an organisation. This may affect the number of female veterinarians in the field since females get married around 25 to 30 years and start childbearing and there is need for them to take care of their families and therefore they need occupations that will give them room to be better mothers hence few females in the industry. These findings support Gaidzanwa (2011) when the author says that women were expected to exclusively assume the roles of being mothers and wives, bearing children and looking after the aged and sick than going to work. On disciplinary policies, veterinarians showed that employers do not favour one sex with 69% agreeing on that and 26% disagreeing. This shows that the policies in the industry were gender sensitive.

Figure 4.4: Findings on whether respondents have ever been harassed or bullied due to gender bias in the organisation.



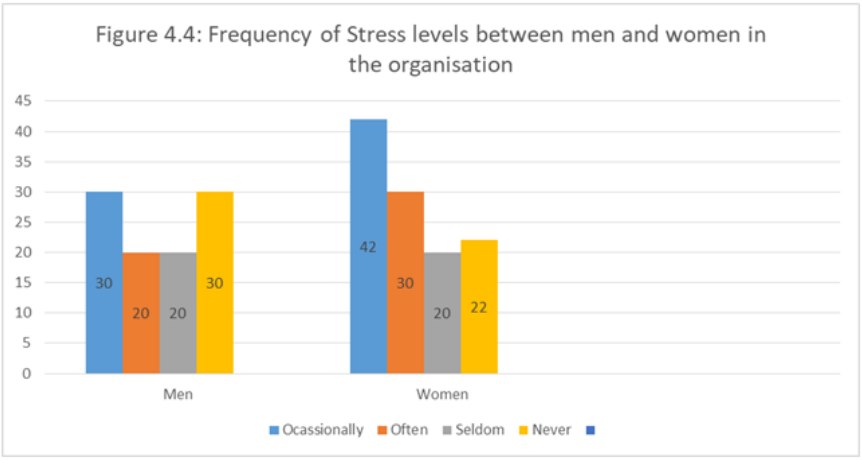
The above figure 4.4 shows that most of the male respondents 100% had never been bullied at work and 22% of female respondents have been bullied at workplaces.

Table 4.9: Gender Association on bullying and harassment at workplaces, Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.716[a]	1	0.099		

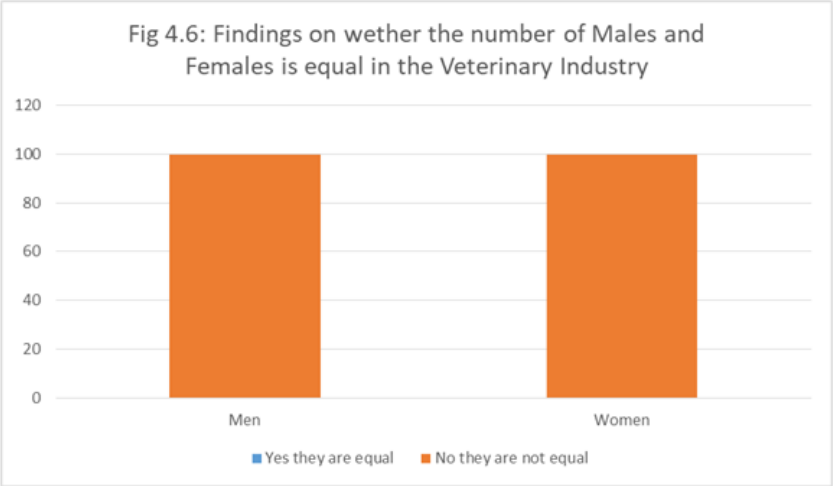
The above table is a summary of the findings to address whether any association exists on gender lines in terms of harassment or bullying at veterinary workplaces. Results indicate that the two are dependent of each other (Chi-square (1) = 2.716, p=0.099. The findings mean that both males and females are not being harassed in most companies though a significant proportion of the women (22%) indicated that they were being bullied and harassed at their workplaces

.**Figure 4.5:** Frequency Of Work Related Stress



The above fig 4.5 indicates that 72% of the female veterinarians were stressed at their workplaces and 50% of the males were also stressed at work. The reasons for work related stress maybe occasionally when

there are deadlines that need to be met or when there are outbreaks and there will be pressure of work. The higher rate of stress on females may be due to the fact that female veterinarians are less likely to want to work for long hours and after hours, yet the industry is characterized by odd working hours. According to Mama (2000), sexual harassment and abuse appears to be common at workplaces. The prevalence of intimidation and harassment particularly of women refusing advances and invitations also affects women and stress them.
Figure 4.6: Findings on wether there is an equal number of males and females in the Veterinary Industry.



The above fig 4.6 indicates that both male veterinarians and female veterinarians concurred to the fact that there was a difference between the number of males and females in the industry. They all agree that female veterinarians were fewer than male veterinarians in the industry. The results concur with results from employers (Table 4.2.) which indicated that most companies (66%) had 6 or more male employees compared to only few companies (6%) who employed a similar number of women in their organisations. Published research

by Hari (2011) also indicates that females were fewer than males in the science field. Greenfield (2006) also observed that females were fewer in the veterinary industry because there was a series of problems including sexual stereotyping that women scientists face at different stages of their lives.

Most veterinarians felt that the veterinary industry used to be dominated by men that is why higher positions in the industry are occupied by men. However, women seem to be slowly taking up positions of responsibility.

Veterinarians indicated that some reasons for gender differences in terms of numbers are that women do not apply to be considered for training. Most male veterinarians consider themselves as superior and they are in positions of authority as so would prefer employing their male colleagues. Generally, very few females find interest in veterinary as compared to men.

Low self-esteem and lack of confidence in female veterinarians can be the causes of being reluctant. At times lack of support from home and the workplace deters female veterinarians from applying for higher positions and most of the workshops in the veterinary industry are done after working hours and hence females cannot fully participate compared to their male counterparts as they will be rushing home for their families. These findings support Chabaya (2009) who argues that women are not courageous enough to accept big roles because of social background that influences women to have multiple roles such as wife, mother, and general worker. Women naturally feel inferior and believe that men should be the leaders.

Females should be encouraged to study veterinary science and career guidance in schools should be intensified as very few students are well informed about this area. Nearly most high school students studying

science subjects know little about the veterinary field as they just know of studying human medicine or engineering. There is need to promote awareness on the broad nature of the veterinary industry and it is not restricted to the treatment of animals. Practice owners should help the qualified veterinarians to stay engaged in the profession and have successful career. Also, female veterinarians should be encouraged to apply for higher positions and to start their own businesses to empower women. This will be in line with GAD that emphasizes on empowerment of women and men for economic development (Rathgeber, 1991).

This chapter presented and discussed the findings of the study, analysed data and discussion simultaneously. The findings of this study revealed that there was no gender equality in the veterinary industry. The results indicated that there was need for gender awareness in the industry to improve gender balance in the veterinary industry. The following chapter presents the research summary, conclusions and recommendations.