

THE SEARCH OF GENDER BALANCE In The Veterinary Industry In Zimbabwe



Tendai Manyange

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ISBN 978-1-77934-185-3
EAN 9781779341853

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Published by the Zimbabwe Ezekiel Guti University (ZEGU) Press
Stand No. 1901 Barrassie Rd,
Off Shamva Road
P.O. Box 350
Bindura, Zimbabwe

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SUBSCRIPTION AND RATES

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DEDICATION

To my beloved Lord and Savior Jesus Christ for his protection and love throughout the course of this programme. I also dedicate this project to my husband Thebes and my three sons Thaine, Tanaka and Tinevimbo for their maximum support and love.

ACKNOWLEDGEMENTS

I would like to extend my hearty thanks to my supervisor, Mr E. Mbokochena for his coaching and supervision that assisted the writing of this research project. His immense experience in supervising this research project was highly inspirational and appreciable. May the dear Lord bless him indeed.

I would also want to thank the veterinarians and veterinary employers who provided me with information for this study.

I would also want to thank Ms Chidarikire, Ms Nyamhondoro, Dr Ndhlovu, Dr Dhliwayo and Sr Masawi for their moral support, advice and help during the writing up of this project.

My acknowledgement would be void without the mention of my beloved husband Thebes Manyange and our three sons (Thaine, Tanaka and Tinevimbo) for their prayers and support during the course of this study.

Lastly, I would like to thank those whose efforts has gone into this project but could not be mentioned individually.

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BOOK SYNOPSIS

The study established the gender balance in the veterinary industry in Zimbabwe. A survey of the Harare market was conducted. The major objective was to examine the status of gender balance in the veterinary industry. Data for this study was collected using questionnaires and interviews. Information was collected from veterinarians, employers and senior management from the Harare market. The study specifically focused on whether there was gender balance in the veterinary industry in terms of recruitment and selection, supervision of veterinarians, promotion of veterinarians, training and development and benefits at workplaces. Results obtained from veterinarians and employers indicated that there was no gender balance in the veterinary industry. There were some differences in the way males and females were treated in the industry. Female veterinarians were generally fewer than males because there were few female students who do science subjects during high school and at tertiary colleges including the University of Zimbabwe. The reason for this variation is due to stereotypes against the girl child at the early stages of high school where they are discouraged to do science subjects. The study therefore concluded that there was gender bias in the veterinary industry and recommends that 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. Awareness campaigns to promote gender equality in workplaces should be held regularly and a quota system should be implemented.

LIST OF ACRONYMS

BVSc	-	Bachelor of Veterinary Science
CEDAW	-	Convention on the Elimination of all Forms of Discrimination Against Women
DPhil	-	Doctor of Philosophy
DVN	-	Diploma in Veterinary Nursing
FAO	-	Food and Agriculture Organization of the United Nations.
FVS	-	Faculty of Veterinary Science
FWCW	-	Fourth World Conference on Women
GAD	-	Gender and Development
MPhil	-	Master of Philosophy
MSc Vet	-	Masters in Veterinary Science
NGP	-	National Gender Policy
UN	-	United Nations
UNFPA	-	United Nations Population Fund
UNICEF	-	United Nations Children's Fund
UZ	-	University of Zimbabwe
WID	-	Women in Development

CHAPTER 1: Gender Balance In The Veterinary Industry: An Overview of Issues and Context

The study seeks to examine the gender balance in the veterinary industry. The veterinary industry offers employment to veterinary doctors and nurses who graduate from colleges and universities including the University of Zimbabwe. For gender balance it is important to involve both men and women in the industry. The importance of gender balance has been recognised at the global level on the Millenium Development Goal number 3 that is specifically targeted at gender equality and the empowerment of women (Puri, 2013).

The University of Zimbabwe (UZ) is a major tertiary training institution in the country. One of its faculties, the Faculty of Veterinary Science offers training in veterinary science for the country. In 1982, the Faculty of Veterinary Science (FVS) was inaugurated as a teaching institution at UZ and it offers the Bachelor of Veterinary Science (BVSc) degree and various Master of Veterinary Science degree programmes. Master of Philosophy (MPhil) and Doctor of Philosophy (DPhil) degrees are also offered by research only. The FVS also conducts short courses for veterinarians who are in government or private practice (FVS Handbook, 2000). Apart from the degree programmes, the FVS also offers a Diploma in Veterinary Nursing (DVN) where students study for two years (UZ Prospectus, 2005).

The FVS pays particular attention to animal management systems, disease control measures and human-animal-environment interaction that will benefit the agricultural economy and enhance the quality of

life in Zimbabwe and the Southern African region (FVS Handbook, 2000).

The faculty thus, produces graduates whose career opportunities are mainly in the veterinary industry. The industry covers the government, education sector, private surgeries, Zimbabwe Republic Police, pharmacies, private organisations, farmers union, wildlife management, research laboratories and pet shops to mention a few. In Zimbabwe, the veterinary industry was established in the 1890s (Mutowo, 2001).

Upon completion of studies in the FVS at UZ one becomes a qualified doctor or nurse. Those who do the BVSc for five years are qualified to be doctors and those who do the DVN are qualified to be nurses. The veterinary graduates (veterinarians) register with the Council of Veterinary Surgeons to qualify to practice in the surgery and medicine in the profession regardless of gender, Zimbabwe Veterinary Surgeons Act [Chapter 27:15]. The FVS has the potential of being a pillar in the economic wellbeing of the region through the production of high-quality graduates, who will inevitably be the players / drivers of the veterinary industry. The buoyancy of the veterinary industry is according to this researcher, highly depended on the quality and mental preparedness and willingness of the players injected into the industry by the university.

The veterinarians are mostly involved in animal welfare, regular and routine inspections of abattoirs and poultry slaughterhouses, modes of transportation of animals to such slaughter areas, security company guard dogs, police horses, pet shops, research laboratories. They react to reports on outbreaks of diseases of animals within 24 hours and initiate immediate control measures. They also undertake investigations into wildlife poaching, illegal importation of alien

species and cases of suspected animal cruelty. The aim of this study is to research if there is gender balance in the recruitment, selection, job opportunities and salaries.

Since its inception in 1982, the FVS has successfully trained 517 BVSc graduates to 2014 and 60 DVN graduates (para-vets) (FVS Strategic Plan, 2013). The researcher is interested in studying the gender balance in the veterinary industry for UZ graduates. Gender equality or balance denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. Gender equity also signifies the equivalence in life outcomes for women and men, recognising their different needs and interests, and requiring a redistribution of power and resources (Goodman, 2004).

According to Jirira (2008), in workplaces there is 'genderised' division of labour whereby men and women seem to assume different roles and responsibilities with men assuming more authoritative positions and women taking on the subordinate roles, hence they are less paid as they are viewed as minors, incapable of making concrete decisions. Feminists argue that women are discriminated against, and the imbalances are reinforced by custom. This is supported by Connell (1987) who points out that gender divides work in the home and in the economic production, legitimizes those in authority, and organises sexuality and emotional life and this also affects men and women at workplaces. Thus, gender balance is important at workplaces though gender inequality is common in most industries. This research is based on the veterinary industry, Harare market.

The researcher realised that females are highly under-represented in the veterinary industry and has passion in seeing the University producing a well-balanced gender that will have a gender balance in the veterinary industry and beyond. Through continuous observation

and evaluation, the researcher realizes that there are some new developments in gender balance in other sectors of employment and there is a gap in the veterinary industry such that in some surgeries one would find that the number of male veterinarians outnumbers that of females. In the Veterinary industry, in Harare, there are twelve surgeries and only one out of these surgeries is female owned (Council of Veterinary Surgeons, 2000). In this regard, it shows that female veterinarians are not as dominating in the field as compared to their male counterparts therefore there is reason for investigating gender balance in the veterinary industry to substantiate facts.

A study done by Cooper (2013) in South Bank, London observes that most of the higher positions in the veterinary industry are male dominated yet women continue to be held back from top positions thus maintaining gender imbalance. There is a gap in that the previous researcher did not go further to look for the reasons for imbalance and how to solve the problem. A similar study was done in London on bringing perceptions on gender equality in the veterinary science closer to reality. There is need to do a similar study in Africa and Zimbabwe in particular.

Therefore, it is against this background that this research is undertaken to examine gender balance in the veterinary industry. Zimbabwe has adopted many policies to promote gender equality in all sectors of the economy. Among these are the 1979 United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the 2004 National Gender Policy (NGP), and the gender affirmative action policy of 1992. Despite these gender equality policies, there appears to be little impact in practice in some sectors. The researcher through observation has discovered that in the veterinary sector, there are fewer female veterinarians and more male veterinarians occupying higher positions in the veterinary industry. The researcher has found

this to be a problem and thus the need to examine gender balance in the veterinary industry.

This study is guided by Gender and Development theory (GAD). It is a feminist theory that promotes equality for both women and men in economic, political and social spheres of life among others (Jirira, 2008). The proponents of the GAD approach acknowledge that women were being left out and were not benefiting from economic development. They take the position that women are unfairly treated in all spheres of life and strategies can be developed to make the world a better place for women (Jirira, 2008:10). The GAD concept emerged in the 1980s out of the criticisms of the earlier WID concept and has its roots in socialist feminism. Socialist feminists have identified the social construction of production and reproduction as the basis of women's oppression and have focused attention on the social relations of gender, questioning the validity of roles that have been ascribed to both women and men in different societies (Rathgeber, 1990).

According to Smyth *et al.* (2003), GAD is an approach that supports for an integrated gender-planning perspective in all development work, concentrating on the power relations between women and men. GAD 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. GAD looks at the totality of social organisation, economic and political life to understand the shaping of specific aspects of society (Young, 1987).

The assumption of GAD is that a gender-and-development perspective does not lead only to the design of intervention and affirmative action strategies to ensure that women are better integrated into ongoing development efforts. It leads, inevitably, to a fundamental re-

examination of social structures and institutions and, ultimately, to the loss of power of entrenched elites, that will affect some women and men. It demands a degree of commitment to structural change and power shifts (Rathgeber, 1990). 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 a strong emphasis on women's emancipation and focuses on women's legal rights on inheritance and land ownership. GAD 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.

This theory encourages government and non-governmental organisations to include women in the workforce. It promotes gender equality. The theory links with gender balance that may be seen in the workforce and avoid a scenario whereby most high posts in the industries are held by men. Effects of African culture are also observed as men dominate in the workforce. GAD calls for equal treatment of women and men in the issues of development such that women are no longer discriminated in most institutions and there are many global, regional and national policies and reforms that have supported women's in-roads in the public sphere in support of women's participation in the world of work without any discrimination (Jirira, 2008).

The study is guided by the following objectives:

1. To analyse effects of gender balance in the veterinary industry.

2. To establish the status of gender balance in the veterinary industry.
3. To examine the nature of gender balance in the veterinary industry.
4. To recommend strategies that can be adopted to achieve gender balance in the veterinary industry.

The Research Questions were stated as follows:

1. Why are there few females in the veterinary industry?
2. How does the veterinary industry handle gender mainstreaming?
3. How do employers feel about gender balance in the veterinary industry?
4. How can gender balance be improved in the veterinary industry?

The research hypothesis was: There is no gender bias in the veterinary industry in Harare.

The significance of the study is to improve gender balance in the FVS and the veterinary industry at large. This will create opportunities for female veterinarians to compete with their male counterparts in the industry. The study will benefit stakeholders such as the Ministry of Education to encourage the girl child to do science subjects at secondary school so that they will be able to take up science studies at high school and tertiary education. It will also benefit the Dean of FVS, Departmental Chairpersons in the FVS and their lecturers, business owners in the veterinary industry and graduates in the veterinary industry. The benefits will be seen in terms of affirmative action in the selection of students. If there are more female veterinarians in the industry some clients will feel free to consult. If more females are engaged in the veterinary industry, it means women empowerment.

The outcomes of this research might influence and inspire women to vie for top posts in the veterinary industry. Furthermore, female veterinarians will find themselves participating in having their own surgeries after reading the findings of this study. Academically, the results may contribute to the knowledge base as they will be used to assist future research (literature) and those interested in pursuing the field.

The recommendations of this study will help policy makers on drafting policy recommendations. All stakeholders will derive health information and there will be disease prevention that saves more resources than curing.

In carrying out this study the following assumptions have been made: Employers in the veterinary industry prefer men to women. Education system in Zimbabwe does not encourage women to do sciences and the African patriarchal set up still dominates in workplaces.

Due to limitation on time and other resources, the study was done in Harare urban area. It was the convenient place for the study since the researcher's interest has been captured by the geographical site of the area because there are so many veterinary surgeries/ hospitals, government institutions, veterinary private organisations and education institutions that employ veterinarians in the area that exactly suits the desired population.

The first limitation was that of resources, it was the intention of the researcher to carry out a national survey, but the researcher ended up mainly centred in the Harare area due to limited funds. Veterinary institutions in the Harare urban were visited for consultations.

Some of the targeted respondents did not cooperate, especially top management, in most cases they were always busy, and it made data collection difficult and instead the researcher had to spend more time pursuing them. Some organisations in the industry were not willing to release information hence some information was not provided for the research, however the researcher made effort to get the information through interviews. Most veterinarians were scattered all over Harare therefore the collection of data took longer than anticipated.

Operational Definition of Key Terms:
<p>Culture: A complex whole that includes knowledge, belief, art, law, customs and habits acquired by humans as members of society (Hawkins & Coney, 2001).</p> <p>Cultural values: Widely held beliefs that affirm what is desirable (Doole & Lowe, 2008).</p> <p>Gender: Gender refers to roles, attitudes and related behaviour of males and females that are culturally defined (O'Donnel, 1999).</p> <p>Gender balance: A balanced composition of women and men to bring equality to the current male-dominated workplace.</p> <p>Gender equality: Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. It refers to the process of being fair to women and men (Jirira, 2008).</p> <p>Gender inequality: refers to unequal treatment or perceptions of individuals based on their gender. It arises from differences in socially constructed gender roles and manifests itself differently according to situations (Jirira, 2008).</p> <p>Gender Mainstreaming: Gender mainstreaming means considering the perspectives, roles and responsibilities of both women and men in development initiatives (Lusuva, 2009).</p> <p>Graduate: Someone who completed an educational program and received a degree.</p> <p>Veterinarian: One who has successfully completed a degree in Veterinary Medicine (FVS Handbook, 2002).</p> <p>Veterinary Industry: Animal hospitals/surgeries, clinics, laboratories and pharmacies (FVS Strategic Plan, 2007).</p>

The chapter has provided a detailed background of the Faculty of Veterinary Science, University of Zimbabwe that offers veterinary graduates to the veterinary industry. The current research problem

was highlighted that was to seek if there was gender balance in the veterinary industry. In addition, the chapter stated theoretical framework, research questions, its specific objectives and significance of the study. It also focused on assumptions under that the study may be carried out, the limitations of the study and delimitations of the study. The operational definitions of key terms were given. The next chapter focuses on literature related to the topic.

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.

CHAPTER 3: Study Design and Methodology

This chapter outlines the method that was employed to collect data on gender balance in the Zimbabwe veterinary industry. A survey of the Harare Market was conducted. In this chapter a description of the research methodology, research design and rationale for choice are given. Population is defined and the target population stated. Attention is also paid to the data collection instruments used, the reliability and validity of the instruments. The data collection procedures carried out, are given, and how data collected was presented and analysed.

Research methodology is a systematic way to solve a problem. According to Rajasekar (2013) research methodology is the study of methods by that knowledge is gained; it is a science of studying how research is to be carried out. There are two major types of research methodologies, and these are quantitative and qualitative research paradigms (Clarke, 2005). Quantitative and qualitative research paradigms rest on very different assumptions about both the nature of knowledge (epistemology) and the appropriate means of generating knowledge (methodology).

In terms of epistemology, quantitative research assumes the researcher to be independent from that being researched, approaching the research process in a value-free and unbiased manner. The qualitative paradigm assumes a different epistemology, one that presumes that the researcher does interact with that being researched and that a value-free research process is unattainable (Clarke, 2005). This study is inspired by the hypothesis 'There is no gender bias in the veterinary industry in Harare'. Thus, this research made use of these two epistemologies to compare reality with what people think in this case

veterinarians and employers and reach a conclusion. It is under these research paradigms that the survey research design was also adopted.

Research design is a detailed outline of how an investigation will take place. A study design will typically include how data is to be collected, what instruments will be employed, how the instruments will be used and the intended means for analysing data collected (Rajasekar, 2013). There is a wide range of research designs that one can use for research purpose. These include correlational research design, descriptive or survey research design, quasi-experiments, the cross-sectional and longitudinal research designs, experimental research design, causal comparative research design and historical research design to mention a few.

A survey research design was used in this study to get adequate results in assessing gender balance in the veterinary industry. According to Rajasekar (2013), a survey is a non-experimental, descriptive research method. A survey research design is often used to assess thoughts, opinions, and feelings using questionnaires and interviews. Survey research can be specific and limited, or it can have more global, widespread goals. It can be used to analyse behaviour. A survey consists of a predetermined set of questions that is given to a sample. With a representative sample, that is, one that is representative of the larger population of interest, one can describe the attitudes of the population from that the sample was drawn. By using a survey research design, one can compare the attitudes of different populations and look for changes in attitudes over time. A good sample selection is key as it allows one to generalize the findings from the sample to the population (Kerlinger, 1986).

Polit & Hungler (1999) refer to the population as an aggregate or totality of all the objects, subjects or members that conform to a set of specifications. In other words, a population is the aggregate of persons

or objects under investigation (Moser & Kalton, 1985). The study population of this research was all veterinarians and all employers of the veterinary graduates registered under council of veterinary surgeons in Harare.

The process of selecting a portion of the population to represent the entire population is known as sampling (Polit & Hungler, 1999). Purposive sampling was considered necessary for this study since the researcher felt that it was not feasible to use random sampling due to the small number of organisations that are employing veterinary graduates. According to Denscombe (2000) with purposive sampling the sample is 'handpicked' for the research. The researcher picked organisations that employ veterinarians and those who opted to participate in the quest for identifying gender balance in the veterinary industry. The advantage of purposive sampling is that the most appropriate people for the study were selected, and data collection process was a lot less time consuming. Labovita (1989) advises that a representative sample reflects the characteristics of the population that is crucial to the researcher.

The researcher worked with a sample of 70 respondents from the Harare market and of these 50 were veterinarians who received questionnaires only, 20 were employers of organisations in the industry who received questionnaires and 10 of the employers were interviewed as well.

Leedy (1993) describes research instruments as tools that help researchers achieve their goals in carrying out research. In research, data cannot be collected without the instruments therefore this study will use self-administered questionnaires and face to face interviews to gather information from the female and male veterinarians, administrators and chief executive officers of organisations. This study

used the structured questionnaire consisting open-ended questions to solicit information from the respondents.

A detailed description of the research instruments and procedures is provided as follows: questionnaires and face to face interviews. Goode & Hatt (1990) describe a questionnaire as a device of securing answers by using a form, that the respondents fill-in on their own. Two questionnaires were used as the main data-gathering instruments for this study. One was for the veterinary graduates and the second was for the employers in the veterinary industry.

There are two types of questionnaires namely the self-administered and the postal questionnaires. Self-administered questionnaires are questionnaires that respondents complete for themselves and give back to the researcher. This type of questionnaire is efficient in terms of researcher's time and effort. The postal questionnaire is the one that is posted to widely spaced respondents who will send it back after completing the questionnaires. This study used the structured questionnaire consisting open-ended questions to solicit information from the respondents. Open-ended questions were used because they enabled the respondents to explain their viewpoints without any limitations. Open-ended questions allow respondents to answer questions in their own words (Kerlinger, 1986).

Questionnaires were used in this research because they stress ethical considerations like anonymity and confidentiality. Usually, questionnaires have a covering paragraph that stresses issues such as confidentiality and anonymity. This is supported by Ary *et al.* (1990) when they say, another advantage is that a questionnaire can guarantee confidentiality that makes the respondent to elicit more truthful responses than would be obtained with a personal interview. The researcher used questionnaires because they were easy to analyse, and most people are familiar with questionnaires. Questionnaires

reduce biases and they are fit for shy people who cannot express themselves through talking. Data is also standardized because the same questions are asked different people. Questionnaires also allows researchers to get thoughtful responses because respondents have time to think about the questions.

The responses of questionnaires were gathered in a standardised way meaning questionnaires were more objective. Potentially information was collected from a large group, and it was relatively quick to collect information. Questionnaires have their own weaknesses such as that the closed questions do not allow the respondents to express their feelings or judgment but to overcome the weaknesses of the questionnaires the researcher used interviews to allow respondents to express their feelings. An interview is a one-on-one directed conversation with an individual using a series of questions designed to elicit extended responses. Interviews allow participants to express their thoughts using their own words and organisation and thus are particularly valuable for gaining insight. According to Weigner (1999) interview methods illicit primary data responses through direct questioning. Interviews are suitable where complex topics are involved. There are three approaches to gather interview data and these are personal interviews, postal surveys and telephone interviews. The researcher opted for face-to-face interviews because data collection was immediate. Greater data accuracy was generally ensured. Interviews were useful because non-verbal responses could be observed and noted. Generally, more questions can be asked as interviews allow the researcher to probe for greater depth or explanation.

The main advantages of interviews were that they are useful to obtain detailed information about personal feelings, perceptions and opinions. They allow more detailed questions to be asked. They usually achieve a high response rate than questionnaires. The

respondents' own words are recorded. Some ambiguities could be clarified, and incomplete answers followed up. Precise wording can be tailored to respondent and precise meaning of questions clarified. Interviewees are not influenced by others as what can happen in focus group discussions. To facilitate data collection, the researcher obtained a letter from the Co-ordinator of Master's in Development Studies at the Women's University that was used to seek permission from employers in the veterinary industry to collect data. The researcher wrote a summary to respondents summarizing the purpose of the research that was on the questionnaires. The researcher personally delivered questionnaires to both veterinarians and employers.

The collection of the questionnaires took almost a month as most of the respondents were busy with their work schedules and thus could not respond in time. With veterinarians, the distribution process was quite overwhelming and expensive as it involved a lot of phoning and making appointments to meet them to personally deliver questionnaires around Harare. Veterinarians were scattered in different locations in Harare, hence the researcher had to drive to meet them. The researcher made appointments with senior management of organisations in the veterinary industry and conducted some face-to-face interviews in their offices. There were some challenges in making appointments since most employers were busy with their day-to-day business however effort was made to interview ten employers.

Every researcher is prescribed to certain code of conduct or ethics when carrying out a study. Ethics are the principles or rules adhered to when conducting a study. The existence of ethics defines the procedures and direction that the researcher should follow when preparing and producing a report that is balanced. Burgess (1984) describes ethics as code of conducts that guides social science researchers as they carry out research. Ethics are moral conducts that one must follow when carrying out a study. Ethics that were

employed in this study are, gaining access or entry, informed consent, confidentiality and protection of participants from harm.

The vital stance to be taken first when one is carrying out a study is to gain access or entry into the area of research. This is done to get permission from the authorities in charge. In this research, permission was sought from the senior management of organisations to conduct the research. Thus, the issue of gaining access is a fundamental ethical issue in research.

Informed consent is a prerequisite for all research involving human beings (Kvale 1996). Informed consent was obtained from the subjects and their employers since most of the respondents were at workplaces. This involves informing participants about the overall purpose of the research and its main features, and of the risks and benefits of participation. Consent was given in written format on questionnaires and verbally on interviews. If informed consent is sought and granted, voluntary participation is guaranteed. Informed consent was also in the best interest of a researcher as it protects her if unexpected bad consequences arise. This research also observed the confidential ethic. Research is carried out based on trust between the researcher and the researched. This is so because some of the information that was obtained from the research process was sensitive and could be harmful to the welfare of the respondent if it is divulged. One of the safest ways to ensure anonymity is not to record the names of the participants at all.

Since this study utilized human beings as the research respondents, protection of the respondents was vital during the process of soliciting information. Respondents should not be harmed physically or emotionally. It is breach of law on the part of the researcher to endanger the respondent in the process of information gathering. The debriefing ethic was also observed in this study. Debriefing involves

going back to the subjects after the research before publishing the findings, this is so because the subjects usually must agree with the results. It was also very important to debrief the subjects on issues discussed, this is mainly done to encourage future participation and maintain the positive relationship. Ethically it is important for the researcher to give feedback for the purposes of decision-making. If the respondents are not happy with the results, participants had the right to withdraw if they wished to drop out.

Data analysis is the process of systematically applying statistical and logical techniques to describe and illustrate and evaluate data. Data presentation refers to the putting across of collected information in a clear and concise manner. According to Yin (2002) various analytic procedures provide a way of drawing inductive inferences from data and distinguishing the phenomenon of interest from the statistical fluctuations present in the data. In this research the data that was obtained from questionnaires and interviews was analysed and presented by the researcher using both quantitative and qualitative methods. The quantitative method helped the researcher to present the findings in the form of tables, graphs and figures. The researcher also made use of SPSS software package to analyse and present data. Description of findings was presented in the form of a text.

This chapter looked at the research methodology that was employed by the researcher in carrying out the study. The research design is quantitative and qualitative in nature. Targeted population was stated. Research instruments such as questionnaires and interviews were the research instruments used for information gathering. Data collection, ethical considerations, presentation and analysing procedures were also outlined in this chapter. The next chapter is about data analysis, presentation and discussion.

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

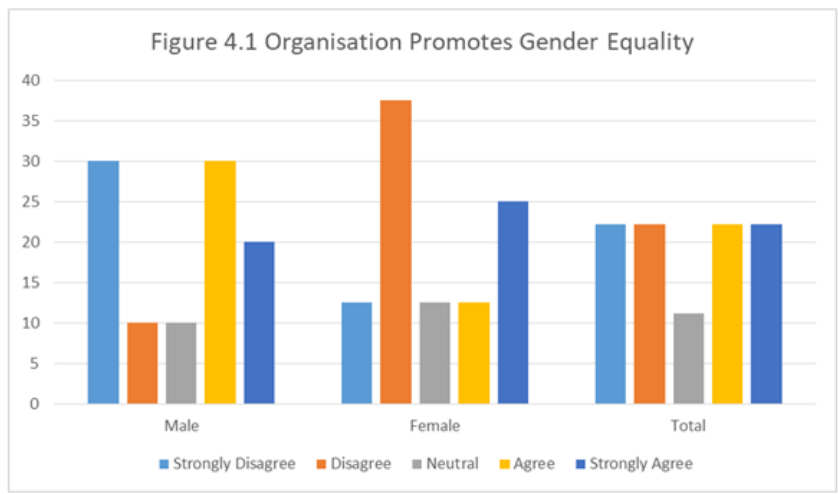


Figure 4.1 above illustrates the descriptive findings on whether there is gender equality in the veterinary industry. Results indicate that overallly 44% of both females and males concur that gender equality exists in the industry. However, there was a difference in opinion between males and females 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

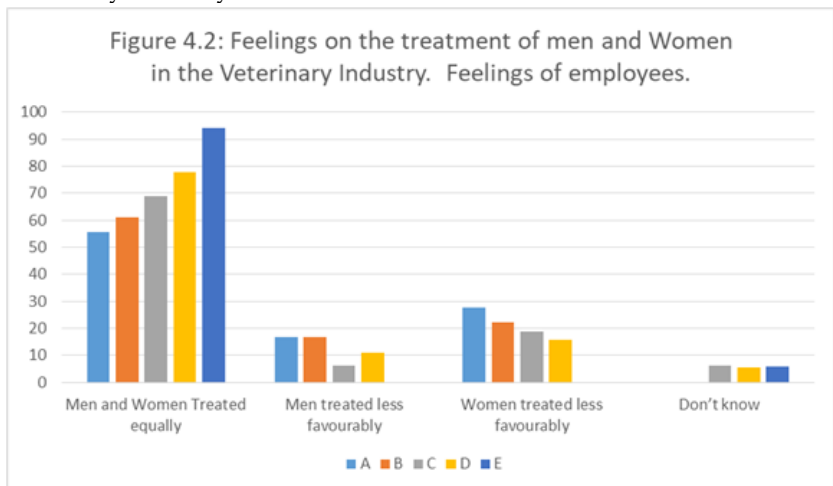
	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-square	3.819 ^a	1	0.019		

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.

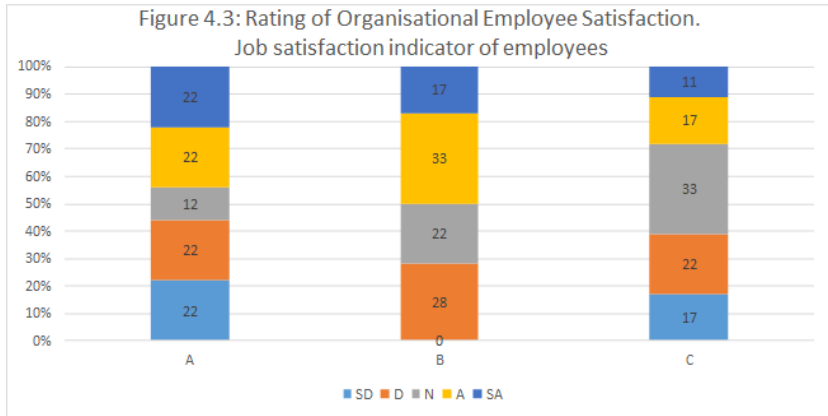
On whether there was equal treatment on training and development of male and female veterinarians in organisations, 68.8% of the

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 observed 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 at 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 Chirumuuta (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 than 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.

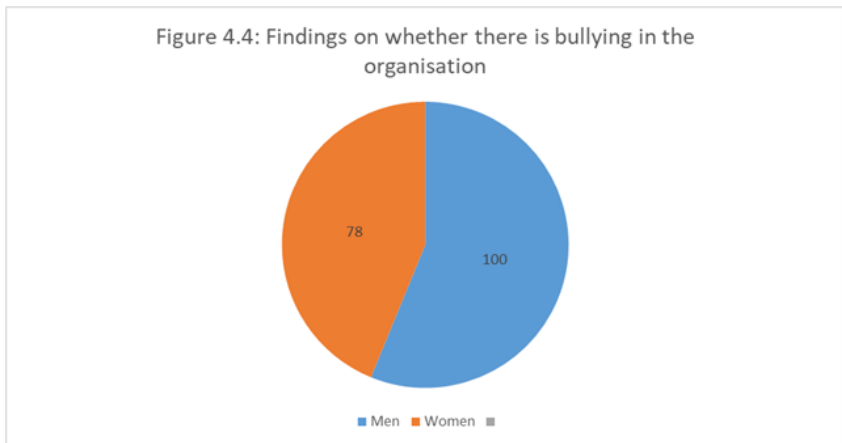
On monitoring and supervision in the industry, the veterinarians concurred that they were treated the same irrespective of gender with 40% agreeing and 40% disagreeing. However, the veterinarians were dissatisfied by the management of organisations on gender issues with 45% of them disagreeing that management 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.



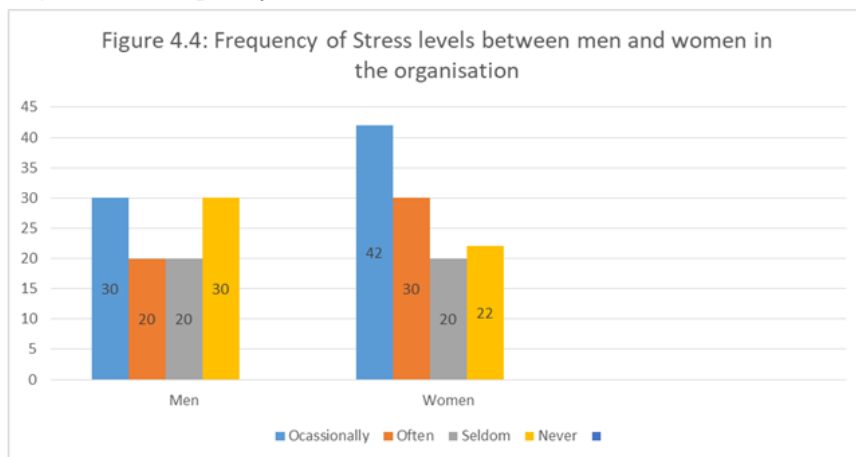
The above figure 4.4 shows that most of the male respondents 100% had never been bullied at work and 22% of female respondents have been bullied at workplaces.

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		

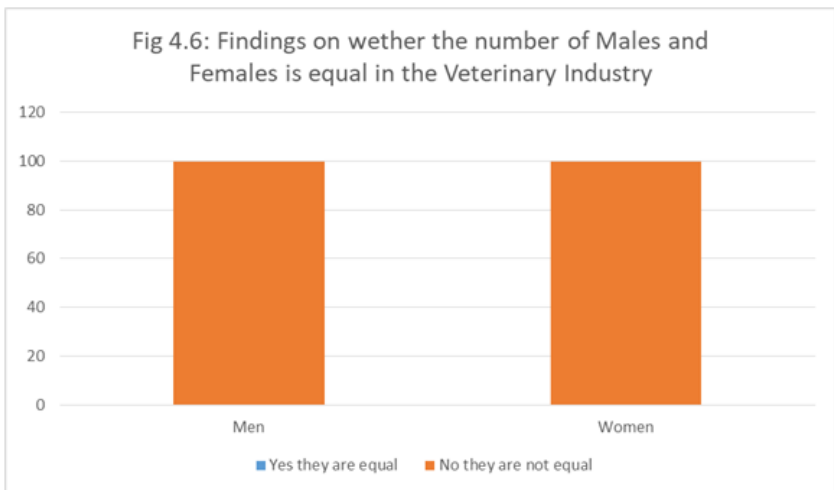
The above table is a summary of the findings to address whether any association exists on gender lines in terms of harassment or bullying at veterinary workplaces. Results indicate that the two are dependent of each other (Chi-square (1) = 2.716, $p=0.099$). The findings mean that both males and females 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 whether 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.

CHAPTER 5: Moulding the Gender-Balance Frame for the Veterinary Industry

This chapter presents conclusions and recommendations of the study. These are derived from the previous chapter (chapter four) and presented as a review of the extent to that the objectives of the study were fully achieved. The study sought to investigate gender balance in the veterinary industry on University of Zimbabwe veterinary science graduates. The specific objectives of the study sought to establish fundamental reasons why females are fewer than their male counterparts in the veterinary industry, to examine whether there is gender balance in the veterinary industry, to find out how employers feel about gender balance in the veterinary industry and to suggest how gender imbalance can be improved in the veterinary industry. The study also provided an extensive literature review on gender balance in the veterinary industry. The study also sought to measure employers and graduates' perception on the gender balance in the veterinary industry.

This study clearly shows that most the respondents held very positive views about the importance of having gender balance in the veterinary industry. Although there are many organisations registered under the Council of Veterinary Surgeons of Zimbabwe that makes up potential employers for veterinary science graduates, most of them employ very few female veterinarians. Both employers and veterinarians agreed that female veterinarians were fewer than male veterinarians in the industry meaning that there was no gender balance in the veterinary industry.

The study revealed that the reasons for having few female veterinarians in the industry was due to few females who undertake science subjects in high schools due to myths and stereotypes and

these are factors that have discouraged female veterinarians from playing an active role in the industry.

Most of the respondents felt that female veterinarians were being left out in terms of managerial positions. Both employers and veterinarians agree that female veterinarians were not given the same treatment as their male counterparts in some areas such as recruitment and selection, supervision and monitoring, training and development, policies / procedures and benefits. The patriarchal nature of the society has shaped and perpetuated gender inequality to the extent of allowing male domination and female subordination in all areas including the veterinary industry.

Findings revealed that female veterinarians were occasionally stressed at work and the reasons being pressure of work, harsh working conditions, intimidation and harassment from their male counterparts.

Most respondents showed that little was being done to involve the female veterinarians to have access to decision-making involvement in the veterinary industry. Findings revealed that very few female veterinarians owned practice hospitals as compared to their male counterparts and there is need for gender mainstreaming to support the females in the veterinary industry. Both employers and veterinarians suggested that awareness campaigns to promote gender equality in workplaces should be held regularly and a quota system should be implemented to improve gender balance in the veterinary industry.

The researcher proposed that there was no gender bias in the veterinary industry in Harare, however, the findings of this research revealed that there was gender bias in the veterinary industry since there was differences in treatment between male and female veterinarians in terms of recruitment and selection, supervision and monitoring, training and development, policies and procedures and

benefits. Most organisations in the industry employed more male veterinarians than female veterinarians. However, the results revealed that the output numbers of female veterinarians from tertiary colleges were fewer than male veterinarians, this was due to the fact that female veterinarians had a series of problems since their early ages of schooling when sexual stereotyping of schoolgirls made it more difficult for them to choose sciences since it does not seem to be directly related to life that the African culture expects.

This study recommends that:

- The education system in the country should encourage more female students to do science subjects since results showed that stereotypes started at an early stage as primary school. There was need to increase awareness of the veterinary programme at high schools so that more female students will opt to enrol for the profession.
- The Faculty of Veterinary Science should put a policy and structure that would allow female students to enter into the faculty so that it produces a bigger number of female veterinarians.
- Policy makers should design policies that will favour the female veterinarians as a weaker vessel. It should be mandatory that all veterinary companies should have a gender policy.
- Awareness campaigns to promote gender equality in workplaces should be held regularly and a quota system should be implemented.
- 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.
- There is need to promote awareness on the broad nature of the veterinary industry since 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 careers. Also, female veterinarians should be encouraged to apply for higher positions and even to start their own businesses.

This researcher being an employee of the University of Zimbabwe can be considered an in-house researcher. An external researcher is recommended to evaluate and further substantiate the findings of this project and increase credibility of the findings to eliminate possible bias. Generally female veterinarian graduates felt that the industry prefers their male counterparts. It would be interesting if another researcher further investigates why the industry prefer to absorb male veterinarians than females. There is need for someone to carry out a similar study where the perspective of a bigger sample of employers is sought since this research looked at veterinary organisations in Harare only.

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Synopsis

The study established the gender balance in the veterinary industry in Zimbabwe. A survey of the Harare market was conducted. The major objective was to examine the status of gender balance in the veterinary industry. Data for this study was collected using questionnaires and interviews. Information was collected from veterinarians, employers and senior management from the Harare market. The study specifically focused on whether there was gender balance in the veterinary industry in terms of recruitment and selection, supervision of veterinarians, promotion of veterinarians, training and development and benefits at workplaces. Results obtained from veterinarians and employers indicated that there was no gender balance in the veterinary industry. There were some differences in the way males and females were treated in the industry. Female veterinarians were generally fewer than males because there were few female students who do science subjects during high school and at tertiary colleges including the University of Zimbabwe. The reason for this variation is due to stereotypes against the girl child at the early stages of high school where they are discouraged to do science subjects. The study therefore concluded that there was gender bias in the veterinary industry and recommends that 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. Awareness campaigns to promote gender equality in workplaces should be held regularly and a quota system should be implemented.

About the Author



Tendai Maforo Manyange is a holder of MBA, MDS and B.EdAPPS degrees from the University of Zimbabwe, Women's University in Africa and Zimbabwe Open University respectively. She is pursuing a DPhil at Durban University of Technology in South Africa. She has been working at the University of Zimbabwe for more than 20 years as an Administrator and has looked into the Search of Gender Balance in the Veterinary Industry in Zimbabwe. Work has also been carried out on the Survival Strategies by State Universities in Zimbabwe.