

**An Investigation into the challenges faced by Female managers in schools
of Nzhelele West Circuit of Vhembe District**

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ABSTRACT

This study seeks to identify and examine the challenges that female managers experience in Nzhelele West Circuit of Vhembe District. Women are slowly climbing the promotional ladder within education, yet they experience many challenges. The fact that society has the perception that women are mothers and caregivers does not make the advancement of females easy. Although the GETT report (1996) made recommendations to ensure equality in education females are still vastly under-represented in managerial positions in education. The study was conducted from a feminine perspective.

The study uses both quantitative and qualitative techniques for data collection and analysis. It is a qualitative case study and Questionnaire survey which was used to collect data. A total of 50 participants were purposefully selected. Two of the participants are from disadvantaged schools while the third one is an ex-Model C female manager. A consent form was sent to all the participants, covering all ethical issues of voluntary participation, confidentiality and anonymity.

Therefore, findings of the study indicate that all female managers felt that more formal support structures from the DoE are needed. It was found that the female managers experienced similar challenges.

Therefore, the study recommends could be implemented to ensure that they are more effective and better prepared to face these challenges:

- Workshops;
- Mentoring and Networking;
- Financial Assistance; and
- Capacity Building.