

**CHALLENGES FACING FEMALE MANAGERS IN RURAL PRIMARY SCHOOLS: A
CASE STUDY OF DZINDI CIRCUIT**

BY

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ABSTRACT

Management in education has always been a masculine domain to a large extent and female managers are under great pressure to perform. However, it cannot be assumed that female managers find it easy to manage schools just like their male counterparts. Women in various sectors of society have always come out second best to men due to a number of challenges that they face due to their femininity. The purpose of the study is to identify challenges facing female managers. The findings of the study showed that most males undermine females as their managers at school. Some of the males see the females as a threat and they feel humiliated. The investigation also revealed that most schools do not perform better under the leadership of women as female managers experience more stress at work. Awareness campaigns to try and change the wrong perceptions and stereotypes pertaining to female managers and how they manage can go a long way in building self confidence amongst female managers. The results suggest that by taking an in-depth look at the challenges faced by female managers, the Department of Education, governing councils and managers may be better prepared to implement training and mentoring programmes for female managers. The study concludes that through these training and mentoring programmes, the female manager becomes better equipped to function more effectively in her position.

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