

**CHALLENGES FACING WOMEN IN LEADERSHIP POSITIONS IN GOVERNMENT
INSTITUTIONS: THE CASE STUDY OF THULAMELA MUNICIPALITY,
VHEMBE DISTRICT**

BY

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ABSTRACT

This study seeks to expose the gaps that are inherent in the implementation of equity laws in as far as employment between men and women in institutions of learning is concerned. This was done through an analysis of the dynamic and changing gender roles in the leadership of high schools by focusing on the experiences of the principals, deputy principals and HODs in Thulamela Municipality. A combination of quantitative and qualitative methods of data collection was used in the research. The study used feminist theories of research as a theoretical framework to analyse the data collected. Data was collected through interviews, focus group discussions, observations and questionnaires. Participants have also realised that there have been some strides in changing gender discrimination and patriarchy in our school and communities.

However, much still needs to be done by way of educating the larger society about the changes in terms of legislations and the wish to see the oppressively systems of the past done away with and to give women the support they need in fulfilling the job expectations. Gender oppression like all other forms of oppression; contribute towards the exploitation of women and children and these cleavages of the past need to be eradicated from society. To date, some people do not take kindly to women who are in leadership positions. In conclusion, it is imperative for women to be confident, to prove themselves, and not wait for some form of valorisation from their male counterparts.