

**APPOINTMENT OF FEMALE AND MALE TEACHERS TO MANAGERIAL  
POSITIONS INTO THE MINISTRY OF EDUCATION IN KABOMPO DISTRICT**

**BY**

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**A RESEARCH REPORT SUBMITTED TO THE UNIVERSITY OF ZAMBIA, SCHOOL  
OF EDUCATION, DEPARTMENT OF ADULT EDUCATION AND EXTENSION  
STUDIES IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD  
OF A BACHELORS DEGREE IN ADULT EDUCATION**

## DECLARATION

I, Kangamba Dorothy Chilombo, do declare that this piece of work is a product of my own effort and that it has never been done before. Any other authority in this report has been acknowledged. Any distortion to the information arising from addition or subtraction in the presentation of data in this report will hold me responsible.

Name of student

Signature

Date

Kangamba Dorothy Chilombo

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**CERTIFICATE OF APPROVAL**

On behalf of the University of Zambia (UNZA), I wish to confirm that I supervised Kangamba Dorothy Chilombos' research report. I further wish to state that to the best of my knowledge, I believe that the said student actually conducted this research work. I, therefore, approve that this research report by Kangamba Dorothy Chilombo be submitted in partial fulfillment for the award of the Degree in Adult Education by the University of Zambia.

Name of supervisor

Signature

Date

.....

## **DEDICATION**

I dedicate this work to my beloved husband Geoffery Njamba Lukama, my daughters Chindele, Mukumbi, Ngambo, Pezo, and my sons, Chinyama, Kangamba, Tsamba and Chivunda who missed my company during my four year study at the University of Zambia.

## **Acknowledgement**

The production of this research report is as a result of the time and valuable assistance received from many different people during the course of my study at the University of Zambia. First and foremost, my gratitude goes to my research supervisor, Mr. P. K. Mwansa, for his timely assistance, advice and guidance in the organization of this research report.

Secondly, I would like to thank the office of the District Education Board Secretary of Kabompo for availing me statistical information, which enabled me to finish the research, and for authorizing me conduct research in schools. Equally important I would love to express my innermost gratitude for funding the research which has enabled me to successfully finish it on time.

Thirdly, I would like to thank all Head-teachers of the sample schools. They, in one way or the other, contributed to the successful completion of the research project.

Finally, special thanks go to the various friends: my husband Geoffrey Lukama, Emmanuel Mulenga M., William Musiya and Elisha Ndandalika who helped in the typing and setting of the work systematically.

## **ABSTRACT**

The study was designed to investigate the appointment of female and male teachers to management positions in The Ministry of Education in Kabompo District.

Those investigated were female and male teachers were in managerial positions in Kabompo district. The researcher collected data using questionnaires and analyzed the data by using tables of frequency, graphs and qualitative techniques.

The study revealed that more male teachers were promoted to managerial positions than female teachers because male teachers had higher qualifications than the female teachers. Furthermore, the study also revealed that there were more female teachers than male teachers in schools. In addition, female teachers refuse to accept promotions which require them to go and work in rural schools.

The appointment of female and male teachers depended on the professional qualifications, performance and the willingness of the one to be promoted and work where they were posted. In a nutshell, the variations in promotion to managerial positions in the district is gender inequality as most females do not have the standards and qualifications required for promotion, or refuse to take up positions due to schools which are in the remote areas.

The study, however, suggested on how more female teachers could be promoted. The suggestions were a stepping stone for further investigations into study.

## **ACRONYMS**

**DEBS** : District Education Board Secretary.

**HOD** : Head of Department.

**MOE** : Ministry of Education.

**NGO** : Non-Governmental Organization.

**SADC** : Southern African Development Community.

**UN** : United Nations.

**UNZA** : University of Zambia.

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