

A Comparative Study of Female Academics in South African and Zimbabwean Universities on Their Career Mobility: Finding Equilibrium between Work and Family Roles

B. B. Chitsamatanga, S. Rembe and J. Shumba

Faculty of Education, University of Fort Hare, South Africa

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ABSTRACT The paper reports findings on the perceptions of female academics on their career mobility and finding equilibrium between work and family in South Africa and Zimbabwean universities. Purposive sampling was used to select 10 senior female academics. Data were collected using semi-structured interviews and thematic content analysis techniques were used to analyse the data. The findings of the study reveal that not all female academics blamed lack of family and spousal support as the main variables why they had failed to realise their career mobility. Moreover, some female academics explained that contemporary gendered cultural and societal beliefs towards professional and working class females continued to affect them. The study recommends that males be sensitised on the importance of supporting females in and out of academia so that they can ease their career mobility.