



## Promoting a Gender Responsive Organizational Culture to Enhance Female Leadership: A Case of Two State Universities in Zimbabwe

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**ABSTRACT** Though increasing attention has been paid to the issue of marked pyramid effect, whereby the bulk of female academics are at the lower rungs of the university leadership, there is a dearth of research on how universities can implement a gender responsive organizational culture to promote female leadership. With insights from two universities in Zimbabwe, this study, therefore, focused on how a gender responsive organizational culture could be promoted to enhance female leadership. A case study design was employed and the views of 10 university employees in leadership positions, comprising Pro-Vice Chancellors, Registrars, Faculty Deans, Directors of Gender Schools and Senior Administrative Registrars were sought using semi-structured interviews. The study also used document analysis. The results of the study indicated that universities were promoting transformational leadership in a bid to promote the gender agenda. Male hegemony and lack of gender knowledge were identified as playing key roles in hindering the acknowledgement of females in positions of leadership. The researchers recommend gender awareness programs and adequate financial and human resources as prerequisites for promoting gender responsive universities and enhancement of female leadership.