

A COMPARATIVE STUDY OF WOMEN AND LEADERSHIP POSITIONS
IN HIGHER EDUCATION IN KENYA AND UGANDA: A CASE OF MOI
AND MAKERERE UNIVERSITIES.

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ABSTRACT

| The study attempted to establish factors affecting women and leadership
I positions in higher education in Kenya and Uganda, to find out criteria
used in appointments and promotion to leadership positions.

A review of past research studies, publications and policy papers was
carried out based on the objectives of the study. A study sample of 52
academic staff at Moi University in Kenya and 76 academic staff at
Makerere University in Uganda were used in the collection of data.
Stratified random sampling and purposive sampling were used in
selection of Academic staff and Senior Administrators. Data collected was
subjected to both descriptive and inferential analysis. Frequencies,
percentages and chi-square test were employed in the analysis using
statistical package for social sciences (SPSS] programme.

The study revealed that educational, economical, socio-cultural
and political factors hindered women participation to leadership
positions in higher education, there was a gender imbalance in
leadership positions in higher education and lastly, the promotion and
appointment criteria of the academic staff" was not strictly followed.

The study recommended that, the higher education should
encourage and promote further education for women through guidance,
advice and scholarships. They should also provide appointment and
promotion policies that are available transparent, in order to avoid
inconsistencies that might affect other parties. Lastly, the Kenya
government should find ways of practicing the affirmative action as the
Uganda government has done, as regards the appointments and

promotion of women to leadership positions in higher education.

