

Towards Gender Equality in the Workplace: How Male Lecturers View Their Female Counterparts in Zimbabwean Teacher Training Colleges

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ABSTRACT The present study sought to establish male lecturers' views about their female counterparts in Teacher Education Colleges in Masvingo Province of Zimbabwe. The study utilized a descriptive survey design which made use of a combination of quantitative and qualitative approaches. A random sample of male lecturers selected from the three teacher training colleges participated in the study. Data were collected using a semi-structured questionnaire. Percentage computations were used to analyze the quantitative data while content analysis was used to analyze qualitative data. The study found that male college lecturers largely held positive views about female lecturers in terms of the promotion, staff and career development. However, there were gendered views in female lecturers' roles as wives and mothers at home and in task allocation at the workplace. The study concludes that male lecturers generally viewed women as equals and accepted them at the workplace though gendered views about women remained in other areas.