An investigation of the determinants of married woman career progression in Zimbabwe

Masere, V. S and Kaja, P.

Abstract

Mothers tend to pay a higher price for children than fathers do. Partly, as a result, they typically earn less than men and remain more vulnerable to poverty (Becker, 1981, p. 8). This therefore necessitates an empirical investigation of the factors surrounding married women’s career progression. Their career path has been noted to be complex and different from men and it was the purpose of this study to try and model the factors affecting their career progression. The study utilised cross sectional data collected from married women with at least one birth child working in Gweru. Stratified random sampling was applied. Because of the nature of the data, the researcher utilised Count Models in particular the Normal Count Model which performed better, in a statistical sense, than the most commonly used Poisson and Negative Binomial Models. The findings obtained indicated that age at first birth and number of children below five was significant and had the expected signs. The researcher recommended the need for delaying child birth for women however taking into consideration the health risks involved as well as reducing the number of children below five through the use of birth control methods. It is also important to have basic training especially to both boys and girls still at primary schools so as to shape their attitudes towards the roles of women in the society as well as continuous and strict monitoring of recruitment and promotion processes in organisations by government to ensure transparency and adherence to set policies on gender equality.