

# Higher Education: Pathway for Women's Appointment to Decision Making Positions in Public Administration in Zambia

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DOI: <https://dx.doi.org/10.47772/IJRISS.2024.804005>

Received: 23 February 2024; Accepted: 23 March 2024; Published: 25 April 2024

## ABSTRACT

The success of development efforts depends on making women full and equal partners in all matters of the economy. Higher education, to be certain, by itself, is not a panacea, but is a necessary condition for the advancement of women in society. Through higher education, the journey towards participation in decision making power begins. Access to education is considered an important determinant of women's appointment to decision making positions in public administration. This is because women's increased education is positively associated with autonomy of decision making in different sectors of society. As such, women's decision making power increases when they are empowered with higher education. The main objective of this study was to explore the influence of higher education qualifications on women's appointment to decision making positions in public administration. The sample size was 25 respondents who were interviewed from various ministries in Lusaka. Both secondary and primary data were collected for the study. Primary data was collected using semi-structured interviews and secondary data from various documents, reports as well as electronic documents. The research design used was case study and using a non-probability sampling technique, purposive sampling and snow ball sampling methods were used. Data was analyzed using thematic analysis. Findings of the study reviewed that despite women acquiring higher education qualification in Zambia, their appointment to decision making positions in public administration has not been achieved fully. And factors such as horizontal and vertical segregation were found to be challenges that affect their appointment to decision making positions hence the reasons why the numbers of women being low. Therefore, the study recommended that the government should realize the importance of women's appointment and participation by enacting and implementing laws, policies and regulations. Women also should be empowered with training and upgrading of skills to better participate in decision making.

**Keywords:** Women, higher education, decision making, public administration

## INTRODUCTION

Education is considered a significant determinant of the development of any nation. Education is a fulcrum around which quick development of economic, political, sociological and human resources of any country resolves. According to Ghazala and Khalid (2012: 51), it is a contributing factor to egalitarianism and social transformation in any society. Education is one of the most important predictors usually, in fact, the most important predictor – of many forms of social participation – from voting to associational membership, to chairing a local committee. Education, in short, is an extremely powerful predictor of civic engagement (Putnam, 2000). Therefore, women's education plays an important role in improving the quality of the whole nation such that the neglect of their education is also related to the underdevelopment of productivity.

Higher education, to be certain, by itself, is not a panacea, but is a necessary condition for the advancement

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