



**SCHOOL OF MANAGEMENT**

**GENDER MAINSTREAMING AND PARTICIPATION OF WOMEN IN  
GOVERNANCE: A CASE OF NEBBI DISTRICT LOCAL GOVERNMENT**

**BY:**

**ODONGTHO IRENE FREDA**

**REG. NO.: 12/U/358/GMOP/PE**

**A DISSERTATION SUBMITTED TO GRADUATE SCHOOL IN PARTIAL  
FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OF  
MASTERS OF SCIENCE IN ORGANISATION AND PUBLIC POLICY  
MANAGEMENT OF KYAMBOGO UNIVERSITY**

**NOVEMBER 2015**

**DECLARATION**

I, ODONGTIO Irene Freda, do hereby declare that this dissertation is my own work and has never been submitted for any award to this University or any other.

**Sign**

**Date**

.....

.....

## APPROVAL

This dissertation has been submitted with the approval of my Supervisors:

**Sign**

**Date**

.....

.....

Dr. Obanda W. Peter

**Supervisor**

.....

.....

Dr. Margaret K. Lubega

**Supervisor**

## DEDICATION

This work is dedicated to Patra, my Inspiration; Mummy and Daddy, for the virtue of love; Uncle Joseph (RIP), and Christine (RIP), whom God was pleased to call home and could not see the end of this struggle - You would have been my very happy guests.

## ACKNOWLEDGEMENT

I wish to acknowledge the invaluable contribution of everyone who in one way or another supported me through this struggle to complete my research and achieve this goal. The list, of course, is inexhaustible and I cannot mention all here, but in my heart I am truly grateful to my respondents, and for each and every support that has been part of the building blocks to this achievement.

I am indebted to my supervisors, Dr. Obanda W. Peter and Dr. Margaret K. Lubega for their close guidance and commitment to this finished work. They read each and every line of my work, commented on my drafts, and provided insight towards the right direction. Their support, direction and encouragement shaped my efforts to produce this dissertation.

To my course mates, MOPP 2012 - Lellah and Daniel, our team leaders, Rose Mary, Tracy, Kato, Monica, Bwana, Grace, Amina, Josephine, Peter, Walter, Kyega, Bikumbi, David, Johnson, and Claire. This is to always remember you for ever remaining one family in the struggle. The timelines, pressures, the discussions and team spirit inspired me to succeed. We were a family.

I am truly thankful to my family, the Great Obambo Family, for the love, care and support that is always abundant to one another. May God always keep us in one piece, caring for one another, loving, and supporting, and inspiring each other to achieve.

To God, who has been in charge from the beginning, I give thanks and praise and glory.

## TABLE OF CONTENT

### PRELIMINARIES

Declaration .....	i
Approval .....	ii
Dedication .....	iii
Acknowledgement .....	iv
Table of Content .....	v
List of Tables .....	ix
List of Illustrations / Figures .....	xi
List of Acronyms .....	xii
Abstract .....	xiii
CHAPTER ONE: INTRODUCTION .....	1
1.0. Introduction .....	1
1.1. Background to the Study .....	1
1.1.1. Historical Background .....	2
1.1.2. Theoretical Background .....	3
1.1.3. Conceptual Background .....	4
1.1.4. Contextual Background .....	6
1.2. Statement of the Problem .....	8
1.3. General Objective of the Study .....	9
1.4. Specific Objectives .....	9
1.5. Research Questions .....	9
1.6. Scope of the Study .....	10

1.7. Significance of the Study .....	11
1.8. Operational Definitions of Terms and Concepts .....	12
CHAPTER TWO: LITERATURE REVIEW .....	15
2.1. Introduction .....	15
2.2. Theoretical Review .....	15
2.2.1. Institutional Theory and Gender Mainstreaming .....	17
2.2.2. Participatory Democratic Theory and Gender Mainstreaming .....	22
2.2.3. Rights Based Theory and Gender Mainstreaming .....	24
2.3. Conceptual Framework .....	26
2.4. Summary of Literature Review .....	28
CHAPTER THREE: METHODOLOGY .....	29
3.1. Introduction .....	29
3.2. Research Design .....	29
3.3. Area of Study .....	31
3.4. Population of the Study .....	31
3.5. Sampling Size .....	32
3.6. Sampling Techniques .....	32
3.7. Data Collection Methods and Instruments .....	33
3.7.1. Interviews and Semi-structured Interview Guides.....	33
3.7.2. Focus Group Discussions and Focus Group Discussion Guides .....	33
3.7.3. Questionnaires .....	34
3.7.4. Documentary Review or Desk Review .....	34
3.8. Measurement of Variables .....	34

3.9. Validity and Reliability .....	35
3.9.1. Validity .....	35
3.9.2. Reliability .....	36
3.10. Data Interpretation and Analysis .....	37
3.11. Research Approval .....	38
3.12. Ethical Considerations .....	38
3.13. Limitations of the Study .....	39
CHAPTER FOUR: PRESENTATION, ANALYSIS AND INTERPRETATION OF RESULTS	
.....	40
4.1. Introduction .....	40
4.2. Response Rate .....	40
4.3. Results on the Substantive Objectives .....	42
4.3.1. Objective 1 .....	42
4.3.1.1. Relationship between Institutional Factors and women’s participation in governance...45	
4.3.1.2. Key findings on Institutional factors and women’s participation in governance .....	47
4.3.2. Objective 2 .....	52
4.3.2.1. Relationship between Capacity Building and women’s participation in governance ....	54
4.3.2.2. Key findings on Capacity Building and women’s participation in governance .....	56
4.3.3. Objective 3 .....	59
4.3.3.1. Relationship between GRB and women’s participation in governance .....	60
4.3.3.2. Key findings on GRB and women’s participation in governance .....	63
4.3.4. Relationship between Gender Mainstreaming and women’s participation in governance .	65
4.3.5. Women’s participation in governance in Nebbi District.....	67

CHAPTER FIVE: DISCUSSION, CONCLUSION AND RECOMMENDATIONS.....	71
5.1. Introduction .....	71
5.2. Summary .....	71
5.3. Discussion .....	72
5.3.1. Objective 1 .....	72
5.3.2. Objective 2 .....	76
5.3.3. Objective 3 .....	78
5.4. Conclusion .....	79
5.5. Recommendations .....	80
5.5.1. Objective 1 .....	80
5.5.2. Objective 2 .....	81
5.5.3. Objective 3 .....	82
5.6. Suggestion for Further Research .....	83
REREFENCES .....	84
APPENDICES .....	88
Appendix I: Individual Questionnaire for District Councillors .....	88
Appendix II: Interview Guide for District Leaders, Gender Staff and Women Council .....	91
Appendix III: Interview Guide for Key Informants and MP.....	94
Appendix IV: Focus Group Discussion Guide for women groups .....	96
Appendix V: Table for Determining Sample Size from a given population .....	98
Appendix VI: Content Validity Index Table .....	99

## LIST OF TABLES

- Table 1: Sample size and data collection instruments by category
- Table 2: Reliability Statistics
- Table 3: Respondents by category
- Table 4: Sex composition of the Respondents
- Table 5: Results on the Influence of Institutional Factors on Women's participation in governance in Nebbi District
- Table 6: The Relationship between Institutional Factors and women's participation in governance in Nebbi District
- Table 7: Regression analysis showing the influence of Institutional factors on women's participation in governance in Nebbi District
- Table 8: Results on the Influence of Capacity Building on Women's participation in governance in Nebbi District
- Table 9: The Relationship between Capacity Building and women's participation in governance in Nebbi District
- Table 10: Regression analysis showing the influence of Capacity Building on women's participation in governance in Nebbi District
- Table 11: Results on the influence of Gender Responsive Budgeting on Women's participation in governance in Nebbi District
- Table 12: The Relationship between Gender Responsive Budgeting and women's participation in governance in Nebbi District
- Table 13: Regression analysis showing the influence of Gender Responsive Budgeting on women's participation in governance in Nebbi District

- Table 14: Regression model summary
- Table 15: Pearson correlation index to determine relationship between the variables of gender mainstreaming and women's participation in governance in Nebbi District
- Table 16: Regression model coefficients showing the effect of gender mainstreaming on women's participation in governance in Nebbi District
- Table 17: Overall Regression model summary results

## LIST OF ILLUSTRATIONS / FIGURES

- Figure 1: Conceptual Framework
- Figure 2: Map of Uganda showing Nebbi District

## LIST OF ACRONYMS

CEDAW	- Convention on the Elimination of all forms of Discrimination Against Women
CDD	- Community Driven Development
CSO	- Civil Society Organisations
DRC	- Democratic Republic of Congo
EU	- European Union
GAD	- Gender and Development
GADN	- Gender and Development Network
GDD	- Gender Disaggregated Data
GRB	- Gender Responsive Budgeting
LC	- Local Council
LLG	- Lower Local Government
MDG	- Millennium Development Goals
NGO	- Non-Governmental Organisations
NGP	- National Gender Policy
UBOS	- Uganda Bureau of Statistics
UDHS	- Uganda Demographic Household Survey
UN	- United Nations
UNDP	- United Nations Development Programme
UNECOSOC	- United Nations Economic and Social Council
UNICEF	- United Nations International Children's Education Fund
WGI	- Worldwide Governance Indicators
WID	- Women in Development

## ABSTRACT

This study analysed women's participation in governance in Nebbi District after the introduction of Gender Mainstreaming Policy. Effective women's participation in governance in Nebbi District Local Government has remained low in spite of this policy. Data was collected from 112 respondents, who are District Leaders, Gender Staff members, Councillors, key informants, and members of some women groups, using questionnaires, interview guides and focus group discussion guides to come up with this report. The results from questionnaires, interviews, focus group discussions and desk review showed that Institutional Factors, Capacity Building and Gender Responsive Budgeting affect women's participation in governance in Nebbi District Local Government. Analysis of qualitative and quantitative data collected showed that the failure of Gender Mainstreaming to address these factors has rendered the reforms ineffective in addressing women's participation in governance in the District. The results indicate that women's participation in governance in Nebbi District is still let down by factors such as lack of sufficient organizational commitment to the vision of gender equality and women's rights, failure of the District to ensure strengthening women's ability to meet their practical needs strategically, and to allocate resources accordingly. The study results suggest that if women's strategic gender interests were met, women would be able to meet their own practical gender needs. The study shows that areas such as institutional factors, capacity building and gender responsive budgeting are central and key to the strategic positioning of women and ignoring them translates into a superficial implementation of the Gender Mainstreaming Policy and leaves women still largely unable to participate effectively in governance. The study recommends policies that support more women in governance and tackling female education challenge to encourage more girls to go to school, among others.

## CHAPTER ONE

### INTRODUCTION

#### **1.0. Introduction**

This study sought to examine the relationship between gender mainstreaming and women's participation in governance. The study was conducted in Nebbi District Local Government in West Nile. This chapter covers the background to the study, statement of the problem, the objective of the study, specific objectives, the research questions, the scope of the study, the significance of the study and the operational definition of terms and concepts.

#### **1.1. Background to the Study**

Governance reforms of the 21st Century demand transformations that enhance participation of all gender without deprivation or intimidation. Goal number 3 of the Millennium Development Goals (MDG) institutes Promotion of gender equality and empowering women. This has precipitated Constitutional reforms across the globe and strengthened instruments and structures including the Beijing Platform of Action (1995), the United Nations Entity for Gender Equality and the Empowerment of Women, Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa, and others. Even in the corporate world, studies like that of Francoeur, Labelle & Sinclaire-degagne (2008) have launched into governance and women participation in top management. So governance and participation of women is topical world over and in every sector.

The Fourth World Conference on Women, held in Beijing in September 1995, provided an opportunity for the world community to focus attention on areas of critical concern for women

worldwide (Goetz, 1995). Consequently, the responsibility of promoting local socio-economic development and facilitating community participation has tended to fall on lower levels or spheres of government (Mc Ewan, 2003). However, it should be noted that this shift is dependent upon effective gender mainstreaming, strategic affirmative action and gender specific activities, and mobilization and empowerment of women to prepare them for new opportunities and challenges in a liberated world. This arrangement arouses debate on good governance and participatory democracy particularly at local levels of government.

#### **1.1.1. Historical Background**

The Government of Uganda's first National Gender Policy (NGP) was approved in 1997. The policy provided a legitimate point of reference for addressing gender inequalities at all levels of government and by all stakeholders. The major achievements of this policy include among others, increased awareness on gender as a development concern among policy makers and implementers at all levels; influencing national, sectoral and local government programs to address gender issues; strengthened partnerships for the advancement of gender equality and women's empowerment and increased impetus in gender activism ( The Uganda Gender Policy, 2007). The policy along the way has had to be reviewed citing issues like, government's emphasis on accelerating economic growth, poverty eradication, sector-wide approach to planning; effective service delivery through decentralization, privatization, public private partnership and civil service reforms.

These emerging developments have presented new opportunities and challenges in pursuit of gender equality and women's empowerment. It is because of these developments that the policy

has been designed to guide and direct at all levels of planning, resource allocation and implementation of development programs with a gender perspective. The priority areas are improved livelihoods, promotion and protection of rights, participation in decision-making and governance, recognition and promotion of gender in macro-economic management (ibid).

### **1.1.2. Theoretical Background**

According to Carolyn Hannan, Director of the UN Division for the Advancement of Women, the responsibility for implementing the mainstreaming strategy is system-wide, and rests at the highest levels within agencies (UNECOSOC, 1997). This assertion underpins the notion that institutional development is regarded as key to ensuring results in mainstreaming gender issues mostly in countries that have a patriarchal background, in addition to a long-standing institutionalised commitment to the promotion of equality, implemented by public officials and experts. The focus in this model is on organisational change / development, on the use of experts and the importance of strategy-building.

Another theoretical thinking related to this is the participatory-democratic model that requires equal participation of women's and other groups in society in political and public life. Of key importance are the promotion of networking, dialogue, social mobilisation and the involvement of NGOs in all stages of policymaking. In the participatory sense, gender mainstreaming can be seen as part of a new governance process, notably in the EU, that has been open for new agendas and areas of policymaking in the field. This model calls for the building of alliances between civil servants, politicians, academics, women's and other social movements, and the media, in order to address new and old areas of discrimination and for the promotion of inclusion and

justice. In this model it is crucial to include and empower social movements and civil society into political processes. (Hilda Romer Christensen, and Michala Hvidt Breengaard).

### **1.1.3. Conceptual Background**

The United Nations Economic and Social Council (ECOSOC) defined gender mainstreaming (July 1997) as:

“The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality”, (UNECOSOC 1997: para 4, pg. 14).

Such mainstreaming includes gender-specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position to enable them to participate in and benefit equally from development efforts. Gender-specific activities or interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts. These are necessary temporary measures designed to combat the direct and indirect consequences of past discrimination. Mainstreaming is not about adding a "woman's component" or even a "gender equality component" into an existing activity. It goes beyond increasing women's participation; it means bringing the experience, knowledge, and interests of women and men to bear on the development agenda (UNECOSOC 1997).

Furthermore, gender mainstreaming involves bringing the contribution, perspectives and priorities of both women and men to the center of attention in the development arena in order to

inform the design, implementation and outcomes of policies and programs. It is a critical strategy not only in the pursuit of gender equality – a development goal in its own right – but also in the achievement of other development goals, including economic ones. Indeed, overlooking relevant gender factors in macroeconomic policies and institutions can undermine the successful outcome of those very same policies and institutions (ibid).

Gender Mainstreaming also requires that we make distinctions between practical gender needs and strategic gender interests (Razavi & Miller, 1995). He states further that ‘programmes and policies designed to meet women’s practical needs meet their everyday needs, while maintaining women in subordinate positions. Meeting practical needs includes the provision of daily inputs such as clean water, food, and shelter’. Gurr, et al, 1996, adds that ‘strategic interests includes self-confidence, education, and resources related to women’s disadvantaged position. Strategic interests such as the existence of strong women’s organisations or women’s ability to be practically mobilized are not always readily identified by women as needs’. Solutions to women’s problems should be about “equipping women to meet their practical needs strategically”, (Oxfam, 1995). Razavi & Muller further note that strategic solutions are more complex than practical ones because they attempt to transform gender relations and recognize that many problems are rooted in the unequal power status of women compared to men. Practical solutions see women as benefitting from improvements to their immediate conditions; strategic solutions improve women’s position by empowering women as agents of change.

Governance, on the other hand, is defined in UNDP’ work on governance as:

“...the exercise of political, economic and administrative authority to manage a nation's affairs. It is the complex mechanisms, processes, relationships and

institutions through which citizens and groups articulate their interests, exercise their rights and obligations and mediate their differences. Governance encompasses every institutions and organization in the society, from the family to the state and embraces all methods - good and bad - that societies use to distribute power and manage public resources and problems. Good governance is therefore a subset of governance, wherein public resources and problems are managed effectively, efficiently and in response to critical needs of society.” (<http://www.undp.org/governance/gender.html>)

UN-HABITAT, a UN agency that has continued to play a role in women’s empowerment says:

“Governance refers to a process of decision-making and the ways in which decisions are implemented. Both national and local level governance involve formal and informal decision-making, implementers and implementation structures. Government is only one of the actors in governance. A measure of good governance involves, to a large extent, the relationship between government and civilian actors. The latter include women’s organizations. The participation of women in governance issues encompasses: policy frameworks, participation in decision-making, inclusion in the development agenda and resource allocation, ....” (UN-HABITAT, pg. 10)

It is important that contributions of women should be visible in governance at all levels since effective democratic forms of governance rely on public participation, accountability and transparency. The purpose of gender mainstreaming should, therefore, ensure that women are part and parcel of governance through participation, and that their interests are taken care of at all levels. In effect, therefore, effective women’s participation in governance is good governance.

#### **1.1.4. Contextual Background**

Uganda is implementing gender mainstreaming through a policy framework with an ultimate goal to empower women to participate constructively at all levels of governance. According to Worldwide Governance Indicators (WGI), governance consists of the traditions and institutions by which authority in a country is exercised. This includes the process by which governments are selected, monitored and replaced; the capacity of the government to effectively formulate and implement sound policies; and the respect of citizens and the state for the institutions that govern

economic and social interactions among them. Societies that are highly patriarchal habitually have resistance in allowing women to participate in governance or if they do the women in question are subjected to discrimination and marginalisation. This consequently hampers women's interest to easily participate in governance issues. But one of the UNDP – based principles of good governance that have a claim to universal recognition is participation, in which all men and women should have a voice in decision-making, either directly or through legitimate intermediate institutions that represent their intention. Such broad participation is built on freedom of association and speech, as well as capacities to participate constructively (UNDP).

Although Uganda is said to have the most gender sensitive constitution worldwide and a Ministry of Gender with a Gender Mainstreaming Strategy and National Plan for the Empowerment of Women, among other interventions, gender inequality still remains evident in high proportions. There still exists a myriad obstacle which inhibits women's representation and participation in governance and public activities. A number of interventions have been instituted - like the Uganda Gender Policy of 2007 but challenges still persist.

It is against this back ground that this study was set to find out such confrontations and suggest viable recommendations that will lessen or totally eradicate them to offer women a full package of emancipation to participate in governance equally with men across all sectors.

## 1.2. Statement of the Problem

Uganda is implementing gender mainstreaming through a policy framework with an ultimate goal of empowering women to participate constructively at all levels of governance. Is it possible that Government efforts through gender mainstreaming have empowered women to fully participate in governance against all the hurdles of marginalisation and discrimination? Women's participation in governance in Nebbi District has remained low and ineffective in spite of gender mainstreaming.

Lakwo (2009) notes that '... first, women generally do not participate in policy – making processes where the cake (budget) is shared; and second, that women leaders do not effectively represent and push for the needs of women'. On gender responsive budgeting in Nebbi District, he adds that 'to a greater extent the process of engendering local governance in the LLG will be slow'. In a report from the project launch and training of women councillors in Nebbi organised by ACFODE and British Council (June 2014), the LC V Chairman noted that the District still has a big challenge in promoting women's empowerment due to the deeply rooted cultural practices which limit women's advancement.

This study, therefore, sought to analyse women's participation in governance after the introduction of gender mainstreaming. Of particular interest to the study was women's participation in governance, both administrative and political, where their participation should influence policies that favour women and ensure meaningful empowerment for women, and institutional factors that support efforts towards effective empowerment for women.

### **1.3. General Objective of the Study**

The general objective of this study was to examine the relationship between gender mainstreaming and participation of women in governance in Nebbi District.

### **1.4. Specific Objectives**

The specific objectives of the study were to:

- i. Establish the relationship between institutional factors and women's participation in governance in Nebbi District.
- ii. Establish the relationship between capacity building and women's participation in governance in Nebbi District.
- iii. Examine the relationship between gender responsive budgeting and women's participation in governance in Nebbi District.

### **1.5. Research Questions**

- i. What is the relationship between institutional development and women's participation in governance in Nebbi District?
- ii. What is the relationship between capacity building and women's participation in governance in Nebbi District?
- iii. What is the relationship between gender responsive budgeting and women's participation in governance in Nebbi District?

## **1.6. Scope of the Study**

The scope for this study was in three phases; geographical/ area scope, contextual and time scope.

### **Geographical / Area Scope**

This study was carried out in Nebbi District located in West Nile Region of Northern Uganda. Nebbi District is bordered by Arua District to the North, Amuru District to the North East, Nwoya District to the East, Bulisa District to the South East, Democratic Republic of Congo (DRC) to the South and Zombo District to the West. Nebbi District headquarters are located approximately 77 kilometers (48 mi) by road, South East of Arua, the largest town in the sub-region. The coordinates of Nebbi District; 02 27N, 31 15E (Latitude: 2.4500; Longitude: 31.2500) (Uganda District Map, 2014). The District is divided into two Counties: Padyere County with 8 sub counties, 1 Town Board and 1 Town Council; and Jonam County with 5 sub counties, 1 Town Board and 1 Town Council. In 2010, Okoro County was split off from Nebbi District to form Zombo District. During 2014 National Population Census, Nebbi District's population was at 385,220 (UBOS, 2014).

### **Contextual / Subject Scope**

This study aimed at examining the relationship between gender mainstreaming and participation of women in governance in Nebbi District. In effect, 'Gender mainstreaming' constitutes the Independent Variable and 'women's participation in governance' is the Dependent Variable. 'Governance' in this study encompasses administrative and political governance. The study investigations also documented the challenges at grass root levels that inhibit effective participation of women in governance.

## **Time Scope**

This study conducted a prospective study investigation from 2007 since the Gender Policy was reviewed up to 2015. This time frame is believed to be enough to yield concrete evidence based findings and facts based on the conclusions and recommendations about the actions of the Gender Policy.

### **1.7. Significance of the study**

The findings will inform the government of Uganda through Ministry of Gender Labour and Social Development about the existing gaps in governance so that better strategies and approaches can be devised to ensure women participate effectively and equally in governance, leadership and be given chance to compete with men for the same job opportunities.

The study findings will also be used by academicians who wish to undertake further research about the relationship between gender mainstreaming and participation of women in governance to realise equal access of women to leadership and governance opportunities in Uganda in general and Nebbi District in particular.

Further the findings will inform constructive ideas and recommendations in planning and review of the Gender Policy about specific issues on effective participation of women in governance affairs in Uganda.

The findings from this study will enable the policy makers at Nebbi District Local Government to ensure they appreciate active women participation in governance across all levels and adopt effective methods of enabling women to participate effectively in governance.

### **1.8. Operational Definitions of Terms and Concepts**

**Affirmative Action:** refers to positive steps taken to increase the representation of women and minorities in areas of employment, education and culture from which they have been historically excluded. Mainstreaming includes gender-specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position. Gender-specific interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts. These are necessary temporary measures designed to combat the direct and indirect consequences of past discrimination.

**Empowerment:** refers to the means by which one achieves control over one's life through expanded choices. This encompasses self-sufficiency, self-confidence and is inherently linked to knowledge and voice.

**Gender:** refers to the social definition given to being either female or male in a society. It may also be defined as the economic, social, political and cultural attributes and opportunities associated with being male or female. It is the range of characteristics pertaining to and differentiating between, masculinity and femininity.

**Gender Discrimination:** providing differential treatment to individuals on the grounds of their gender. This involves systematic and structural discrimination against women in the distribution of income, access to resources and participation in decision-making.

**Gender Equality:** in the Governance Sector is taken to concern fairness and justice in women's access to and benefits from their involvement in decision-making and representations within the government where they can actively participate in decision-making. It is "The concept that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different aspirations and needs of women and men are considered, valued and favoured equally."

**Gender Mainstreaming:** The UN Economic and Social Council (ECOSOC) defined gender mainstreaming as: 'the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality' (ECOSOC 1997: para 4). Gender Mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality.

**Gender-specific needs, interests and priorities:** refers to the fact that women and men have different roles and responsibilities, they also have different needs in order to fulfill them and they afford differing priorities to their needs.

**Governance:** refers to the traditions and institutions by which authority in a country is exercised. This includes the process by which governments are selected, monitored and replaced; the capacity of the government to effectively formulate and implement sound policies; and the respect of citizens and the state for the institutions that govern economic and social interactions among them. It refers to "all processes of governing, whether undertaken by a government, market or network, whether over a family, tribe, formal or informal organization or territory and whether through laws, norms, power or language". Governance determines who has power, who makes decisions, how other players make their voice heard and how account is rendered.

**Participation:** UN, (1981:5) defines participation as "The creation of opportunities to enable all members of a community and larger society to actively contribute to and influence the development process and to share equitably the fruits of development".

## CHAPTER TWO

### LITERATURE REVIEW

#### **2.1. Introduction**

Policies are functional and realistic steps taken to guide, direct and sometimes correct or diminish errors created in the past. Policies hence encompass program activities that reflect the values, aspirations and commitments of an institution or nation. Thomas R. Dye defines policy as follows: “Public Policy is whatever governments choose to do or not to do”, (2013). He goes on to say, “It is concerned with what governments do, why they do it, and what difference it makes.”

This Chapter reviews the related literature on gender mainstreaming policy and its effect on women’s participation in governance. It looks at the theoretical review encompassing basic principles of mainstreaming, strategies, conceptual framework; benefits registered, and challenges inhibiting effective implementation of gender mainstreaming; and summary of the literature review.

#### **2.2. Theoretical review**

The theoretical review describes and explains the concepts and theories that are relevant in the field of gender mainstreaming to facilitate comprehensive analysis and understanding of the research question. Specifically, the theories try to simplify and clarify our thinking about gender mainstreaming policy, and identify important aspects of the policy problems.

According to Cohen, Sachdeva, Taylor & Cortes (2013) the range of gender mainstreaming measures in programmes is broad and multi-faceted. These include direct and indirect interventions, long and short term measures. Direct interventions include, for example; service provision, subsidies, grassroots advocacy and large scale social mobilization; Indirect interventions include, institution building (development), capacity development, policy dialogue, coalition building, evidence gathering, research and analytical work, responsive-budgeting initiatives; Short-term measures are progressive, transitional, and preparatory such as media campaigns; while Long-term measures are systemic changes - behavior and social change followed by social norms transformation. Although priority areas for each country vary, institutional factors, and subsequently, development is regarded as key to ensuring results in mainstreaming gender issues mostly in countries that have a patriarchal background. Cohen, Sachdeva, Taylor & Cortes (2013) counsel that it is imperative to adopt a more pragmatic, strategic and synergistic vision to gender equality programming, they argue that Social transformation and development outcomes upholding gender equality and human rights cannot use quick programming fixes. Societal changes linked to gender equality happen in the long run and progress in a non-linear manner; they are the results of resource intensive inputs and sustained actions.

Other basic principles of mainstreaming include: Adequate accountability mechanisms for monitoring progress need to be established; the initial identification of issues and problems across all area(s) of activity should be such that gender differences and disparities can be diagnosed; assumptions that issues or problems are neutral from a gender-equality perspective should never be made; gender analysis should always be carried out; clear political will and

allocation of adequate resources for mainstreaming, including additional financial and human resources if necessary, are important for translation of the concept into practice; gender mainstreaming requires that efforts be made to broaden women's equitable participation at all levels of decision-making; mainstreaming does not replace the need for targeted, women-specific policies and programmes, and positive legislation, nor does it do away with the need for gender units or focal points (UNECOSOC, 1997).

When these key strategies are systematically followed, or when they are effectively institutionalized, they would most definitely lead to most desired benefits that would credit gender mainstreaming policy objectives.

### **2.2.1. Institutional Theory and Gender Mainstreaming**

According to Thomas R. Dye, institutionalism or institutional theory views policy as institutional output. He asserts that:

“The relationship between public policy and government institutions is very close. Strictly speaking, a policy does not become a *public* policy until it is adopted, implemented, and enforced by some government institution. Government institutions give public policy three distinctive characteristics. First, government lends *legitimacy* to policies. Government policies are generally regarded as legal obligations that command the loyalty of citizens. People may regard the policies of other groups and associations in society – corporations, churches, professional organisations, civic associations, and so forth as important and binding. But only government policies involve legal obligations. Second, government policies involve *universality*. Only government policies extend to all people in society; the policies of other groups or organisations reach only a part of the society. Finally, government monopolises *coercion* in society – only government can legitimately imprison violators of its policies. .... It is precisely this ability of government to command the loyalty of all its citizens, to enact policies governing the whole society, and to monopolise the legitimate use of force that encourages individuals and groups to work for enactment of their preferences into policy” (Dye 2013, p.17).

Thus said, gender mainstreaming should succeed but only as an institutional output with clear objectives that are achievable and activities that are well integrated in the institution's regular system. According to Gender and Development Network (GADN) Gender Mainstreaming Working Group, their Theory of Change has three related parts, two of which, Gender Mainstreaming – technical processes, and Gender Mainstreaming – organisational commitment, refer to institutional factors. That "...development organisation results are achieved through a set of gender sensitive and transformative technical planning processes, which should be systematically integrated into the organisation's regular mainstream policy, programme, project and departmental planning cycles. These technical planning processes ... apply to *all areas* of an organisation's work" (Derbyshire 2012, p.6). The technical processes include sex and age disaggregated data; Gender analytical information; Consultation and advocacy processes; Gender sensitive / transformative policy, project and process design; Implementation: action, budgets and indicators to promote gender equality and women's rights; and Monitoring and evaluation. Derbyshire crowns it with the assertion that:

"The technical processes of gender mainstreaming set out above are not in themselves difficult. The challenge lies in promoting and sustaining sufficient organisational commitment to the vision of gender equality and women's rights to ensure that these technical processes happen in any particular development organisation effectively, systematically and sustainably. The ideal is for gender equality and women's and girls' rights to be championed actively by senior management, and for technical mainstreaming processes to be promoted through a sufficient flow of resources for staff awareness raising, skills development, monitoring and accountability processes. The role of "gender staff" in this context is provide technical support, and to ensure that the organisation's gender work maintains a radical edge and political roots. Spearheading, supporting and sustaining this level of organisational commitment to gender equality and women's rights – and all the steps along the way – is a complex, long-term and ongoing process. Progress is all too easily lost as well as hard gained", (Derbyshire 2012, pg.9).

In Uganda, according to the UNICEF / Government (2010) the national mechanism in place that exists for promotion of gender equality is the Ministry of Gender, Labour & Social

Development. The National Gender Policy stipulates the mandate of the Ministry as the National Machinery for the advancement of women, as well as the strategies and entry points they should undertake. Ministry of Gender, Labour and Social Development's new strategy is to focus on mainstreaming gender in the priority areas for poverty eradication so as to contribute to the overall national development goal of eradicating poverty by the year 2017. The key players in implementing the National Gender Policy are the National Machinery, Ministry of Finance, Planning and Economic Development and various implementing institutions.

The role of the National Machinery is mainly to:

- Ensure that the national development process is gender responsive. This means that the National machinery plays a coordinating and facilitating role and functions as a catalyst in support of all relevant players for gender sensitive development planning;
- Ensure that all policy formulation and reviews, action plans, and other major national planning exercises apply a gender responsive planning approach;
- Liaise with other actors in identifying and drawing attention to key gender concerns and related needs, for example, Property ownership, land tenure, credit, legal rights as well as relevant options for addressing them such as constitutional guarantees, law reform and literacy campaigns. The National Machinery together with other actors plays an advocacy role in the promotion of gender equity;
- Provide technical guidance and back up support to other institutions. This includes promotion of gender analysis and planning skills among all relevant sections of society, in order to build their capacity to identify, analyze and implement gender responsive program interventions;

- Liaise with relevant agencies and coordinate the collection and dissemination of gender disaggregated data necessary for national development planning;
- Promote social mobilization for the purpose of creating gender awareness, and thus foster positive attitudinal and behavioral changes necessary for the establishment and maintenance of gender equity. The National Machinery together with other actors plays an advocacy role in this regard in liaison with other key actors, to monitor the progress made towards achieving gender responsive national development targets.

The role of Ministry of Planning and Economic Development is to:

- Ensure that all policies, (both macro and micro) are gender responsive;
- Build the capacity of planners and policy analysts to enhance their gender analysis skills in collaboration with NWM;
- Establish benchmark data on the relative positions of women and men in all fields in order to identify priority areas for gender responsive programs and to allocate resources accordingly;
- Ensure that available resources are directed to gender responsive programs and institutions.

These roles are played to ensure that the objectives of the Gender Mainstreaming Policy are achieved. The Policy objectives in the case of Uganda include the following approaches:

- i. Sensitization on gender issues at all levels and promoting community dialogue to address gender issues at household level.
- ii. Promoting a Gender and Development (GAD) approach that is based on the understanding of gender roles and social relations of women and men as well as the Women in Development (WID) approach, which focuses on women specifically.

- iii. Ensuring that the Gender Policy shall be disseminated, translated, understood and implemented by all sections of Uganda society.
- iv. Promoting appropriate education, sensitization and creation of awareness on the responsibility of all concerned parties in each sector to address the specific gender inequalities within the sector. This shall entail consultation with both women and men in specific areas of relevance to identify gender inequalities.
- v. Ensuring gender responsive development planning at all levels namely, community, district and national.
- vi. Promoting a holistic and integrated approach to development planning to ensure that gender issues common to different sectors are adequately analyzed and addressed.
- vii. Promoting and carrying out gender oriented research in order to identify gender inequalities.
- viii. Ensuring the collection, retrieval, compilation, packaging and dissemination of gender disaggregated data (GDD).
- ix. Establishing gender responsive monitoring and evaluation.

Gender mainstreaming according to the Council of Europe, (1998) involves individual and institutional actors from inside and outside the state bureaucracy, including fields such as science and economy. The strategy of gender mainstreaming aims at a multiplication of the actors, policy areas and policy levels that are involved in working towards gender equality. The Protocol to the states parties shall take specific positive action to promote participative governance and the equal participation of women in governance positions through affirmative action, enabling national legislation and other measures to ensure that:

- a) Women participate without any discrimination in all elections;

- b) Women are represented equally at all levels with men in all electoral processes;
- c) Women are equal partners with men at all levels of development and implementation of State policies and development programs.
- d) States Parties shall ensure increased and effective representation and participation of women at all levels of decision-making.

These transformations are in line with the Beijing Platform for action (1995) and the outcome of the twenty-third special session of the UN General Assembly (2000). Strategies and practical courses of action have hence been tailored as best practices for mainstreaming gender issues and governance in many countries.

### **2.2.2. Participatory Democratic Theory and Gender Mainstreaming**

The participatory-democratic theory requires equal participation of women and other groups in society in political and public life. Of key importance are the promotion of networking, dialogue, social mobilisation and the involvement of NGOs in all stages of policy making. In the participatory sense, gender mainstreaming can be seen as part of a new governance process that has been open for new agendas and areas of policy making in the field. Effective participation of women in governance is, therefore, an important ingredient of participatory democracy. This model calls for the building of alliances between civil servants, politicians, academicians, women's and other social movements, and the media, in order to address new and old areas of discrimination and for the promotion of inclusion and justice. The free encyclopedia defines participatory democracy as:

“Participatory democracy is a process emphasizing the broad participation of constituents in the direction and operation of political systems. Etymological roots of

democracy (Greek *demos* and *kratos*) imply that the people are in power and thus that all democracies are participatory. However, participatory democracy tends to advocate more involved forms of citizen participation and greater political representation than traditional representative democracy. Participatory democracy strives to create opportunities for all members of a population to make meaningful contributions to decision-making, and seeks to broaden the range of people who have access to such opportunities. Since so much information must be gathered for the overall decision-making process to succeed, technology may provide important forces leading to the type of empowerment needed for participatory models, especially those technological tools that enable community narratives and correspond to the accretion of knowledge.” (Retrieved November 10, 2015, from [https://en.wikipedia.org/wiki/participatory\\_democracy](https://en.wikipedia.org/wiki/participatory_democracy)).

The influence of civil society and global social movements has also increased substantially in debates on international policies such as GATTs (Meyer and Prügl 1999; O’Brien et al. 2000). Women’s movements or organizations have been present in this process and have achieved changes for women’s rights in some cases, such as implementing the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) within the United Nations, or have even gained institutional access in leading international organizations such as the World Bank. Although progress has been made in advancing equality for some women globally and placing gender issues onto the political agenda through gender mainstreaming within all policies of the European Union, the effectiveness of these policies is still debatable.

Global governance within the neo-liberal framework in the sense of neo-liberal government policy does not only offer many opportunities for women’s lobby groups, but settles them in a terrain of power relations, in which they can also actively redefine policies but in a contested hegemonic space of action. Global governance is then not only a space for the permanent democratic inclusion of civil society actors and global social movements as other authors have argued (Weiss 2000). The inclusion and cooperation with civil society actors and NGOs does not

necessarily imply a democratic *modus operandi* of (global) governance or more accountability in global governance (Keohane 2005), but reflects the ambivalence of global governance as a technology of power: the technologies employed can empower individual and collective actors, relying on their own energies and resources to restructure the state, society or international space *while* establishing a neo-liberal consensus.

### **2.2.3. Rights Based Theory and Gender Mainstreaming**

The right to human development encompasses a wide range of entitlements ranging from security of the person, to the ability to access justice. The Constitution of the Republic of Uganda (1995) guarantees the rights of women. In line with the constitution, the policy shall address the following priority issues, gender inequality in access to justice, socio-cultural discrimination against girls and women, gender based violence, limited awareness about rights among women and men, high maternal and child mortality and morbidity, low literacy especially among women, and high levels of fertility. Government is committed to increasing knowledge and understanding of human rights among women and men so that they can enjoy their rights. Women's equal benefits from trade expansion are hampered by their inability to acquire assets such as land and technology. More men than women are successful in credit applications and women normally receive smaller amounts. However, women have benefited more than men from community cooperatives and loans (National Gender Policy, 2007).

Peeters, Marguerite (2012) tows a similar line of thought commenting about 'Redistributing power to minorities':

“The process of holistic integration is a strategy of power redistribution to activist minorities (feminists, indigenous peoples, prostitutes, children and adolescents,

atheistic humanists, pacifists, environmentalists...). Good governance allows them to acquire growing influence in the decision-making process at the international as well the regional and local levels. Minorities present themselves as neglected, oppressed or excluded political categories. Power redistribution to minorities is a principle of action of 'good governance' (pp. 39 – 40).

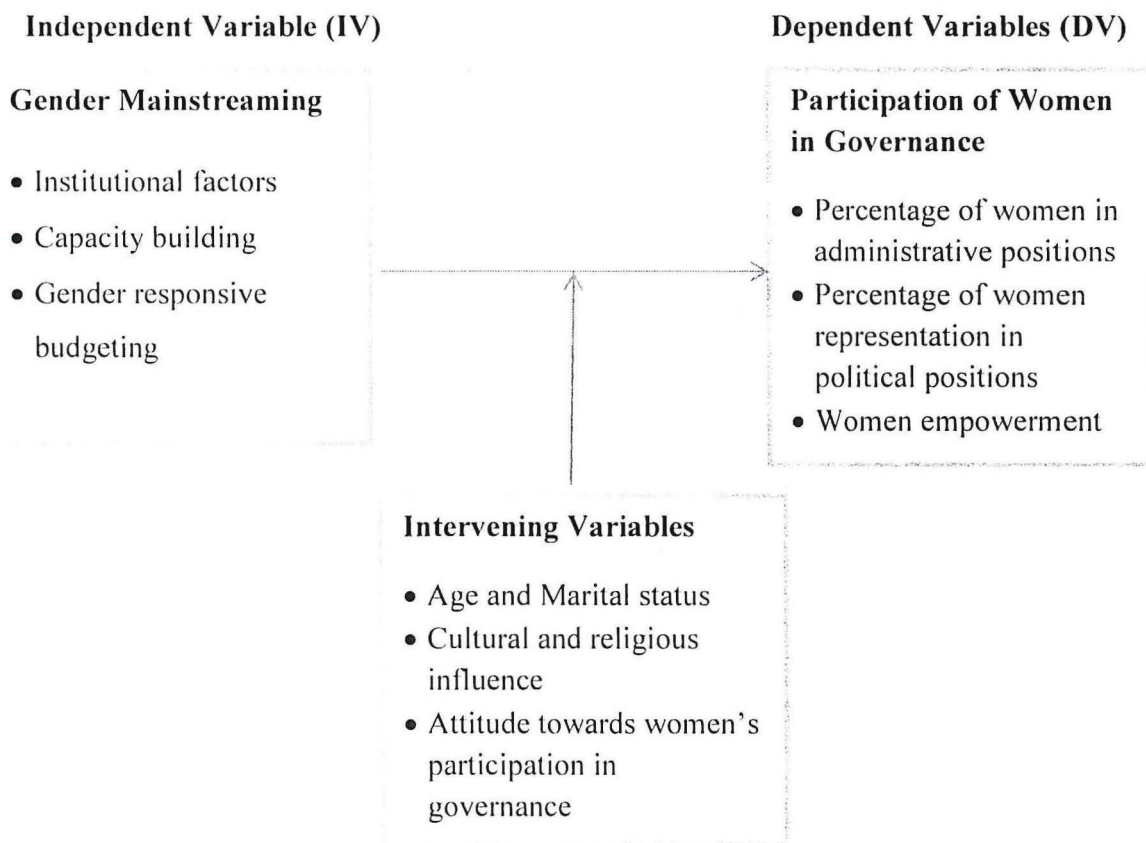
The Participatory Poverty Assessment (2002) reveals that women's inadequate control over livelihood assets such as land, labor, skills and information, networks, technology, and financial capital remains one of the root causes of poverty. For instance although 83% of women are engaged in agricultural production, only 25.5% control the land they cultivate (UDHS, 2001/01). This scenario creates enormous challenges for the women as they are increasingly taking on the burden of family provisioning, thus seriously undermining the sustainability of the household livelihoods. Therefore, gender inequality is a key area that has to be tackled through systemic removal of the constraints to women's livelihoods rights more seriously than men's (Rossili, 2000). Gender mainstreaming should enable effective participation of women in governance as a rights based human development. The introduction of Gender Mainstreaming – the incorporation of gender and women's concerns in all regular policymaking – is meant to address precisely this problem of a contradiction between specific gender policies and regular policies. Yet, in the case of the Structural Funds, for instance, Gender Mainstreaming has also been used to further reduce existing funds and incentives for gender equality (Rossili, 2000).

Braithwaite (1999) comes to similar conclusions when she states that since the introduction of gender mainstreaming approaches, many important chances of Structural Funds intervention in terms of gender equality are missed, and that the relevance of gender mainstreaming is sometimes highly contested.

### 2.3. Conceptual Framework

The figure below represents a logical and meaningful integration of the underlying concepts in the study. The conceptual framework defines key variables of the study and discusses the relationship between independent and dependent variables and how they relate to improve the situation of women to achieve gender equality - the independent variable being gender mainstreaming and the dependent variable being participation of women in governance.

**Figure 1: Conceptual Framework**



*Source: Researcher 2015*

The Constitution of the Republic of Uganda guarantees equality between women and men before and under the law in the spheres of political, social and cultural life. A number of laws have been

reformed to be in line with this constitutional provision. These include; the Local Governments Act (Cap 243), The Land Act (Cap 227), Land Acquisition Act (Cap 226) and other related laws. Albeit what is on paper, application of the laws into practice have been grossly hindered because of many factors including poor implementation strategies, institutional commitment, inadequate dissemination of policies, etc.

The practical implications of gender mainstreaming, the independent variable of this study, and how to operationalize it to include institutional factors, capacity building and gender responsive budgeting have been outlined in the ECOSOC Agreed Conclusions, 1997/2 as Principles for mainstreaming a gender perspective:

"Issues across all areas of activity should be defined in such a manner that gender differences can be diagnosed that is, an assumption of gender neutrality should not be made; Responsibility for translating gender mainstreaming into practice is system wide and rests at the highest levels. Accountability for outcomes needs to be monitored constantly; Gender mainstreaming also requires that every effort be made to broaden women's participation at all levels of decision making; Gender mainstreaming must be institutionalized through concrete steps, mechanisms and processes in all parts of the United Nations system; Gender mainstreaming does not replace the need for targeted, women specific policies and programmes or positive legislation, nor does it substitute for gender units or focal points; Clear political will and the allocation of adequate and, if need be, additional human and financial resources for gender mainstreaming from all available funding sources are important for the successful translation of the concept into practice", (Retrieved December 5, 2015, from [www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF](http://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF)).

Participation of women in governance as the dependent variable of this study, results from solid frameworks of the independent variable above. The outcome of this will include higher participation of women in administrative positions, higher representation of women in political governance, higher proportion of seats held by women in local government and national

parliament, women empowerment, and ultimately achieving gender equality. Also, indicators of increased women's participation includes, among others, that gendered planning and service provision takes place, the involvement of women in community decision-making, in organising community meetings, and women equitably represented in community structures.

Intervening variables, cited as age and marital status, cultural and religious influence, and attitude towards women's participation in governance, however, influence the relationships of the independent variable and dependent variable as challenges to effective gender mainstreaming and women's participation in governance. However, this study has not examined the influence of the intervening variables, except where they were mentioned in discussions.

#### **2.4. Summary of the Literature Review**

The literature above covers a wide range of time period, and highly relevant and useful information for addressing the purpose of this research. The reviewed literature shows that the basic principles for gender mainstreaming implies that effective gender mainstreaming may only be achieved within set principles such as clear political will and allocation of adequate resources for mainstreaming. The reviewed literature concludes that these basic principles not only need to be put in place to guide the implementation of gender mainstreaming, but also, for gender mainstreaming to be effective, the strategies for its implementation must take specific positive actions to promote participative governance and the equal participation of women in governance positions through affirmative action, enabling national legislation and other measures to ensure constructive participation of women.

## **CHAPTER THREE**

### **METHODOLOGY**

#### **3.1. Introduction**

This chapter presents the research methodology that was used for this study. According to Polit and Hungler (2004:233), methodology refers to ways of obtaining, organising and analysing data. Methodology decisions depend on the nature of the research question. Methodology in research can be considered to be the theory of correct scientific decisions (Karfman as cited in Mouton & Marais 1996:16). According to Burns and Grove (2003:488), methodology includes the design, setting, sample, methodological limitations, and the data collection and analysis techniques in a study.

This chapter provides details of the research design, study area, study population, sample size, sampling techniques, data collection methods and instruments, measurement of variables, validity and reliability, data interpretation and analysis, ethical considerations, research approval, and limitations of the study.

#### **3.2. Research Design**

Research design provides the glue that holds the research project together. A design is used to structure the research, to show how all of the major parts of the research project - the samples or groups, measures, treatments or programs, and methods of assignment - work together to try to address the central research questions, (Trochim, 2006).

The research strategy used was a case study. This study was an empirical case study because it captures an in-depth analysis of many specific details that are often disregarded by other methods (Sarantakos, 1998). The choice to use the case strategy for this study was based on the assumption that the findings will be able to make generalised conclusions since the sample size used was a good representation for the District. This case study was based on both quantitative and qualitative data so as to balance the benefits of the findings from both designs.

Quantitative research was used because of its ability to provide a statistical framework for making inferences from quantitative data. Quantitative research allows the researcher to measure and analyse data. This makes the research findings more objective (Amin 2005).

Qualitative design was used because the information generated is richer and has a deeper insight into the phenomenon under study. Qualitative research was used as a method to develop new ideas and study phenomena in great detail and understanding (Trochim 2006). It is a systematic, subjective approach used to describe life experiences and give them meaning (Burns & Grove 2003:356; Morse & Field 1996:1999). Qualitative research is mostly associated with words, language and experiences rather than measurements, statistics and numerical figures. It enables us to explore new areas, deal with value-laden questions, build theories, and do in-depth examination of phenomena. Trochim (2006) supports this view when he says qualitative paradigm is used to obtain comprehensive information, and interpret understanding of the variables basing on the experiences and perspectives of the respondents.

By using both qualitative and quantitative methods, the researcher aimed at capitalizing on strengths and reducing on weaknesses that stem from using a single research design. Using both

methods to gather and evaluate data was intended to increase the validity and reliability of the research.

### 3.3. Area of Study

The study was conducted in Nebbi District Local Government.

**Figure 2: Map of Uganda showing Nebbi District**



*Source: Nebbi District website*

### 3.4. Population of the Study

The study population included Nebbi District Leaders, Members of Parliament for Nebbi District, members of the District Executive Committee, District Councillors, key staffs of the Department of Community Development and Gender, members of the District Women Council / Committee, Key informants including NGO and CSO addressing gender and development in the District, and 5 prominent women groups of an average membership of 15 members each. These

categories of people are of high relevance to the research topic and were thought to have the relevant information.

### 3.5. Sample Size

A sample size of 120 respondents was used out of a population of 135. The selection of the sample size has been based on Krejcie and Morgan (1970) formula (Appendix V).

**Table I: Sample size and data collection instruments by category**

Category	Population	Sample size	Number interviewed	Data collection instrument	Data collection techniques
Top District Leadership	9	9	6	Semi-structured interview	Purposive sampling
Members of Parliament	3	3	3	Semi-structured interview	Census
Department of Community Development and Gender	3	3	3	Semi-structured interview	Census
District Women Council Executives/Committee	5	5	5	Semi-structured interview / FGD	Census
Key Informants	5	5	5	Semi-structured interview	Census
District Councillors	35	32	30	Structured questionnaires	Purposive sampling
Members of 5 Women Groups	75	63	60	Semi-structured interview / FGD	Purposive sampling
Total	135	120	112		

*Source: Field data, September 2015*

### 3.6. Sampling Techniques

Sampling refers to the process of selecting a portion of the population to represent the entire population (Polit and Hungler, 1989). A non-probability purposive sampling technique was used to select the potential respondents for the study investigations. Purposive design provided cases rich in information for in-depth study because of its power and logic to target the right respondents for the study, with knowledge, experience and in positions that adequately informed

the study. A few individuals holding specific offices were selected using purposive sampling because of their relevance to the research question and the representative positions they hold. Census was used in categories with very small population. Strata were formed to give an equal chance to the different categories to take part in the study.

### **3.7. Data collection methods and Instruments**

#### **3.7.1. Interviews and semi-structured interview guides**

Interviews are discussions, usually one-on-one between an interviewer and an individual, meant to gather information on a specific set of topics. Interviews can be conducted in person or over the phone, (Margaret C. Harrell and Melissa A. Bradley, 2009). Interviews were administered using semi-structured interview guides to the top leadership of the District, MP, the District Women Council Executive and the Department of Gender and Community Services to have an in-depth insight into their views on gender mainstreaming and women's participation in governance. For this method, semi-structured Interview Guides were used to collect primary data. The interviews provided the researcher with knowledge from the top level personnel and politicians in the District.

#### **3.7.2. Focus Group Discussions and Focus Group Discussion Guides**

Focus groups are dynamic group discussions used to collect information, (Margaret C. Harrell and Melissa A. Bradley, 2009). Focus group discussions were held with members of women groups to stimulate group thinking among members. In this case Focus Group Discussion Guides were used to collect primary data from this category of respondents.

In seeking a very complete response, interviews (in 3.7.1. above) and focus groups, from five grassroots women groups comprising a cross section of women leaders from sub county level to village and opinion leaders, provided the depth of information that was very useful. Focus groups and interviews were also the best methods to resolve seemingly conflicting information, because the researcher had the direct opportunity to ask about the apparent conflict. The focus groups provided very rich description and examples, as well as provided insights about the types of issues confronted.

### **3.7.3. Questionnaires**

Structured questionnaires were administered to the members of the District Council because of the high volume of respondents required as per Krejcie and Morgan (1970) formula. The data collected here was also primary data. An assistant researcher who was earlier on taken through the research instruments was engaged to administer some of the questionnaires.

### **3.7.4. Desk review or documentary review**

Documentary review of District annual reports, newsletters, journals on women participation in governance, NGO/CBO reports and any other governance literature were reviewed and used to collect secondary data. This formed the Literature Review on which the study was structured.

## **3.8. Measurement of variables**

The findings on the substantive objectives represent views and analysis from a questionnaire that was designed along a Likert scale of 1-5, where 1= strongly disagree; 2=Disagree; 4= Agree; 5 =

strongly Agree; 3=Not sure. According to Losby J. and Wetmore A. (2012), a Likert scale is an ordered scale from which respondents choose one option that best aligns with their view. It is often used to measure respondents' attitudes by asking the extent to which they agree or disagree with a particular question or statement. A typical scale might be "Strongly disagree, disagree, Neutral, Agree, Strongly agree". For ease of interpretation and presentation of the study results, two items 'strongly disagree and disagree' were combined into one item 'disagree', while 'strongly agree and agree' were combined into one item 'agree'. The descriptive statistics results show the frequencies, mean and standard deviation. Results from the correlation and regression analyses, indicating the relationship and influence of the independent variables onto the dependent variable are also presented.

### **3.9. Validity and Reliability**

#### **3.9.1. Validity**

Validity refers to the degree to which an instrument measures what it is supposed to be measuring (Polit and Hungler, 1998). It refers to how well a test measures what it is purported to measure. Varkevisser et al (1991) identify three approaches for establishing the validity of instruments designed to collect data, namely, content validity, criterion validity and construct validity. Content validity refers to how relevant the questions are to the subject under study. In this study, the content validity of the instrument was ensured by including all key concepts related to the research topic. The questions were formulated in accordance with the contents of the conceptual framework.

The Content Validity Index Table is attached at Appendix VI.

### 3.9.2. Reliability

Reliability of the instrument can be equated to clarity, stability, consistency and accuracy of a measuring tool (Polit and Hungler, 1989). It is the degree to which an assessment tool produces stable and consistent results. According to Polit and Hungler (1989), various methods exist for assessing the stability aspect which is the extent to which the questionnaire will produce the same result on repeated administration. Internal consistency reliability refers to the extent to which all sub-parts of the instrument will measure the attributes. The Content Validity Index and the Cronbach's Alpha test was used to test internal consistency of the instruments.

**Table 2: Reliability Statistics**

	Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
<b>Institutional Factors</b>	0.829	0.83	15
<b>Capacity Building</b>	0.829	0.83	12
<b>Gender Responsive Budgeting</b>	0.729	.730	12

*Source: Field data, September 2015*

The above table shows reliability coefficients from the test. It indicates that Institutional factors had an alpha coefficient of 0.807 at pre-test and later standardized to 0.825. Capacity building had an alpha coefficient of 0.829 at pre-test and later standardized to 0.830. Gender responsive budgeting had an alpha coefficient of 0.729 at pre-test and later standardized to 0.730. Since cronbach Alpha is used to measure internal consistency, the results show that there is a good internal consistency in the items in the scale.

Triangulation was used to address the validity of the data. Triangulation methods use multiple forms of data collection, such as focus groups, observation and in-depth interviews to investigate the evaluation objectives. Utilising multiple data collection methods leads to an acceptance of

reliability and validity when the data from the various sources are comparable and consistent. Webb et al. (1966). suggest, "Once a proposition has been confirmed by two or more independent measurement processes, the uncertainty of its interpretation is greatly reduced. The most persuasive evidence comes through a triangulation of measurement processes", (p. 3). Using more than one person to collect the data can also increase its reliability. This, however, significantly increased the cost of the evaluation.

### **3.10. Data Interpretation and Analysis**

Given the qualitative and quantitative nature of this study, data interpretation and analysis took forms that captured both types of information appropriately. The study sought to examine the strength of the relationship between gender mainstreaming and participation of women in governance. For this reason the Pearson's Correlation Coefficient was used to measure the strength of the relationship between variables. Regression analysis was used to establish the influence of the independent variable on the dependent variable.

The findings were reported using carefully titled and well labelled tables and figures for quantitative data. Data pre-processing was done by activating Data View and Variable View spread sheets in the Statistical Package for Social Science (SPSS) and data input using EpiData. This was followed by the coding of information and data entry into files, after which data outliers, mistakes and errors, were checked, identified and cleaned. Finally, the assessment of the overall quality of the dataset concluded the exercise to enable quantitative data analysis.

All qualitative data was read and summarized according to the research questions and objectives of the study, and narrations were used to present qualitative information. Verbatim quotations from interviews and key informants were used to highlight the key study findings. Content analysis, small scale in-depth qualitative interviewing, and logical analysis were used for qualitative data analysis supported by descriptive statistics, mainly frequencies, means and cross-tabulations. The integration of tools went a long way to support analysis report.

### **3.11. Research approval**

The research proposal for this study was submitted and approved by the University Research Committee. A written approval from Kyambogo University Research Committee was also sought before data collection and a letter of introduction was issued to the researcher. This was aimed at introducing the researcher to the research participants.

### **3.12. Ethical Consideration**

Respondents were assured of confidentiality for the information that they provided and both verbal and signed consent were sought before responding to the research instruments. The respondents were assured by the researcher that anonymity and confidentiality would be guaranteed. For the avoidance of using real names, only codes have been used to represent respondents and data. The researcher provided adequate time for the respondents to ask questions and to reflect on the information provided in order to minimise undue influence. Due care was also taken during the period of data entry to ensure that all questionnaires covered were diligently stored for further learning. These will later be carefully burnt away to ensure confidentiality and proper disposal of the information gathered.

### **3.13. Limitation of the study**

Potential research participants declined to take part in the research investigations due to fear of losing their jobs at the District, NGO and CBO. Some of them were assured of confidentiality and convinced that the research was purely for academic purpose, while some others still had to be replaced.

The busy schedules for some of the research participants affected their participation in the research investigations. Some busy respondents had to be interviewed over the telephone.

The political climate with general elections nearing raised suspicion about the intentions of the research especially because it addressed, among others, women's participation in political governance. Respondents were assured of confidentiality and convinced that the research was purely for academic purpose.

## CHAPTER FOUR

### PRESENTATION, ANALYSIS AND INTERPRETATION OF RESULTS

#### 4.1. Introduction

This chapter presents the data collected using the methods highlighted in Chapter Three. It specifically focuses on the presentation, analysis and interpretation of the results of the study. The data is presented according to the research questions that sought to establish relationship between gender mainstreaming and participation of women in governance. The key issues that were considered for the study in terms of research questions were the relationship between institutional factors and women's participation in governance, the relationship between capacity building and women's participation in governance, and the relationship between gender responsive budgeting and women's participation in governance, and also challenges of women's participation in governance.

#### 4.2. Response Rate

Out of the sample of 120 respondents, 112 participated in the study, constituting a response rate of 93.3%. These included top district leadership, Department of Community Development and Gender, District Women Council Executives/Committee, Members of Parliament, Key Informants, District Councillors and Members of 5 Women Groups. According to Babbie (1973) and Kidder (1981, 150-151) as cited by Richardson (2005), 50% is regarded as an acceptable response rate in social research surveys. The response rate achieved during this study is, therefore, very high and reliable.

**Table 3: Respondents by category**

Category of Respondents	Population	Target Sample size	No of respondents	Gender of respondents
Top District Leadership	9	9	6	2F 4M
MP	3	3	3	1F 2M
Department of Community Development and Gender	3	3	3	2F 1M
District Women Council Executives/Committee	5	5	5	5F -
Key Informants	5	5	5	2F 3M
District Councillors	35	32	30	12F 18M
Members of 5 Women Groups	75	63	60	60F -
Total	135	120	112	84F 28M

*Source: Field data, September 2015*

**Table 4: Sex composition of the respondents**

	Frequency	Per cent	Valid Per cent	Cumulative Per cent
Valid FEMALE	84	75.0	75.0	75.0
MALE	28	25.0	25.0	100.0
Total	112	100.0	100.0	

*Source: Field data, September 2015*

Both male and female respondents participated in the study as shown in Table 4 above. The Table shows that 75.0% of the respondents were female and 25.0% were male. The number of females was comparatively higher because females constitute an overwhelming majority of the respondents. Also women are at the centre of the research question.

### **4.3. Results on the substantive Objectives**

The presentation of the findings in this section is based on the research objectives: relationship between Institutional factors and women`s participation in Governance, the relationship between Capacity Building and women`s participation in Governance, and the relationship between Gender Responsive Budgeting and women`s participation in Governance.

Three research questions were constructed around the objectives to guide the study:

#### **4.3.1. What is the relationship between institutional factors and women`s participation in governance in Nebbi District?**

Objective one focused on the relationship between institutional factors and women`s participation in governance in Nebbi District, and the study sought to establish the stakeholders` opinion about the relationship between institutional factors highlighted in Table 5 below, and women`s participation in governance in Nebbi District.

**Table 5: Results on the relationship between Institutional Factors and women's participation in governance**

<b>Institutional factors and Gender Mainstreaming</b>	<b>Disagree</b>	<b>Not Sure</b>	<b>Agree</b>	<b>Mean</b>	<b>Std. Deviation</b>
There is high level of awareness of Gender Mainstreaming Policy in the District	2(6.7%)	0(0.0%)	28(93.3%)	4	0.643
The policy is embraced by everyone; There is maximum loyalty and respect for the policy	3(10%)	2(6.7%)	25(83.4%)	3.73	0.907
The District has clear and achievable objectives for Gender Mainstreaming	8(26.7%)	3(10.0%)	19(63.3%)	3.47	1.008
Gender Mainstreaming is well integrated in the Local Government system	1(3.3%)	0(0.0%)	29(96.7%)	4	0.455
Technical planning processes in the District are gender responsive	2(6.7%)	0(0.0%)	28(93.3%)	3.9	0.845
Technical planning processes in the District are systematically integrated into the District's regular mainstream policy, programme, project and departmental planning cycles	2(6.7%)	1(3.3%)	27(90.0%)	3.87	0.73
Technical processes include disaggregated data according to gender	5(16.3%)	0(0.0%)	25(83.4%)	3.87	0.571
The District has gender analytical information	1(3.3%)	0(0.0%)	29(96.7%)	3.97	0.615
Programme implementation actions promote gender equality and women's rights	3(10%)	0(0.0%)	27(90.0%)	3.97	0.999
There is sufficient organisational commitment to the vision of gender equality and women's rights.	17(56.7%)	9(30.0%)	4(15.4%)	2.63	0.89
Gender staffs in the District provide adequate technical support to ensure the organisation maintains a radical edge and political roots.	22(73.3%)	0(0.0%)	8(26.6%)	2.57	0.971
District provides direct support to women activities like attending Women's Day celebrations.	0(0.0%)	0(0.0%)	30(100%)	4.77	0.43
District provides women's practical needs such as clean water, food, shelter, etc	1(3.3%)	0(0.0%)	29(96.7%)	4.7	0.651
District establishes strong women's organisations and structures for women development such as women's desk, women's budget, etc.	2(6.7%)	1(3.3%)	27(90.0%)	4.33	0.959
District conducts monitoring and evaluation of performance of women in governance.	25(83.4%)	2(6.7%)	5(16.7%)	2	0.871

*Source: Field data, September 2015*

Table 5 shows that 93.0% of the respondents agreed that high level of awareness of Gender Mainstreaming Policy affects women's participation in governance. 83.4% felt that the policy is embraced by everyone; 63.3% agreed that District has clear and achievable objectives for Gender Mainstreaming; 96.7% agreed that Gender Mainstreaming is well integrated in the Local Government system; 93.3% felt that Technical planning processes in the District are gender sensitive; 90.0% agreed that Technical planning processes in the District are systematically integrated into the District's regular mainstream policy, programme, project and departmental planning cycles; 83.4% agreed that Technical processes include disaggregated data according to gender; 96.7% agreed that the District has gender analytical information; 90.0% agreed that Programme implementation actions, budgets, and indicators promote gender equality and women's rights; 15.4% agreed that there is sufficient organizational commitment to the vision of gender equality and women's rights; 26.6% agreed that gender staffs in the District provide adequate technical support to ensure the organisation maintains a radical edge and political roots; 100.0% agreed that the District provides direct support to women activities like Women's Day celebrations; 96.7% agreed that District provides women's practical needs such as clean water, food, shelter, etc; 90.0% agreed that District establishes strong women's organisations and structures for women development such as women's desk, women's budget, etc.; and only 16.7% agreed that District conducts monitoring and evaluation of performance of women in governance.

On the other hand, an overwhelming 56.7% did not agree that there is sufficient organizational commitment to the vision of gender equality and women's rights, while 30.0% were not sure. Still, 73.3% disagreed that Gender staffs in the District provide adequate technical support to ensure the organization maintains a radical edge and political roots; and 83.4% did not agree that

the District conducts monitoring and evaluation of performance of women in governance while 6.7% were not sure.

#### 4.3.1.1. Relationship between Institutional factors and women’s participation in governance in Nebbi District

The study went ahead to ascertain the correlation between Institutional factors and women’s participation in governance in Nebbi District as well as the strength and direction of the assumed relationship between Institutional factors and women’s participation in governance in Nebbi District.

**Table 6: The relationship between Institutional factors and women’s participation in governance in Nebbi District.**

		Institutional factors	Women’s participation in governance
Institutional factors	Pearson Correlation	1	.000
	Sig. (2-tailed)		.444(**)
	N	30	30
Women’s participation in governance	Pearson Correlation	.000	1
	Sig. (2-tailed)	.444(**)	
	N	30	30

*Correlation is significant at the 0.05 level (2-tailed).*

**Source:** Field data, September 2015

Table 6 above indicates a positive relationship between Institutional factors and Women’s participation in governance ( $r = .444$ ). This relationship is statistically significant ( $\text{Sig.} = 0.000$ ) at 0.05 level of significance. The results imply the need to consider developing sufficient organisational commitment to the vision of gender equality and women’s rights, and towards supporting Women’s participation in governance.

In addition, the study employed the regression analysis to establish the relationship between Institutional factors and Women’s participation in governance. This was done in a way that shows the views of the different respondents in terms of how they considered the relationship between Institutional factors and Women’s participation in governance, as shown in Table 7 below:

**Table 7(a): Regression Analysis showing the relationship between Institutional factors and Women’s participation in governance**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.444 <sup>a</sup>	.197	.195	.737	.000	.000	1	28	1.000

Predictors: (Constant), Institutional factors

*Source: Field data, September 2015*

**Table 7(b): Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.416	.044		12.594	.000
	Institutional factors	1.106	.088	.38700	9.387	.000

Dependent Variable: Institutional factors

*Source: Field data, September 2015*

The summary of the regression results shows R-Square value at 0.197 and the adjusted R-Square at 0.195 or 19.5%; which means that Institutional factors account for 19.5% of the variations in Women's participation in governance. Thus, if Institutional factors were considered, Women's participation in governance would improve by 19.5%, and if they were ignored, Women's participation in governance would decline by the same percentage. This was clearly seen through the sentiments expressed by one respondent who remarked that some people have a negative attitude towards Women's participation in governance.

Besides, the regression coefficient shows a standardized coefficient Beta of 0.444, which further confirms the earlier correlation results. The significance value 0.000, shows that the results are statistically significant, implying that there is a significant relationship between Institutional factors and Women's participation in governance. Thus, quantitative and qualitative results are consistent in confirming that there is a relationship between Institutional factors and Women's participation in governance.

#### **4.3.1.2. Key findings on Institutional factors and women's participation in governance**

The first set of interviews was carried out with District Leaders, Gender Staff and District Women Council Executive/Committee. It revealed that the District's achievable objectives for gender mainstreaming include budgeting and service provision; focal officer for gender in place to coordinate gender activities in the District; gender forum in every sub county meeting every month; collection of gender disaggregated data in schools, health centres; sharing of data on gendered positions of girls and boys in schools, health centres, etc.; integrated gender concerns in plans and budgets of maternal health, washrooms for girls in schools, etc.; and gender being a cross cutting issue for all sectors, and a priority at every work place; plus affirmative action and

agreement on roles and responsibilities. On how gender has been integrated in the Local Government system they pointed out employment consideration to women; government programmes like Restocking, etc. benefitting the most marginalised including women, through participation in harmonised planning, implementation of the Uganda Gender Policy, 2007, where concerns of male, female, boys and girls MUST be integrated in plans and budgets; enforcing compliance in committee and board establishments, for example, water user committees, members of boards and committees; mandatory allocation of funds in a disaggregated manner to benefit both males and females; and offering learning opportunities (upgrading) to both male and female. The District technical planning processes are highly sensitive since plans must be engendered for the MOPFED to release funds, with analyses showing gender perspectives. The technical planning processes use gender disaggregated data in reports and planning. At the same time the District uses gender analytical information in sector situational analysis, selection of beneficiaries of projects, identification of gender gaps, and M&E and impact assessment. Such programme implementation actions, budgets, and indicators promote gender equality and women's rights by embracing participation of women in projects, recognising women as decision makers, considering both genders in plans and budgets, all departments having a gender lens in programming, etc. Some of the technical support provided by the District Gender Staffs to ensure the organisation maintains a radical edge and political roots includes training of heads of department on gender related issues, M&E on gender issues, sharing of data on gender, and lobbying of finance for gender issues. The direct support the District provides to women activities were noted as support to Women's Day celebrations, training in planning, budgeting and M&E, sensitisation of women on Government programmes, programmes to women, and advocacy and lobbying. The District is also said to support women's practical needs such as

access to information on markets, health, IGA, and finance and savings. The District also uses the Women Council structure supported by the Gender Focal Person as a structure for women development; Probation department supports women; and women's budget.

Interviews carried out with Key Informants that included representatives from NGO/CSO like Caritas, Action Aid and AFARD, religious leaders, and Members of Parliament revealed that they were aware of the existence of gender mainstreaming policy as they were also under obligation to mainstream gender in their activities of intervention. They agreed that the level of loyalty to the policy was very high because all sectors were integrating the role of women in development, i.e. Agriculture, administration, policy, planning, and sector development. The key informants cited some challenges of gender mainstreaming as: patriarchal society, central syndromes of less respect to women, limited knowledge and skills in gender budgeting among technical staff and political wing, gender programs are often considered as 'non-tangible' thereby focussing on imparting skills and changing attitudes that cannot be touched as opposed to capital development, negative attitudes and stereotypes towards 'gender' being regarded as a 'women's thing', male dominated and biased structure and work culture, high illiteracy rates among women and girls, domestic violence where women are victims and men are offenders, lack of women consideration of women's ideas even before they are raised, low assertiveness by most women, and limited gender disaggregated data in all sectors. It was also pointed out that gender mainstreaming was side lining men and creating imbalance. To overcome the challenges cited and make gender mainstreaming more effective, the key informants suggested the following: integrating women / gender and development by using the GAD approach, strengthening technical capacity for gender mainstreaming in plans, policy analysis and

evaluation, promoting and conducting meaningful and effective GRB, carry out monitoring and evaluation of GRB in all sectors, groups and thematic areas, creating effective linkages with other existing partners to promote gender, putting in place a clear gender policy with clear guidelines on gender mainstreaming and best practices, practical coordination of all gender mainstreaming activities, and respecting human rights. The key informants noted that the level of commitment of the District to the vision of gender equality and women's rights was superficial although the District has been engaging women in all development programmes and instituting programmes and projects that can promote gender equality and women's rights. The District only provides support to women's groups through programmes like CDD, and capacity building, and water and sanitation as women's practical needs supported by the District.

In the Focus Group discussions women discussed the relationship between institutional factors and women's participation in governance in Nebbi District. Women in all the groups were found to be aware of the existence of the Gender Mainstreaming Policy and agreed that the level of loyalty to the Policy was high among people. On why there was need for Gender Mainstreaming and how it helps women's participation in governance, the women appreciated the policy for many reasons, namely: Women were oppressed and cheated by men; It has empowered women; It opened way for women in leadership at all levels as Women's views are respected and men now accept women in all positions with women able to compete with men in any position; It gave women voice because both educated and uneducated women had no voice; It has encouraged girls' education – one woman said, "Girls were valued only for marriage, but now parents can pay school fees for girls with confidence because they have hope that they have a place in society". The Policy enables both girls and boys to study equally; Women are now

knowledgeable and economically empowered; Women are now united for women issues; it has provided protection for women who are no longer discriminated against as it used to be; it has provided a platform for raising women issues; It has provided checks and balance for men's oppressive excesses against women. Issues of domestic violence have greatly reduced and rivalry between men and women has also been lessened. Widows have confidence to stay with their children in their late husband's home without fear of their in-laws grabbing their property; It has given women confidence. Women are no longer fearful or shy. The women said that the Policy helps women's participation in governance by giving mandate to women to participate in governance at all levels; Empowerment; legitimate voice; emphasizing women's rights; providing role models for young leaders; and exposure for women to meet different people and learn from them.

On what direct support the District provides to women activities the women groups sadly noted that the District supports only Women's Day celebrations every year when a few section of women from all over the District meet and participate in the celebrations, and occasionally the District also supports FAL groups. On the categories of women's practical needs supported by the District, the women mentioned provision of Mama kits or delivery kits for a few expectant women and support to women groups through government programmes like CDD, NUSAF II, Restocking, etc. About the kind of women's organisations and structures for women development such as women's desk and women's budget the District has established, the women identified the existence of a Women's desk at the District, Women Council budget and Women's protection Centre at the police.

The results show that majority of the respondents believed that there is a significant relationship between Institutional factors and women’s participation in governance in Nebbi District.

#### 4.3.2. What is the relationship between capacity building and women’s participation in governance in Nebbi District?

Objective Two focused on the relationship between capacity building and women’s participation in governance in Nebbi District. First, the study sought to establish the stakeholders’ opinion about the relationship between capacity building and women’s participation in governance in Nebbi District as represented in Table 8 below:

**Table 8: Results on the relationship between capacity building and women’s participation in governance.**

Capacity Building	Disagree	Not Sure	Agree	Mean	Std. Deviation
The District organizes trainings and workshops to empower women in governance	13(43.4%)	1(3.3%)	16(53.8%)	3.07	1.143
The District provides enough resources for staff awareness raising and skills development in gender mainstreaming	3(10%)	2(6.7%)	25(83.4%)	3.73	0.64
Trainings and workshops organized by District have adequately addressed skills and knowledge gaps for women for effective participation in governance	3(10%)	2(6.7%)	25(83.4%)	3.73	0.64
District ensures strengthening women’s ability to meet their practical needs strategically	23(80.0%)	3(10.0%)	3(10%)	2.1	1.155
Women leaders adequately articulate women’s concerns	18(60%)	0(0.0%)	12(40.0%)	2.73	1.484
Women’s concerns are adequately addressed by the District	25(83.4%)	0(0.0%)	6(20.0%)	2.2	1.095

*Source: Field data, September 2015*

Table 8 shows that 53.8% of the respondents agreed that the District organizes trainings and workshops to empower women in governance. 83.4% felt that the District provides enough resources for staff awareness raising and skills development in gender mainstreaming; 83.4% agreed that trainings and workshops organized by District have adequately addressed skills and knowledge gaps for women for effective participation in governance; 10.0% felt that District ensures strengthening women's ability to meet their practical needs strategically; 40.0% agreed that Women leaders adequately articulate women's concerns; 20.0% agreed that Women's concerns are adequately addressed by the District.

On the other hand, 43.4% of the respondents did not agree that the District organizes trainings and workshops to empower women in governance, while 3.3% were not sure; An overwhelming 80.0% did not agree that the District ensures strengthening women's ability to meet their practical needs strategically, while 10.0% were not sure; 60.0% disagreed that Women leaders adequately articulate women's concerns. Furthermore, 83.4% disagreed that Women's concerns are adequately addressed by the District.

Overall, results show that among all the items that were used to assess respondents' views on the relationship between Capacity Building and women's participation in governance in Nebbi District ( $M=2.923$ ;  $SD =.717$ ). This, therefore, means that there is a paramount relationship between Capacity Building and women's participation in governance in Nebbi District.

**4.3.2.1. Relationship between Capacity building and women’s participation in governance in Nebbi District**

In order to establish the strength and direction of the relationship between Capacity Building and women’s participation in governance in Nebbi District, the study used Pearson correlation analysis and the results are shown in Table 9 below:

**Table 9: Pearson Correlations showing the relationship between capacity building and women’s participation in governance**

		Capacity Building	women’s participation in governance
Capacity Building	Pearson Correlation	1	.398(**)
	Sig. (2-tailed)		.000
	N	30	30
women’s participation in governance	Pearson Correlation	.398(**)	1
	Sig. (2-tailed)	.000	
	N	30	30

*Correlation is significant at the 0.050 level (2-tailed).*

**Source:** Field data, September 2015

Table 9 indicates a positive relationship ( $r = 0.398^{**}$ ) between Capacity Building and women’s participation in governance and the relationship is statistically significant ( $\text{Sig.} = 0.000$ ) at 0.05 level of significance.

Furthermore, the study employed the regression analysis to establish the relationship between Capacity Building and women’s participation in governance. This shows the views of respondents as regards the relationship between Capacity Building and women’s participation in governance, as shown in Table 10 below:

**Table 10(a): Regression analysis showing the relationship between capacity building and women’s participation in governance**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. Change
1	.398 <sup>a</sup>	.159	.156	.730	.018	.507	1	28	.000

a. Predictors: (Constant), Capacity Building

*Source: Field data, September 2015*

**Table 10(b): Coefficients**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.859	.094		12.312	.000
	Capacity Building	.340	.041	.398	8.223	.000

*Source: Field data, September 2015*

The results show adjusted R Square at 0.159 or 15.6 (R-square, also known as the coefficient of determination, shows how the proportion of variation in the dependent variable [women’s participation in governance] is explained by the independent variable [Capacity Building]. The result means that Capacity Building would explain the variations in women’s participation in governance by 15.6%. The rest of the variation could be attributed to other factors other than Capacity Building. Furthermore, the model shows that Capacity Building has a standardized coefficient beta result of 0.398. This means that changing Capacity Building by one standardized unit would result into variations in the women’s participation in governance by a magnitude of

0.398. The model is also statistically significant at 0.000, meaning that Capacity Building has a significant relationship with women's participation in governance. Thus, quantitative and qualitative results are consistent, for they confirm that there is a significant relationship between Capacity Building and women's participation in governance.

#### **4.3.2.2. Key findings on Capacity Building and women's participation in governance**

In the interviews carried out with District Leaders, Gender Staff and District Women Council Executive/Committee, it was revealed that the District organises trainings and workshops on roles of women councils, gender budgeting and mainstreaming, and public speaking through which women learn skills in public speaking, leadership, confidence and empowerment. As a result of these skills and knowledge women can effectively participate in meetings, demand leaders to account for their actions, report cases of abuse of rights of women and children, share responsibilities in homes because they are financially empowered, advocate for resources during budgeting, conduct their roles in council, and also lately, compete with men in open constituencies from LC I to LC III. This effectiveness has been witnessed at all levels from village up to the District level where, for example, the District Speaker, and Chairpersons of Finance and Production Committees are women. The District is said to ensure strengthening women's ability to meet their practical needs strategically by training women, providing for resources for women activities, scholarships across departments, promotions, assignment of tasks, radio programmes to educate the masses, feedback to community on government programmes, and many others. A few said nothing much has been done in this area. On women issues adequately articulated by women leaders and addressed by the District, the following were mentioned: maternal health where 'mama kits' are provided for expectant mothers in the

hospital; women benefitting from projects; issues of girls dropping out of school, for example, the issue of sanitary pads for girls, toilets and washrooms have been included in the budget; resource allocation; and participation in development planning. It was also noted that in spite of the trainings and workshops, women leaders still do not adequately bring out women issues.

Interviews carried out with Key Informants revealed that the District, together with NGO partners, organises trainings and workshops for women on gender and development, leadership and IGA. In turn the women acquire knowledge and skills such as advocacy, mobilisation, leadership, and knowledge on participation and how to influence decision making process. The skills and knowledge acquired have helped women to compete with men in leadership positions, influence decision making processes at all levels, stand on their own and be independent, has led to a reduction of male dominance in decision making, and generally women are seen to be more active in public than before. The key informants further pointed out that women have been effective at all levels (including MP, District, Sub County and village), policy level, decision making processes, leadership positions, M&E and feedback, and promoting accountability and transparency. On how the District ensures strengthening women's ability to meet their practical needs strategically, the Key Informants mentioned capacity building, employment in the formal and non-formal sectors, consultative meetings and feedback forums, production and dissemination of IEC materials, media and publicity programmes, and participatory trainings. The women issues adequately articulated by women leaders and addressed by the District that the Key Informants mentioned include domestic violence, violation of women's rights, lack of involvement of women in decision making, and budget planning.

In the Focus Group discussions, women group members were asked about what kind of trainings and workshops for women empowerment organised by the District they have ever attended, what skills they acquired and how the skills and knowledge they acquired helped them to participate effectively in governance. They were also asked what women issues are adequately articulated by women leaders and addressed by the District. The women reported that trainings and workshops for women empowerment organised by the District are rare if any. They cited training in entrepreneurship, nutrition and feeding, Girl-Child education. Most training, they said, were organised by CSO like ACFODE and Actionaid. Through these trainings they learnt skills in housekeeping, confidence building, and entrepreneurship skills for economic empowerment, which skills boosted women's ability in public speaking, articulating and pushing for women's issues, managing personal businesses for economic power to support their political careers as well as their family needs. The women also reported that women issues adequately articulated by women leaders and addressed by the District include water, Gender Based Violence including neglect by husbands, reproductive health issues, provision of mama kits in health centres, lack of maternal health staff, food and nutrition and widow inheritance.

The results show that majority of the respondents believed that there is a significant relationship between Capacity Building and women's participation in governance in Nebbi District. The fact that overwhelming majority was in agreement indicates that there is a relationship between Capacity Building and women's participation in governance in Nebbi District.

**4.3.3. What is the relationship between gender responsive budgeting and women's participation in governance in Nebbi District?**

Objective three focused on establishing stakeholders' opinion on the relationship between gender responsive budgeting and women's participation in governance in Nebbi District as in Table 11 below:

**Table 11: Results on the relationship between Gender Responsive Budgeting and women's participation in governance**

<b>Gender Responsive Budgeting</b>	<b>Disagree</b>	<b>Not Sure</b>	<b>Agree</b>	<b>Mean</b>	<b>Std. Deviation</b>
District provides adequate resources, both human and financial, for mainstreaming	12(40.0%)	5(16.3%)	13(43.3%)	3	1.083
The District planning exercises apply a Gender Responsive planning approach	22(73.3%)	2(6.7%)	6(20.0%)	4.13	0.346
The available resources are directed to gender responsive programmes	0(0.0%)	0(0.0%)	30(100%)	2.43	0.858
District has established benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly	19(63.3%)	6(20.0%)	5(16.3%)	2.3	1.022
Gender Responsive Budgeting greatly empowers women to participate in governance	0(0.0%)	0(0.0%)	30(100%)	4.37	0.49

*Source: Field data, September 2015*

Table 11 shows that 43.3% of the respondents agreed that the District provides adequate resources, both human and financial, for mainstreaming, 20.0% felt that the District planning exercises apply a Gender Responsive planning approach; 100.0% agreed that the available resources are directed to gender responsive programmes; 16.3% that the District has established benchmark data on relative positions of women and men in all fields in order to identify priority

areas for gender responsive programmes and to allocate resources accordingly; 100.0% agreed that Gender Responsive Budgeting greatly empowers women to participate in governance.

On the other hand, 40.0% of the respondents did not agree that the District provides adequate resources, both human and financial, for mainstreaming, while 16.3% were not sure – together representing 56.3 per cent; Also, 73.3% did not agree that the District planning exercises apply a Gender Responsive planning approach; while 6.7% were not sure; 63.3% did not agree that the District has established benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly,- while 20.0% were not sure, - together representing 83.3%.

Overall, the results show that among all the items that were used to assess respondents' views on the relationship between gender responsive budgeting and women's participation in governance in Nebbi District ( $M=3.247$ ;  $SD =.956$ ). This, therefore, means that there is a paramount relationship between gender responsive budgeting and women's participation in governance in Nebbi District.

#### **4.3.3.1. Relationship between GRB and women's participation in governance in Nebbi District**

In order to establish the strength and direction of the relationship between gender responsive budgeting and women's participation in governance in Nebbi District, the study used Pearson correlation analysis as shown in Table 12 below:

**Table 12: The relationship between Gender Responsive Budgeting and women’s participation in governance**

**Correlations**

	Gender responsive budgeting	women’s participation in governance
Gender responsive budgeting	1	.532(**)
Pearson Correlation		.000
Sig. (2-tailed)		
N	30	30
women’s participation in governance	.532(**)	1
Pearson Correlation		.000
Sig. (2-tailed)		
N	30	30

*\*\* Correlation is significant at the 0.05 level (2-tailed).*

**Source:** Field data, September 2015

Findings in Table 12 show a statistically significant positive relationship between Gender responsive budgeting and women’s participation in governance at ( $r = 0.532$ ),  $\text{Sig.} = 0.000$  at 0.05 level of significance. Since a positive correlation does not necessarily imply causation, there was need to test for a causal relationship between Gender responsive budgeting and women’s participation in governance.

In order to determine further the relationship between Gender responsive budgeting and women’s participation in governance, a regression analysis was conducted as shown in Table 13 below:

**Table 13: Regression analysis showing the relationship between gender responsive budgeting and women’s participation in governance**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.661	.107		6.203	.000
	Gender responsive budgeting	.624	.052	.532	11.902	.000

*Dependent Variable: women’s participation in governance*

*Source: Field data, September 2015*

Table 13 shows the relationship between gender responsive budgeting and women’s participation in governance, as measured through the standardized coefficients (B). Results show that women’s participation in governance has a standardized coefficient Beta of 0.532. This means that any improvement in Gender responsive budgeting by one unit, will translate into an improvement in women’s participation in governance by a magnitude of 0.532 units.

Further analysis was done using the regression model summary, as shown below:

**Table 14: Regression model summary results**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.532 <sup>a</sup>	.283	.281	.366	.002	.000	1	28	.000

a. Predictors: (Constant), Institutional factors, Capacity building and Gender responsive budgeting

*Source: Field data, September 2015*

The regression model summary results in Table 14 show the relationship between Institutional factors, Capacity building and Gender responsive budgeting and women’s participation in governance. The model shows that the adjusted R-square is 0.281 or 28.1%. This, therefore,

means that, overall, Institutional factors, Capacity building and Gender responsive budgeting would influence the variations in women's participation in governance by 28.1%. In other words, the failure to address Institutional factors, Capacity building and Gender responsive budgeting will lead to a decline in women's participation in governance by 28.1%. The rest of the variation could be attributed to other factors.

#### **4.3.3.2. Key findings on Gender Responsive Budgeting and women's participation in governance**

In the interviews carried out with District Leaders, Gender Staff and District Women Council Executive/Committee, it was revealed that the District applies Gender Responsive Budgeting in a participatory bottom up approach in which women participate in planning from village level through to the sub county level and ensure that women issues are included in the development plans. The District has established and used benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly by periodically updating data to review gender needs for which programming is made and implemented; and for making projections ahead, for example, if few women benefitted from a particular programme, a deliberate effort is made to increase the number in the subsequent year. They noted that GRB has empowered women to participate in governance in a number of ways including: the women councils report quarterly to the sub county women leaders on activities implemented; women feel they are part of the budgeting process; women can use the plans to follow up activities planned and budgeted for by seeking explanations for any variance; women can push further for more support to women's issues; women leaders know that they can lobby specifically for women issues; women leaders can

follow up every project and see percentages of women beneficiaries; women leaders have formed women caucus to lobby for women.

The Key Informant interviews revealed that the District planning processes apply gender responsive planning approach through participatory planning from village level, to sub county level and then to District level, ensuring that men and women are considered in the community participatory meetings. As a result of GRB, budgets in regard to women and other special interest groups are provided and given to women to undertake their council activities, and it ensures integration of women into the process right from planning, implementing and evaluating to avoid discrimination.

In the Focus Group Discussions women group members were asked about the ways in which they were involved in gender responsive budgeting and how gender responsive budgeting has empowered women to participate in governance. Findings from the analysis of data showed that women participate in gender responsive budgeting through planning meetings at village level during the village meeting where they voice out women issues and are allowed to participate up to the budget conference in the sub counties. This has empowered women to participate in governance because they can mobilise themselves and think through their issues before the general meetings so that they are better prepared and it gives them confidence to articulate their issues.

The results show that majority of the respondents believed that there was a significant relationship between gender responsive budgeting and the women's participation in governance in Nebbi District. The fact that overwhelming majority was in agreement indicates that there is

indeed a relationship between gender responsive budgeting and women’s participation in governance in Nebbi District.

**4.3.4. What is the relationship between gender mainstreaming and women’s participation in governance in Nebbi District?**

Gender mainstreaming dynamics in question include a series of factors that determine the effectiveness of the gender mainstreaming including participation of women in governance in Nebbi District. To determine the relationship, the study used the Pearson correlation index to determine the relationship between the variables as shown in Table 15:

**Table 15: Pearson correlation index to determine the relationship between the variables of Gender Mainstreaming and women’s participation in governance in Nebbi District**

		Gender Mainstreaming	Women’s Participation in governance in Nebbi District
Gender Mainstreaming	Pearson Correlation	1	.532(**)
	Sig. (2-tailed)		.000
	N	26	26
Participation of women in governance in Nebbi District	Pearson Correlation	.532(**)	1
	Sig. (2-tailed)	.000	
	N	26	26

*\*\* Correlation is significant at the 0.05 level (2-tailed).*

**Source:** Field data, September 2015

Findings in Table 15 show a statistically significant positive relationship between Gender Mainstreaming and women’s Participation in governance in Nebbi District at (r = 0.532, Sig. = 0.000 at 0.05 level of significance). Since a positive correlation does not necessarily imply causation, there was need to test for a causal relationship between Gender Mainstreaming and

women's Participation in governance in Nebbi District. In order to determine the effect of Gender Mainstreaming on women's Participation in governance in Nebbi District, a regression analysis was conducted as shown in Table 16 and 17 below:

**Table 16: Regression model Coefficients**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	.661	.107		6.203	.000
	Gender Mainstreaming	.624	.052	.532	11.902	.000

*Dependent Variable:* Gender Mainstreaming

*Predictor:* (Constant), Women's participation in governance

*Source:* Field data, September 2015

Table 16 shows the effect of Gender Mainstreaming on women's participation in governance in Nebbi District, as measured through the standardized coefficients (B). Results show that Gender Mainstreaming has a standardized coefficient Beta of 0.532. This means that any improvement in the Gender Mainstreaming by one unit, will translate into an improvement in women's participation in governance by a magnitude of 0.532 units. This result confirms the results discussed in the earlier sections, where it clearly emerges that Institutional factors, Capacity Building and Gender responsive budgeting in Gender Mainstreaming have a significant relationship with women's participation in governance in Nebbi District. However, analysis of qualitative and quantitative data shows that the failure of Gender Mainstreaming to address Institutional factors, Capacity Building and Gender responsive budgeting has rendered the reforms ineffective in addressing women's participation in governance in Nebbi District.

Further analysis was done using the regression model summary to get the overall model correlations and regression, as shown below:

**Table 17: Overall Regression model summary results**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.532 <sup>a</sup>	.283	.281	.366	.002	.000	1	28	.000

a. Predictors: (Constant), Institutional factors, Capacity building and Gender responsive budgeting

*Source: Field data, September 2015*

The regression model summary results in Table 17 show the relationship between Institutional factors, Capacity building and Gender responsive budgeting and women’s participation in governance. The model shows that the adjusted R-square is 0.281 or 28.1%. This therefore means that, overall, Institutional factors, Capacity building and Gender responsive budgeting would lead to variations in women’s participation in governance by 28.1%. In other words, the failure to address Institutional factors, Capacity building and Gender responsive budgeting will lead to decline in women’s participation in governance by 28.1%. The rest of the variation could be attributed to other factors.

#### **4.3.5. Women participation in Governance in Nebbi District**

The District Leaders, Gender Staff and District Women Council Executive/Committee rated the level of women’s participation in governance as average and improving at a steady pace with a higher participation in administrative governance and lower in political governance where there are more men to compete with, coupled with the fact that most educated women shun politics. They identified challenges of women’s participation in governance as: Fear and low levels of

education; low level of networking and partnership; poor attitude towards women's participation in governance; low access to information as actors hide information from women; women are still undermined; women are short tempered and not resilient like men; lack of financial resources for politics, given that they have bigger constituencies; women do not support fellow women especially when competing with men, but despise them thinking they are not capable; issues of marital status especially unmarried women is still a challenge; women's own challenges like 'bending of neck'; and a score others. They identified the remedies as encouraging girls to go to school; mentoring; tailored policies to support more women in governance, for example, women two-term limit for women in a particular political position so that other women find opportunity; women organisations should support women competing with men in open constituencies; more women should be encouraged to compete with men in the open constituencies; more sensitisation on women's participation in governance; making use of role models; civic education incorporating women issues during election times; and a score others.

The Key Informants identified challenges of women's participation in governance as poverty, male dominance, ignorance, and few numbers of women in development sectors. Their suggestions on how these challenges can be addressed include empowering many women in the formal sectors, more skills to create confidence, and training and working together with men. The Key Informants rated the general attitude towards women's participation in governance as fairly good and needing more improvement because of gender stereotypes and fear by some women in development. On how women can be empowered more to participate effectively in governance, the Key Informants cited strengthening the capacity of women in development, promoting GAD approach to all programmes, increasing women's participation in formal sector,

motivating and promoting successful women to encourage the rest, integrating the roles of women in development, generating equitable standards to gender change in the society, and strengthening women in ICT.

In the Focus Group Discussions women group members were asked about the challenges of women's participation in governance, possible ways of addressing these challenges and how women can be empowered more to participate effectively in governance. In the findings, the respondents cited a number of challenges to women's participation in governance, namely: women issues not given priority; disrespect and undermining women; low levels of education among women limiting their participation; hooliganism, insults and foul language, especially falsely implicating women in sexual relationships with men; physiological circumstances like pregnancies limiting women's participation; sexual harassment especially in administrative positions where bosses demand for sex from female staff; Gender staffs (CDO) do not adequately support women's issues; some men have negative attitude towards women in governance and use their money to oppose the women; financial limitations as women are more cautious in spending money on politics; marital status of women sometimes comes under scrutiny in pursuance of governance positions; Women easily let down fellow women; many views of women still not taken seriously; women still cheated in resource allocation; ignorance among some women who are not aware that they can be in certain positions; tradition, where men still remember that women are less important; women underestimating themselves. To address these challenges the women group members mentioned the following: continuous sensitisation; women should support fellow women competing with men in governance positions; women should support the education of girls; educated girls should support grassroots

women with knowledge: perseverance by women to ignore such things as insults, etc; 50-50 representation instead of 1/3 representation by affirmative action; deliberate equalisation effort like initiating government programme like Restocking or CDD to benefit only women; and dialogue. Their response on how women can be empowered more to participate effectively in governance include the following: more training, workshops and sensitisation to eliminate fear and shyness; FAL classes for grassroots women; support to women groups and other kinds of support to women; grooming and mentorship where women in leadership groom and encourage others.

## CHAPTER FIVE

### DISCUSSION, CONCLUSION AND RECOMMENDATIONS

#### 5.1. Introduction

This chapter presents discussions, conclusion and recommendations. The discussions are based on the findings derived from the research questionnaires, interview guides, group discussion guide and documentary review.

#### 5.2. Summary

The study revealed that the District is implementing the Gender Mainstreaming policy through a series of institutional factors that support women's participation in governance, but is not keen on some critical aspects of institutional factors, namely: sufficient organizational commitment to the vision of gender equality and women's rights, Gender staffs in the District providing adequate technical support to ensure the organization maintains a radical edge and political roots, and conducting monitoring and evaluation of performance of women in governance.

On capacity building, the study revealed that the District has not been doing much as most of the critical parameters were not being done, namely: the District does not organize trainings and workshops to empower women in governance, the District does not ensure strengthening women's ability to meet their practical needs strategically, women leaders do not adequately articulate women's concerns, and Women's concerns are not adequately addressed by the District.

The study further revealed that Gender Responsive Budgeting is a paper work that is seldom implemented. Critical parameters of gender responsive budgeting are also not being given attention by the District, namely: failure of the District in providing adequate resources, both human and financial, for mainstreaming, and failure of the District to establish benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly.

### **5.3. Discussion**

This section discusses the findings of the research in relation to the literature view, and from which conclusions shall be drawn on each of the variables under investigation in the study. The discussions will be tailored on the substantive objectives around which the three research questions were constructed.

#### **5.3.1. What is the relationship between institutional factors and women's participation in governance in Nebbi District?**

The study revealed that there is significant relationship between Institutional factors on Gender Mainstreaming and women's participation in governance in Nebbi District. An overwhelming majority was in agreement on most of the parameters, indicating that, Institutional factors influence women's participation in governance in Nebbi District. This is in agreement with Literature review that cited Thomas R. Dye (2013) and states that institutionalism or institutional theory views policy as institutional output in which government institutions give public policy legitimacy, universality and has monopoly of coercion to enforce compliance. This ability of government to command the loyalty of all its citizens; to enact policies governing the whole

society; and to monopolise the legitimate use of force to ensure compliance is the motivation for the people to trust that institutional factors in the District greatly influence women's participation in governance. Thus gender mainstreaming should succeed but only as an institutional output with clear objectives that are achievable, and activities that are well integrated in the institution's regular system. Cohen, Sachdeva, Taylor & Cortes (2013) also agree that there is a relationship between institutional factors and women's participation when they give the range of gender mainstreaming measures in programmes as broad and multi-faceted including Indirect interventions such as institution building (development), capacity development, policy dialogue.

The respondents did not agree that there was sufficient organizational commitment to the vision of gender equality and women's rights, that Gender staffs in the District provide adequate technical support to ensure the organization maintains a radical edge and political roots, and that the District conducts monitoring and evaluation of performance of women in governance. These parameters hinged around critical issues of institutional factors. This further indicates that the District is not utilising its full mandate to implement the policy

In the results, women are involved in planning processes from village level to sub county level, and bring out their needs as women but often times these priorities of women remain in the plans and are never implemented. This is in line with the literature review on Participatory Democratic Theory and Gender Mainstreaming cited from the free encyclopaedia which emphasises the broad participation of constituents in the direction and operation of political systems and tends to advocate for more involved forms of citizen participation and greater political representation, plus opportunities for all members of a population to make meaningful contributions to decision-making. The gap here is that participation of women seems to stop at the level of identifying

their needs, but the decisions to implement policies that tackle those needs are beyond them. It is easy for local governments to provide water and other general practical needs and assume that they have addressed women's needs. This means that the policies and programmes designed to meet women's practical needs meet their everyday needs, but maintains women in subordinate positions. The literature review on Rights Based Theory and Gender Mainstreaming Marguerite Peeters (2012) states that minorities including women present themselves as neglected, oppressed, or excluded political categories, and prescribes redistributing power to the minorities as a strategy of holistic integration in which good governance allows them to acquire growing influence in the decision-making process at all levels.

It is probably not easy to judge the level of 'commitment' to a cause, but 'something should not just be assumed to exist, but should be seen to exist', as it were. For majority of respondents to say there is no sufficient organisational commitment to the vision of gender equality and women's rights, it means they probably do not see it in action. For example, such 'commitment' could be seen in the number and manner of gender-specific activities and affirmative action that the District comes up with specifically to help women come out of their disadvantageous position to enable them to participate in and benefit equally from development efforts. "Mainstreaming does not replace the need for targeted, women-specific policies and programmes, and positive legislation, nor does it do away with the need for gender units or focal points", (UNECOSOC, 1997). Gender-specific activities or interventions can target women exclusively, men and women together, or only men, to enable them to participate in and benefit equally from development efforts.

Of significance is the disagreement that Gender staffs in the District provide adequate technical support to ensure the organization maintains a radical edge and political roots. Gender staffs are expected to give direction to the women's cause. Instead the gender staffs are accused of 'sitting on women's programmes' and showing no concern. The only women's activity for which funds are released is women's day celebration, which the women blame gender staffs for taking most of the money for themselves and other leaders. Gender staffs at all levels are mandated to guide gender mainstreaming efforts and are foreseen to assume the role of promoters and monitors of the implementation of the gender activities. Gender staffs who understand better the dynamics between practical gender needs and strategic gender interests should spearhead women activities to focus on strategic gender interests. This has been left to NGO like ACFODE who organise workshops and trainings for women leaders once in a while.

Another significant disagreement was about the District conducting monitoring and evaluation of performance of women in governance. Monitoring and evaluation is important for gauging the success and impact of every activity. It is crucial because it also provides opportunity to get back to the drawing board and change strategy, where necessary. One of the basic principles of mainstreaming (UNECOSOC, 1997), says "Adequate accountability mechanisms for monitoring progress need to be established".

The above activities are so crucial in the package of institutional factors that their omission obviously spell lack of commitment to the vision of gender equality and women's rights.

### 5.3.2. What is the relationship between capacity building and women's participation in governance in Nebbi District?

The study revealed that majority of the respondents believed that there is a significant relationship between capacity building for women and women's participation in governance in Nebbi District. An overwhelming majority was in agreement on most of the parameters, indicating that there is a significant relationship between capacity building and women's participation in governance in Nebbi District.

However, a significant proportion of the respondents did not agree on critical parameters to capacity building, namely: the District organizes trainings and workshops to empower women in governance, the District ensures strengthening women's ability to meet their practical needs strategically, women leaders adequately articulate women's concerns, and Women's concerns are adequately addressed by the District.

Most trainings and workshops for empowering women are organised by NGO like ACFODE, Action aid, AFARD, and others. The respondents, therefore, disagreed that the District organizes trainings and workshops to empower women in governance, and that the District ensures strengthening women's ability to meet their practical needs strategically. The local governments train women on energy saving stoves, nutrition and food, home care, which are more or less basic needs of women. Most of these trainings are done hastily by gender staff with the purpose of meeting local government assessment requirements, not with the commitment to empower women. Solutions to women's problems should be about "equipping women to meet their practical needs strategically" (Oxfam, 1995, p 24).

Respondents further disagreed that Women leaders adequately articulate women's concerns, and that Women's concerns are adequately addressed by the District. Understandably if women's concerns are not adequately articulated by women leaders then they will not be adequately addressed by the District, but also that whatever is perceived by women leaders as women's concerns are not adequately addressed. There is, therefore, failure on the part of the District due to lack of commitment and political will, and more significantly, failure on the part of the women leaders due to lack of capacity to articulate women's concerns. This is because strategic solutions are more complex than practical ones. 'Strategic interests such as the existence of strong women's organisations or women's ability to be practically mobilised are not always readily identified by women as needs', (Gurr, et al, 1996). The District has indeed put in place the Women Council and a Focal Point, but what these bodies do to ensure women's ability to be practically mobilised, remains a big question.

Capacity building for women should ensure that women acquire skills that enable them to meet their basic and practical needs strategically. According to Gurr et al, 1996, "Strategic interests include self-confidence, education, and resources related to women's disadvantaged position". It is, therefore, incumbent upon the District and gender staffs to ensure that women are supported adequately to realise their strategic needs. The most strategic interest for the advancement of women remains formal education, which should be rooted in efforts to support the education of the girl child as a single strategic interest that will see the women of Nebbi District realise the vision of women's empowerment.

### 5.3.3. What is the relationship between gender responsive budgeting and women's participation in governance in Nebbi District?

In the study majority of the respondents interviewed believed that there is a significant relationship between gender responsive budgeting and women's participation in governance in Nebbi District. The fact that overwhelming majority was in agreement on most of the parameters indicates that, indeed, there is a relationship between gender responsive budgeting and women's participation in governance in Nebbi District. This agrees with the literature that cites Derbyshire (2012) that development organisation results are achieved through a set of gender sensitive and transformative technical planning processes which should be systematically integrated into the organisation's regular mainstream policy, programme, project and departmental planning cycles, and names the planning cycles as including sex and age disaggregated data; gender analytical information; gender sensitive transformative/transformational policy; implementation: actions, budgets and indicators to promote gender equality and women's rights; among others.

However, a significant proportion of the respondents did not agree on critical parameters to gender responsive budgeting, namely: that the District provides adequate resources, both human and financial, for mainstreaming, and that the District has established benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly.

The question of providing adequate resources, both human and financial, for mainstreaming is a crucial one. It contrasts with that of the District planning exercises applying a Gender Responsive planning approach. It is futile for the District planning exercises to apply a gender

responsive planning approach yet fail to provide the adequate resources for mainstreaming. It means then that gender responsive planning is easily done on paper, but is another thing when it comes to implementation, confirming the women's claims that they participate in planning from the village levels but their priorities are not implemented. One of the principles of mainstreaming proposed (UNECOSOC, 1997), is "Clear political will and allocation of resources for mainstreaming, and human resources, if necessary, are important for translation of the concept into practice".

Respondents also disagreed that the District has established benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly. This is because the benchmark data has either not been established or it has not been shared and respondents have never felt its impact. Either way, the benchmark data is crucial in helping the District to track where it is coming from as far as women's and men's relative positions in all fields is concerned in order to identify priority areas for gender responsive programmes and to allocate resources accordingly. In the absence of the benchmark data future plans cannot be strategic to address any imbalances for women. 'Gender analysis should always be carried out' (UNECOSOC, 1997), as one of the principles of mainstreaming.

#### **5.4. Conclusion**

The research findings of this study, as presented in Chapter Four, lead to the conclusion that participation of women in governance in Nebbi District has improved as well as increased over the years, but still also greatly let down by institutional factors in the District such as lack of

sufficient organizational commitment to the vision of gender equality and women's rights, failure of Gender staffs in the District to provide adequate technical support to ensure the organization maintains a radical edge and political roots, and failure of the District to conduct monitoring and evaluation of performance of women in governance, failure of the District to ensure strengthening women's ability to meet their practical needs strategically, failure of the District to adequately address Women's concerns, failure of District to establish benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly.

These areas across institutional factors, capacity building and gender responsive budgeting are so central and key to the strategic positioning of women that ignoring them translates into a superficial implementation of the gender mainstreaming policy and leaves women still largely unable to participate effectively in governance.

## **5.5. Recommendations**

The study makes specific recommendations presented according to the specific objectives:

### **5.5.1. Institutional factors and women's participation in governance in Nebbi District.**

- Government should strengthen institutional and legal mechanisms for women empowerment through promoting policies that support more women in governance, for example, the law should allow a two-term limit for women in political positions of women representatives, but allow them to transition to compete with men in constituencies. In this way more women will take up political positions and get empowered. This is in line with the principles of Participatory Democracy which strives

to create opportunities for all members of a population to make meaningful contributions to decision-making, and seeks to broaden the range of people who have access to such opportunities.

- Government should also consider 50-50 representation for women in political positions instead of 1/3 representation by affirmative action.
- District should develop capacity to ensure strengthening women's ability to meet their practical needs strategically through strengthening technical capacity for gender mainstreaming in plans, policy analysis and evaluation. Gender staffs should provide adequate technical support to women and women leaders on strategic gender needs.

#### **5.5.2. Capacity building and women's participation in governance in Nebbi District.**

- Government and parents should encourage girls to go to school through tackling girl education challenge. Education is the single most important tool for empowering women to effectively participate in governance. Now more than ever, women appreciate education of girls because they believe the Gender Mainstreaming policy has given women a place in society and educating girls is preparing them for future opportunities.
- The District should continuously sensitise communities on gender issues. More sensitization on women's participation in governance is necessary to deal with negative feelings about women's participation in governance. Also more training, workshops and sensitisation for the women to eliminate fear and shyness, and help women develop resilience to challenges to women's efforts to participate in governance.
- The District should consider empowering and increasing women's participation in the formal sectors, giving them more skills to create confidence, alongside training and

working together with men. Also capacity building for women should include strengthening women in ICT to tackle the problem of lack of information for development.

- NGO supporting women empowerment should support women who come out to compete with men in constituencies. This will encourage more women to compete with men the same way political parties support their flag bearers.
- Women leaders should groom and mentor other women in leadership skills to encourage others. In the same vain, successful women should be motivated and promoted to encourage other women, especially young girls. Role models, especially local role models, should be made use of to encourage girls.
- Government should promote regular civic education during election times incorporating women issues.

### **5.5.3. Gender Responsive Budgeting and women's participation in governance in Nebbi District.**

- Government should consider deliberate equalisation efforts like initiating government programme such as Restocking or CDD to benefit only women. This should be in addition to other kinds of support to women groups, including FAL classes for grassroots women. "Mainstreaming does not replace the need for targeted, women-specific policies and programmes, and positive legislation, nor does it do away with the need for gender units or focal points", (UNECOSOC, 1997).

- District should have a clear political will and commitment to allocation of resources for mainstreaming, and human resources for translation of the gender mainstreaming concept into practice.

#### **5.6. Suggestions for further research**

During the study, women group members revealed that because of the gender mainstreaming policy, they can now pay school fees for their daughters knowing that there is a future for them when they are educated. In spite of this revelation, girl-child education has continued to remain a challenge in Nebbi District. Further research should explore the girl education challenge in the District.

Future studies should also look at the influence of intervening factors on women's participation in governance.

## REFERENCES

- Acharya, A. (2004a). *Democratisation and the Prospects for Participatory Regionalism in Southeast Asia*.
- Allred, P. (2002). 'Thinking Globally, Acting Locally: Women Activists' Accounts'. *Feminist Review*.
- Amin, M. E. (2005). *Social Science Research: Conception, Methodology and Analysis*. Makerere University Printery, Kampala.
- APEC Group on Services. (2001). *Firm Expatriation Policy and Practice in Service Trade: The Gender Dimension*, APEC.
- Asiimwe, J.B. (2014). *Manage and Analyse Your Data*. (First Edition), Kampala
- Bacchi, C. L. (1999). *Women, policy and politics, The Construction of Policy Problems*. London, Sage.
- Busha, C.H., & Harter, S.P. (1980). *Research methods in librarianship: Techniques and Interpretation*. New York: Academic Press.
- Connell, R. W. (1987). *Gender and power, Stanford, Stanford*. University Press.
- Council of Europe. (1998). *Conceptual framework, methodology and presentation of good practices: Final report of activities of the group of specialists on mainstreaming*. Strasbourg.
- Demetriades, J. (2009). *Gender and Governance: Supporting Resources Collection*
- Derbyshire, H., Dolata, N., & Ahluwalia, K. (2012). *Untangling Gender Mainstreaming: A Theory of Change Based on Experience and Reflection*. GADNET.
- Derbyshire, H. (2012). *Gender Mainstreaming: Recognising and Building on Progress*. gadnetwork.
- Development Studies Network. *Women, Gender and Development in the Pacific: Key Issues*
- Dye, Thomas R. (2013). *Understanding Public Policy*. 14<sup>th</sup> Ed, Pearson Education, Inc.

- Hafner-Burton, Emilie and Mark Pollack. (2000). *Mainstreaming gender in the European Union*. Journal of European Public Policy, 7:3 Special issue
- Hafner-Burton, Emilie and Mark Pollack. (2000). *Mainstreaming gender in global governance: Paper for the mainstreaming gender in European Public Policy Workshop*, University of Wisconsin-Madison.
- Hannan, C. (2000). *From Concept to Action: Gender Mainstreaming in Operational Activities, A Review of UNDP Supported Activities*. UN HQs New York.
- Holzner, B., Neuhold, B., & Weiss-Ganger, A. (2010). *Gender Equality and Empowerment of Women Policy Document*. Vienna.
- <http://en.wikipedia.org/wiki/Governance>
- [http://en.wikipedia.org/wiki/governance#cite\\_note-Hufty\\_2011-12](http://en.wikipedia.org/wiki/governance#cite_note-Hufty_2011-12)
- <http://www.gdrc.org/u-gov/g-attributes.html>
- <http://www.info.worldbank.org/governance/wgi/index.aspx#home>
- <http://www.un.org/womenwatch/osagi/gendermainstreaming.html>
- <http://www.un.org/womenwatch/osagi/pdf/factsheet2.pdf>
- Ikiriza, E., Namitala, E., Nairuba, G., and Okumu, D. (2014). *Report from the Project Launch and Training of Women Councillors, Nebbi*.
- Jacoba Van der Leest, K., Xhelo, R., Wittberger, D. (2012). *Gender Equality and Local Governance*. Tirana.
- Lakwo, A. (2009). *Making Decentralisation Work for Women in Uganda*. African Studies Centre, Leiden.
- Krejcie, R. V., & Morgan, D. W. (1970). *Determining Sample Size for Research Activities, Educational and Psychological Measurement*.

- Margaret C. Harrell and Melissa A. Bradley. (2009). *Data Collection Methods: Semi-Structured Interviews and Focus Groups*. Santa Monica, California, RAND Corporation.
- Ministry of Gender. 2007. *The Uganda Gender Policy (2007)*.
- Mitchell, S. (2004). *What Lies at the Heart of the Failure of Gender Mainstreaming: The Strategy or the Implementation?* Development Bulletin, no. 64
- Peeters, Marguerite. 2012. *The Globalization of the Western Cultural Revolution: Key Concepts, Operational Mechanisms*.
- Sarantakos, S. (1998). *Social Research*. 2<sup>nd</sup> Ed. Basingstoke, Macmillan.
- Sarantakos, S. (2005). *Social Research*. 3<sup>rd</sup> Ed. Basingstoke, Macmillan.
- Sarantakos, S. (2013). *Social Research*. 4<sup>th</sup> Ed. Basingstoke, Macmillan.
- Sylvie I. Cohen, Neena Sachdeva, Sharon J. Taylor and Patricia Cortes. (2013). *Gender Mainstreaming Approaches In Development Programming: Being Strategic And Achieving Results in An Evolving Development Context*: UN Women
- UNDP 2000a. *GUIDANCE NOTE ON GENDER MAINSTREAMING: Senior Management Review Meeting on Gender Mainstreaming*. Available on line at: <http://www.undp.org/gender/policies/guidance.html>
- UNDP. 2000. *Women's Political Participation and Good Governance: 21<sup>st</sup> Century Challenges*. <http://magnet.undp.org/new/pdf/gender/wpp/womenbook.pdf>
- UNDP's Gender and Governance website: <http://www.undp.org/governance/gender.html>
- UN-HABITAT. (2008). *Gender Mainstreaming in Local Authorities: Best Practices*. Nairobi: GPO Kenya.
- Verloo, Mieke, (2001). *Another Velvet Revolution: Gender mainstreaming and the Politics of Implementation*. Working paper 5/2001. Vienna: IWM.
- Verloo, Mieke and Conny Roggeband. (1996). *Gender Impact Assessment: The Development of a New Instrument in the Netherlands, Impact Assessment*,

Verloo, Mieke. (1999). *Gender mainstreaming: Practice and prospects. Report prepared for the Council of Europe*. EG (99) 13, Strasbourg, Council of Europe.

Verloo, Mieke. (2000). *Making Women Count in the Netherlands*. Sue Nott, Fiona

Wikipedia, the Free Encyclopedia. (2011). From [https://en.wikipedia.org/wiki/participatory\\_democracy](https://en.wikipedia.org/wiki/participatory_democracy)

## APPENDICES

### Appendix I: Individual Questionnaire for District Councilors

#### Introduction

Dear Respondent,

My name is Odongtho Irene Freda, a student of Kyambogo University. I am conducting a study on **‘Gender Mainstreaming and participation of women in Governance in Nebbi District’** as part of the requirements for the award of Masters of Science in Organisation and Public Policy Management. You have been selected to participate in this study. Any information you will give will remain strictly for academic purpose and will be treated with utmost confidentiality. The discussions and study findings are important as it is anticipated that they will help in improving participation of women in governance in Nebbi District.

Date: .....

#### A. Demographic information (Please circle the response)

1.1. Interviewee Code	1.2. Date: ...../...../.....	1.3. Time: Start ..... Finish .....	
1.4. Gender: 1. Female 2. Male	1.5. Marital Status 1. Married 2. Living together 3. Divorced / Separated 4. Widowed 5. Single Parent	1.6. Religion 1. Christian 2. Muslim 3. None 4. Other.....	
1.7. Level of education 1. None 2. Primary 3. Secondary 4. Certificate 5. Beyond secondary	1.8. Designation ..... .....	1.9. Age in years .....	1.10. Your usual occupation 1. Agriculture 2. Formal employment 3. Self employed 4. Student 5. Casual work

In the section below, tick the number that represents how you agree or disagree with the specific statements about efforts to ensure effective Gender Mainstreaming and women's participation in governance in Nebbi District.

Use the scale **1 – 5** represented as:

1 = Strongly Disagree          2 = Disagree          3 = Not Sure

4 = Agree                                  5 = Strongly Agree

SN	ACTIVITY	1	2	3	4	5
<b>B.</b>	<b>Institutional factors and Gender Mainstreaming</b>					
1.	There is high level of awareness of Gender Mainstreaming Policy in the District					
2.	The policy is embraced by everyone; There is maximum loyalty and respect for the policy					
3.	The District has clear and achievable objectives for Gender Mainstreaming					
4.	Gender Mainstreaming is well integrated in the Local Government system					
5.	Technical planning processes in the District are gender sensitive					
6.	Technical planning processes in the District are systematically integrated into the District's regular mainstream policy, programme, project and departmental planning cycles					
7.	Technical processes include disaggregated data according to gender					
8.	The District has gender analytical information					
9.	Programme implementation actions, budgets, and indicators promote gender equality and women's rights					
10.	There is sufficient organisational commitment to the vision of gender equality and women's rights.					
11.	Gender staffs in the District provide adequate technical support to ensure the organisation maintains a radical edge and political roots.					
12.	District provides direct support to women activities like attending Women's Day celebrations.					
13.	District provides women's practical needs such as clean water, food, shelter, etc					

14.	District establishes strong women's organisations and structures for women development such as women's desk, women's budget, etc.						
15.	District conducts monitoring and evaluation of performance of women in governance.						
<b>C.</b>	<b>Capacity Building</b>						
1.	The District organizes trainings and workshops to empower women in governance						
2.	The District provides enough resources for staff awareness raising and skills development in gender mainstreaming						
3.	Trainings and workshops organized by District have adequately addressed skills and knowledge gaps for women for effective participation in governance						
4.	District ensures strengthening women's ability to meet their practical needs strategically						
5.	Women leaders adequately articulate women's concerns						
6.	Women's concerns are adequately addressed by the District						
<b>D.</b>	<b>Gender Responsive Budgeting</b>						
1.	District provides adequate resources, both human and financial, for mainstreaming						
2.	The District planning exercises apply a Gender Responsive planning approach						
3.	The available resources are directed to gender responsive programmes						
4.	District has established benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly						
5.	Gender Responsive Budgeting greatly empowers women to participate in governance						
<b>E</b>	<b>Participation of Women in Governance</b>						
1.	Women participate without any discrimination in all elections						
2.	Women are represented equally at all levels with men in all electoral processes						
3.	Women are equal partners with men at all levels of development and implementation of policies and development programmes						
4.	Participation of women in governance is faced with a lot of challenges						

END

THANK YOU

## Appendix II: Interview Guide for District Leaders, Gender Staff and Women Council

A. Age (tick your age bracket)

18 - 29	30 - 39	40 - 49	50 & above
---------	---------	---------	------------

Gender:        A) Female        B) Male

Marital status:        A) Married        B) Single

What is your level of education? .....

Organisation: .....

### **B. Gender Mainstreaming**

1. How long have you worked in Nebbi District Local Government?
2. How long has Gender Mainstreaming been implemented in Nebbi District Local Government?
3. What is the level of loyalty and respect for the policy?
4. What achievable objectives do you have for gender mainstreaming?
5. How has gender mainstreaming been integrated in the Local Government system?
6. How gender sensitive are the District technical planning processes?
7. How do the technical processes include gender disaggregated data?
8. How does the District use gender analytical information?
9. How do programme implementation actions, budgets, and indicators promote gender equality and women's rights?

10. What is the level of organisational commitment of the District to the vision of gender equality and women's rights?
11. What technical support do the District Gender Staffs provide to ensure the organisation maintains a radical edge and political roots?
12. What direct support does the District provide to women activities?
13. What categories of women's practical needs does the District support?
14. What kind of women's organisations and structures for women development such as women's desk and women's budget has the District established?

### **C. Capacity Building**

15. What kind of trainings and workshops does the District organise to empower women?
16. What skills and knowledge do the women learn through these trainings and workshops?
17. In what ways have the skills and knowledge acquired enabled women to effectively participate in governance?
18. At what levels of governance have women been effective?
19. How does the District ensure strengthening women's ability to meet their practical needs strategically?
20. What women issues are adequately articulated by women leaders and addressed by the District?

### **D. Gender Responsive Budgeting**

21. How do the District planning processes apply Gender Responsive planning approach?
22. How has the District established and used benchmark data on relative positions of women and men in all fields in order to identify priority areas for gender responsive programmes and to allocate resources accordingly?

23. How has Gender Responsive Budgeting empowered women to participate in governance?

**1 . Women participation in Governance**

24. What is the level of women's participation in governance at top levels in Nebbi District?

25. What are the challenges of women's participation in governance in Nebbi District?

26. How can these challenges be addressed?

**END**

**THANK YOU**

### Appendix III: Interview Guide for Key Informants and Members Parliament

1. Age (tick your age bracket):

18 - 29	30 - 39	40 - 49	50 & above
---------	---------	---------	------------

Gender:        A) Female        B) Male

Marital status:        A) Married        B) Single

What is your level of education? .....

Organisation: .....

#### **B. Gender Mainstreaming**

1. How long has Gender Mainstreaming been implemented in Nebbi District Local Government?
2. What is the level of loyalty and respect for the policy?
3. What are some of the challenges of gender mainstreaming?
4. How can we overcome these challenges?
5. How can we make gender mainstreaming more effective?
6. What is the level of organisational commitment of the District to the vision of gender equality and women's rights?
7. What direct support does the District provide to women activities?
8. What categories of women's practical needs does the District support?
9. What kind of women's organisations and structures for women development such as women's desk and women's budget has the District established?

#### **C. Capacity Building**

10. What kind of trainings and workshops does the District organise to empower women?

11. What skills and knowledge do the women learn through these trainings and workshops?
12. In what ways have the skills and knowledge acquired enabled women to effectively participate in governance?
13. At what levels of governance have women been effective?
14. How does the District ensure strengthening women's ability to meet their practical needs strategically?
15. What women issues are adequately articulated by women leaders and addressed by the District?

**D. Gender Responsive Budgeting**

16. How do the District planning processes apply Gender Responsive planning approach?
17. How has Gender Responsive Budgeting empowered women to participate in governance?

**E. Women participation in Governance**

18. What are the challenges of women's participation in governance?
19. How can these challenges be addressed?
20. What is the general attitude towards women's participation in governance?
21. How can women be empowered more to participate effectively in governance?

**END**

**THANK YOU**

## Appendix IV: Focus Group Discussion Guide for Women Groups

1. Age (tick your age bracket):

18 - 29	30 - 39	40 - 49	50 & above
---------	---------	---------	------------

Gender:           A) Female     B) Male

Marital status:           A) Married     B) Single

What is your level of education? .....

Organisation: .....

### **B. Gender Mainstreaming**

2. Please, tell me about Gender Mainstreaming (probe for awareness of the policy and level of loyalty to the policy).
3. Why do you think there is need for Gender Mainstreaming?
4. How do you think Gender Mainstreaming helps women's participation in governance?
5. How can gender mainstreaming best empower women to participate in governance?
6. What direct support does the District provide to women activities?
7. What categories of women's practical needs does the District support?
8. What kind of women's organisations and structures for women development such as women's desk and women's budget has the District established?

### **C. Capacity Building**

9. What kind of trainings and workshops for women empowerment organized by the District have you ever attended and what skills did you acquire?

10. In what ways have the skills and knowledge acquire enabled you to participate effectively in governance?

11. What women issues are adequately articulated by women leaders and addressed by the District?

**D. Gender Responsive Budgeting**

12. In what ways have you participated in Gender Responsive planning and budgeting?

13. How has Gender Responsive Budgeting empowered women to participate in governance?

**E. Women participation in Governance**

14. What are the challenges of women's participation in governance? (probe also for general attitudes towards women's participation in governance)

15. How can these challenges be addressed?

16. How can women be empowered more to participate effectively in governance?

17. Raise your own issues and reflections on the topic.

**END**

**THANK YOU**

*Appendix V: Table for Determining Sample Size from a Given Population*

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	246
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	351
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	181	1200	291	6000	361
45	40	180	118	400	196	1300	297	7000	364
50	44	190	123	420	201	1400	302	8000	367
55	48	200	127	440	205	1500	306	9000	368
60	52	210	132	460	210	1600	310	10000	373
65	56	220	136	480	214	1700	313	15000	375
70	59	230	140	500	217	1800	317	20000	377
75	63	240	144	550	225	1900	320	30000	379
80	66	250	148	600	234	2000	322	40000	380
85	70	260	152	650	242	2200	327	50000	381
90	73	270	155	700	248	2400	331	75000	382
95	76	270	159	750	256	2600	335	100000	384

Note: "N" is population size

"S" is sample size.

Appendix V: *Content Validity Index Table*

No	Institutional factors and Gender Mainstreaming	Capacity Building	Gender Responsive Budgeting	Participation of Women in Governance	Agreement	I-CVI
1	2	4	3	1	2	0.67
2	5	2	4	2	2	0.67
3	5	4	4	1	3	1.00
4	5	4	4	1	3	1.00
5	5	4	2	3	3	1.00
6	5	4	2	1	2	0.67
7	5	2	4	4	3	1.00
8	5	4	2	1	2	0.67
9	4	4	4	2	3	1.00
10	4	2	5	4	3	1.00
11	4	2	4	1	2	0.67
12	4	2	4	2	2	0.67
13	4	4	2	4	3	1.00
14	4	4	4	2	3	1.00
15	5	4	4	2	3	1.00
16	4	4	2	1	2	0.67
17	4	2	2	3	2	0.67
18	4	2	4	2	2	0.67
19	4	4	4	3	4	1.33
20	4	2	3	2	2	0.67
21	4	4	4	2	3	1.00
22	4	2	1	2	1	0.33
23	2	1	2	3	1	0.33
24	4	2	2	1	1	0.33
25	4	4	5	4	4	1.33
26	5	4	3	1	3	1.00
27	4	4	3	3	4	1.33
28	5	5	5	4	4	1.33
29	5	4	4	1	3	1.00
30	4	3	2	1	2	0.67
					<b>S-CVI/AV</b>	0.86
					<b>Total Agreement</b>	16.00
					<b>S-CVI/UA</b>	0.53