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## Effect of Gender Mainstreaming Strategies on Uplifting the Livelihoods of Rural Communities in Rwanda: A Case Study of Bugesera District, Rwanda

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### **Abstract:**

*This purpose of this study was to establish the effect of gender mainstreaming in uplifting the livelihoods of rural communities in Rwanda. The objectives of the study included: to assess the level of staff awareness on gender mainstreaming in the rural community, to examine the influence of resource mobilization on gender mainstreaming in the community, to establish the influence of patriarchy systems on gender mainstreaming in the community and to determine the influence of policy functionality on gender mainstreaming in the rural communities in Rwanda. Descriptive research design was used in carrying out the study. The target population comprised of 150 respondents of Bugesera District. A sample size of 110 respondents was determined using Yamane's formula. Stratified random sampling technique was used to select a sample size. The study used both primary and secondary data. Primary data was collected using structured questionnaires and interview. Data collected was analyzed through SPSS version 21. Data analysis involved statistical computations for averages, percentages, and correlation and regression analysis. The study revealed that the community did very little to create awareness among its members on gender issues. There were also gaps in terms of resource mobilization especially the allocation of human resources. It was further established that male dominance is still evident in the community. Furthermore, the study revealed that despite the existence of policies, their functionality was still very low in terms of gender mainstreaming. The study therefore concluded that gender mainstreaming still faces major challenges and action was needed. Major recommendations were that; the government should equip community members with knowledge and skills on gender mainstreaming, community sensitization should be undertaken to change discriminatory cultural practices, adequate financial and human resources should be allocated to gender mainstreaming, the government together with other institutions should claim ownership of the gender mainstreaming process to ensure sustainable resource mobilization and those in the policy and budgetary chain should be educated to ensure gender sensitivity. Areas for further research work included a study on; factors influencing policy formulation in gender mainstreaming, factors contributing to female marginalization in projects, the impact of human resource allocation on gender mainstreaming. This would highlight the issues underlying the failure of gender mainstreaming and inform decision makers on the necessary action that is needed.*

**Keywords:** *Level of staff awareness, Resource mobilization, Patriarchy systems and Policy functionality on gender mainstreaming in the rural communities in Rwanda*

### **1. Background**

Gender mainstreaming cannot be dated back to a specific year although by the time the First World Conference on women was being held in Mexico City in 1975, it had already occurred. Throughout history, it is evident that women have been discriminated on the basis of sex through various policies and practices (Tiessen, 2007). Some scholars argue that mainstreaming can be traced back to 1985 when the Third World Conference was held in Nairobi, since the Nairobi Forward-Looking Strategies refer to mainstreaming (Espy, 2010). Other schools of thought maintain that it started with the Fourth World Conference in Beijing in 1995 when the Beijing Platform for Action (PFA) officially identified gender mainstreaming as the strategy to achieving gender equality and women's empowerment. The Beijing Platform for Action Report stated that governments should adopt a very visible commitment to gender mainstreaming in all their policies and programmes, and that all decisions had to be underpinned by a gender analysis to account for the effects such a shift would have on women and men respectively (Squires & Wickham, 2004).

Globally, various bodies including the United Nations formed in 1945 are trying to eliminate all obstacles that hinder the active participation of women in all spheres of public and private life through an equal share in economic, social, cultural and political decision making (Porter & Sweetman, 2005). Worldwide progress in the implementation of the Beijing PFA is reviewed by the Commission on the Status of Women (CSW) every five years. Formed in 1946, the commission aims to prepare recommendations and reports on issues pertaining women's rights (Hannan, 2004).

Furthermore, highlighting the rights to which all humans are entitled to is the Universal Declaration of Human Rights (UDHR) adopted in 1948 by the United Nations General Assembly. In 1979, this assembly also adopted the Convention for the Elimination of all forms of Discrimination against Women (CEDAW). It is described as an international bill of rights for women (Daly, 2005).

More than a decade after the Fourth UN Women Conference at Beijing in 1995, the strategy of gender mainstreaming has been endorsed by governments though the commitment to its implementation is still very low (True & Mintrom, 2001). Most countries have not fully committed to gender mainstreaming. They still face challenges in assessing the successes or weaknesses of gender mainstreaming which in turn has limited their ability to draw lessons for the future in various fields such as the fields of education and employment (Eveline and Bacchi, 2005). A UN survey from 1997 showed that 70% of the 189 countries which participated in the Beijing Conference had drafted a National Action Plan for the implementation of PFA. However, in regards to the actual implementation of policies the picture was more unclear and a wide range of problems and barriers became apparent, as there seemed to be a gap between commitments made and actual policy practices. This has continued to be the trend many years after (Todes & Sithole, 2007).

In Africa, gender mainstreaming is being taken into account in the areas of; education, remuneration, representation, employment, opinion and family. The whole society, including governments and other organizations are taking up the responsibility of reducing gender-based discrimination (Hafner & Pollack, 2002). In recent years, gender mainstreaming in Africa is going through a process of mobilization through involvement of various state and non-state actors. Through empowerment, people are beginning to realize that for gender equality to be effective, collective action is needed by everyone (Walby, 2005). States are trying hard to eliminate cultural factors that hinder gender mainstreaming as well as mobilizing human and financial resources to ensure that gender mainstreaming is effective (Beall, 2010).

Tanzania recognizes that gender inequality is a major obstacle to socio-economic and political development of its peoples. In recognition of this fact the government of the United Republic of Tanzania has taken various measures to ensure equality of all its citizens and, in particular, gender equality and gender equity. The Ministry of Community Development, Gender and Children was established in 1990 as the national machinery for spearheading gender development in the country. The Ministry, among other things, has facilitated the formulation of the Women and Gender Development Policy (2000). The aim of this policy is to ensure that the gender perspective is mainstreamed into all policies, programmes and strategies. In order to meet this objective, the national machinery initiated the establishment of gender focal points in ministries, independent government departments, regional and local authorities (URT, 2000).

Rwanda is recognized as a developing country and by so being, gender inequality has proved to be a major obstacle to meeting the MDG (Millennium Development Goals). Failure to close the gaps between men and women in terms of capacities, opportunities, access to resources and vulnerability to violence and conflict has negatively impacted the process of gender mainstreaming (Walby, 2003). Through bodies such as the African Union (AU) and the East African Community (EAC), Rwanda is trying to establish partnerships that can help eliminate some of these obstacles. Despite the traditional low status of women in the Rwandan society due to socio-cultural factors, the government is trying to address issues around gender inequality. In the past two decades' legislation has been passed which outlaws discrimination on the basis of sex. In law, women and men have equal access to political participation, health, education, employment and property ownership but still many inequalities remain. Through the National Gender and Development Policy, the government of Rwanda recognizes that development policies do not affect men and women uniformly (Andrea, 2012).

The commitment of the Government of Rwanda to mainstream gender in national development for equitable growth and poverty reduction is evident in the establishment of different national machineries with different but complementary roles. It should however be noted that gender inequality restricts the country's economic growth by limiting women's access to economic resources, participation in leadership, decision making, respect for human rights and capacity to tackle gender inequalities. Elimination of inequalities gives societies a better chance to develop (Perrons, 2005). Most scholars would agree that more energy is being directed towards promoting gender mainstreaming through development research. Furthermore, one important aspect regarding gender mainstreaming is that it emphasizes the role and involvement of both sexes in driving the process, something that is of crucial importance for advancing gender equality. It cannot be women's responsibility alone (Poulsen, 2006).

### *1.1. Statement of the Problem*

Gender Mainstreaming (GM) contributes towards the improving of livelihoods in rural communities or removing rural communities from poverty. But this contribution has not been well acknowledged/ recognized. Debate on gender mainstreaming, its theoretical concepts, as well as the manner in which it is implemented is highly complex and contested basing on either its proponents or opponents. A research conducted by Ebila (2003), reported that although Uganda was known for having a gender-sensitive approach to development, in the late 1990s there were not any clear guidelines on how to mainstream gender in this sector.

The issue of gender inequality is embedded in patriarchy as a system that accords more powers to men than women. Thus, boys are attributed more values than girls. This is evident in different overarching issues, including poverty, which is felt more acutely by

women than men; lack of institutionalization of gender accompanied by unequal participation of men and women in all social, cultural, economic and political spheres; unequal access to services; the contribution of care economy in GDP that is not expressed in economic terms and the issue of human rights. It goes without saying that misinterpretation of the notion of gender has made it synonymous to women's business, which developed a sort of silent resistance in a significant number of men and women. This has contributed, among other reasons, to limited efforts for gender mainstreaming.

It is in this regard that this study therefore intends to clearly map out the effect of GM on the lives of rural communities in Rwanda. GM strategies are a crucial tool in changing livelihoods especially in the poor/ developing world which Rwanda is part of. GM strategies currently form a big part of fostering development especially on the gender dimension. Achieving Gender Mainstreaming has been a domain of increasing interest in enhancing gender Equality and national development. Bugesera district presently plays host to a number of projects engaged and partnering in GM activities in development. GM strategies and decisions influence uplifting the livelihoods of rural communities because they impact on production rates, labour productivity, incomes and savings, schedule control and cost control.

Gender Mainstreaming strategies and decisions have an effect on community livelihoods since they have a direct impact on development, as well as create labour equality, increased incomes, increased savings, increased participation in policy and decision-making processes. Despite various Gender Mainstreaming strategies undertaken by the Government of Rwanda and BUGESERA district, there are very scanty/ literally no studies that have sought to determine its effect on livelihoods of rural communities.

GM is an area which every leader, policy maker, gender advocate and every developmental specialist should consider a vital tool in achieving Gender equality and therefore start their duties. "Gender Mainstreaming is a pride as it is a way of uplifting rural livelihoods hence reducing poverty" (Pongeny, 2012). Organizational and Community development requires deliberate planning and action to create the conditions for success of an organization and put in place the strategy, leadership, goals, process, skills, systems, issue resolution and structure too direct and exploit the dynamic nature of organizational work (Albert, 2004).

Researches cited above depict serious challenges encountered in an effort to mainstream gender issues in projects. The researches have however left a vacuum as they do not identify suitable strategies for ensuring that planning and implementation of projects is appropriate for and takes into account the female and male differences and concerns. Despite all the positive gains made in the last few years, gender mainstreaming efforts in uplifting the livelihood of rural projects are still facing serious challenges in relation to implementing gender mainstreaming as a tool to achieving gender equality and still there appears to be a lack of a common understanding within community departments on what gender mainstreaming entails. This study therefore seeks to enhance gender responsiveness among policy makers as it will re-focus them to incorporate gender mainstreaming strategies in policy processes in Bugesera District.

## *1.2. Objectives of the Study*

### 1.2.1. General Objective

The general objective was to establish the effect of gender mainstreaming (GM) strategies on uplifting the livelihoods of rural communities in Rwanda with specific emphasis on Bugesera district.

### 1.2.2. Specific Objectives

The study was guided by the following specific objectives:

1. To assess the staff awareness on gender mainstreaming in uplifting livelihood of rural communities in Rwanda.
2. To examine the influence of resource mobilization on gender mainstreaming in uplifting livelihood of rural communities in Rwanda.
3. To determine the influence of policy functionality on gender mainstreaming in uplifting livelihood of rural communities in Rwanda.
4. To establish the influence of patriarchy systems on gender mainstreaming in uplifting livelihood of rural communities in Rwanda.

## **2. Literature Review**

### *2.1. Conceptual Framework*

The Independent variables in this research are level of member awareness, resource mobilization, policy functionality and patriarchy systems on the implementation of gender mainstreaming in uplifting livelihood of rural communities in Rwanda dependent variable is uplifting livelihood in rural communities.

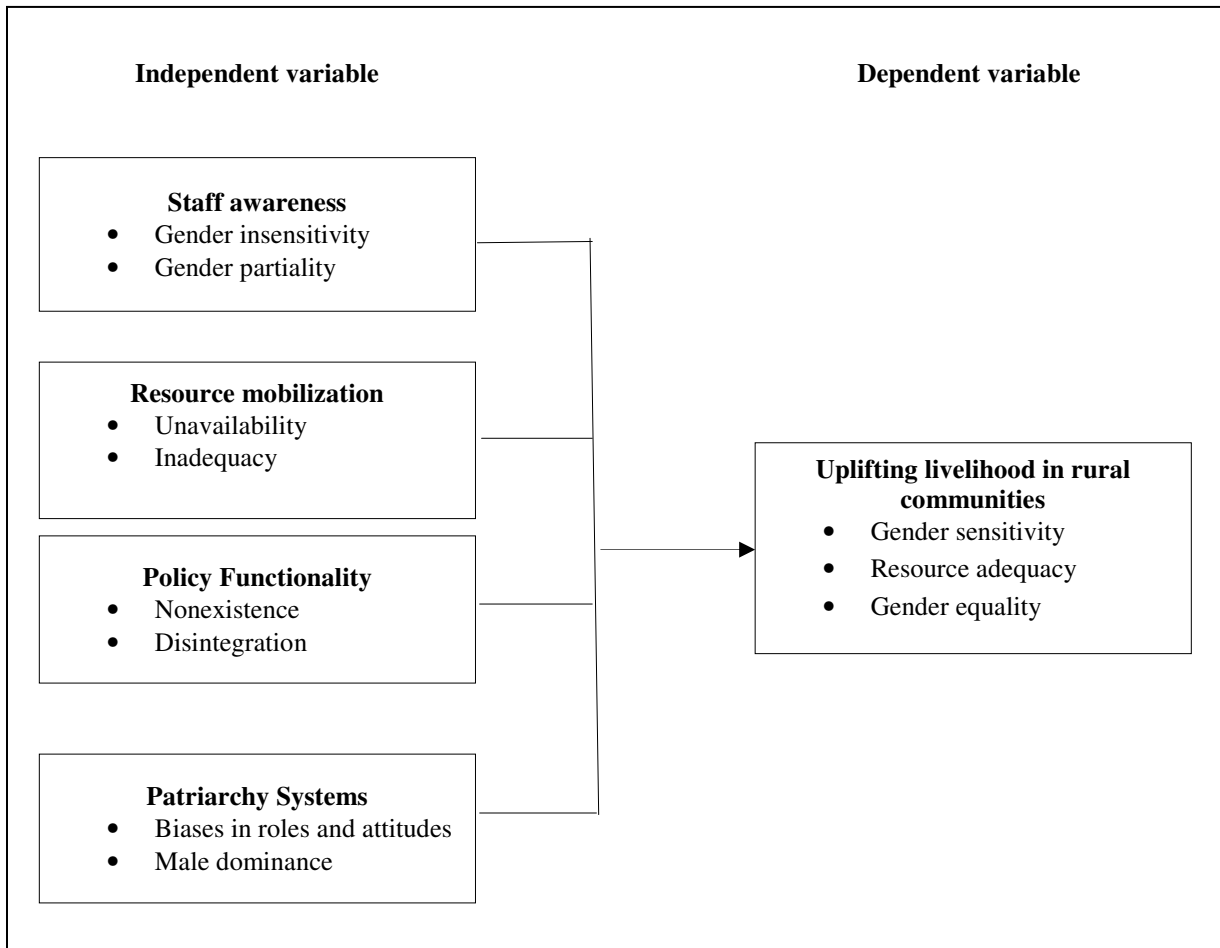


Figure 1: Conceptual framework

### 3. Research Design

The study used a descriptive survey design. Kothari (2004) noted that a descriptive design involves planning, organizing, collection and analysis of data so as to provide information being sought. This design provides a great depth of responses resulting in a better and elaborate understanding of the phenomenon under study. This research design involves gathering data that describes events and then organizes, tabulates, depicts, and describes the data. Descriptive studies portray the variables by answering who, what, and how questions (Babbie,1998). According to Mugenda and Mugenda (2003), descriptive design is a process of collecting data in order to test hypothesis or to answer the questions of the current status of the subject under study. It used in this study because it helped in determining the effect of GM on uplifting livelihoods of rural communities Bugesera District.

#### 3.1. Target Population

Target population is the specific population from which information is desired. A population is a well-defined or set of people, services, elements, events, group of things or households that are being investigated (Ngechu,2004). This definition ensures that population of interest is homogeneous. The target population of this study was the staff working with Bugesera District that included, gender monitoring officers, planning officers, cell and sector leaders as well as leaders of women groups. These cadres of staff will be involved because they are expected to provide crucial information concerning the study. In total the study population will be 150 staff. Mugenda and Mugenda, (2003), explain that the study population should have some observable characteristics, to which the researcher intends to generalize the results of the study.

#### 3.2. Sample Size and Sampling Procedure

Sampling is defined as the process of selecting a number of individuals for a study in such a way that they represent the larger group from which they are selected (Mugenda & Mugenda, 2003). A sample size of 110 respondents was determined from a total population of 150 individuals using the formula by Yamane (1967). Stratified random sampling technique was used to select the project team members. Stratified random sampling technique ensures that different groups of a population are adequately represented in the sample. Stratified sampling divides the population into homogeneous groups such that the elements within each group are more alike than the elements in the population as a whole (Nachimas and Nachimas 2008).

$$= \frac{N}{1 + N(e)^2}$$

Where n = the desired sample size

e= probability of error (i.e., the desired precision, e.g., 0.05 for 95% confidence level)

N=the estimate of the population size.

$$n = \frac{150}{1 + 150 (0.05)^2} = 110$$

Category	Frequency	Sample size
Gender monitoring officers	22	16
Planning Officers	46	33
Leaders of women groups	40	29
Cell and village leaders	42	31
Total	150	110

Table 1: Sample Size  
Source: Research, 2016

## 4. Research Findings and Discussion

### 4.1. Community Awareness

This section basically needed to assess the level of staff awareness on the implementation of gender mainstreaming. It was important in providing a clear understanding of the capacity of the respondents to embrace gender mainstreaming. The indicators for this variable were mainstreaming strategy, gender perspective in decision making, gender awareness training among others as presented in this section.

#### 4.1.1. Gender Mainstreaming Strategy

The respondents were asked whether a gender mainstreaming strategy had been adopted in their respective departments or not. Their views are indicated in Table 2.

Variable	Frequency	Percentage
Yes	28	30
No	65	70
Total	93	100

Table 2: Respondents views on gender mainstreaming strategy

The findings indicate that 30% of the respondents were of the opinion that indeed their departments had adopted a gender mainstreaming strategy while 70% of the respondents felt that the community had not adopted a gender mainstreaming strategy. Those who felt the community had not adopted a gender mainstreaming strategy were the majority. The two department heads also said that the community had not adopted a gender mainstreaming strategy due to insufficient funds. This situation could be attributed to lack of oversight by the community leaders and further the cause of gender disparity.

#### 4.1.2. Gender Perspective in Decision-making

The study further sought to determine whether there was a gender perspective in decision-making processes. Table 2 presents the results of the findings.

Variable	Frequency	Percentage
Yes	21	23
No	61	65
Not Sure	11	12
Total	93	100

Table 3: Respondents views on gender perspective in decision-making processes.

Based on the analysis, 65% of the respondents who were the majority indicated that there was no gender perspective in decision-making processes contrary to what the two department heads said. 23% of the respondents stated that indeed there was a gender perspective in decision making. 12% of the respondents were undecided on this matter. According to these findings, it was interpreted that most decisions made were gender bias.

#### 4.1.3. Gender Awareness Training

The respondents were further asked to indicate the extent to which gender awareness trainings were continuously provided to all staff to encourage development of correct attitude. Their responses were as shown in Table 4.

	Frequency	Percentage
No extent	10	11
Small Extent	68	71
Large extent	13	14
Very Large extent	4	4
	93	100

Table 4: Respodents views on Gender Awareness Training

Whereas 11% of the respondents indicated that no gender awareness trainings were provided to encourage development of correct attitude, 71% of the respondents indicated that the extent to which these trainings were provided was small. 14% of the respondents indicated that the extent was large while 4% indicated a very large extent to which gender awareness trainings were provided. From the analysis, it was concluded that this situation could have affected the level of awareness since the staff were not equipped with the necessary knowledge and skills they needed to implement gender mainstreaming according to the views of the department heads.

#### 4.1.4. Knowledge on Gender Mainstreaming

This question provided a basis of rating whether the respondents needed more knowledge on gender mainstreaming or not. The results of their opinions are as shown in Table 5

Variable	Frequency	Percentage
Yes	58	62
No	20	21
Not Sure	15	17
Total	93	100

Table 5: Respodents views on knowledge on Gender mainstreaming

The findings show that 62% of the respondents were of the view that they needed more knowledge on gender mainstreaming. 21% of the respondents did not need further knowledge while 17% of the respondents were undecided on whether they needed more knowledge or not. The study concluded that indeed there was knowledge gap in the process of gender mainstreaming.

#### 4.2. Resource Mobilization

This section addressed the respondents' perceptions on objective two which sought to examine the influence of resource mobilization on gender mainstreaming. It was important in establishing whether the government was doing enough in terms of resource allocation and whether the staff could feel the impact of this effort. The variables constituting this measure ranged from internal tracking capacity to achievement of resource mobilization as presented in the following sub-sections.

##### 4.2.1. Internal Tracking Capacity

The respondents were asked whether the staff had an internal tracking (monitoring) capacity in case of budgetary allocation. Table 6 tabulates the responses.

Variable	Frequency	Percentage
Yes	50	54
No	17	18
Not Sure	26	28
Total	93	100

Table 6: Respodents views on Internal tracking capacity

Based on the findings, 54% of the respondents indicated that indeed the staff had an internal tracking capacity while 18% of the respondents stated that the government did not have that capacity. 28% of the respondents were undecided on this matter. Based on the fact that most respondents indicated that the staff had an internal tracking and monitoring capacity for budgetary allocation, it was expected that this capacity would be extended to gender mainstreaming. The two department heads also agreed that the community had an internal tracking capacity although little was allocated towards gender mainstreaming.

##### 4.2.2. Resource Materials

The aim of this question was to gauge the availability of resource materials for the purpose of gender mainstreaming. Resource materials were deemed to enhance knowledge on gender issues. Table 7 shows the findings on this variable.

Variable	Frequency	Percentage
Yes	65	70
No	28	30
Total	93	100

Table 7: Respondents views on resource materials

Seventy percent (70%) of the respondents said resource materials on gender were available while 30% of the respondents said they were not available. It was worth questioning why majority of them said they needed more knowledge on gender mainstreaming yet resource materials were available. Probably they did not fully utilize the resources.

#### 4.2.3. Types of Resources

The study further sought to determine the type of resources allocated towards gender mainstreaming. The resources were financial, human, material and technological resources. Table 8 presents the findings.

Variable	Frequency	Percentage
Financial Resources	20	21
Human Resources	17	18
Material Resources	47	51
Technology Resources	9	10
Total	93	100

Table 8: Respondents views on types of resources

The results indicate that 10% of the respondents felt that technological resources were allocated towards gender mainstreaming, 21% of the respondents indicated financial resources, 18% of the respondents indicated human resources while 51% of the respondents indicated material resources. It was assumed that more material resources were allocated towards gender mainstreaming as compared to any other resources. This analysis brought to light the fact that human resources were inadequate.

#### 4.2.4. Achievement of Resource Mobilization

Views of the respondents were sought on whether the effectiveness of resource mobilization had been achieved. Their responses were as shown in Table 9.

Variable	Frequency	Percentage
Yes	11	12
No	61	65
Not Sure	26	28
Total	93	100

Table 9: Respondents views on achievement of resource mobilization

Sixty-five percent (65%) of the respondents said the government had not achieved resource mobilization in gender mainstreaming while 12% of the respondents thought the government had achieved resource mobilization. 28% of the respondents were undecided as to whether resource mobilization had been achieved or not. The study concluded that the process of resource mobilization was not efficient.

### 4.3. Policy Functionality

Based on objective four which sought to determine the influence of policy functionality on the implementation of gender mainstreaming, the study found it important since gender mainstreaming is fundamentally about the organization, improvement, development and evaluation of policy processes. The study also aimed at analyzing how knowledgeable the respondents were on gender policies, gender equality, laws to promote gender equality among others as presented in the following sub-sections.

#### 4.3.1. Knowledge of Gender Policies

The first measure for policy functionality was knowledge of gender policies. This was to determine whether the respondents had knowledge of any gender related policies for example those relating to hiring or project development. The findings are contained in Table 10.

Variable	Frequency	Percentage
Yes	81	87
No	12	13
Total	93	100

Table 10: Respondents views on knowledge of gender policies

Based on the findings, 87% of the respondents said they had knowledge of gender policies while 13% of the respondents said they did not have any knowledge. This was an indication that most employees had knowledge on the existence of policies.

#### 4.3.2 Gender Equality and Respect for Diversity

When asked whether the government had any policies that promoted gender equality and respect of diversity, 92% of the respondents reported that the government had in place policies that promoted gender equality and respect for diversity at the workplace. These findings are presented in Table 11.

Variable	Frequency	Percentage
Yes	86	92
No	7	8
Total	93	100

*Table 11: Respondents views on Gender Equality and Respect for Diversity*

However, 8% of the respondents said that such policies did not exist. The findings show that the minority were probably ignorant of the existence of such policies.

#### 4.3.3. Gender Mainstreaming in Policies and Programmes

Respondents were asked to report on whether the government considered gender mainstreaming to be important in policies and programmes. The findings were as presented in Table 12

Variable	Frequency	Percentage
Not important	-	-
Limited importance	14	15
Important	46	49
Very Important	33	36
Total	93	100

*Table 12: Respondents views on Gender Mainstreaming in Policies and Programmes*

None of the respondents said the community did not consider gender mainstreaming to be an important aspect in its policies and programmes. However, 15% of the respondents indicated that the community considered gender mainstreaming to be of little importance. 49% (majority) of the respondents said it was important while 36% of the respondents thought the government considered gender mainstreaming to be very important. It was interpreted that probably the staff considered its policies to be important and the employees were well aware of this.

#### *4.4. Patriarchy Systems*

Under this section, it was of great value to establish the influence of patriarchy systems on the implementation of gender mainstreaming given the fact that community employees are from diverse cultural backgrounds. Patriarchy is a social system whereby men are the primary authority and they dominate over women. The measures for this variable included cultural determination of role, hierarchical value of masculinity or feminism, recognition and value of men's work among others as presented in the following sub-sections.

##### 4.4.1. Cultural Determination of Role

The first measure of patriarchy systems was whether culture determined the role played by men and women. Table 13 presents the findings.

Variable	Frequency	Percentage
Yes	70	75
No	23	25
Total	93	100

*Table 13: Respondents views on Cultural Determination of Role*

Seventy-five percent of the respondents indicated that culture determined the role played by men and women while 25% of the respondents disagreed with the assertion that culture determined the roles assigned to women or men. The study interpreted that culture determined the role played by men and women to a large extent.

##### 4.4.2. Hierarchical Value of Masculinity or Feminism

Respondents were asked to state whether masculinity or feminism gave more hierarchical value at the workplace or not. Table 14 shows their responses.



Variable	Frequency	Percentage
Yes	75	81
No	11	12
Not sure	7	7
Total	93	100

Table 14: Respondents views on hierarchical value at the workplace

81% of the respondents agreed that masculinity or feminism gave hierarchical value while 12% of the respondents stated that it did not give hierarchical value at the workplace. 7% of the respondents were undecided on whether masculinity or feminism gave any hierarchical value. The reason why there were more males than females could be based on the fact that masculinity or feminism gave more hierarchical value.

#### 4.4.3. Discrimination on Gender Basis

Respondents were further asked whether women had ever been discriminated at the workplace on the basis of their gender. Table 14 presents the results of the responses.

Variable	Frequency	Percentage
Always	9	10
Sometimes	42	45
Rarely	28	30
Never	14	15
Total	93	100

Table 15: Respondents views on Discrimination on Gender Basis

According to the results, 10% of the respondents said women were never discriminated, 45% of the respondents said they were rarely discriminated and 30% of them said they were sometimes discriminated. A further 15% of the respondents (a minority) reported that women were always discriminated at the workplace. It was concluded that gender discrimination was not so rampant at the workplace.

#### 4.4.4 Expressions of Stereotypes and Inequality

Views of the respondents on whether the government did enough to discourage expressions of stereotypes and inequality within its ministries are as shown in Table 15.

Variable	Frequency	Percentage
Nothing	16	17
Not Enough	60	65
Enough	11	12
More than enough	6	6
Total	93	100

Table 16: Respondents views on expressions of stereotypes and inequality

Majority of the respondents (65%) were of the view that not enough had been done to discourage stereotyping and inequalities within the Ministries. 12% of the respondents said enough had been done and a further 6% indicated that more than enough had been done. However, 17% of the respondents observed that nothing had been done to stop stereotyping and inequalities within the government. It was concluded that the little effort to discourage stereotypes and inequality was not felt by most respondents.

#### 4.5. Regression Analysis

Regression analysis was conducted to determine the relationship between the four variables and the implementation of gender mainstreaming as indicated in Table 16.

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.308	1.297		1.623	.357
	Level of awareness	0.547	0.352	0.162	4.243	.0267
	Resource mobilization	0.777	0.313	0.077	3.425	.0236
	Policy functionality	0.619	0.241	0.144	3.451	.0215
	Patriarchy system	0.735	0.147	0.219	3.479	.0281

Table 17: Regression Coefficient results

From the data in the above table the established regression equation was

$$Y = 1.308 + 0.547 X_1 + 0.777 X_2 + 0.619 X_3 + 0.735 X_4$$

The regression equation indicates that taking all the four variables constant at zero, implementation of gender mainstreaming was 1.308. The findings also indicate that taking all other independent variables at zero, a unit increase in staff awareness led to a 0.547 efficiency in the implementation of gender mainstreaming. Also, an increase in resource mobilization led to a 0.777 efficiency of gender mainstreaming. While an increase in patriarchy systems led to a 0.619 efficiency.

Finally, an increase in policy functionality led to a 0.735 efficiency. At 5% level of significance and 95% level of confidence, staff awareness had a beta value of 0.0267 at 5% level of significance; resource mobilization had a beta value of 0.0215 at the same 5% level of significance. Patriarchy systems produced a beta value of 0.0236 at 5% level of significance and policy functionality had a beta value of 0.0281 at the same level of significance. According to the findings, all the four variables were significant ( $p < 0.04$ ) with patriarchy systems being the least significant and policy functionality being the most significant. The study therefore concluded that all the four variables had an influence on the implementation of gender mainstreaming in the departments.

## 5. Conclusions

The challenges facing the implementation of gender mainstreaming call for a serious concern especially in government ministries. The more reason why this study turned a beam light on the subject matter. Regarding demographic characteristics of the respondents, the study concluded that the lack of gender balance was a contributing factor

to some of the challenges facing the implementation of gender mainstreaming. Regarding experience, it was concluded that most respondents were in a position to understand the implication of gender issues since most of them had more than 10 years of experience working in the government and again most of them had university qualifications. Since most respondents were married, it was concluded that most of them were in a better position to appreciate gender mainstreaming given that they relate with both males and females on a more personal level.

Based on objective one, the study concluded that the level of staff awareness was low and hence hindered the process of gender implementation. This was evidenced by failure of the community to adopt a gender mainstreaming strategy which may have been as a result of lack of oversight by the government. This low level of awareness was further linked to the lack of capacity building and gender awareness training which meant that the employees were not equipped with necessary skills and knowledge to facilitate the implementation of gender mainstreaming. This situation could also be attributed to failure by the government to integrate gender mainstreaming into programmes. Furthermore, the fact that dialogue was not facilitated among male employees and gender issues were not included in staff orientation processes could also have contributed to the low level of awareness. This gap was further widened by the fact that most respondents reported that they did not have the confidence to introduce gender issues at the workplace.

Regarding objective two, the study concluded that despite the fact that the government had the capacity to access and mobilize resource, the process was still ineffective in the implementation of gender mainstreaming. The government had an internal monitoring capacity and furthermore, funds were obtained from other bodies for the purpose of gender mainstreaming. In addition, resource materials were adequate. Despite this capacity, government female employees did not get training opportunities to enhance their competence and neither did they have flexible terms, conditions and benefits for women who wanted to build their careers. If all these measures were in place, the process of implementation would be efficient especially when it came to human resource mobilization. The study also concluded that available resources such as material resources which were readily available were not fully utilized. Failure to organize human resources was also reflected in the fact that external expertise was rarely utilized in terms of consultations. Moreover, there was no gender balance in interview panels and there was no gauging gender knowledge during interviews. The study thus concluded that the government did little to ensure that the right personnel to steer gender mainstreaming were hired. The study had pointed out that human resources were integral for the implementation of gender mainstreaming. On objective three, it was concluded that despite the existence of gender policies as reported by the informants, their functionality and implementation in gender mainstreaming was still very poor. In support of this statement was the fact that the government considered gender mainstreaming to be an important aspect in its policies and programmes and specific projects were designed and funded to address women's problems. Despite this, there was no amendment to legislation, internal gender audits and annual surveys were not conducted and neither were operational plans functional. In general, the study concluded that gender mainstreaming in government ministries still faced major challenges in terms of awareness, resource mobilization, patriarchy systems, resource mobilization and policy functionality.

In reference to objective four, the study concluded that patriarchy systems interfered with the implementation of gender mainstreaming despite efforts by the community to discourage. This was linked to the fact that culture determined the role played by men and women and masculinity or feminism gave more hierarchical value. Also based on this was the fact that men's work was recognized as compared to women's work. Despite the fact that the government did enough to promote respectful relations, expressions of stereotypes were still rampant. It was thus concluded that the government was not doing enough in terms of dealing with patriarchy systems all round. Moreover, it was concluded that the government was not keen on the progress of women who are the core of gender mainstreaming given the inequalities they have faced over the years. This is because despite the fact that the government was sensitive to their needs, the voice of women was not considered important in decision making processes. In addition, awareness was not created among male staff on the objectives of gender equality. Probably the government did not see the need. If the government was committed to the process of gender mainstreaming, supervisors would have been encouraged to play a strong role in gender mainstreaming to a large extent. Based on the findings, they were not encouraged to play a strong role in gender mainstreaming processes.

### 5.1. Recommendations

1. The findings of this study revealed that the effects of implementation of gender mainstreaming are: lack of staff awareness, poor resource mobilization, patriarchy systems and dysfunctional policies. To upgrade on these effects, the study recommended that capacity building, education and dissemination strategies should be adopted in the community. Community sensitization should also be undertaken by the government to change discriminatory cultural practices.
2. Moreover, adequate financial and human resources should be allocated to all staff for the gender mainstreaming because no activity would yield any meaningful result without resource mobilization.
3. It was also recommended that the government together with other institutions should claim ownership of the gender mainstreaming process to ensure sustainable resource mobilization.
4. In addition to that, advocacy should be conducted among traditional leaders and authorities to integrate gender issues in their work so as to address all known cultural issues that hinder the implementation of gender mainstreaming. Furthermore, those in the policy and budgetary chain should be educated to ensure gender sensitivity and finally, the government should strengthen collaborations between gender mechanisms and those responsible for implementation of gender policies.

### 5.2. Suggestions for Further Research

The study suggested that research should be conducted on factors influencing policy formulation in gender mainstreaming as well as factors contributing to female marginalization in projects. A study should also be conducted on the impact of human resource allocation on gender mainstreaming.

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