

JIMMA UNIVERSITY

COLLEGE OF SOCIAL SCIENCES AND HUMANITIES

DEPARTMENT OF SOCIOLOGY

**Factors Influencing The Level Of Women Participation In Decision Making In Public
Institution, The Case Of Mesene Bako Kebele In Hadiya Zone**

**A RESEARCH PAPER SUBMITTED TO JIMMA UNIVERSITY COLLEGE SOCIAL
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Abstract

The purpose of this study was to assess the factors that affect women's participation in decision making in Messene Bako kebele, Hadiya Zone. More specifically, to identify the socio-cultural factors cause for low level of women's participation in decision making in my study area. Descriptive survey design with mixed research approaches (i.e. quantitative and qualitative) were employed for this study. To collect data, questionnaires and interviews were used as the main instruments of data collection from the respondents of the study area. Additionally, since the study area was rural kebele there were few leaders. Simple random sampling technique was used to identify sample size. Therefore, an interview was conducted with two kebele leaders (commonly likamber and kebele manager). The collected data was analyzed by using both a quantitative and qualitative data analysis. The data collected using interview was analyzed qualitatively by giving explanation about the responses given by participants. The result from the analysis indicated that several factors hinder from decision making processes. Among the basic factors the study revealed that local culture, family care and household responsibilities are dominant factors cause for low level of women to make decision respectively. And finally recommendations would have been forwarded for the concerned bodies.

ACRONYMS

OECD -Organization for Economic Cooperation and Development

CSA-Central statistical agency

GOS - Gender Organization System

FDRE-Federal democratic republic of Ethiopia

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CHAPTER ONE

1. INTRODUCTION

1.1. Background of the study

Women's participation is the active involvement of women in all spheres of affairs such as economic, social, environmental and political and their role in decision making and empowerment (Kramer 2013).

In most African countries their societies limit the roles of women to domestic work and raising children while men are left to handle all the decision making processes. This perspective has been cemented by such opinions as "the societal conventions regarding gender and leadership, traditionally exclude women, and top leadership is viewed as a masculine domain" (Hojgaard, 2002), and that of Ngcongco (1993) who insinuate that should men lead while women follow.

Discrimination against women is a global phenomenon as old as human history. Throughout the ages, there has always been bias and prejudice against women in all societies and in all epochs. Women's rights are the freedom and entitlement of women of human right without discrimination or violation. Women's rights are right inherent in nature and guaranteed by law. Therefore, discrimination and violence against women are contrary to fundamental human rights, equity, natural justice and good governance (Omelet, 2012).

Gender discrimination refers to the practices of granting or denying rights or privileges person based on their gender in some societies; this practice is long standing and acceptable to both genders in certain religious groups embrace gender discrimination apart of their dogma. Therefore, concerned body should take corrective measure to minimize the gender equality Gap between poor and reach countries (chinwe, 2012).

Countless literacy fiction reference are made to female being the fairer weaker sex and male being the strong, invisible hunters of the world, the combined power of those social and religious beliefs left little room for equitable thinking for centuries (Sloane, 1982).

The reality is that there is an obvious disparity between men and women in the aspects of education, health, employment, legal matters, leadership, acquiring power and ownership of resources. (Boserup, and Toulmin, 2013).

Most of the time women themselves do not believe about their ability of participating in social and political concern due to previous historical biasness of past authority or regulation problems. Due to that, among women there is no common perspective or concern towards their equality. These tensions become increasingly visible during the 1970 and 1980 as critical all points on the political spectrum began reexamining fundamental questions about the meaning of gender equality and struggles needed to attain it. Even on the period of feudal and Derg the government officials do not practically apply gender equality by involving women's in social, political and economic aspects. This unfair practice of government influence negatively gender participation in various concerns of decision making (Hunter, 1992).

Currently, in Ethiopia the way is open for women in many fields and at different levels socio-political issues. The question is how far women are interested in going up and to what extent do political, economic, cultural, social, educational and legal constraints and what limitations inhibit them? Why are women not occupying positions of decision making?

This study is therefore, initiated to identify and analyze those problems and factors that determine women's participation in decision making in Hadiya zone, Mesene Bako kebele.

1.2. Statement of the Problem

Gender issue is one of the current and contemporary human problems in all countries of the world (Phillip, 2008). These contemporary human problems need the research works to understand the rationale behind the gender inequality and why it impacts are also universal problems that every society encountered including Ethiopia.

There are variations in the acquisition and disposal of income between men and women which influences their environmental behavior. There is wide spread assumptions which postulated that women are only interested in fuel woods trees to meet their daily survival needs while women prefer commercial species in which they can sell and generate income this often miss leading for their domestic role, thus it covers look their asset creating needs and simply reinforces gender inequalities, this idea is also supported by work of Zenebework(2003) in which he

explained that the nature of gender roles and responsibilities fetching water, collecting fire wood, and participation home imitated activities limited the right of women in Ethiopia.

Despite efforts made by services delivery government to implement Nation Women policy Intervention mostly focused on delivery service and fail to meet the varying needs of women and lessened women commitment to development currently the gender problem is perceived as women problem and hence ignored the underling issued of in equal power relation. They suffer from cultural practices, such as forced, arranged or early marriages. Their status is low where they are generally poorer than men because they earn less income, are less educated and do not have decision making power equal to men in reality even if the government set different directives to improve discrimination problem (Abinet Sadore,2010).

Women in my study area also have no voice on certain aspects of the community participation. The Socio-cultural and economic practices has also entrenched a feeling of inferiority in women and place them at a disadvantage when we compare them with their male counterpart in the socio-economic and political scene.

All these above mentioned gaps inspired the researcher to conduct this study to identify the major problems that influence the level of women participation indecision making in my study area and to forward some basic recommendation which may contribute for greater women participation in all spheres of their affairs.

1.3 Objectives of the study

1.3.1 General objective

The general objective of the study was to examine the factors that affect women's participation in decision making : incase of Messene Bako kebele, **in** Hadiya Zone

1.3.2 Specific Objectives of this study were:-

1. To identify the socio-cultural factors for low level of women's participation in decision making in Messene Bako Kebele, Hadiya Zone.
2. To assess the economic causes for low level of women participation in a decision making
3. To investigate view of the local administration towards women participation in decision making in my study area.

4.To find out ways of the empowering the women for greater participation in all spheres of community development in the study area.

1.4 Significance of the Study

Theoretically this study is important due to its contribution to existing literature on this study. The work was encourage the women to properly mobilize themselves towards actualizing their socio-cultural and economic participation.

This research enhances the researcher to get experience and it can be reference for other researchers who like to undertake on the same issue like this.

It also provide direction for administrators to take empowerment measures to improve gender inequality problems.

1.5 Scope of the study

This study was delimited to the factors for low level women participation in decision making in Messene Bako Kebele, Hadiya Zone. It examines the socio-cultural and economic discrimination role for low levels of women participation in decision making in the study area.

1.6 Limitation of the study

The study was challenged with social desirability bias from respondents. It was also confronted with budget to gather sufficient data, shortage of time may hamper to gather data from primary and secondary sources, unwillingness and lack of experience respondents to give detail information, unavailability of relevant sources of data in the concerned body may be an obstacle for the study and nature of the office may lead respondents to hide detail information. However, the researcher was make the study to be representative of the facts by managing available budget and time, by creating awareness on the intention of the study for the respondents and benefits of the study.

1.7 Organization of the Study

This research paper were organized in five chapters; the first chapter contains an introduction of the study, which includes background of the study, the statement of the problem, objective of the study, the significance of the study, scope and limitations of the study and organization of the paper. The second chapter deal with the literatures on theoretical and empirical issues about the

socio-cultural and economic discrimination and its impacts on women's participation in decision making. The third chapter describe about research methods, that consists, research design, source of data and data collection techniques, target population and sampling method and method of data analysis and presentation. The fourth chapter consists of result and discussion, which presents the main findings of the study with supporting data in the form of tables, charts and descriptive data analysis. The fifth chapter was contain conclusion and recommendation that summarize the main points of the study related to the original problem defined.

CHAPTER TWO

2. LITERATURE REVIEW

2.1 Definitions of terms

Participation- can mean many different things. It refers to both the use of participatory methodologies in development projects, and taking part in governmental and other political processes (Rosa, 2005).

Women's participation: refers to women's ability to participate equally with men, at all stages, and in all aspects of political life and decision making process. It is the process of playing the role of a director, enabling the goals of a society to be achieved through planning, coordinating, controlling, organizing and directing activities in provincial administration (Rosa, 2005).

Decision making: refers the ability to stand a given position in two or more matters on the table (Rosa, 2005).

2.2 Theories related to women participation in Decision Making

2.2.1 Personal Factors Theory

Feminists advance three broad perspectives in trying to explain the absence of women from senior management in the public and private sector. The first perspective is personal factors in which the paucity of women in management positions is attributed. This includes, psychosocial attributes, including personality characteristics, attitudes and behavioral skills of women themselves. Among personal factors, we see self-esteem and self-confidence, lack of motivation and ambition to accept challenges "to go up the ladder", women's low potential for leadership, less assertiveness, less emotional stability and lack of ability to handle a crisis (Bond, 1996). According to Singh and Shahabudin 2000), personal factors such as, assertiveness, confidence, resourceful creativeness, loyalty and trustworthiness are major diversion women to ascend to senior management positions.

2.2.2 Cultural Factors Theory

Smulders (1998) explores how the cultural factors at the work place, are carried into the work place and kept in place because the actors involved, both dominant and subordinate, subscribe to social and organization reality. She stated that cultural factors lead to stereotypical views about women's abilities within the cultural context. The view that top management positions are only suitable for men relegates women to secondary roles. The emphasis is placed on women's role as mothers, caregivers and nurturers. In this context, women are only seen as mothers, wife or daughter.

2.2.3 Liberal Feminist Theory

There are several feminist theories that are used in gender studies. They attempt to explain issues involved in decision making, policies and practices of organizations. Liberal feminism is rooted in the tradition of the 16th and 17th century liberal philosophy. Liberal feminism focused on the ideas of equality and liberty (Wollstonecraft, 1792). According to Wollstonecraft western feminist theorist argued, that women's capacity to reason was equal to that of men and that biological sex differences were irrelevant in granting any rights. She further argued that the reason women appeared to be intellectually inferior was due to their inferior education and therefore, was a result of inequality, rather than justification for it.

Liberal feminist see women subordination as resulting from gendered norms, rather than biological sex, and aim to change these norms. Liberal feminists focus on equal opportunities for men and women in education and all sphere of life. The same education provided to a man if provided to a woman will allow a woman to assume responsibility for her own development and growth. But unless society provides equal education with the same civil liberties and economic opportunities a man has. A woman will only exercise her hard won autonomy only within the private or domestic realm. These feminists are also concerned with ensuring that laws and policies do not discriminate against women. Liberal feminists are further looking forward to the removal of barriers that prevent women from operating effectively in public spheres on equal terms with men. Despite the fact that several policies on affirmative action are in place, women are still lagging behind in all aspects. For example, though women are employed, very few women are in senior management positions but are concentrated in technical and support staff positions only.

2.3 Women Participation in Decision Making Processes

Gender role theory posits that boys and girls learn the appropriate behavior and attitudes from the family and overall culture they grow up with and so non-physical gender differences are a product of socialization. Social role theory proposes that the social structure is the underlying force for the gender differences. Social role theory proposes that the sex-differentiated behavior is driven by the division of labor between two sexes within a society. Division of labor creates gender roles, which in turn, lead to gendered social behavior (Eagly, 2007).

The physical specialization of the sexes is considered to be the distal cause of the gender roles. Men's unique physical advantages in terms of body size and upper body strength provided them an edge over women in those social activities that demanded such physical attributes such as hunting, herding and warfare. On the other hand, women's biological capacity for reproduction and child-bearing is proposed to explain their limited involvement in other social activities. Such divided activity arrangement for the purpose of achieving activity-efficiency led to the division of labor between sexes. Social role theorists have explicitly stressed that the labor division is not narrowly defined as that between paid employment and domestic activities, rather, is conceptualized to include all activities performed within a society that are necessary for its existence and sustainability (Eagly, 2007).

The consequences of gender roles and stereotypes are sex-typed social behavior because roles and stereotypes are both socially shared descriptive norms and prescriptive norms. Gender roles provide guides to normative behaviors that are typical, ought-to-be and thus "likely effective" for each sex within certain social contexts. Gender roles also depict ideal, should-be, and thus desirable behaviors for men and women who are occupying a particular position or involved in certain social activities. Put in another way, men and women, as social beings, strive to belong and seek for approval by complying and conforming to the social and cultural norms within their society (Eagly, 2007).

The conformity to social norms not only shapes the pattern, but also maintains the very existence of sex-typed social behavior. In summary, social role theory "treats these differing distributions of women and men in to roles as the primary origin of sex-differentiated social behavior, their impact on behavior is mediated by psychological and social processes,"

including “developmental and socialization processes and by processes involved in social interaction and self-regulation”.

The public sector in most countries, small or big, are going through profound restructuring, trying to provide improved services while at the same time having to drastically down size in the face of major fiscal constraints. The significant elements of such reforms in the public sector are the initiatives under way to reform public administration, reinvent governments to start using engendered popular expressions (Zapico-Goni,1997). This process of reforming public decision making and administration is seen as necessary to meet the dual challenges of improved services with fewer resources. This therefore makes the basis for the need to look at the participation of women in decision making in community projects as a worthwhile task.

In terms of importance, women participation in development and decision making was known, for example, that women are severely underrepresented in managerial and executive positions in organizations (Hewlett and Luce, 2005). There are many possible explanations for the underrepresentation of female managers and executives, including access, discrimination against women the “glass ceiling”, work–family conflict, women themselves choosing not to pursue leadership opportunities, and fewer opportunities for women engaging in leadership development that promoted their ascendance in to leadership roles (Hewlett and Luce, 2005). There is little emphasis that has been put to understanding the conditions and the structures in which women’s employment and their participation in the job market take place (Sabin and Annemarie, 2009).

Batliwala and Dhanraj (2007) in an Indian case study reported that men resent fully perceived women handling money as a source of humiliation. In a nutshell, it was undeniable that the relationship between women and employment was a vexed one. Therefore a further collection of data which included women’s personal and often contradictory accounts of how employment influenced their personal lives was needed in order to unearth the complexity of women’s salaried employment and participation in decision making especially in the community level (Chant and Craske, 2003).

A study by Arvey, Rotundo, Johnson, Zhang, and McGue, (2006) showed that (30%) of the variance in leadership role’s occupancy were accounted for by genetic factors, whereas non-

shared environmental factors accounted for the remaining variance in the leadership role's occupancy. The concept of "non-shared environmental factors" essentially included all possible exogenous and personal events during one's lifetime that could influence leadership emergence, other than genetic effects and the influences shared by twins in a common family environment. Examples of the non-shared environmental factors were their past educational experiences, religious experiences, parental and siblings and/or other family members' experiences of loss, experience of unexpected opportunity, peer group, mentor or mentors, role model who were no direct acquaintances, training and developmental experiences, prior work-related challenges and successes in leadership roles (Arvey,etal.,2006).

2.4 Influence of Socio-Culture on Women Participation in Decision Making Processes

It is the socio-culture of a society that provides a frame work with in which its members must operate and the standard to which they must explain values and ideology that form much of the content in which the socialization process shape occupational and social life. Depending on their social class, race and sex, specific type of the work are encouraged, tolerated or tabooed. Lord etal. (2001). Despite the incidental evidence of women leadership growth in the developed countries, biases toward women in decision making positions persist (Lopez-Zafra,Garcia-Retamero,&Eagly,2009). They "do not enjoy the same opportunities as men due to a number of deep-rooted discriminatory socio-cultural values and traditions"(Roomi&Parrott,2008,p.59).

Furthermore, regarding culture, Lord etal. (2001) argued that cultures may foster perceptual scheme as regarding leadership on organizational and national levels of analysis. Culture is one external constraint impacting people's perception of decision making. House and Aditya(1997), asserted, "Knowledge of culture-specific and universal aspects of it will help to better understand the scope of cultural influences on leadership and leader-related variables"(p.438). In the patriarchal culture of Pakistan, women receive little support to become business leaders in a society that believes women belong in the home (Roomi&Parrott,2008).Hoodfar(2007) reviewed the transformations in Muslim societies in Iran, in which women refugees exposed to nontraditional education systems became empowered personally and in their communities. Cultural barriers for women limit the economic growth and sustainability for these countries.

Within the United States, the Appalachian culture offers a unique population that 'stereotypes women's role as "barefoot and pregnant" and "hillbilly" (Bauer & Growick, 2003; Bickel, Weaver, Williams, & Lange, 1997). These characteristics make the area sound more like a developing country than a thriving economy area where female leaders persevere and thrive. A cross the world, current research demonstrates the desire to better understand the limiting influences on women leaders within specific cultures.

Similarly, situational leadership models (Adamopoulos & Lonner, 2001) emphasize culture as a critical factor related to leadership within specific populations, such as women. In the context of academics, one recent study examined "women's progress towards reaching the top level profession in academia in which very few women compared to men can in any case expect to reach" (Ismail, Rasdi, & Wahat, 2005, p. 118). Studying the affect of critical life events in different contextual environments and cultures furthers our understanding of their effects on women's leadership influence.

According to Helgensen (1990) women still must deal with the negative views of female decision makers held by peers, parents and employees of both sexes. Cupton and Slick (1995) quoted a female elementary principal as saying that; Even after women have obtained administrative positions they are not afforded the status or the respect given their male colleagues because of culture. Sack (1971) re-examined Engels' ideas on the basis of women social position relative to men by studying the productive activities of the Zaire, the Mbuti of Lovedu, the Pondo of South Africa and the Bagande of Uganda. Momanyi (2003) concluded that negative community perception that devalue women prevent them from appointment to decision making positions and gender awareness needs to be carried out to ensure that negative attitude toward women heading schools is discouraged.

2.5 Influence of Education Level on Women Participation in Decision Making

Process

Education and training of girls and women is a human right and an essential element for the full enjoyment of all other social, economic, cultural and political rights. The Millennium development goals (2000), and the Beijing Platform have consistently placed emphasis on the importance of education in promoting gender equality and the advancement of women.

Evidence for past educational experiences being related to future decision making and managerial success has been provided by Bray, Campbell, and Grant(1974), Howard(1986), and Wakabayashi and Graen(1984). Lindsey, Homes, and McCall(1991)also reported that educational experiences were the most frequently cited events in one's life that helped contribute to successful leadership development. Spivak(1999) argued that if micro-credits were remitted to women without structural investments such as education and health systems for the poor, the exploitation of women will only increase. Gendered structures which in the end account for women's more reliable repayment behaviors compared to men are directly linked to women's wellbeing (Spivak1999).

Considerable evidence has been accumulated supporting the impact of training and developmental experiences in enhancing women participation in development(Day,2001; ReichardandAvolio,2005). Like Richard and Avolio (2005) reported on a comprehensive Meta analysis of the women participation in development literature that formal training programs were effective in positively improving women in leadership. The effects of developmental interventions were consistent across all styles of leadership training, including participative, directive, transactional and transformational.

In recent years gender equality has become the focus of the GAD approach, a focus which is reflected in the Platform for Action of the 1995 Fourth World Conference on Women held in Beijing. The Plat form for Action places particular emphasis on twelve critical areas of concern; and education was number two in the list. Educational qualification and training of women is part of the solution towards increasing work opportunities and placement in decision making positions. The higher the qualification in education, the higher the chances of being involved in decision making (ILO1995). Dorsy (1989) found that, the reasons for poor representation in administration of women are simply because they have generally low qualification than men. This means, when promotions are done on merit, more men qualify compared to women. Most women have no access to education and training that would let them join administration at high levels.

2.6 The Role of Legal Structures by the Government on the Women Participation in Decision Making Processes.

In the Ethiopian constitution, there are provisions that take care of the women inclusion and fighting women in subordination; the one third rules in all the elective positions where either gender should not be less than a third of the positions. It also has the provision of the election of women to special positions, the women county representatives which is a move to boost women representation. However these gains may be at stake because there are other very important areas of women empowerment not yet addressed (FDRE,1995). A country's constitution should explicitly guarantee equal human rights for women, including civil, political and electoral rights. If a constitution does not specifically include such language, this may ultimately prove to be a serious impediment to women's participates on. United Nations Security Council resolution1325 (2000)of 31October2000.

The constitution and other elements of the legal frame work should conform to international human rights instruments, including the Universal Declaration of Human Rights and human rights treaties to which the country is a party, in particular the International Covenant on Civil and Political Rights and the Convention on the Elimination of All Forms of Discrimination against Women. It is a best practice to incorporate such treaties as part of a country's constitution, or to specify in the constitution that the treaties take precedence over domestic law. Non-discrimination and the equal rights of women and men are fundamental principles of international human rights law. Women's entitlement to full participation in electoral processes is recognized in United Nations and international instruments. In practice, however, women are often marginalized in elections as a result of gender discrimination and any number of social, economic and political factors. This marginalization is often more acute in post-conflict countries owing to volatile security situations, the prevalence of well-entrenched military factions, large numbers of women refugees and other circumstances (Kivutha,1996).

It is worth noting that post-conflict legal regimes may reinforce the marginalization of women. Nyokabi, (2010) that Post-conflict countries often establish new political systems, constitutions and laws and are therefore given a rare opportunity to institute fundamental changes that can advance the rights and electoral participation of women. In Rwanda for example, the constitutional provisions adopted in their Constitution concerned with equal opportunity and

social justice is emphasized. In addition, it also describes the constitution as fully engendered and in accordance with the existing international legal instruments Kantengwa,(2005). In The Process of Engendering a New Constitution for Rwanda"

The recommendations on the draft constitution of Afghanistan made by the Gender and Law Working Group, which was established in 2002 with the goal of providing a forum for government and non-government actors concerned with women's human rights and ensuring that these issues are addressed in Afghanistan's constitutional, legal and electoral law. With regard to women's political participation, the Working Group recommended that "The law shall ensure gender balance through all phases of the electoral process including women's representation in the provincial assembly "and" the law will provide for the participation of women in the local councils".

The Case of South Africa and the Southern African Development Community, one writer traces the ways in which gender and development is used both at the level of state policy pronouncements and policy processes nationally (in South Africa) and regionally as per the Southern African Development Community's(SADC's) gender policy. In 1997, the SADAC Council of Ministers adopted a policy and institutional frame work for gender main streaming in the SADAC Program of action. The countries commitment includes, among other things, the achievement of at least 30 percent target of women in political and decision-making structures by 2005 (RozendaHendrickse, 2003). It is under this situation that it can be argued that where gains have been made towards women inclusion in decision making, the legal frame works have been engaged.

2.7 Conceptual Frame Work

Mugenda and Mugenda (2003) defines a conceptual framework as a graphical or diagrammatic representation of the relationship between variables in a study. It makes it easy for the researcher to see clearly the relationship between the variables. This study will have a conceptual frame work based on three variables that are presumed to influence the participation of women in decision making in community projects. These factors are; Educational qualification and training, Role of legal frame work and Cultural beliefs, values and practices.

The study problem will be conceptualized as the interrelationships of study variables in Figure2.1 below.

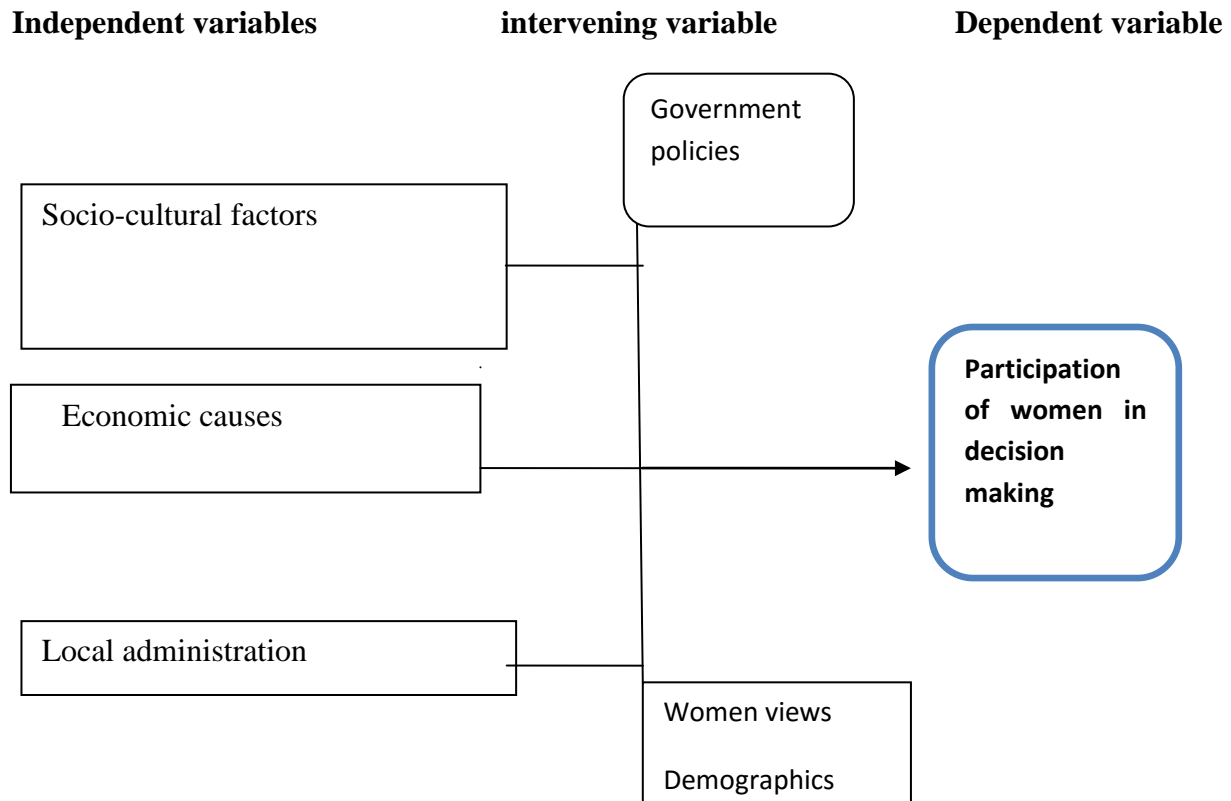


Diagram 2.1: Conceptual Framework adopted (Miles&Huberman,1994).

CHAPTER THREE

3. Research Methods

3.1 Description of the Study Area

Massena Bako is the name of the Kebele which is found in Hadiya Zone. The main town of Hadiya Zone is Hosanna located 230 km far from the capital city of Addis Ababa, Mesena Bako kebele was located 175 km proper south to Addis Ababa city. It is boarder site Zone to North, Kembata Tembaro Zone to south, Alaba Zone in the east and at the west direction Yem and Oromia. Astronomically the town is located between 9°00'11''02' north and 33°36'to 32'39 East it lies on area of about 840 hac. It surrounded by resettlement villages. Mesena Bako kebele is located in Wienadege climate Zone it has means maximum and minimum temperature of 32.6°C

3.2 Research Design

A descriptive survey design was used for this study. Because it is a fact-finding study with adequate and accurate interpretation of the finding and describes what the reality is. It describes what actually exists within a situation, such as current practices, etc, of different aspects of the research. Since the present study is concerned with determining about socio-cultural and economic factors for low level of women's participation in decision making in the study area, the researcher has assumed that the descriptive type of research was the most appropriate method to describe the clear manner of the socio-cultural and economic discrimination causes for low level women participation in a decision making.

3.3 Target Population

The target populations for this study were the household Women's of Massena Bako kebele

3.4 Sampling Techniques and Sample Size

To carry out this study factors that affect women's participation in Decision making in public institution, out of (M=2271 and F=1500) of local residents which are currently living in Mesene Bako kebele. Using simple random sampling techniques, in order to get reliable data a total of 148 household women in Masena Bako kebele were selected to calculate sample size. The study sample size was determined by the following statistical formula (Yamane, 1967)

$$n = \frac{N}{1+N(e^2)} \quad N= 148, e= 10\% \quad n=? \quad \frac{N}{1 + N(0.05)^2}$$

$$n = \frac{148}{1 + 148(0.0025)} = 59$$

Where

N =the total target population=148

n=the sample size

e=margin of error =5%

For interview purpose, two kebele administrative leaders were purposively selected.

3.5 Sources of Data

To arrive at the effective conclusion of the study and to identify the main problems under the study, data sources of the study were primary and secondary sources. Primary sources of data were gathered through close-ended questionnaire and interview. The secondary sources are books, internet, different Journal and other related literatures for the study area.

3.6 Data Collecting Techniques

To investigate the level of women participation decision making in particular study area, data from the primary source was gathered through questionnaires and interview. The interview was conducted in semi-structured form. The researcher was developed questions in the English language, translate it into Amharic mother language, and forward to the respondents, because it is important for them to understand easily and increase clarity of the question. Secondary data was gathered by reviewing the related literature in the field of study.

3.7 Methods of Data Analysis and Presentation

After data collection, it was analyzed and interpreted by describing existing facts that cause of the low level of women participation in decision making and to describe views the local administration towards women's participation in decision making process by using percentage, tables, statement and descriptive data analysis.

3.8 Ethical consideration

Ethical considerations are very important for every research study. Accordingly, participants were informed of the purpose of the research and assured of confidentiality; the questionnaires were completed anonymously by respondents and treated confidential. Moreover, all documents used and sites visited have also been properly acknowledged and documented to avoid issues of plagiarism

CHAPTER FOUR

4.Presentation, analysis and interpretation of data

This chapter deals with the presentation, analysis and interpretation of data gathered from the sample population which include womens in the Masena Bako kebele and two administrative leaders. The data that was obtained through questionnaires and interviews were analyzed and interpreted in line with the basic research questions raise so far. For this reason, the questionnaires were distributed to 59 women and 2 selected kebele leader to be filled properly. All the questionnaires (100%) were properly filled and returned. Based on the response obtained from the respondent, analysis and interpretation of data were made. Close- ended and open-ended questionnaires were analyzed quantitatively. On the other hand, the collected data through interview were analyzed qualitatively.

4.1 Background information of the respondents

Table 1

Item		Respondent	
		Frequency	Percentage
Sex	Male	-	-
	Female	59	100
Age	18-25 years	-	-
	26-35 years	51	86.44
	36-40 years	8	13.55
	Married	59	100
	Divorced		
Educational level	Adult education	42	71.18
	1- 8 grade	-	-

	12 th complete	11	18.64
	Diploma	6	10.16
	Degree	-	-
Role in the community	Ikub leader	2	3.3
	Idir leader	4	6.8
	Resident	53	89.9

Source: Own Survey, 2017

Concerning the sex of the respondents, all of 59 (100%) were females. As observed from the above table 1, among the total respondents 51(86.44%) of them were the age between 26-35 & whereas 8(13.55%) are between 36-40 years. Generally regarding gender of the respondents most of their ages were found between 26-35 years. As it is shown in the table concerning the educational status of the respondents among the total respondents 42(71.18%) were found at adult education level. While 11(18.64%) of the respondent respondents were the 12th complete educational level, and the remaining 6 (10.16%) of them were found at Diploma level. Hence, most of the respondents in my study kebele were found at adult education level. According to the above information, concerning the marital status of the respondents all of the respondents 59(100%) were married since the sample size limited to only household women.

4.2: Factors affecting women participation in decision making

Table 2

Item	Respondents			
	Frequency		Percentage	
	Yes	No	Yes	No
Does socio cultural factors affect the level of women participation in decision making	47	12	79.66	20.34
Does economic status have an impact on women participation decision making	31	28	52.54	47.45
Does household responsibilities have an influence on women to involve in decision making	46	13	77.96	22.03
Does woman participation in decision making affected by local administration process	16	43	27.11	72.88
Do you believe that women are as competent as men in decision making capabilities	13	46	22.03	77.96
Does limited accesses to professional training affect the progression of women to higher decision making	35	24	59.32	40.67
women are offered equal opportunities to compete for decision making as men	47	12	79.66	20.33

Source: Own Survey, 2017

As the above table shows, the large number of respondents 79.66% (47) of them agreed that as the local culture affects women in decision making. From the answer of item number one it can be reflected that the cultural conditions of their surroundings is considered as one of the factors that affect women to take part in decision making. Culturally women are distancing themselves from decision making position. This shows that traditional and cultural perceptions of themselves and the society are factors that affect women to involve in decision making processes. 77.66% (46) majority respondents agreed that family care and household responsibilities are dominant in

their locality for women to make decision. It can be said that as women are basically busy of child care and other home responsibilities their interest and motivation is affected to take decision making process in their surroundings. Therefore, we can say from the respondents answer that home and family responsibilities that affect women to play a role in decision making processes are they look after children, do housework such as cooking Wot, making Enjera for the family and participating in the community activates are affecting them participate in decision making matter. So balancing home and family responsibilities and other works outside their home are some of the factors affecting women. The interview answer from kebele leaders also indicated that deep-rooted traditional/cultural and attitudinal concepts of both the women's and male's attitude, including women's self-concept and the socio cultural beliefs and stereotypical views can affect women in decision making thereby affects positions of power and responsibility. As a result of these attitudes, there were significant gender-based differences and of conflicts both in family and work places. Therefore, cultural factors, overburden responsibilities and lack of support on the part of family and colleagues at the workplace to be contributing massively to under participation of female. Another barrier that affect women accessing and practicing decision making role are they have to look after their family, especially any children, do housework, make a living and take part in community activities, balancing their work and family makes the burden very heavy make them unable to assume decision making position. From the table above item four, large number of respondents that is 72.88% (43) respondents agreed that special support is not given for women to assume decision making position in their kebele. From this response it can be said that due to lack of appropriate support from the concerned bodies to play a role in decision making processes is one of the factors that affect women not to involve in decision making processes of the kebele. From the same table item five 77.66 % (46) majority of The answer from this item showed that negative perception of the surrounding community towards women to play a role in decision making is one of the factor that affect women.

4.3 The possible influence on women participation in decision making process

The researcher in pursuit of the third objective posed questions to establish the extent to which culture influences women participation in decision making in community. The researcher explored cultural influence and negative belief that women role is only in home not in decision making involvement.

4.4 The possible solution on increasing women participation in decision making The interview from two kebele leaders gave focuses possible recommendation regarding enhancing women participation in decision making processes. The study reveals that the extent to which legal structures influenced participation of women in decision making of community. A question on whether the legal structures influenced women participation was put to the respondents. Hence legal structures play a major role in helping women to access decision making processes. The results from interview of indicated that the legal structures had significant influence on women participation in decision making processes of community. The researcher further posed a question on how the legal structures were perceived to establish if they were perceived as being crucial. Legal structures are very crucial on women Participation in decision making.

CHAPTER FIVE

5. Summary, conclusion and recommendations

5.1. Summary of the findings

The purpose of this study was to determine factors influencing women participation in the decision making process in Mesena Bako kebele, Hadiya zone. The objectives for the study were; to establish Influence of education level on women participation in decision making process in community, to establish the role of legal structures by the government on the women participation in decision making process, to establish the influence of culture on women participation in decision making process. In this study descriptive survey design was used and both quantitative and qualitative methods were employed to collect data for the study. Sources of primary data were local women resident of the kebele. In addition, documentary sources indicating the profile of women participation in decision making were gathered as secondary data. Simple random sampling techniques followed by sample size determination using statistical formula were applied to select the respondents.

The data analyses were summarized by listing down the following findings shortly:

- About 79.66% (47) of them agreed that the local culture affects women in making decision. From the answer of item number one it can be reflected that the cultural conditions of their surrounding is considered as one of the factors that affect women to take part in decision making.
- About 77.66% (46) majority respondents agreed that family care and household responsibilities are dominant in their locality for women to make decision. It can be said that as women are basically busy of child care and other home responsibilities their interest and motivation is affected to take decision making process in their surroundings.
- The interview answer from kebele leaders also indicated that deep-rooted traditional/cultural and attitudinal concepts of both the women's and male's attitude, including women's self-concept

and the socio cultural beliefs and stereotypical views can affect women in decision making thereby affects positions of power and responsibility.

- 77.66 % (46) majority of the respondents agreed that the negative perception of male superiority is reflected in their surroundings to make decision by women.

5.2 conclusion

Based on the outlined specific objectives of this study, different factors were credited as a main cause of low level of women participation in socio-economic and political circumstances, particularly in decision making processes. The present study strongly identified that cultural condition of the surrounding community is considered as one of the main factors that affect women to take part in decision making. This shows that traditional and cultural perceptions of themselves and the society are factors that affect women to involve in decision making processes. House and Aditya(1997) also confirmed with this study and identified that Culture is one external constraint impacting people's perception of decision making. "Knowledge of culture-specific and universal aspects of it will help to better understand the scope of cultural influences on leadership and leader-related variables. A question on whether the legal structures influenced women participation was put to the respondents. The study reveals that the extent to which legal structures influenced participation of women in decision making was high, that means though cultural factors hinders womens from decision making process legal structures support and initiate women in decision making processes. Hence, legal structures play a major role in helping women to access decision making processes. This was documented in FDRE (1995) constitution. A country's constitution should explicitly guarantee equal human rights for women, including civil, political and electoral rights.

5.3 Possible recommendation

Further the researcher wishes to suggest further studies to be done on women attitude towards participation in decision making in community. Also further research can be done on the impact of family life on women participation in decision making. Further study can also be done on how environmental condition influences the participation of women in decision making.

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APPENDIX.1:

Jimma University

College of Social Sciences and Humanities

Department of Sociology

Questionnaire

Questionnaire to be filled by Members of the Administrative Team of Mesene bako Kebele

Dear Respondents;

The purpose of this questionnaire is to investigate the factors influencing the level of women participation in decision making in hosanna town: the case of mesene bako kebele in hadiya zone and to come up with possible recommendation as how to improve the factors that affects their participation.

Therefore, I would like to thank you for your genuine cooperation in responding to the questions. You are kindly requested that put (X) mark in the choice form questions and write your response in the blank spaces

Thank you for your cooperation

Part 1: Demographic Information (please indicate your choice by putting (√) mark.

1. Sex : Female Male
2. Age : 18-25 26-35 36-45 46-55 56 and above
3. Marital status: Single Married Widowed Divorced
4. Educational level: adult education 1-8 grade Diploma degree
5. Years of residence in Maseno Bako Kebele administration: less than 3 years 3-5years
 6-10 years 11-15years 16-20 years 21 years & above

6. Please indicate your current position

7. Service year in current position [] less than 3 years [] 3-5 [] 6-10 [] 11-15 [] 16-20 [] 21 years & above

8. Please indicate leadership positions you held prior to the current one. If any?

i. _____

ii. _____

iii. _____

10. Number of years in each previous positions listed above

i. _____

ii. _____

iii. _____

Part 2: Women representation in decision making

1. Do you think that socio culture factors influence women participation in decision making in Mesene bako kebele?

[] Yes [] No

2. Do you believe that Economic status have an impact on women participation decision making?

[] Yes [] No

3. Do you believe that a woman's household responsibilities have an impact on her ambition to reach higher decision making?

[] Yes [] No

4. Do you believe that a woman participation in decision making affected by local administration process?

[] Yes [] No

5. Do you believe that women are as competent as men in decision making capabilities? [] Yes [] No

6. Do you believe that limited accesses to advanced education affect the progression of women to higher making decision? [] Yes [] No

7. Do you believe that limited accesses to professional training affect the progression of women to higher decision making? [] Yes [] No

8. Do you think that women are offered equal opportunities to compete for decision making as men in Mesene bako kebele? Yes No
9. Please mention empowering the women for greater participation in all spheres of community development in the study area;
-
10. Have you been denied any promotion opportunities which you believed you deserved? If yes, please specify? _____
-
11. Which one do you think is the basis for promotion or any other career development in Mesene bako kebele?
- gender
- Competency
- Performance assessment
- Network and acquaintance with top management
- Service year in the Kebele
- Age
- If any other, please explain: _____
12. Do you think that Mesene bako kebele organizational culture; attitudes, experiences, beliefs, and values that operate within the Kebele, inhibits women's advancement to decision making?
- Yes No
13. Does it matter to you if the person is male or female in certain decision making process?
- Yes No
- If yes to 14, please specify the decision making processes?
-
-
14. Do you encourage female and male employees equally to apply for specific decision making process in your respective work place?
- Yes No
15. What do you think are the most contributing barriers for underrepresentation of women participation in decision making in Messene bako kebele?

16. What remedial actions or solutions do you suggest?

Thank you for taking your time to complete this questionnaire

APPENDIX.2:

Jimma University

College of Social Sciences and Humanities

Department of Sociology

Questionnaire

Appendix II: Interview for selected kebele leaders

Interviewee's Position: _____

Date of Interview: _____

1. How long have you held managerial position?
2. What challenges, if any, do you face as a woman on the decision making position?
3. Are you doing anything to be a role model and encourage more women in decision making?
If so, please specify.
4. What particular traits do you think women in general bring to decision making roles?
5. If you could give any advice to a female staff aspiring to be a decision maker, what would it be and why?
6. Do you have any other comments you would like to add?

Thank you very much!!!