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Challenges and Opportunities of Women Participation in Political Decision Making: In Case of Bonga Town

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Declaration

I, the undersigned student, hereby declare that, this thesis proposal is my original work, which has not be present for Masters of degree in this/elsewhere university. All sources of materials use for this study will be fully acknowledged.

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Approval Sheet

This thesis/research proposal work will conduct under my supervision and fulfills all requirements of research standard of the program. I hereby approve the submission of this thesis proposal for examination.

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Abstract

The aim of this study focused to explore challenges and opportunities of women participation in formal political decision making in Bonga town. The study also designed descriptive survey and mixed research approach was employed .In addition the study of population were Bonga town the three kebeles was used as a sample, sample size were 102 respondents ,simple random sampling technique also used in this study. Method of data collection tools are survey and in depth interview additionally the method of data analysis are both quantitative and qualitative. In this study the challenges of women in political decision making the finding show that lack of affirmative action was high, seasonal political party mobilization, lack of capacity building, only 15% of women have organizational leadership experience in politics and 85% of women have no organizational leadership experience in politics and male political dominance are the challenges. The study has found that institutional opportunities such as local political decision making system that enable women to participate in politics, sharing best practice experience with the office of women and child affair in the town and friendly relationship with local political parties, creating gender awareness amongst the society women to become effective and competitive political decision making with men are the opportunities.

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Abbreviation/ Acronyms

UN	United Nation
UDHR	Universal Declaration of Human Rights
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
BPA	Beijing Platform for Action
W AO	Women Affairs Office
WID	Women in Development'
GAD	Gender and Development'
PR	Proportional representation system

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Chapter One: Introduction

1.1 Background of the Study

Globally, there has been transformation about the role of women in the society. More awareness is being created with regard to incorporating gender perspectives in policymaking and the adoption of gender-inclusive approaches in the implementation of development-related goals in order to empower women (Akudo, 2012).

The World Bank has identified women empowerment as one of the key constituent elements of poverty reduction, and as a primary development assistance goal. The promotion of women's empowerment as a development goal is based on a dual argument: that social justice is an important aspect of human welfare and is intrinsically worth pursuing; and that women's empowerment is a means to other ends (Malhotra, Schuler, &Boender, (2002).

In the context of women rights advocacy, the use of empowerment is deeply related to women movements in general and feminist critics of the traditional development Approaches in particular (Rathgeber, 1989). Feminist argued that "instead of improving women's rights and status, the development process appeared to be contributing to a Deterioration of their position" (Razavi and Miller, 1995).

After the establishment of the UN in 1946, there is an increasing recognition among international community of women's historic exclusion from structures of power. The UN has been made a global commitment to redress gender imbalance in politics. Thus, to enhance the political participation of women the UN has been adopted several instruments recognizing the women's right to equally participate in politics.

Most notable one was the universal declaration of human rights (UDHR), which in its Article 21 recognized the right of every one, including both women and men, to take part in the government of their country, directly or through freely chosen representative. To enforce these important rights the UN adapted the convention on civil and political rights, which is legally obliged the state parties to ensure the effectiveness of women's political participation and public affairs without discrimination on the ground of, among others, sex. The UN also adopted a special convention on the elimination of all forms of discrimination of women (CEDAW), which elaborates the nature of women's political rights and the steps required to

promote greater equality between women and men in this area. Although these efforts were become fruitful in some areas, women are not still having an enough space in the political involvements. This is true in many countries of Europe, Latin America, Asia and Africa as UN Human Rights Committee has found that "the right to participate in the conduct of political affairs is not fully implemented everywhere on an equal basis (UN Office of the High Commissioner for Human Rights & International Bar Association, 2003).

In African countries women have lacked an enough space in both political engagement and decision making process. Although the whole African constitutions and laws enshrined provision that recognize the right of women to equally participate in politics, African women is the most disadvantageous and marginalized groups in political arena. Because this the result of several underlined and perceptible factors. One of the most remarkable factors was the African customary and traditional laws which were based on the patriarchy supremacy (Abdo &Abegaz, 2009). For example the African traditional assembly leaders were male dominant; male has exercised the power of the law making, decision or policy making and leadership of the African society traditionally and even religiously. Women had neither decision nor had the right to sit and speak or vote at the assembly.

The ignorance of the African culture in women's role of traditional leadership was hampered the current political participation and decision making involvements of the most African women, though many African nations made affirmative action's to enabled women's equal participation in politics. According Quadri Nigeria (and other African countries) lives in a patriarchy society where the women's place is said to be in the kitchen. She can't go against the wish of her husband. And within political groups, the woman is seen as a threat that must not be allowed to thrive (Charles &Tayo, 2002).

Ethiopia has expressed its commitment to women concerns both internationally and at national levels (Majitu and Bedria, 1999). The government has ratified international Human rights instruments and conventions such as Universal Declaration of Human Rights (UDHR), Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and Beijing Platform for Action (BPA). It has also issued the National Women policy, which stipulates that women's participation in the political, social and economic affairs of their country on equal terms "facilitate the conditions to speed up the achievement of equality between men and women" (W AO, 1993).

Additionally the national policy of Ethiopian women in order to eliminating gender gap(discrimination)and to enhance women's participation in all spheres of life, formulated women's national policy 1993.National institutional machineries were established at federal, regional and woreda (district)level to implement the policy. The women's affair office has been reestablished as a full-fledged Ministry in October 2005 with the duties and responsibilities of ensuring participation and empowerment of women in political, Economic , Social and cultural maters. The women's policy primarily aim to institutionalize the political, economic, and social right of women by creating an appropriate structure in government offices and institutions so that the public policies and interventions are gender-sensitive and can ensure equitable development for all Ethiopian men and women (Tefera, 2018).

In this study the researcher was focused on challenges and opportunities of women participation in political decision making was conducted in southern nation nationalities people region state of Kaffa zone in Bonga town.

1.2. Statement of the Problem

Shimelis, (2015), studies on challenges and Opportunities of Women Political Participation in Ethiopia. His finding shows that different casual factors such as; economic, religious, social and cultural factors contributed to women's poor political participation in the country. The study further revealed that political participation allow women to address their basic problems and needs in their community and ensures the openness, real fight against rent-seeking, accountability, political commitment, political leadership, and political responsiveness of the existing national, regional, districts, and local levels. It is true that more than half percent of the world's population are women. But, they lack access to political decision making as compared to their counter parts at all levels of government. So that women's equal participation in decision-making and politics is not only a demand for simple justice or democracy, but a necessary pre-condition for women's interests to be taken into account. .

Similarly Faitra, (2018) Conducted research on A Literature Review of women Empowerment and Development in Zimbabwe-A Look at a New Insights and perspectives. In his literature review explore the origin of the term women empowerment as it is related to gender and equality. In his literature review looks at four power perspectives that are used to

explain the increasing need for women empowerment today. The related concept of power, agency, resource and achievements are used to explain and describe the problems associated with women empowerment globally. The theoretical underpinnings of this literature review are important for policy-makers and government the world over. Finally, the model that can be adopted to empower women, socially, economically and politically are identified and explained.

Petronella ,(2017) Conducted research on Women's participation in Decision Making in Public and political sphere in Ghana; Constrains and Strategies. In his findings show that 51.2 percent of population, women in Ghana are still under presented in political and public decision making. And also several instruments that make provision for women's participation in political and public life, they still face numerous challenges. In his existing literature examine on political and public decision making in order to highlight the current status of women's participation in political and public life, identifying factors that affect the participation of women in decision making and giving recommendation on what can be done to promote the participation of women in decision making at high levels. There are disparities between men and women with regard to equal access to public and political positions. Patriarchy, women playing multiple roles, lack of resource, male dominated work patters are the factors that hinder the participation of women in political decision making process and strategies which include introduction of quotas, women empowerment and enforcement of affirmative action policies.

Endalcachew, (2016) Conducted research on the role of empowering women and achieving gender equality to the sustainable development in Ethiopia. Based on the data analyzed findings show that the role women across different dimensions of sustainable development are less reflected in the country the use of women labor force in economic development of the country is minimal. The political sphere of the country is by and large reserved by for men alone. The place of women society is also relegated to contributing minimal to the social development of the country. In addition, women rights are not properly being protected in order for women to participate in various the issue of their country but are subjected to abysmal violations. Moreover, women are highly affected by environmental problems and less emphasized is given to participation in protecting the environment. In his findings more

focus on the role empowering women and achieving gender equality for sustainable development in socially, economically, and political.

Hence, the researcher fill gap aimed at bringing out their views on some of the reason that have hindered women from political decision making. However this study is an attempt to create opportunity for the town level of political organizations for discussion in order to ensure active participation of women in political decision making.

1.3 Objectives of the Study

1.3.1 General Objective of the Study

The genera objective of the study was to explore the challenges and opportunities of women participation in political decision making in case study of Bonga town.

1.3.2 Specific Objectives

The study has the following specific objectives

- To explore the existing challenges affecting women's participation in political decision making in Bonga town.
- To analyze women participation in formal political decision making.
- To assess the opportunities of women participation in political decision making in Bonga town.

1.4 Research Questions

To address the above objectives, the following questions were raised.

1. What is the extent of women participation in formal political decision making in the town?
2. What is the existing challenges affecting women's participation in political decision making in Bonga town?
3. What are the opportunities of women participation in political decision making in Bonga town?

1.5 Significance of the Study

- It is believed that the study have the following significant

- ✓ It creates a significant contribution in understanding of participation and what women in political decision making look like in Bonga town.
- ✓ The research is also having contribution to new findings that could be an input who attended to study area about women participation in politics.
- ✓ It helps for women in the town and for NGO to increase women participation away to enhance innovative way of enhancing gender mainstream.
- ✓ It helps for community based organization to establish opportunities of local level councilor to share experience and to build social solidarity.
- ✓ It helps for policy maker in implementation of gender sensitive policies in parliament in the representation of women and inclusive rules and procedures.

1.6 Delamination of the Study

Currently, Bonga has vast town the study limited only three kebeles .Even though, there are many challenges of women participation in the town. But, this study only focused on women participation in the side of political decision making, the study so as to explore the major challenges and opportunities of women participation in political decision making in Bonga town.

1.7 Limitation of the study

The researcher there were challenges of COVD-19 to collect data or information from the respondents in flexible ways, the representativeness of gender expert for women in the town and financial constraint, the current political instability fear of respondents during data collection were the challenge.

1.8 Operational Definition of key Terms

Challenges, in this study refers to constraints or impediments that hinder the effectiveness opportunities and practices of women political empowerment in the study context.

Women Political Empowerment, which can be conceived as either a goal or method, and an outcome or a process, implies creating opportunities for women to gain access to, participate in and control over public decisions shaping their community in the study context.

Gender the economic, political, and cultural constructions, attributes and opportunities associated with being male or female in a particular society.) refers to a situation where men and women have equal access in the study context.

Gender equality political to political resources and opportunities so that one's (dis)involvement in politics is not determined by his/her sex in the study context. Opportunities, in the context of this study refers to the existing national and sub-national institutional and organizational frameworks, politico-legal instruments and policies that determine and define the availability, nature and scope of conducive situations for women political empowerment in the study context.

Women's political participation refers: women's ability to participate equality with men at all stages, and in all aspects of political life and decision making process in the study context.

1.9 Organization of the Study

The study report was have organized in to five chapter the first chapter introductory discussion that incorporate background, statement of the problem, objectives of the study, significance of the study and scope of the study, ethical considerations and definition of key terms The second chapter gives over view of literature review to the subject under discussion some of these includes women empowerment, theoretical approach of the study. Chapter three deals methods and materials, and chapter four was deal, analysis and findings and chapter five deals with conclusions and recommendation.

Chapter Two: Literature Review

2.1 Theoretical Approach

The liberal feminism is individualistic form of feminist theory, which primary focuses on women's ability to show and maintain their equality through their own actions and choices. The society fold the false belief that women are by nature, less intellectually capable than men thus it fend to discriminate against women in the academy and market place (Sue Daven, 1999).The females subordination is rooted in asset of customary and legal constraint that black women is entrance to and success in the public world and they work hard to emphasize the equality of men and women through political and legal reform (Margaret, 1998).

The crisis in the traditional development discourse which could not view development beyond an issue of increase in the per capita income of a nation, paved the way for rigorous and continuous attempt by scholars including feminists to set-out gender sensitive development approaches (Rathgeber, 1989). Women empowerment is one of the Contemporary outcomes of such attempts by feminists. Review of literature reveals that, the empowerment approach to women is located within the two major streams of Theoretical approaches on women and development and especially the shift from ' Women in Development' (WID) to 'Gender and Development' (GAD) approach (Razavi and Miller, 1995). Specifically, "empowerment is associated with the gender and Development approach that challenges the argument which claim the inclusion of women in the development process can decrease their work burden" (Luttrell etal, 2009). For detail discussion on WID and GAD see Razavi and Miller (1995) and Rathgeber (1989).

The kernel of empowerment approach is gender analysis of power and the Conceptualization of the subordination of women in terms of the powerlessness of women in terms of access to and control over decision making positions and material resources (Luttrell et, al, 2009).

2.2 Empowerment: Conceptualization

Before conceptualizing empowerment it is of paramount importance to briefly look into the concept of gender as it is essential in understanding women empowerment. Gender refers to the socially constructed roles and status that a particular society assigns to the two sexes both in private and public spheres of life (Ostergrad, 1992). In many societies however such

assignments limited "women's access to social, economic, and especially political resources despite their triple roles" (Ostergrad, 1992).

Politically, the difference is in the way in which man and woman assume and share state power and authority. As such, men are mainly involved in public and higher levels of politics while women's activities are linked to domestic sphere perpetuating their powerlessness (Ostergraad, 1992; Ja1ele, 2005). Accordingly, gender assignments determine women's capability to have access to, participate in, negotiate with, control and hold accountable state institutions that affect their lives (Majitu and Bedria, 1999). Gender is therefore a concept that entails power and power relations that exist not only between men and women but also women and state institutions.

One of the implications of gender analysis is the advocacy for the empowerment of women as an effective strategy for the betterment of women and to ensure equality between male and female (Rathgeber, et, al, 2009).

The modern use of the term empowerment can be traced back to the 1960s particularly to the Afro-Americans movement in the struggle for the protection and promotion of Blacks' civil and political rights (Commission on Women and Development, 2007). Since then empowerment has been increasingly used by development and social justice activists, local and international organizations, institutional and political actors with reference to disadvantageous groups (Oxaal and Baden, 1997; Luttrell etal, 2009).

In the context of feminist movement and women's rights advocacy however the use of the term got momentum especially following the Beijing Conference in 1995 when the significance of women empowerment was declared as: 'Women empowerment and their participation on the basis of equality in all spheres of society, including participation in decision-making process and access to power, are fundamental for the achievements of equality, development and peace' (quoted in Commission on Women and Development, 2007).

The basic assumption for the elevation of empowerment as a strategy for achieving equality, development and peace is the conviction that the prime factor for the inequality between men and women is the powerlessness of women in controlling over crucial resources. This implies that power is the key to better comprehend the concept of empowerment. Within in the

context of empowerment, Foucault (cited in Commission on Women and Development, 2007).

2.2.1 Types of power

Foucault (cited in commission on women and Development, (2007) identifies four types of power: power to, power over, power with and power within. Power to, implies the ability to make decisions, have authority and find solutions to problems and access to resources needed for decisions.

Power over, refers to a mutually exclusive relationship of domination and/or subordination. Power with, refers to the social and political context that enables people to get together, negotiate and defend a common goals. Whereas, power within refers to the degree of individual's self-awareness and self-esteem. From the above discussion of the different types of power, empowerment can be defined as the process of acquiring power individually and/or collectively.

In a more subtle way, Alsop and Heinsohn (2005) define empowerment as "enhancing an individual's or group's capacity to make choices and transform those choices into desired actions and outcomes." Alsop and Heinsohn definition of empowerment entails empowerment both as a process (of empowering groups or individuals) and an outcome (a person or group is empowered).

2.2.2 The degree of empowerment

According to Alsop and Heinsohn (2005), the degree to which a person is empowered can be measured by assessing (1) whether a person has the opportunity to make a choice, (2) whether a person actually uses the opportunity to choose, and (3) once the choice is made, whether it brings the desired outcome or not.

2.2.3 Influence of empowerment

According to Alsop and Heinsohn (2005) the degree of empowerment is influenced by personal agency and opportunity structure. Agency is defined as "an actor's ability to make meaningful choices; that is, the actor is able to envisage options and make a choice" (Alsop and Heinsohn, 2005). Agency factors include psychological, informational, organizational, material, social, financial, or human assets. Nevertheless, according to the scholars it is difficult to measure all the assets as some assets are easier to measure than others. For

example, it is easier to quantify human assets (such as skills or literacy) than psychological assets (such as the capacity to envision).

Moreover, Alsop and Heinsohn (2005) make an insight that understanding the complex interaction among agency's assets also presents challenges stating that "an actor's or group's command over one asset can affect the endowment of another asset". For example, education (a human asset) often gives an actor greater access to information (itself an asset) and at times improves his/her capacity to envision alternative options (a psychological asset).

2.2.4 Opportunity Structure of Empowerment

Alsop and Heinsohn define opportunity structure as the formal and informal contexts within which an actor(s) operate. Opportunity structure is measured by the presence and operation of formal and informal institutions, including the laws, regulatory frameworks, and norms governing actors' behaviors. According to Alsop and Heinsohn opportunity structure is important not only it determines degree of empowerment but also it defines "whether individuals and groups have access to assets, and whether these people can use the assets to achieve desired outcomes" (Alsop and Heinsohn, 2005).

Drawing from the above conceptualization and in the context of women, empowerment implies an action oriented strategy aimed at increasing the individual and collective capacity of women to make choices and to transform those choices into desired actions and outcomes (Commission on Women and Development, 2007) Empowerment enables women to build individual and collective assets and to improve the efficiency and fairness of institutional structure and context which govern the use of these assets.

As an action-oriented concept, women empowerment can take vanous forms, VIZ economic, social, political, educational attainment and health and well-being (Oxaal and Baden, 1997; Carlos and Zahidi, 2005). This implies that women empowerment is a very wide notion having various dimensions. For Oxaal and Baden all the dimensions of empowerment are interrelated in such a way that, in the long run, empowering women in one sector may carry through into other areas; and as such "empowerment in one area may not be sustained without attention to other facets" (Oxaal and Baden, 1997). This however does not mean that it is impossible to demarcate the boundary between each of the dimensions and treat each of them separately.

That said, given various constraints and arguments set below, this research only looks at the political (formal politics) dimension of women empowerment. Of course, all the other aspects of women empowerment are still important and may influence the degree of success of political empowerment; yet women political empowerment needs particular attention. The significance of women political empowerment is captured in the Emma Frankl's (2004) reflection on analysis of the traditional definition of politics and the famous ' public-private divide' and the three feminist political strategies (inclusion, reversal and displacement) as identified by Judith Squires. According to Frankl, the aim of inclusionists (which were common during the 19th century in the West) was to include women in political forms from which they are traditionally excluded. By the time, they focused on women's right to vote and stand in elections and the adoption of positive discrimination to increase the number of women in government institutions.

Nevertheless, in 1960s and 1970s many feminists chanting the slogan 'the personal is political' become popular and challenged the orthodox definition of politics and adopted a strategy of reversal. They defined politics in a wider context so as to include what has traditionally been 'private'. With such conceptual shift of politics it becomes evident that Women have long been key political actors of course from disadvantageous position.

Hence, they argued that it was not meaningful to work within the existing political Institutions and electoral politics. Instead, political work should be conducted within and by women's autonomous organizations which claimed to be open to all and non-Hierarchical. However, in practice, many women's groups were largely unrepresented which made many women feel excluded and silenced.

By the 1980s many feminists had become more concerned with the importance of increasing the numbers of women present within parties and legislature as well as in pursuing policies in the interests of women. This gave for the rise of feminists pursuing a strategy of displacement. Unlike the first two categories of feminists 'displacementists' emphasize instead of the apparent dichotomy between formal and informal political activity a reconsideration of the inter-relation between the two. They also emphasize the need for rethinking the state arguing that instead of looking at the state as a coherent unity which simply reflects gender inequalities, one need to see the state as: 'Diverse set of discursive arenas which play a crucial role in organizing relations of power. Rather than abandoning the

state as an analytic or political category. It is important to analyze the strategic possibilities available at one time ' (Pringle and Watson quoted in Frankl. 2004).

The state is a historical product and not structurally given. The outcomes of different policies do not simply depend on the structures, but on discursive struggles which define and constitute the state and specific interests from one moment to the next (Pringle and Watson cited in Frankl, 2004).

Accordingly, for feminists in the displacement school of thought formal politics is still an important arena where women should be active. Emma Frankl argues (which this study also shares) formal political domain is significant not only it is where collective decisions are made but also it provides women with an arena of struggle and strategy to transform the traditional sexual division of labor which makes it harder for women to enter the Public domain n. In this regard, Squires (quoted in Frankl, 2004) states that this does Not signifies a "return to an unmodified liberalism, but a recognition of the importance of The representation of women in the institutional political arenas in which decisions are made, with implications for the routes into and the organization and conduct of those Arenas. "

From the above quote it is possible to drive the idea that representation of women in the institutional political arenas is also vital as in most cases it is those institutions that define and determine the range of assets and opportunities available for women to make their own choices. This implies that political empowerment is of vital importance for the overall empowerment of women.

2.3 Women Political Empowerment

Oxaal and Baden (1997) define women political empowerment as an approach for promoting the participation of women in formal politics. As such, political empowerment involves a range of mechanisms to increase women's participation in politics. According to Oxaal and Baden (1997) these mechanisms include,

- Reform of political parties, quotas and other affirmative action;
- Training to develop women's skills and gender sensitivity;
- Work with women's sections of political parties; and

- The development of women's political organizations.

According to Oxaal and Baden, the indicators of women political empowerment include, Percentage seats held by women both at national and sub-national councils and decision Making bodies; percentage of women registered as voters or election candidate; Percentage of women in decision making positions within political parties.

Carlos and Zahidi (2005) also define women political empowerment as the "equitable representation of women and their voice in collective decision-making structures and in the formulation of policies affecting their life and the lives of their societies." Specific indicators of women political empowerment includes number of women in government's executive and legislative offices as well as women in managerial positions and the Number of year's women held those positions.

Nevertheless, a mere representation or participation of women in decision-making bodies does not necessarily ensure that the demands of women are not fulfilled. So there has to be mechanism (that need to be included in the conceptualization of political empowerment) that ensures the numeric representation of women will bring substantive changes in sensitization of gender and women issues in policy formulation and implementation.

The later idea is captured in Vanessa Griffin (quoted in Farduars, 2006) conceptualization of women political empowerment that sees political empowerment in terms of, among others,

- Having control or gaining further control over decision making bodies
- Having a say and being listened to
- Being able to influence collective decisions affecting the whole society
- Being recognized and respected as equal citizens in human beings with a contribution to make.

Accordingly, women political empowerment implies control over recourses and establishes the means to acquire ability and opportunity to participate in decision-making process and its implementation at various levels (Farduars, 2006). This does not mean that women political empowerment is only process as it can be conceived as an outcome too since each level can be taken as an outcome by-itself (Luttrell et, al, 2009).

Moreover, Majitu and Bedria (1999) define women political empowerment as an action oriented concept with a focus on removal of barriers and creating opportunities for women to gain access to, participate in and control over state's politics and decision making so as to transform the power relations between women and men and women and state's institutions.

2.3.1 Dimension of Women Political Empowerment

According to Majitu and Bedria's definition women political empowerment has four different but interrelated aspects. These are access, participation and representation, control, and transformation. The access dimension of women political empowerment basically entails the extent of constitutional recognition of women civil and political rights, and prevalence of other 'enabling' conditions for them to engage in public affairs of their society. It also includes the degree of availability of institutional avenues (such as system of elected council, and competitive party and electoral politics) and measures (such as affirmative action's targeting women), informational and other personal assets such as education for women to engage in politics (Majitu and Bedria, 1999).

The participation dimension of women political empowerment refers to the situation of women political mobilization, and their numerical representation in decision-making in national and local representative bodies or councils, and associational politics such as political parties on basis of gender equality. Specifically it can be measured in terms of the number of women in government's executive and legislative offices as well as the number of years women held those positions and women in political and civic organizations such as women associations

Though women numeric representation in decision making is crucial to their political empowerment, it makes sense only when their participation has substantive impact and control over decisions (Luttrell et al, 2009). This entails whether there exists system to ensure that the voice of women is weighted effectively in decision making, efforts to offer training programmed to build women leaders' capacity to engage in decision making, incentives to encourage elected officials to respond to the concerns of women ((Luttrell e, tal, 2009). These issues are important because the quantitative representation of women by itself would bring less success unless the quality of women participation is assured through institutional means (Luttrell etal, 2009). Once women have effective control and substantive impact on decisions the chance for transforming gender based power relationship that exist between man and

women is very high. Transformation in this case implies a situation where man and women have equality of opportunities so that their political (dis)involvement is not determined (Luttrell etal, 2009

2.4 Theories of feminism

Radical Feminism is also described as the use and promotion of women-only space as an organizing method Moreover, a study defines this Feminist school of thought as a focus on all forms of male violence against women and identify their role as a keystone of women's oppression broadly, and finally radical feminism is described by the study as an extension of the analysis of male violence against women to include the institutions of pornography and prostitution. In clear and simple term, radical feminism is an extreme form of feminism or a feminism gone too far, a destination at which no sane person would wish to arrive. As a result of the ideology of radical feminism, feminists in general are stereotypically identified as man bashing, man-hating and lesbian females which are obviously not the case for every feminist. Another author defines radical feminism as a philosophy which emphasizes the patriarchal roots of inequality between men and women, or the social domination of women by men, Berrin Koyuncu and Ahu Sumbas (2016)

Liberal Feminism: This feminism approach is one of the opposing approaches to the above discussed approach (Radical Feminism). Unlike Radical Feminist theory which advocate for change using the revolutionary means to tackle oppression which they believe is what causes the gender differences between men and women in our society, Liberal Feminist advocate for changes using a somewhat moderate approach, Karen Celis et al (2013).

Socialist Feminism: Socialist Feminism is another feminist approach of advocating for change which is different from the previous Radical and Liberal approaches. When radical feminism seeks for change using extreme measures like eradicating the patriarchal system in our society as they believe is the main cause/source of gender inequality in the society, and liberals think that change could be gotten gradually by reforming educational policy and also making reforms in the economic sectors so as to educate people about the need for education etc. Socialist feminism however believes that male domination "patriarchy" is not the only main reason why inequality exists. Socialist Feminists therefore holds that gender inequality is not solely because of the patriarchal system inherent in the society but also because women are mostly financially depending on men, Datzberger & Le Mat (2017).

Feminist institutionalism: Feminist institutionalism is an approach that examines the way gender norms function within institutions and how institutional developments create and retain gender power dynamics. In context, feminist institutionalism combines the insights of gendered analysis and institutionalism theory, outlining how and why neutral rules and institutions continuously affect the daily lives of different groups of women and men differently, Jesse Rine(2009) Feminist Institutionalism focuses on both formal and informal institutional environments, and it views institutional change from the perspective of gender; it also sees actors as having agency, even though they are restricted by various constraints, Agbanyim(2018).

2.5 Theoretical Perspective of Women Participation in Political Decision Making

While there are many explanations for the status of women in society, the researcher focused on only one of them from the four dominant theoretical perspectives of women political empowerment: (1) the classical modernization perspective that focuses on economic development, (2) the more recent human development view focusing on emancipative cultural changes that give rise to gender-egalitarian attitudes , (3) the historical legacies perspective which emphasizes the influence of cultural and political traditions, and (4) the institutional design perspective that is important from a political perspective.

2.5.1 Economic Modernity

The Classical Development Perspective Focusing on economic development, the classical modernization perspective considers increases in democracy and human choice as a direct outcome of economic development (Lipset and Rostow 1960). These scholars establish that increased economic development associates with a more broad based distribution of educational and occupational resources. Greater access to educational and occupational resources increases women's chances of professional development, creating a larger pool of women eligible for power positions such as political office.

Others note that higher levels of economic development bring more social services to societies. Through their alleviation of the costs in labor and time of everyday responsibilities associated with care giving (e.g., child-rearing, domestic work), increases in these services free up time for social pursuits in women's lives. Several studies confirm these hypotheses, demonstrating that developmental measures such as countries' levels of non-agricultural development, per capita gross domestic product, women in the workforce and women college

graduates positively influence the percentage of women in their parliaments, (Welch & Studlar 1996).

2.5.2 Cultural Modernity:

The Human Development Perspective A more recent theory emphasizes the conversion of economic development into a cultural process of human development that gives rise to an emancipative world view, reflected in self-expression values that emphasize human choice and autonomy, including the choices and autonomy of women (Inglehart & Klingemann 2003). This rise in emancipative orientations develops mass expectations targeted at making elites responsive and inclusive. In this way, rising emancipative values lead to increases in women's empowerment throughout society (Inglehart & Welzel 2005)

At its core, the human development perspective links social modernization to emancipative values through changes in existential constraints. The theory highlights changes in modern societies particularly conducive to women's empowerment and therefore establishes a link between cultural modernity and publics that value greater equality between genders. Ultimately, Welzel (2003) ties the modern human resources crucial to the human development sequence to economic development. But in this view the effect of economic development is more indirect.

Inglehart & Norris (2003) find that cultural modernity holds real, positive consequences for women. When controlling for alternative hypotheses, their measure of attitudes toward gender equality is the sole predictor of the proportion of women in parliament. In later work, Inglehart & Welzel (2005) modify these findings. It is not so much gender-egalitarian attitudes in particular but the broad emancipative implications of self-expression values in general that positively predict gender empowerment.

2.5.3 Historical Legacies

The human development perspective and the classical modernization perspective offer theories to explain why modern societies are more conducive to gains in gender equality. This section on cultural and institutional path dependency presents historical legacies potentially capable of affecting the improvement modernization brings to women's social and political status. The developmental trends of social modernization may face legacies of path

dependent cultural and institutional organization that affect societies' abilities to improve women's lives (Skocpol 1992).

Researchers note that the emergence of institutions, whether cultural or the result of policy, sometimes consists of types of social organization that have a continuing and somewhat determinant influence on phenomena relevant to those institutions far into the future (Peters 1999).

As societies secularize there is greater deference to rationality and expertise, and this typically gives rise to the modern state and widespread social services. The secularizing trend typically occurs from the pre-industrial through the industrializing phase of modernization. During this transition, traditional units restrictive of women's development such as the family and the church lose their authority as individuals place greater emphasis on rationality and individualism. Scholars working with the World Values Survey have developed a value dimension for capturing this transition to secular, rational values. Studies find positive relationships between this and measures of women's empowerment (Inglehart & Norris 2003).

In addition to religion, path dependent processes with respect to women's suffrage policy may affect the potential to increase gender equality in particular societies. Suffragist policy represents instances when elites and dominant political groups open the system of political representation to former, politically constructed out-groups. Countries with earlier suffragist policies for reforming women's formal political exclusion are likely to have a stronger institutional legacy of women's formal political inclusion. Several studies hypothesize and establish a positive link between earlier suffragist policy and women's empowerment in parliament (Kenworthy & Malami 1999).

State-financed welfares policy is another tradition that research on gender equality highlights as central to societies' progress in gender equality. Much research confirms that a key barrier to women's full social inclusion and autonomy has been and continues to be institutional arrangements that restrict the state's role in caretaking and domestic responsibilities (Liebert 1999). Welfare policy is capable of alleviating these barriers

By expanding the scope of the state's involvement in these everyday household necessities through, for instance, state supported childcare.

Others scholars focus on the degree of exclusivity between state welfare investments and military investments in explaining the positive role welfare policy plays in women's lives (Inglehart & Welzel 2005). This trade-off in state policy with respect to welfare verses power orientations is additionally relevant for gender equality. Investments into coercive state power are investments into activities that are largely male-dominated (working against female empowerment) while investments into social welfare favor activities in which women play a more prominent role (Inglehart & Welzel 2005). Thus, state legacies with respect to welfare policies are an additional form of historical institutionalism that could potentially offset the empowerment modernization brings to women.

Finally, an important role has been assigned to the traditional dominance of leftist parties. Through their role as gatekeepers, political parties act as mediators of women's potential to seek and win elective office (Kunovich & Paxton 2005). Party elites act as gatekeepers via the crucial role they play in the processes of candidate recruitment and selection (Gallagher & Marsh 1988).

In evaluating characteristics of parties that impact the recruitment, selection and support of women political elites, researchers highlight the importance of party ideology and women's involvement in party leadership (Welch & Studlar 1996).

Scholar generally shows that leftist parties are more likely to recruit women and to adopt strategies to ensure more women candidates, which increases women in party leadership positions (Matland 1993). Other scholars show that more women in party leadership positions associates with the adoption of more strategies to empower women within the party and the election process (Kunovich & Paxton 2005).

2.5.4 The Institutional Design Perspective.

While theories of modernization emphasize the impact of economic resources and values on women's empowerment in society and historical legacies emphasize the impact of cultural and political traditions, researchers typically stress other factors to explain the representation of women in government. These researchers highlight the relevancy of the characteristics of political institutions as causal factors.

This literature holds that variation in institutional characteristics mediates mass support for women's empowerment and the pool of women eligible for political office in ways that either

enable or constrain women's attainment of political leadership. Three aspects of the political system support in this literature: the strength of democracy, the electoral system, and gender electoral quota systems. In comparison to autocracies, it is not surprising that scholars on explanations of women's social and political empowerment highlight the role of democratic institutions. The argument is rather straightforward. The oppressive, unequal treatment of women clashes with the democratic idea of human equality (Welzel 2003).

As societal foundations that preserve and socialize free and equal citizenship, democratic institutions supply women with more rights and more channels for making their voices heard. Scholars shows that the strength of countries' democratic traditions empowers their women (Inglehart & Welzel 2005).

Scholars have also considered the impact of institutional variation within democracies on women's political representation. Most prominent among the arrangements considered is the influence of electoral systems. Electoral systems affect women's paths to parliament by structuring party elites' incentive or disincentive to run women candidates. In this line of, the most persistent finding is the consistent, positive impact of proportional representation systems (PR) on the percentage of women in parliament (Kenworthy & Malami 1999).

Scholars hypothesized that PR systems positively affect the percentage of women in parliament because these electoral systems have a higher number of seats per district and offer parties a greater chance of winning more than one seat per district. This results in greater turnover of officeholders and reduces the costs of increasing women's elite status by sacrificing the seat of an incumbent male (Rule. 1994).

The result is parties that are more likely to concern themselves with a ticket balanced according to gender. In addition, through greater district magnitude and party magnitude, parties are more likely to choose candidates down the party list, who are typically women (Rule, 1994).

The positive impact that PR electoral systems make on women's recruitment is crucial. Due to differences in socioeconomic status, occupational choice and family responsibilities, in comparison to men, women candidates are likely to have greater difficulties in becoming eligible and aspiring political candidates (Norris & Inglehart 2003). In this case, women are less likely to pursue political office and are likely to be lower on candidate lists if they choose

to run. Thus, because PR electoral systems increase women's chances of recruitment and electability despite lower placement on candidate lists, these electoral systems provide greater opportunity for the election of women.

Finally, with PR electoral systems, the greater incentive to balance tickets gives parties greater opportunity to promote gender as an option for challenging other parties. This typically results in a contagion of promotion of women's inclusion across parties as elites attempt to equalize the playing field by avoiding the appearance of their party's marginalization of women voters (Matland & Studlar 1996).

In addition to the role of electoral rules, gender electoral quota systems are institutional mechanisms that consistently, positively mediate the conditions and attitudes that structure women's leadership potential. Indeed, researchers studying the recent proliferation of quota systems throughout the world have referred to quota systems as "the fast track" to the equal political representation of women (Dahlerup & Freidanvall 2003)

The researcher attempted to apply the mentioned theoretical perspectives of women participation in political decisions to the results of the study. The researcher aimed to compare the different theories, apply them to the results and analyze which theory best corresponds to the results. The researcher applied institutional designed theoretical perspective, Political institutions are actors to participate women in political decision making.

2.6 Forms of Political Participation

2.6.1 Conventional Means

These entail political activities that are fairly routine and use representative channels of government. They can fall into two categories :(a) supportive-where participants ceremonially depict allegiance to a government or country (b) influencing-where participants aim to modify or reverse a particular government stand or policy. Supportive behavior by participants may be targeted at obtaining a specific benefit from the government. Influencing behaviors can occur through voting or through high initiative which aims to attain benefits for a group (Rand McNally, 1977).

2.6.2 Voting

It exemplifies democracy, the right of people to choose their government. Democracy is broadly conceived in terms of four key elements namely: (a) existence of a political system through which governments are chosen and replaced in free and fair elections, (b) citizen's active participation in civic and political life, (c) human rights protection for all citizens, (d) existence of rule of law that equally applies to all citizens.

https://web.stanford.edu/~ldiamond/iraq/WhaIsDemocracy012004.htm

2.7 Conceptual Framework of women political decision making

According to Niraja and Jaya, (2005) stated that to understand equal participation of women and men in decision-making processes, the following four inter-related concepts:-

• **Political participation,** which allows for political agendas to be developed by women 'taking part in politics' through a range of activities such as discussion and debate, lobbying and activism in formal and informal ways;

• **Political representation**, which consists of the articulation and presentation of political agendas of given groups by various actors in decision-making arenas and key social forums in democratic societies. A range of actors and agencies can speak for various interests and audiences, including political parties, members of parliament, social movements and groups, as well as specific state-based agencies promoting particular interests, such as national machineries for the advancement of women. Group representation can be based on a variety of dimensions; for example constituency interests, ascribed interests such as sex, ethnicity, religion, and ideological interests – conservative, liberal or socialist(Niraja and jaya, 2005).

•**Political leadership,** which cuts across political participation, political representation and individuals shaping political agendas, taking the lead in articulating these and participating in their translation into policy. The context in which these concepts are unfolding today also needs to be taken into account (Niraja and Jaya, 2005).

• **Political accountability**, which is the requirement for representatives and representative organizations to be responsible for their decisions and mandates as defined by their positions. It also includes representatives and leaders listening to and, when appropriate, acting upon criticisms, requirements and demands of their publics, constituencies or the electorate (Niraja andJaya, 2005).

Those women's participation and representation in decision-making bodies involves their enhanced presence as well as their empowerment through such participation. Women's political leadership and accountability are key cross-cutting issues. On the one hand, women's political leadership allows them to set agendas and, on the other hand, it is in such roles that they are made responsive to constituencies and publics. This accountability becomes the cornerstone for not only numerical enhancement of women's presence but also their ability to transform outcomes (Niraja and Jaya, 2005).

2.8 Empirical Studies of Women Participation in Political Decision Making

2.8.1 Challenges of Women Political Participation

There are many challenges of political participation in the political process. Such as exclusive political participation, in many countries the rights of women are enshrined in low and there are no formal legal to women political participation in election and other political process and political participation has traditionally been dominated by Male that many women are have found un well coming or even hostile, this is basic political participation (Bandom, (2014).

The other challenges of political participation are apathy which means that attribute lack of participation in political life to apathetic citizens, liberal democracy lead to apathetic citizens fostered by some sense of trust in elected representation and believe in political participation and oppositional ways in talked their justified superior moral identity Bandom, (2014)

Structural constraints are problem of political participation, which consists of any structure that may inhibit access to public discourse opportunity or may systematically distort communication in ways that privilege certain interest, voice, and meaning over others. Such structure or system results in marginalization minorities or alternatives perspectives in ways that prevent equal representation. Generally, there are many political participation problems related to poverty, socio cultural problems Bandon, (2014).

2.9 Barriers of Women's To Participate in Politics

2.9.1 Socio Cultural Factors

Dessie and Verma (2018) note that many women consider politics to be unattractive where power is obtained through various illegal and unethical actions and their motivation to take part in politics and compete for leadership positions is diminished. Women fear that corrupt

political practices of current leadership, will result in their own eventual co-option into such practices (Dessie and Verma, 2018).

2.9.2 Religious factors.

In many mainstream religions, power and authority are divinely bestowed on men and women play subordinate roles. Kassa (2015) notes that religion is used as an instrument to reinforce traditional gender roles that subordinate women and exclude them from social, political and religious life. Women, who internalise the subordinate position in society that religion proscribes for them, reinforce their own disempowerment and exclusion from politics. Moreover, women perceive politics as a 'dirty game' and the domain of men and withdraw from these activities (Kassa, 2015).

2.9.3 Education and employment

Early socialization of children in the family ensures the continuation of values and division of labor in the household. This is exacerbated by perceptions in wider society that women are weak and incapable of making major decisions and should rather focus on more trivial household matters. Time spent in this role limits women's time available to engage in political activities. The division of labor at the household level means that women spend more time attending to household work including childcare. Women have less time to socialize outside the family and the household unit which reduces their access to political activities in the wider society (Kassa, 2015).

2.9.4 Political factors

Undemocratic internal party structures resulting from poorly resourced and organized parties affects citizen's participation in them and specifically women's involvement (Dessie andVerma, 2018). An absence of internal democracy within parties provides a cover for hidden discriminatory activities. Women lack political knowledge and networks for actively taking part in party activities and decision's including policy-making. In summary, political parties serve as barriers to women's participation in politics at the micro and macro-levels. Parties have the ability to promote women's involvement in internal executive leadership positions or deny them this opportunity. This has ripple-effects at the macro-level. Their failure to make progress within party structures because of internal barriers impedes female political participation and decision-making opportunities at a societal level (Dessie and Verma, 2018).

2.10 Policy responses to overcome barriers to women's participation in elections

2.10.1 Structural and institutional changes

Mlambo and Kapingura (2019) suggest that governments need to engage with political parties to ensure that they include more women on their candidate lists. Political parties need to become the institutional vehicles through which women's participation in politics can be facilitated. This can begin with encouraging their participation within party structures over election periods. Governments also need to promote the economic emancipation of women so that when they become more financially independent, they will be able to make decisions to enter into politics without the need for consultation and permission from their male partners, Mlambo and Kapingura(2019).

2.10.2 Awareness rising

Mlambo and Kapingur,(2019) note that there is also a need to engage women through awareness campaigns. This would include providing women information on how they can become more engaged politically, not just through participating in election campaigns. For inclusive political participation there needs to be equal participation between men and women, including in politics more generally (Mlambo and Kapingura, 2019)

2.10 Enhancing Women Political Participation and Decision Making

2.10.1 Political Culture

Establishing a participatory democracy is a challenging process that first requires recognition and understanding of the powerlessness experienced by individuals under the prevailing political systems. The next step is to work with citizens in such a way as to encourage political consciousness, organization, and advocacy. This approach in turn requires the development of new networks that can strive for common goals and foster a political culture defined by proactive norms and values (Gaventa 1995). Such a culture creates an environment in which effective political involvement is not only possible, but can be carried out without fear of violence or repression (Gaventa, 1995).

According to (Gaventa,1995) Changing a political culture requires both individual and collective actions, for example educating on political structures and how political power is

exercised, improving public access to information, and increasing respect by policymakers for citizens' opinions, voices, and right to influence decision making. Certain key issues must be examined when assessing the state of political culture and what is needed to move toward democracy, as discussed and illustrated below.

2.10.2 Political Consciousness

Political Consciousness The character of political culture hinges in part on the consciousness of citizens and the value with family and friends. This type of political consciousness can be redirected if public spaces (e.g., community organizations, popular education centers, and literacy classes) become available for discussion and analysis, and for linking daily forms of resistance and aspiration to the public sphere (Gaventa 1999).

In order to gauge the level of political consciousness in a particular situation, it is important to look at the extent to which citizens recognize their ability to change circumstances and avail themselves of opportunities for political education and awareness building. Any combination of economic hardship, political oppression, cultural orthodoxy, and gender discrimination may lead people to conclude that an alternative vision for their lives is not possible, and subsequently inhibit them from claiming the things to which they have a right such as fundamental freedoms, security, political participation, and autonomy(Vene Klasen1996).

Many people are not in a strong enough position to recognize that what appears to be a "private problem" may in fact be part of broader trends that affect thousands of others like them. This way of thinking can undercut the development of a political consciousness by obscuring opportunities to learn how to overcome constraints and exercise rights.

In developing political consciousness, individuals and groups analyze situations, abandon their sense of isolation from politics, and acquire the confidence to strive for political change (VeneKlasen, 1996).

2.10.3 Civil Society

It is one of the building blocks of a democratic nation state (Holloway 2000). While the term is occasionally used in ways suggesting that civil society is a static entity, it is more accurate to view civil society as a constantly evolving network of politically conscious and active

organizations and individuals with a range of interests, all of which help to shape public dialogue and influence political outcome

2.10.4 Institutional Development

Institutional Development Another aspect of a strong civil society is the development of non-state institutions, the effectiveness of which can be judged by their level of success in winning policy and legislative victories, increasing the political arenas in which they operate, and strengthening their organizational capacities (Miller 1994). If such conditions are achieved, civil society is likely to consolidate and expand the scope, functioning, accountability, and effectiveness of organizations representing marginalized constituencies. Building strong and viable women's organizations remains one of the principal challenges to shaping a more democratic and influential civil society. Women's involvement in the democratization process has enhanced the number, prominence, and visibility of actors that represent the concerns of citizens in relation to formal institutions of governance. As a sign of their growing influence, women's groups are more frequently called upon to serve as issue experts and provide policy input, providing evidence that the process of institutional development among civil society actors (such as NGOs and community-based organizations) is gaining momentum. In turn, such institutional development is an indication of the increasing activity and clout of civil society and the importance of citizen participation (Miler, 1994).

In the long-term, the operational strength of civil society actors will lie in their ability to produce the social capital necessary to achieve policy reform in a pluralistic society. Without an emphasis on their own organizational development and maintenance, civil society actors will find it difficult to sustain their efforts, be influential participants in the political process, and hold governments accountable (Miller 1994).

2.10.5 Producing Women Friendly Legislation

Women have experienced firsthand what it means to be marginalized. They have tried to make their voices heard through activism among other avenues so that women all over are empowered and accorded similar opportunities as men. Women who therefore get elected should make an effort in producing women friendly legislation. Studies have shown that

where women's participation has increased, there are increased policies that advance the interests of women, (Bratton, K, 1999).

2.11 Barriers for Women to have Leadership positions

Some of the barriers those keep women from becoming leaders are as follows. .

2.11.1 Family and Home Responsibilities

Family and home responsibilities, place bound circumstances, moves with spouses or misalignment of personal and organizational goals were early contributors to women's lack of leadership success, either because the demands of family on women aspirants restricted them or because these who hired believed that women would be hindered by family commitment (Hewitt, 1989).

The contemporary world is male dominated in which gender-power relations are clearly adjusted in favor of men. The prevailing internationalized patriarchal system excluded women from every sphere of public life including leadership and decision making structures (Hirut, 2004)

The socialization process which determines gender roles is partly responsible for the subjugation of women in the politics socialized in such a way that girls are held inferior to boys in the process of upbringing, boys are expected to learn and become self-reliant, and responsible in different activities, while girls are brought up to conform, be obedient and dependent, and socialized indoor activities like cooking, washing clothes, fetching water, caring for children etc (Harege Woin and Emebet, 2003cited in Hirut, 2004).

One of the areas of disparity between male and female is related to the difference in their employment status which is manifested by occupational segregation, gender based wage gabs, and women's disproportionate representation in informal employment, un paid work and higher unemployment rates (UNFPA,2005:14).

This disparity shows that as women have low states in the community, the activities that they perform tend to be less valued and women's low status is also perpetuated through the low value placed on their activities (Marshal et.al, 1999:14).

2.11.2 Working Conditions and sex Discrimination

Schmuck A, (1986).Determined that women's failure to aspire to the leadership might be a result of their experiences working with male leaders, role models whose leadership behavior may not be compatible with women's preferred ways of leading.

2.9.1.3 Socialization and Sex Role Stereotyping

Traditional stereotypes cost women and minorities a socially incongruent as leaders, they face great challenges becoming integrated into the organization (Brown et.al, (2005).

The 1985 Hand book for achieving sex equality through Education reported socialization and sex role stereotyping have been potent obstacles to increasing women's participation in leadership position" (Shakeshaft, 1985; p.127). Since the mid-1980, studies have continued to report that women believe that negative stereotypical and inaccurate views held by gatekeepers about women are their perceived inability to discipline workers, super.

2.11.4 Institutional Barriers

According to Singh (2002), the underlying premises of this perspective is that women and men are equal capable and committed assuming positions of leadership, but the problems versed in the structure, among the structural factors are :

- ✓ Discriminatory appointment and promotion policy
- ✓ Absence of gender policy in the organization
- ✓ Absence of visible criteria for recruitment individuals for different leadership positions.
- ✓ Exclusion of women's issue in the strategic plan of the organization.
- ✓ Lack of attractive economic benefit
- ✓ Patriarchal environment of the organization.

2. 11. 5 Educational Barriers

Education is a critical element to increases the upward socio-economic mobility of women and creates an opportunity to other hand, as educational background of women becomes less. The activities they perform tend to be less valued, and their low status is also perpetuated through the low value placed on their activity (Marshal et, al, 1999).

The fact that illiteracy rates are nearly always higher among women than men and it is a major limiting factor in women's contribution of development. The failed to eradicate and train female equally with male limits women's roles and makes them inadequately trained for employment opportunist that may available (Wirth, 2005:25).

2.12 Strategies for Women Empowerment in Leadership position

2 .12.1 Provision of specific training

As to (ILO, 200) women leaders are supposed to be well versed in different fields including technical learning in their specific areas by taking or giving Knowledge-Based Training there should be concrete knowledge on the structure and function of the specific leadership system, where women leaders are working. This enables them to have comprehensive understanding about the nature of administrative process in:-

• Developing managerial and competences skills: Apart from the knowledge dimensions, women educational leaders demand certain managerial competencies and skills, because they are leaders, initiators, innovators and institution builders.

• Developing competencies related to human resources development: Individual recognition, organizational and resources management, managing complexity, broader contextual competencies, record keeping and reading the situation

• Leadership skills: - the ability to lead and manage people to work as individuals, and a team towards common goal, to initiate and manage change and improvement in pursuit of strategic objectives. Communication skills: to have the ability to; Make points clear and understand the views of others Evolve effective communication system Negotiate and consult effectively and to organize formal and informal meetings through persuasive communicating inter personal skills and community relationships.

• Self managing skills – the ability to priorities and manage their own time effectively , how to resolve conflicts with in –to lack responsibilities for their work under pressure and deadline, to adapt self-motivational factors and to realize the strength, weakness , opportunities and threats (UN,200).

2.12.2 Restructuring Social and Work Environment

According to the ILO convention 2005(No 111) which is the primary means of action to improve the working and living condition of women and men, and promote equality in the work place organizations are expected formulate gender sensitive policies for both gender and social changes by:-

- Improving women's access to training to help them run organizations effectively
- Placing women in strategic positions
- Removing structural barriers and biases in their own policies and programmer to provide sound base for women empowerment.
- Setting complementation of agreements and protection of women's right.
- Develop clear recruitment and selection criteria for career.

2.12.3 Affirmative Action

Intended to eliminate and prevent discrimination and to set disadvantages arising from existing attitudes, behavior and structures based on stereotypes by having commitment of members states of the UN are committed themselves to the equal representation of women and men in decision –making positions at all levels (UN: ILO, 2005).

Young, (2005) suggested affirmative action in favor of women should not be considered as discriminatory against men. It may encompass a wide range of measure, including corrective action such as;

- Placement, guidance and counseling service
- Provision for gender –trained personnel familiar with the special needs of employed and unemployed women.
- Eliminating stereotypes
- Adapting working conditions and adjusting work organization to suit the need of female workers with family responsibilities.

2.12.4 Gender Mainstreaming

It is a means of integrating equality concerns across the broad in to all policy objectives in order to promote equality of all workers, irrespective of sex. The main areas of concerns are;

• Promoting and realizing fundamental principles and rights at work to ensure the principles of non-discrimination.

• Creating greater opportunities for women and men to secure decent employment and income.

• Enhancing the coverage and effectiveness of social protection for all in order to improve socio-economic security of all people.

• Awareness raising and capacity building activities UN: ILO, (2000:93).

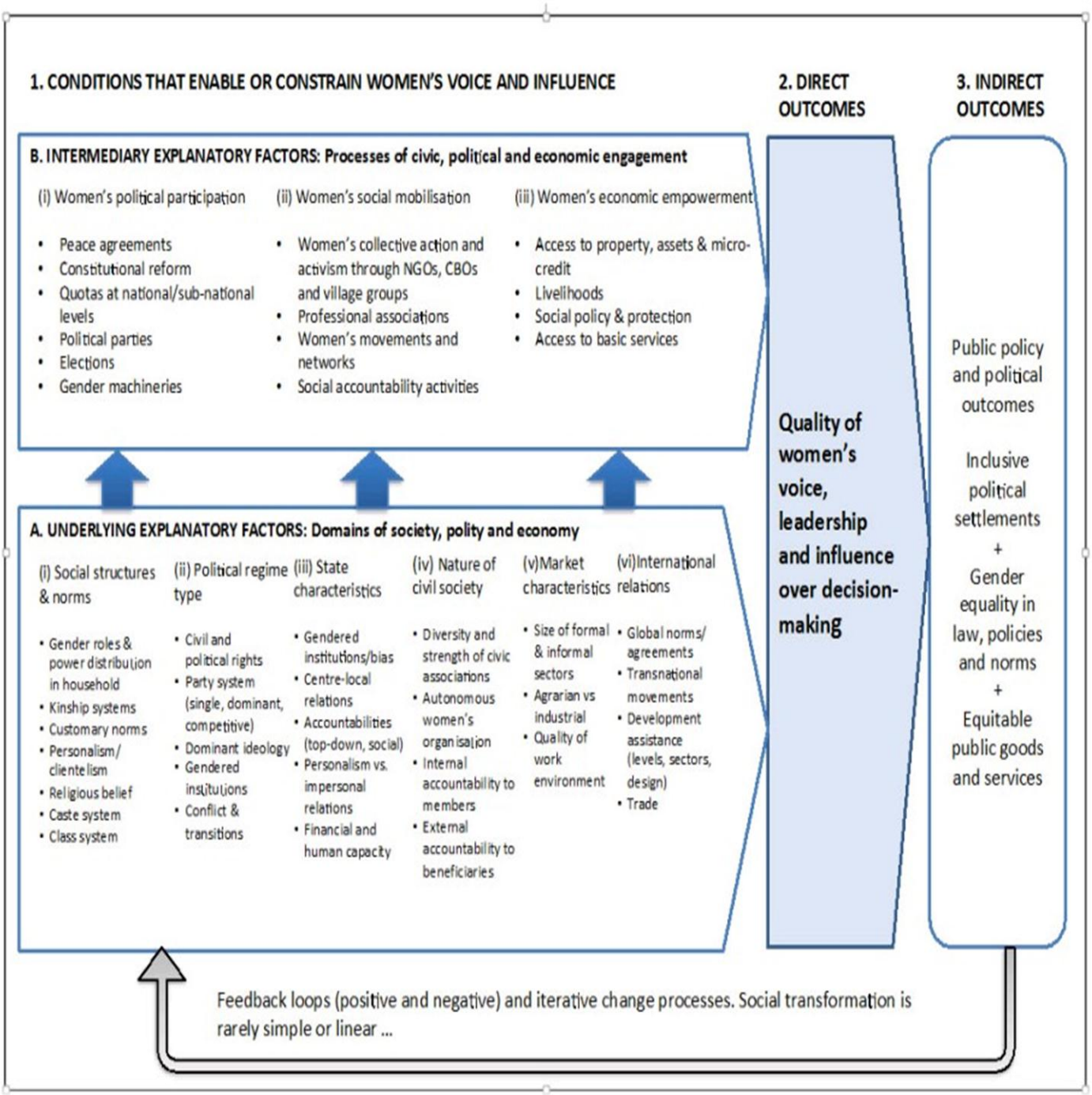

Figure 1: Conceptual framework for the factors that are important for women's voice, leadership and influence over public lives'.

Chapter Three: Research Methodology

3.1 Research Approach

The researcher focus on challenges of women participation in political decision making to explore this challenge mixed research approach has advantageous rather than single research approach in order to obtain real able data from the respondents. As Babbie noted that each research method has its own particular strength and weaknesses, and as such there is always the danger of getting unreliable data by employing single method approach, particularly in situation where the issue under investigation is sensitive. Therefore, mixed method approach has the advantage of getting reliable data based on which credible findings are to be generated (Babbie 1983) .

3.1.1 Quantitative approach: developed to gather quantitative data, this can be undertaken in structured questionnaires that can be used on the respondents who are concerned with the issue of women participation in political decision making.

3.1.2 Qualitative approach: the study used interview guides to obtain primary data through interviews with identified key informants. This approach allows a researcher to gain in-depth information due to its meaning centric nature.

3.2 The Study Design

This study aimed to explore the challenges and opportunities of women participation in political decision making. Therefore, descriptive survey questionnaires were employed on the ground that it helps to enable the researcher to gather information concerning the challenge of women in political decision making. It also enables to draw conclusion based on the facts obtained from respondents.

3.3 Study Area Description

Kaffa zone is one of the endowed in natural and historical heritage in Ethiopia. This is also the place origin of coffee in our country and additionally the surprised natural bridge ‘‘Gurguto in keffigna language Yegziher deldiyi named in Amharic language’’. And also the zone has natural cave like kitima, shonga, medach, menna, yaya, and gesseso. Natural folding like, elile,maligawa and barta. And the zone has also the ancient thirteen king of burial which is said to be "shinati eeno".those historical and natural heritages has a great contribution about the zone income to generate 1.6 million amount of birr collected from the country and from abroad truest visitors per a year**.**

Kaffa zone has total area 10602.7Km2 it lies between latitude and 35 30-36 4 longitude with an elevation ranging 500-3500 meters above sea level .The zone has 10 woredas with a total population(in 2011) is estimated about 1018,463.The agro-ecology of the ,out of the total land size 22%kola 70% weinadega and 2% degas.

The mean annual temperature of the zone ranges between 10.1-27.5 and the mean annual rain fall ranges 1001-2200mm.According to the land utilization data of the region 515006.2 ha cultivated land 32020ha, Forest bushes and shrub covered land 37,399ha grazing land and 110,162.8 ha by others. The zone has a total a road length of 2131.5 km out of the total length 31 km is tarmac, 281km is partial gravel road and 1819.5km is dry weather. Bonga is the administrative center of the keffa zone situated a distant of 449 KM, south west of Addis Ababa. Topographically it lies at altitude of 1650mm above sea-level and has a weyinadega type of climate average annual rain fall is 1750ml. Bonga town administrations has a total population of 38368.

Map of the Study Area

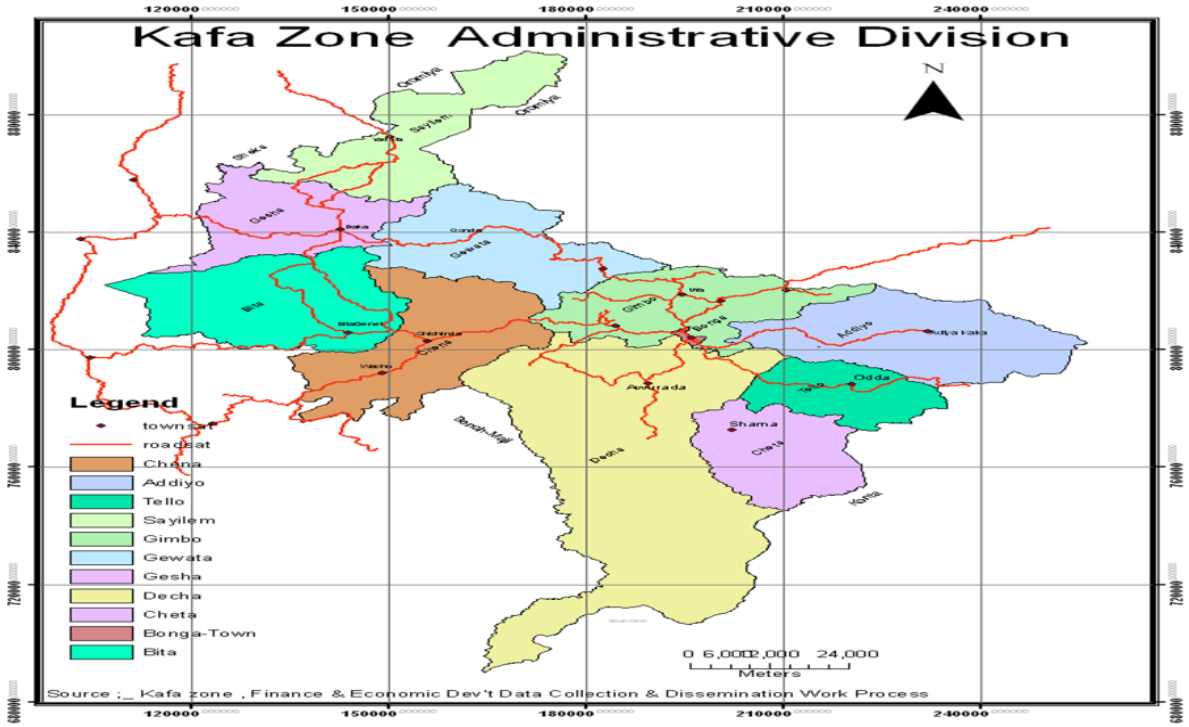

Figure 2: Map of the Study Area

3.4 population of the study

The subject of the study was Bonga town women, from area of description Male 19749, Female 18619 and total 38356 people live in the town. To select the participant of the study, simple random sampling technique was employed.

Selected Kebeles in the town

Name of kebeles	Symbolic representation population size of each kebele	Total survey women's population	Total number of women's fulfilled inclusion and exclusion criteria
Kebele 01	P1	2980	298
Kebele 02	P2	3270	327
Kebele 03	P3	3930	393

3.5 Sample Technique and sample size

In this study, purposive sampling was employed to identify the subject to be studied. Purposive sampling is a non-probability sampling method (Budden Baum&Novak2001:74) and it come in handy when the researcher has specific reason to select the subject of the study. A purposive sample includes subject selected on the basis of specific characteristics or qualifies and eliminate those who fail to meet the criteria (Roger&Joseph: 2000:84).They also mention that the goal of purposive sampling is to choose subjects who can be expected to provide useful information. Accordingly the researcher selected three kebeles such as 01, 02 and 03 kebeles purposively. Beside to this the researcher employed stratified sampling technique, the selected technique mentioned as the sample should truly represent the whole population. Likewise,Gay and Airasian(2003)proposed sample should have a normal distribution ,a minimum of 10% to 20% of the population for descriptive research. Beside to this based on FDRE Constitution Article 38 and Article 38/c questionnaires as well as inclusion and exclusion criteria whose age is less than 18 years old participant were excluded and 1020 positioned women's were fulfilled inclusion criteria.

To select appropriate representative from those women's communities' three strata were made and they were grouped in to kebele 01, kebele 02 and kebele 03 were considered as p1, p2 and p3 respectively and the following formula was conducted

$$n_1=\frac{n\ (p1)}{N}$$

Where n_1= Sample size for stratum P_1 (population size of kebele 01

n=Sample size was drawn from the total population

N=Total number of women (who were fulfilled FDRE Art 38 and Art 38/c

P_1= population size of 1^{St} stratum

P_2= population size of 2^{nd} stratum

P_3=population size of 3^{rd} stratum

Sample size of women's who positioned kebele 01 were

N=102, p1=298, N=1020

Kebele 01 women's stratum

$$n_1 = \frac{n\,(p_1)}{N}$$

$$n_1 = \frac{102(298)}{1020} = 29.8 \approx 30$$

Kebele 02 women's stratum

$$n_1 = \frac{=n\,(p_2)}{N}$$

$$n_2 = \frac{102(327)/1020}{1020} = 32.7 \approx 33$$

kebele 03 women's stratum

$$n_3 = n\frac{(P_3)}{N}$$

$$n_3 = \frac{102(393)}{1020} = 39.3 \approx 39$$

Then to select the samples from each strata random sampling technique was used and total number of samples which selected from each strata were:_ 30+33+39=102

3. 6 Source of data

The study comprised both primary and secondary data:

Primary data the data was collected directly from interview and questionnaires.

Secondary data: the data was collected from published and u published articles, academic journals.

3.7 Methods of Data Collection instrument

3.7.1 Survey Questionnaires

By using survey method the researcher was employed both quaternaries and interview for data collection with the intent of estimated the characteristics of a large population questionnaire for respondents and based on a smaller from that of population interview for key informants.

3.7.2 in depth Interview

An in depth interview is a qualitative technique that is typically done face-to-face and uses flexible, open-ended questions to explore the respondent's perspectives on particular idea or situation, (Creswell, J.W. (2009). The researcher selected key informants for in depth interview purposively in order to express their inner fillings, experience, and knowledge about challenges and opportunities of women participation in political decision making in the town.

3.8 Method of Data Analysis

In this study the researcher was used both the quantitative and qualitative analytical procedures were employed. Accordingly, percentages and frequency counts were used to analyze the rating scale and close ended questionnaire and interview. Information generated from open ended questions presented and described qualitatively.

3.9 Data Quality Assurance

In order to ascertain the content validity of the instrument, the initial questionnaire developed in English version and checked by professional from department of school of social work. The quality of the qualitative data was assured by different means. Among many, building good rapport, clarifying the objectives of the research to key informants, approaching key informants friendly and getting trust, respecting the cultural values norms of the key informants are some of the procedure to improve the trustworthiness of the data. Collected through different method of data collection was also utilized to substantiate the trustworthiness of the data. Additionally the quality of quantitative data was assured by different means clarifying the objective of research to the respondents respecting cultures, values of the respondents, the respondents informed that they can ask whatever they have unclear idea about the questionnaire.

3.10 Ethical Considerations.

Starting from the every time to the field and to the completion of data collection good ethical considerations was made to achieve the objectives of the study. The participants in this research was aware their participation in the study, and that they have freedom to with draw from the group if they want. Participants was also informed that\they were not be harmed as result of their participation or non-participation in the study. The respondent's was also informed that their responses were strictly used for research purpose only and these responses shall be kept secret the respondents also informed that the result of research cannot be damaged, the researcher also kept the respondents and key informants about their culture, the researcher also informed that who is conducting the research, the respondents were also informed that knowledge and experience to have in understanding of participation in political decision making in their communities.

Chapter four: Data representation analysis and interpretation

4.1 Respondents socio-demographic description

Table 1: Respondents age status

Age	Frequency	Percentage
20-25	9	9.2
26-30	28	28.57
31-above	61	62.23
Total	98	100

Source, survey 2020

The age composition of in the study area the above table 4.1.1

Shows that 9.2 % respondents are in the category between age20 to 25 while 28.57 % are between age 26 to 30 and the remaining 62.23 % are above 31 year old.

Table 2: Marital and family status

Alternatives	Frequency	Percentages
Married	76	77.53
Unmarried	17	17.37
Divorced	5	5.1
TOTAL	98	100

Source, survey2020

According to my survey results table 4.1.2 shows that77.53 % of the respondents are married 17.37% are not married while the remaining 5.1 % are either divorced or widowed. This implies that most women members of political decision in the study area are motherhood and other are household responsibilities.

Table 3: Educational attainment

Alternatives	Frequency	Percentage
High school	2	2.04
Diploma	38	38.78
Degree holder	50	51.02
Master degree	8	8.16
TOTAL	**98**	**100**

Source, survey 2020

Table 4.1.3 also shows that the current educational attainment in the town ranges from high school education to master's degree level. Accordingly, 2.04 % have completed high school education 38.78 % while diploma 51.02% the above table also shows that the high percentage of educational level of respondents have first degree holder and just 8.16 % hold master's degree

Table 4: Employment

Employment	Frequency	Percentage
Student	2	2
Government	50	51
Trade	20	20
House wife.	26	27
Total	**98**	**100**

Source, Survey 2020

In the above table shows that the highest percentage of respondents were employed in governmental officer 51% whereas 27% are house wife and 20% are trader with the least percent are student 2%.

4.2 Women and formal political decision making

Participation in formal politics is basically understood as taking part in party and associational politics, campaigning in an election and holding Political participation (public

decision making) a number of survey questions regarding challenges and opportunities of women participation in political decision making in their town was administered.

Table 5: Respondents' experience in formal political Participation

Number of years	**Frequency**	**percentage**
Less than 5 years	20	20.408
5 to 10 years	60	61.225
10 to 15 years	18	18.367
More than 15 years	--	
TOTAL	**98**	**100**

Source, survey 2020

The respondents were also asked questions regarding when, how and why they began their formal political career. With regard to the first question, that is when they began their formal political career, my survey result the above table 4.2.1 shows that 20.408% respondents began formal political participation since the last five years 61.225% indicated that they have been active in the formal political participation in their town since the last five to ten years. 18.367 % responded that their participation in the formal political affairs of their town goes back to the last ten to fifteen years and while none of the respondents have answered over fifteen years of experience in formal political activities in their town.

Table 6: Women formal political career

Formal political career	Frequency	Percentage
Membership to apolitical association	90	91.84
Individual campaign	8	8.16
Total	98	100

Source, Survey 2020

In the survey instrument used for this study, the respondents were also asked how they began their formal political career in the town. Accordingly, the majority 91.84 % of the respondents indicated that they began their formal political career through membership to political associations. The remaining 8.16 % of the respondents indicated that they began their political career through individual, independent campaigning. Question was also asked

to the respondent concerning the driving force (their main goal to achieve) to engage in formal political activities. According to the result indicates that almost all the respondents were expressed that to solve the various problems facing women and to serve in political, social as well as economical and to increase women awareness in election as well as to become self confidence in their town political decision making.

Table 7: Women plan in formal political election

The plan in election	Frequency	Percentage
Not yet	10	10.21
Partially Full filled	84	85.7
Plan fulfilled	4	4.08
Total	98	100

Source Survey 2020

Concerning the question that asked the respondents whether they have fulfilled their plan or not, 10.2 % of the respondents replied that their plan is not yet fulfilled. 85.72 % of the respondents indicated that their plan has been partially fulfilled. Whereas only 4.08 % respondents indicated that their plan has been fulfilled.

Table 8: women access to participate in formal politics

	Indicators	**Frequency**	**Percentage**
Party mobilization and requirement for membership	very high	68	70
Access to information from Keble	High	15	15
Encouragement from family	Average	10	10
Affirmative action	Low	3	3
Belonging to certain group	Very low	2	2
	Total	**98**	**100**

Source, survey 2020

In the survey the respondents were also presented with list of possible favorable conditions them to engage in formal political decision making. Accordingly, it is found that in the above table 4.2.2Show that for 70% respondents party mobilization and recruitment for

membership is the main favorable condition very high for their involvement in the participation of political decision making , while for 15% respondents the Keble administration and access to information has contributed high for their involvement in politics 10% , 3 % and,2% respondents rated encouragement from family average ,affirmative action also low and very low to engaged belonging to certain group in political decision making in the town respectively. The survey also asked opportunities women access to decide in the political affair of the community according to the result shows creating societal awareness women to participate in politics and friendly relation with local political party leaders.

Table 9: Factors to hinder women's access to local decision making

Factor	Frequency	Percentage
Society considers politics as men affair	16	16.37
Channels through which women to engaged In political decision making are ineffective	14	14.317
Lack of sufficient information	20	20.37
Women household reproductive	10	10.204
Absences of sufficient channel to engaged women	19	19.387
Lack of affirmative action	19	19.387
Total	**98**	**100**

Source, Survey 2020

The survey result show that society consideration of politics as men's affair and the very low towards women in political decision making in their town and the channels through which women engaged in political decision making are ineffective as the two most factor scoring frequencies of 16.37% and 14.317% respectively. Additionally, the factors lack of sufficient information and women to have domestic household role have been rated as very high by 20.37% and10.204% respondents respectively. Moreover 19.387% and 19.387% and respondents rated that absence of sufficient channels to engaged women and absence of

affirmative measure as high hindering to women to have political decision making in their town respectively

Table 10: Women leader and local political decision making

Year	**Frequency**	**Percentage**
5 to 10	30	30.62
10 to15 years	60	61.22
More than 15 years	8	8.16
TOTAL	**98**	**100**

Source, Survey 2020

The survey result table 4.2.4 Show that 30.62 % respondents have five to ten years of women leader, while 61.22 % have ten to fifteen years of women leader and 8.16% respondents were answered to with over fifteen years of such as women leader in local political decision making respectively.

The survey also asked about political party affiliated approached through the survey instruments of this study indicated that they are affiliated to a political party. Nevertheless, concerning why and due to why they are nominated by the political party to which they are affiliated and representing, the respondents hold different views.

Table 11: Nomination of political party to represent women in local political participation

Indicators	Frequency	Percentage
Known Commitment to party program on women	8	8.335
Commitment to the political program not specific to women affair	10	10.214
Requirement of education, experience	60	61.224
Low membership in the party	20	20.227
Total	**98**	**100**

Source Survey 2020

Accordingly, the survey result of the study shows that 8.335 respondents rated that their commitment to the party's programs even if they are not specific to women's affairs as a very significant for their nomination very low in the town.

Whereas, for 10.214% of the respondents the unclear commitment for women about party program average in the town.61.224% respondents thought that they are nominated because they fulfill other nomination requirements (educational, experience and etc.) and their commitment to the party's program on women very high and 20.227% the respondents have however replied that low women membership in the party as low contributory for their nomination in the town.

Table 12: Women's campaign in election

Alternatives	**Frequency**	**Percentage**
Yes	83	85
No	15	15
Undecided	-	-
TOTAL	**98**	**100**

Source, survey 2020

The respondents were asked whether they campaign for local, regional or national elections. Accordingly, the survey result shows that 85 % respondents answered yes; while 15 % respectively.

Table 13: Women and leadership in local governmental decision making in the town

Indicators	**Alternatives**	**Frequency**	**Percentage**
Organizational Leadership experience	Yes	15	15
	No	83	85
	Total	**98**	**100**

Source, Survey 2020

In the survey instruments used for the study indicated in the above table the respondents were asked about their experience in political leadership such as leading local political parties or women's organizations, or departments in such organizations. Accordingly the result shows

that 15% respondents expressed that they have lead such organizations. Whereas 85% respondents expressed that they have not experience in leadership.

Table 14Table 15: Challenges of women to nominate in political decision in the town

Indicators	**Frequency**	**Percentage**
Women given opportunity women tend to be passive in decision making	15	15.31
Men dominate decision and women lack representative power in decision making	75	76.53
Low level of women educational experience	8	8.16
TOTAL	**98**	**100**

Source, Survey 2020

Accordingly, the survey result table 4.2.6 shows that 76.53% respondents expressed the view that the instance that men are dominant during discussions is very high and as such the majority of women lack power in decisions making. Whereas, for 15.31 % of the respondents have highly agreed that no opportunity, women tend to be passive in debate and decision making as such this has created for male domination in political decision making in the town 8.16 % respondents expressed the view that in most cases it is women relatively with better educational status and experience that are active during discussion making were low.

Accordingly, the respondent forward their suggestions so as to better deal with these challenges. Raising societal awareness regarding women political involvement through both formal and informal education and creating opportunities so that women have access to media and other sources of information, creating training opportunities and experience sharing forums for female council members are among have forwarded.

In addition, the respondents recommended that women must realize their human and democratic rights by forming and joining various organizations, creating friendly political relationship with political parties and supporting women in affirmative action.

4. 3 Interview Result

4.3.1 Opportunities of Women Participation in Political Decision Making

During interview according to informants, the constitutional grantee of freedom of Associations, multi-party politics and electoral System of government can be considered major institutional opportunities for women political participation. In this regard one of the informants acknowledged the significance of the constitution in such a way that: “The FDRE constitution has done a great deal in recognizing women rights and their participation in the country body of law and politics (in-depth interview with key informant).

Another informant noted that the constitution is the supreme law of the nation defining both the scope and nature of such measures targeting women to have opportunity in political participation it implies that constitutionally affirmed for political decision making process (in-depth interview with key informant).

Another informant noted that concerning of constitutional developments the establishment of institutions (such as women affairs ministry offices) specifically responsible for women's concerns at county level, regional and town level, to concern women's and other civic organization which one way or another advocate for the protection and promotion of the various rights and concerns of women are important in the participation of politics a means to have opportunity(in-depth interview with key informants).

The other opportunity mentioned by the informants approached for the study includes the institutionalization of an affirmative action for women, this can have enabling effect in cases where female leaders who have gained political and leadership skills and experience local government seek elected office at higher levels of government (in-depth interview with key informants).

Additionally, the existence of such constitutional and institutional machinery, policies and development plans, in one way or the other contribute a lot for ensuring gender equality women along economic, social and political consideration. Moreover according to the Ethiopian constitution in article 38 the right to vote and to be elected, in sub article 1 every Ethiopian national without any discrimination based on color, race, nation, nationality, sex, language, region, political or other opinion, or other status, has rights and (b) on the attainment 18 years of age, to vote in accordance with law this implies that the criteria in

political election. “With this regard to become effective women participation in formal political decision making educational experience has great value in leadership position in local town (in-depth interview with key informant).

Additionally concerning the extent of women’s formal political participation the coverage of formal political participation are very high, the reality on practice are not, but “the mechanism to increase women participation in politics as opportunity includes by training women’s in capacity building, friendly political relationship with political parties, by developing women to have knowledge and skills in participation of politics (in-depth interview with key informants).

4.3.2 Challenges of Women Participation in Political Decision Making

Although there are there are challenges that could undermine the effectiveness of women participation in political decision making in the town. According to interview with key informants, one of the major challenges of women political participation in the study area is found to be the low level of gender awareness amongst the society. In this regard, for instance one informant expressed the view that,

we are living in the age of globalization, considerable section of our society still considers politics as men 's affair and as such female politicians less recognition and as compared to men" (interview with key informant).

During interview, one of the informants from gender expert noted that inadequate budget has limited to our capacity in women friendly plans and legislations. Lack of sufficient budget has also constraint and systematic training to program that could have built the capacity to women in the town (in-depth interview with key informant).

During interview one of key informants noted that ‘the challenges of women political participation are seasonality of political parties mobilization, the channels through which women to engage in political participation are ineffective (in-depth interview with key informants).

During interview the informant noted that the challenges of women in the town are low women membership in the participation of political parties, lack of training in political leadership, lack of affirmative measure (in-depth interview with key informants).

Chapter Five: Discussion

According to the result of the analysis, obtaining from the survey instrument the respondents was also asked how they began their formal political career in the town. Accordingly, the majority of the respondents indicated that they began their formal political career through membership to political associations. The remaining of the respondents indicated that they began their political career through individual, independent campaigning Additionally informants noted that concerning the extent of women's formal political participation the coverage of formal political participation are very high, the reality on practice are no.

The result of the findings confirmed that the majority of respondents they began their political participation through membership with political association and independently political election was very ineffective

The survey result show that society consideration of politics as men's affair and the very low towards women in political decision making in their town and the channels through which women engaged in political decision making are ineffective . Additionally, the factors lack of sufficient information and women to have domestic household role and respondents rated that absence of sufficient channels to engaged women and absence of affirmative measure as high hindering to women to have political decision making in the town. According to informants noted that the challenges of women political participation are seasonality of political parties mobilization, women to engage in political participation are ineffective lack of training in political leadership were the main challenges. But the findings shows that to overcome those challenge by raising gender sensitive new policy making ,training programs ,rising gender awareness for the society women's to become a potential to have organizational leadership in the town.

In the survey the respondents were also presented with list of possible favorable conditions them to engage in formal political decision making. Accordingly, it is found that respondents party mobilization and recruitment for membership is the main favorable condition very high for their involvement in the participation of political decision making and also respondents expressed that the Keble administration and access to information has contributed high for their involvement in politics in addition to this respondents rated encouragement from family average ,affirmative action also low and very low to engaged belonging to certain

group in political decision making in the town respectively. But the findings shows that availability of new institutional opportunities for women to have access to political decision making study area political parties for their mobilization and membership recruitment strategies and their internal systems of governance and accountability mechanisms so that women take-up strategic decision-making positions.

The survey also asked opportunities women access to decide in the political affair of the community according to the result shows creating societal awareness women to participate in politics and friendly relation with local political party leaders. The findings shows that encouraging political parties to integrate in gender perspective to promote women political participation in allocation of budget to attain women in the town.

According to informants, the constitutional grantee of freedom of Associations, multi-party politics and electoral System of government can be considered major institutional opportunities for women political participation. In this regard one of the informants acknowledged the significance of the constitution in such a way that: “The FDRE constitution has done a great deal in recognizing women rights and their participation in the country body of law and politics. As the constitution is the supreme law of the nation defining both the scope and nature of such measures targeting women political participation it implies that constitutionally affirmed for political decision making to measure. The findings shows that increasing the quantity of women representatives need to be accompanied by measures to improve the quality of their participation by creating various opportunities, such as, education, training in leadership and networking and other motivational programs.

Chapter Six: Summary, Conclusion and Recommendation

This chapter presents summary of major findings of the study, the conclusions drawn and recommendations given.

6.1 Summary

Promoting women political participation as well as facilitating the conditions for implementing women-friendly policies and programs at grass root levels is among the stated objectives of the nation-wide in Ethiopia. In this study the researcher aimed to explore challenges and opportunities of women participation in political decision making in Bonga town. The researcher employed mixed research approach and also the data collection instruments were survey questionnaires and interview was employed. Additionally, sources of data comprise both primary and secondary source. The researcher selected three kebeles such as 01, 02 and 03 kebeles purposively beside to this the researcher employed stratified sampling technique, to select appropriate representative from those women's communities' three strata were made and they were grouped in to kebele 01, kebele 02 and kebele 03 were considered as p1, p2 and p3 respectively and the following formula was conducted

n1=n (p1)/N

6.2 Conclusion

Major findings of the study

1 Consequence of capacity building, which has been higher hindering to leadership positions in political leadership, has generally been implied.

2 Moreover, the traditional view that depicts politics as men-business and the low level of gender awareness amongst the society is one of the challenges and also women friendly local political decision making system is not well institutionalized.

3 There is no mechanism that institutionally capable women organizations and also Organizational weakness in identifying women problems, prioritizing and planning women needs, lack of structure and mechanisms of mobilization, participation, and decision-making and accountability in addition to serious trained and experienced human power and financial constraints describe these organizations.

4 Strong and autonomous women's organization as an engine to debate priorities, to legitimate policy demands, and upon political parties and government leaders ineffective to create training program for women in the town.

5 Women affairs offices have still a long way to go in sensitization of women's needs in political participation and representation.

6 Resource constraints, the W AOs have weak institutional linkages with other similar sector offices and partnership with non-governmental organizations in addressing the various needs and demands (such as capacity training in leadership, organizing forums for experience sharing and education of women in the society in general and women in particular.

7 Moreover, in the town has not enhanced the political market and mobilization strategies of political parties through competitive party politics that could enhance women participation in political decision making. Most political parties lack clear program concerning women participation as well as their mobilization strategies are during election time.

6.2. Recommendations

Based on the findings and conclusions of the study the following suggestions are forwarded:

Policy Recommendation

Policy makers should consider availability of new institutional opportunities for women to have access to political decision making study area.

Policy makers should also reconsider about political parties for their mobilization and membership recruitment strategies and their internal systems of governance and accountability mechanisms so that women take-up strategic decision-making positions.

Policy makers' should adopting specific gender equality and mainstreaming policies and mechanism by realizing the previous strategies were effective or unable to achieve the established goal.

Policy makers should encouraging political parties to integrate in gender perspective to promote women political participation in allocation of budget to attain women in the town.

Practitioner Recommendation

Practitioners should increase the quantity of women representatives need to be accompanied by measures to improve the quality of their participation by creating various opportunities, such as, education, training in leadership and networking and other motivational programs.

Practitioner should be given to create opportunities for women to build their collective assets and establish their own institutionally capable organizations to help them and to bring equality of women political participation with men.

Practitioners should developing integrated training project capable of assuring the creation of institutional mechanism with sustainability in order to foster knowledge strengthening women capabilities with local institutions.

Social Work implication

Social workers should facilitate and promote the training of women in parliamentarian, governmental official candidate from both local institution and civil society related to women

political empowerment to strengthen their technical and practical knowledge on public policy management.

Social workers should value social justices and human right of women to participate civic life of politics by advocating for compassionate leaders and constructive social policies.

Social workers should developing technical methodologies, advocacy and awareness raising campaign, strengthening the capabilities of networks and support areas for women, and capacity building for advocacy in politics.

Research's should continue to explore the challenges and opportunities of women participation in political decision making in the town level how to ensure active political participation of women in political decision making. After all the role of social work is no only engage in social and political action but to facilitate the political action of the broader society.

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Appendix

Appendix 1: Questionnaire

Questionnaire for women

Dear respondent, this questionnaire is meant for gathering firsthand information for. The central aim of the research is to explore the challenges and opportunities of women participation in political decision making in Bonga town.

The researcher believes that, to attain such aim and for the ultimate success of the research project as a whole, your genuine, frank and timely response is very crucial.

Please, respond to the questions honestly and responsibly and while doing so, please do not mention your name, phone or house numbers. Of course, I assure you that your response will be kept confidential and as such you will not be responsible for the outcome/finding of the research whatever let it will be.

NB. This questionnaire paper only permits to full above 18 years old

A. Personal Data

1. Age _____

2. Marital status and family situation _____

3. Level of education _____

4 Employments

a. Government's employee b. trader/ business women _____

c. Civic associational/NGO's employee _____

d. Housewife e. Other (please, specify) _____

B. Women Participation in Formal Politics

5. How many years is it since you start your formal political career (such as member to a political part, campaigning for an election)?

A. less than 5 years B. 5 to 10 years C.10 to 15 years d. More than 15 years

6. How did you begin your formal political career in the community?

A membership to a political associations B. individual campaigning

cother(please, specify) _____

7. What was the driving force (your main objective) behind your formal political participation write on the space provided? ----------

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8. Do you think that your plan of election has been fulfilled?

A. yes B. partially fulfilled C. no yet

9. To what extent do you have contributed access to start your formal political decision making? (Indicate your answer by putting (√)1 very high 2, high, 3 average,4 low and 5 very low).

Access to start formal political decision	Response				
	1	2	3	4	5
9. 1 Encouragement from family or relatives					
9.2 Belonging to a certain group					
9.3 Access to information about the Keble or town administration					
9.4 Affirmative actions of the Keble or town administration					
9.5 Party mobilization and recruitment for membership					

C. Women's Opportunities to decide in political affairs

10. What opportunities do you think women have to decide the political affairs in your Keble or town? _____

11 to what extent do the following factors hinder women to have access to local political decision making in your Keble or town (indicate your answer by putting your favorite response (√) 1 very high 2 high 3 low 4 very low and 5 do not know)

Challenges of women access to local political decision making	Response				
	1	2	3	4	5
11.1Society considers politics as men's affair and do not give positive attitude for women political decisions					
11.2 Women have household and reproductive responsibilities and thus difficult for them to engage in politics					
11.3 Most women have not sufficient information					
11.4 There is no sufficient political decision making channels					
11.5 The channels through which women engage in political decision making are ineffective					
11.6 Lack of affirmative action					

D Women and Local political leadership

12 have you lead women political decision making in the town or Keble levels? a. yes b .No

12.1 if your answer is yes for how many year a.5 to 10 b. 10 to 15 c.15 d .more than 15 year

12.2 What are factors contributed for you to be nominated by the political party you are affiliated to (indicate your answer by putting' mark along your favorite response (√) 1=very high, 2= high, 3= average, 4= low and5 = very low)

Contributory Factors women to be nominated by political parties	Response				
	1	2	3	4	5
12.3You are known for your commitment to your party's program on women					
12.4 You are known for your commitment to the political program of your party even if they are not specific to women's Affairs					
12.5 You were amongst these who meet the requirements (Lack of educational, experience and etc.) of the nomination					
12.6 low women membership in the party					

13 have you campaign in the town or Keble elections? A no B Yes C undecided

14. Have you ever lead any political organization, town or Keble? A. yes, I have b. no I have not.

E. Challenges of Women political decision making

15. From your experience, to what extent do you agree or disagree about the following observation during debates and discussions in assembly (indicate your answer by putting ' mark along your favorite response (√) 1= very high, 2= high, 3= average, 4= low and 5 = very low)

Challenges	Response				
	1	2	3	4	5
15.1Men dominate discussion and women lack representative in political decision making.					
15.2Even when given the opportunity, women usually tend to be Passive in debate and decision making.					
15.3 Women with educational and experience are active during political decision making.					
15.4 while voting women are dominated by men					
.15.6 Men are heard more than women during political decision making.					

16. From your experience, what do you think are the challenges facing women political decision making in your town or Keble (please, write on the space provided)

_____

_____

17. What do you suggest to solve these challenges (please, write on the space provided)

_____

_____

Appendix: 2

Interview Guide for key informants

1. What is the intent of women involvement in formal political decision making in this town?

_____
_____
_____
_____
_____
_____

2. What are the challenges of women participation in political decision making in the town?

_____
_____
_____
_____
_____
_____

3. What is the opportunity of women participation has created for the political decision making in the town?

_____
_____
_____
_____
_____
_____

Thank you !!!