

**GENDER MAINSTREAMING STRATEGIES FOR GENDER EQUALITY BY
LOCAL GOVERNMENT AUTHORITIES IN DODOMA MUNICIPALITY AND
MPWAPWA DISTRICT, TANZANIA**

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**A THESIS SUBMITTED IN FULFILMENT OF THE REQUIREMENTS
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EXTENDED ABSTRACT

Gender Mainstreaming Strategies (GMSs) have the potentiality for reducing gender gaps and hence enhancing gender equality in Local Government Authorities (LGAs). However, studies have not reached consensus on whether the internationally and nationally planned GMSs have significant effect on the intended achieved gender equality among LGA officials. This study was conducted in Dodoma Municipality and Mpwapwa District by capturing urban and rural settings respectively in Tanzania, so as to make an epistemological contribution to gender studies and development. Specifically, the study: (i) analyzed GMSs applied by LGAs, (ii) examined attitude of Local Government officials towards Gender Mainstreaming, (iii) determined men and women involvement in decision making among LGA officials and leaders and (iv) assessed gender equality levels among LGAs officials. A cross-sectional research design was used. Fifty eight officials were randomly selected from municipal and district departments. In the first place, among 67 wards, twenty wards were randomly selected. In the next stage ten villages and ten hamlets were randomly selected from the 20 wards. Fifteen officials were randomly selected from each of 10 Village Development Committees (VDCs) while 15 officials were randomly selected from each of the 10 Hamlet Development Committees (HDCs). The combination of 15 officials from the 10 VDCs and 15 officials from 10 HDCs, made a total of 300 officials. Quantitative data were analysed using Statistical Package for Social Sciences (SPSS) in which descriptive and inferential analyses were done, while qualitative data were analysed using content analysis.

The results showed that most of GMSs were not well implemented; the overall gender equality level was found to be low (34.7% and 24.6% for male and female respondents respectively); hence more gender mainstreaming strategies have to be implemented at the LGA level so as to spearhead sustainable development. Since the equality level was

generally found to be the same for both male and female, urban and rural officials, then, policy planners and LGAs gender sensitising bodies such as NGOs, media and CBOs should provide GM measures targeting both Mpwapwa District and Dodoma Municipality so as to make intervention in both rural and urban areas equally. Since large number of men reported high level of gender equality while the overall level of gender equality was low, then men should be used by policy makers as agents for change towards gender equality as they occupy many positions in LGAs compared to women.

Generally the attitude of implementers towards GMs was negative. It was further concluded that there was no significant difference between urban and rural population with respect to attitude of LGA officials towards GMs. It is therefore recommended that, policy makers should consider changing implementers' attitude when planning for GMSs; officials with high levels of GM knowledge should transmit this knowledge to others; the GMSs should aim at changing one's attitude by targeting both urban and rural areas.

Decision making level in the study areas was high; however, the significant difference in decision making between men and women, urban and rural was noticed. Hence, different interventions should be employed by policy makers and other actors to increase involvement in decision making by men and women as well as urban and rural population.

DECLARATION

I, Leonce Mujwahuzi, do hereby declare to the Senate of Sokoine University of Agriculture that this thesis is my own original work done within the period of registration and that it has neither been submitted nor being concurrently submitted in any other institution.

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DEDICATION

This work is dedicated to my late beloved parents Stephen Mujwahuzi and Helena Kagemulo who passed away before witnessing a reasonable academic success of their beloved son; and to Mujwahuzi's and Bushiri's families for prayers and moral support.

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LIST OF ABBREVIATION AND ACRONYMS

ADAF	Appropriate Development for African Foundation
AFDBG	African Development Bank Group
CBOs	Community Based Organisations
CE	Council of Europe
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CGEI	Composite Gender Equality Index
DDS	Department of Development Studies
DED	District Executive Director
DM	Dodoma Municipality
DSI	Development Studies Institute
ECOSOC	Economic and Social Council
EU	European Union
EUCGEI	European Union Composite Gender Equality Index
EUES	European Union Employment Strategy
EUMGE	European Union Measure for Gender Equality
GAD	Gender and Development
GGGR	Global Gender Gap Report
GM	Gender Mainstreaming
GMSs	Gender Mainstreaming Strategies
HDCs	Hamlet Development Committees
HRO	Human Resource Officer
ILO	International Labor Organisation
LGAs	Local Government Authorities

MCDGC	Ministry of Community Development, Gender and Children
MD	Mpwapwa District
NGOs	Non-Governmental Organisations
NSGRP	National Strategy for economic Growth and Ruction of Poverty
ODA	Official Development Assistance
OECD	Organisation for Economic Co-operation and Development
OLRM	Ordinal Logistic Regression Model
SADC	Southern African Development Community
SPSS	Statistical Package for Social Science
SUA	Sokoine University of Agriculture
TDV 2025	Tanzania Development Vision 2025
TGNP	Tanzania Gender Networking Programme
TPB	Theory of Planned Behaviour
TRA	Theory of Reasoned Action
UN	United Nations
UNESCAP	United Nations for Economic and Social Commission for Asia and the Pacific
UNIFEM	United Nations Fund for Women
URT	United Republic of Tanzania
VDCs	Village Development Committees
VEO	Village Executive Officer
WAD	Women and Development
WEO	Ward Executive Officer
WID	Women in Development

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background to the Problem

Gender mainstreaming is the process of assessing the implications for both women and men of any planned action, including legislation, policies or programmes, at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres, so that women and men benefit equally, and inequality is not perpetuated (Moser and Moser, 2005). The ultimate goal of gender mainstreaming is to achieve gender equality.

Gender mainstreaming is a developmental issue as it helps to eliminate existing gender imbalances and inequalities in society which prevent the society from realizing its full potential in all aspects of development in economic, social, and political dimensions. The Global Gender Gap Report (2011) displays country rankings and provides comparisons with rankings in 2010, 2009, 2008, 2007 and 2006. Hence, the Report provides a comprehensive overview of current performance and progress over previous six years. However, the report indicated that there is no country in the world which has achieved gender equality in totality (World Economic Forum, 2011).

Regarding gender equality at work places, an estimation made by Jütting, *et al.* (2008) revealed that African women have been experiencing greater challenges in accessing decent jobs than men. The difference between female and male employment-to-population

ratios was 22.7% in 2007 as well as in 1997. The gap for youth stood at 14.5% in 2007, almost unchanged from 1997 (Schwartz, 2008).

In view of the above gaps, the need for reacting to the existing situation is inescapable. However, this need may be traced many years back from 1945 when issues of equality of men and women were recognized in the UN Charter before they were incorporated in the UN Declaration of Human rights. It was then followed by mobilization and awareness creation strategies including the outcome of the world conferences on women held in Mexico in 1975, Copenhagen (1980) and Nairobi (1985). It was found that whenever a gender gap is identified most of the time women were the disadvantaged group when compared with men. Consequently, strategies for advancing women worldwide became prominent. It is from this scenario that governments including Tanzania became committed to matters pertaining to gender and development (Ogato, 2013).

1.1.1 Gender mainstreaming: A worldly controversy perspectives

Globally, various issues relating to the advancement of women and gender equality since the early 1970s have been addressed, a process which has led to greater international recognition of the importance of Gender Mainstreaming by incorporating a gender perspective in all the goals of the United Nations (political, economic and social), including poverty eradication, human rights, good governance and environmentally sustainable development (Hannan, 2001).

The Beijing Platform for Action, which emerged from the Fourth World Conference on Women in Beijing in 1995, reinforced the various efforts undertaken previously and established gender mainstreaming as a global strategy for the promotion of gender

equality. The Beijing Platform for Action recognized that much progress had been made towards an understanding of the negative impact of gender inequalities in various areas of development, particularly with regard to obstacles to the empowerment of women and the elimination of poverty. However, there was less recognition of the importance of a gender perspective in other areas and institutions such as Local Government Authority (Fernando, 1997).

As a result, some feminist thinkers on gender mainstreaming for gender equality like Elgström (2000) argue that new gender norms have been to fight their way into institutional thinking in competition with traditional norms, because established goals for gender mainstreaming may compete with the prioritization of gender equality even if they are not directly opposed. This means that the process is controversial and can involve negotiation rather than simple adoption of new policies. Underlying the variety of conception of gender mainstreaming are different models of gender equality, of which three major types are usually distinguished. These models include some elements that are visions of the nature of a gender equal world as well as other elements that concern the strategies and tactics of equality. One typology of models of gender equality distinguishes between models based on sameness, difference and transformation (Rees, 1998). A parallel typology distinguishes between models of inclusion, reversal and displacement (Squires, 1999, 2005). Embedded within these debates are implicit theories of gender relations and their connections.

1.1.2 Implicit theories of gender relations and their connections

1.1.2.1 Gender mainstreaming strategies

Gender mainstreaming strategies are different ways which are used to incorporate gender in any planned action at all levels. It is substantiated by AFDBG (2012) that since the

Economic and Social Council (ECOSOC) conclusions, gender mainstreaming for equality has gained momentum at the global policy level as well as in development programming work. It has become better understood and increasingly accepted as a strategy to advance the gender equality goal in countries. Yet, some institutional gaps and challenges at country level conceptualize gender mainstreaming strategies in a controversial manner such as Grosser (2009) who conceptualize gender mainstreaming as making gender equality an “everyone’s business”.

There have been various ways developed and applied over the years to eliminate gender inequality and promote equality between men and women. The decision on which strategy to use depends on the underlying perspectives and assumptions as to what causes inequalities and the goals set to achieve the set objectives.

1.1.2.2 Gender equality

Gender equality, equality between men and women, entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by traditional norms, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female (Eastin and Prakash, 2013). Over the decades, the importance of gender equality in the management and the overall performance of companies to adhere to gender issue have been established. While largely ignoring the gender aspects of the organization and the work place environment, such tendency may create difficulty in elevating company and work place performance. This may in turn be reflected in the organization’s procedures and practices that leave much underlying

informal and formal discrimination and inequality intact. According to Partners for Law in Development & UNIFEM, CEDAW (2004), three main perspectives to gender equality can be distinguished:

1.1.2.3 Sameness perspective

This perspective considers that women and men are the same, and therefore should be treated in the same manner regardless of the biological and gender differences between the two. This approach disadvantages women as it is ‘gender blind’. Women are overly burdened in trying to achieve male standards when in fact the social and economic reality of women is not similar to that of men (Neale *et al.*, 2014). Disadvantaged by subordinate gender roles, multiple responsibilities and less access to resources than men, only few, privileged women are able to compete with men on an equal footing (Rimalt, 2003).

1.1.2.4 Protectionist perspective

This perspective recognizes the differences between men and women, but aims to protect women, who are perceived as ‘the weaker sex’, from areas which are considered to be ‘unsafe’, ‘unsuitable’, or ‘inappropriate’ for them. In practice this results in barring women from doing certain things ‘for their own good’. Some countries, for example, prohibit women from night work. This approach assumes that all women need protection from sexual harassment. It perpetuates sex discrimination in the guise of protection rather than challenging the causes of the subordination of women and providing all workers with safe work (Eckert *et al.*, 2013).

1.1.2.5 Outcomes perspective

This perspective is corrective. It recognizes the differences between men and women and at the same time underlines the importance of equality between the two. It analyzes why these differences exist and what the inequalities are. It aims at achieving equality

outcomes, and seeks to eliminate discrimination of the disadvantaged groups through corrective and positive measures at the individual, institutional and societal levels. This approach is adopted in international law such as the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW) and the ILO international labour standards. Of course, this is a central perspective which is in line with gender mainstreaming (Maitrayee *et al.*, 2006; Lee-Gosselin *et al.*, 2013).

1.1.3 Gender mainstreaming strategies in Tanzania

It has been understood that promoting gender equality in Tanzania by discussing the effects of its inequalities and making much research on the same is an essential component of an effective sustainable development. Because of this, Tanzania has been addressing gender issues in all stages of policy formulation and implementation. Tanzania is currently implementing both national and international strategies in order to bring about equality through gender mainstreaming. The Constitution of the United Republic of Tanzania endorses gender equality and guarantees full participation of women and men in social, economic and political life. The Government is also implementing international commitments as enshrined in the United Nations Charter and on the Human Rights Declaration (1948). Others are Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), formulated in 1979; the Beijing Platform for Action (PAF) of 1995, the African Union Solemn Declaration on Gender Equality and the Protocol to the African Charter on Human and People's Rights on the Rights of Women (2003). In Tanzania, gender is also mainstreamed through various development actors including the Local Government Authorities (LGAs), NGOs and CBOs. Gender mainstreaming has been recognized as an important approach, designed to bridge the gender gaps pertaining to rights, peace, socio-economic, cultural and political development.

1.1.4 Local Governments as an actor for gender mainstreaming

Under Local Government Authorities, women and men have the right to equal access to the services offered by the local governments, as well as the right to be treated equally in these services and to be able to influence the initiation, development, management and monitoring of services. The provision of services such as education, welfare and other social services by local governments should aim to see women and men as equally responsible for matters related both to the family and to public life, and avoid perpetuating stereotypes of women and men. For example, a study by McEwan (2003) in local government projects on the involvement and consultation of men and women, men identified roads and transportation as priorities, while women identified schools, water, and domestic violence elimination as major priorities. These differences reflect the organization of men and women's day-to-day lives. Women have the equal right to sound environmental living conditions, housing, water distribution and sanitation facilities, as well as to affordable public transportation. Women's needs and living conditions must be made visible and taken into account at all times in planning LGAs development programmes. Women have the right to equal access to the territory and geographical space of local governments, ranging from the right to own land, to the right to move freely and without fear in public spaces and on public transport. Local government has a role to play in ensuring the reproductive rights of women and the rights of women to become free from domestic violence and other forms of physical, psychological and sexual violence and abuse. On the other hand, LGAs have the responsibility of ensuring that the rights of men and boys are safeguarded. Thus, ensuring gender equality means equal enjoyment of women and men in all aspects of human rights, socially valued opportunities, and resources utilization. Genuine equality means more than parity in numbers or laws in books; it means expanded freedoms and improved overall quality of life for all people.

1.1.5 Gender mainstreaming, political leadership and Government officials

Gender mainstreaming requires on one hand, programmes and policies that address the specific needs of groups of both women, men, girls and boys (Akinsanya and Onah, 2012). On the other hand, Gender Mainstreaming Strategies (GMSs) need political leaders and government officials at different levels of government such as LGAs to make proper implementation of the said strategies. Leaders should create a vision for how to effect positive changes that fit organizational goals and global trends. Most importantly, political leaders and government officials sell their gender mainstreaming vision to employees by effectively communicating with other leaders, and community members and influence them to work towards gender mainstreaming vision. Leaders and officials are therefore mostly important since it is substantiated by Aruna (2014) that organizational change of any kind is a political process, especially gender mainstreaming, which challenges and seeks to transform the formal and informal structures of an organization such as LGAs in significant ways. The process of mainstreaming gender in LGAs introduces change throughout an organization and alters the fundamental culture of officials including power dynamics, with implications for staff at all levels.

The goal of gender mainstreaming strategy incorporated into the 1995 Beijing Platform is striving towards achieving greater gender equality at organizational level, resulting in meaningful gender integration at a programme level. As the definition implies, gender mainstreaming is an ongoing process rather than a one-time event and requires sustained commitment of political will, time, and resources. Gender inequality is a relational issue that cannot be addressed by working with women alone or through isolated initiatives. Gender mainstreaming, therefore, means working with men as well as women and seeks to incorporate/institutionalize gender equality as a key component of all organizational

departments and committees (United Nations, 2002). However, it is doubtful whether what had been planned has led to the desired outcome at grass roots level, and this is what the study for this thesis investigated.

As in other LGAs in Tanzania, gender mainstreaming in Dodoma Municipality and Mpwapwa District is enshrined in the National policy frame works such as National Gender Development as well as Women and Gender Development Policy. It is further evident in gender budgeting initiatives and gender analysis. The driving factor which laid grounds for undertaking this particular study, is whether the planned strategies have brought any impact in today's gender equality in the study area.

1.2 Statement of the Problem

Researchers such as Rubery (2002), gauged the impact of EU Employment Strategy (EUES) on gender mainstreaming and gender equality in the European Union and concluded that EUES is a catalyst for gender equality at the work place. Others such as O'Reilly and Fagan, (1998); Yeandle, (1999); and Goetschy, (1999) reported improved gender equality a result of gender mainstreaming strategies among government officials but not change in employers' behaviour. GGGR (2015) assessed the level of gender equality achieved the result of gender mainstreaming targets in the NSGRP in Tanzania while Yoon (2011; 2013) looked into the impact of special seats on the democratization of Tanzania.

Actually, much of these studies concentrated more on policy processes and companies' performance with regard to gender mainstreaming and gender equality without strictly pinpointing on the performance of the pre-set strategies at the low level of governments. Hence, despite the efforts that have been made and those that are in place to mainstream gender for gender equality the levels of gender equality is scantily documented. Therefore,

this study aimed at establishing relationship between Gender Mainstreaming Strategies and gender equality levels among LGAs officials, using Dodoma Municipality and Mpwapwa District as the study area. Information on the mainstreaming strategies and gender equality in Dodoma Municipality and Mpwapwa District is scanty. Hence, this study aimed at bridging this gap.

1.3 Justification for the Study

The Ministry of Community Development Gender and Children in Tanzania conducted a diagnostic study in 2012, and revealed that 29% of female public sector workers were in leadership positions compared to male. However, the SADC Gender Protocol Barometer (2014) by Morna and Dube (2014) states that 29% of all public service officials are women. In terms of senior positions in the public offices, it states that 18 percent of all permanent secretaries are women. These findings are derived from higher level without documenting what is the situation at the grass roots level of government such as LGAs. Consequently, a study on the same subject matter at the grass roots level becomes important.

The study is in line with the targets of the Tanzania Development Vision 2025 for high and shared growth and quality livelihood. Since shared growth and quality livelihood cannot be attained within gender inequality parameters, due to inequalities in the distribution of resources, benefits and responsibilities at the work place, then this study was justifiable. The work place can be a setting where gender inequalities are both manifested and sustained, with consequent effects on all dimensions of development, which may in turn affect livelihood (Council of Europe, 2009). Inequalities between women and men violate fundamental rights; they also impose a heavy toll on the economy and result in underutilization of talents.

The study also conforms to the National Strategy for Gender and Development (NSGD) whose aim is to consolidate and speed up implementation of gender mainstreaming strategies through Women and Gender Development Policy of 2000. Since another aim of NSGD is to guide implementers to incorporate gender concerns into their day to day activities at national levels, then this study for officials at LGAs becomes justifiable. The results of this work will benefit both men and women officials at the work place (in departments) and the community at large as through officials in VDCs and SDCs. Academically, the manuscripts which will later be published will be used as secondary data for academic usefulness.

1.4 Study Objectives

1.4.1 Broad objective

The general objective of this study was to assess Gender Mainstreaming Strategies (GMSs) for gender equality by Local Government Authorities (LGAs) in Dodoma Municipality and Mpwapwa District, Tanzania.

1.4.2 Specific objectives

The specific objectives of the study were to:

- i. Analyze gender mainstreaming strategies applied by LGAs.
- ii. Examine attitude of Local Government officials towards gender mainstreaming.
- iii. Determine men's and women's involvement in decision making among LGA officials and leaders.
- iv. Assess gender equality levels among LGAs officials.

1.5 Research Questions and Hypotheses

1.5.1 Research questions

The study was guided by the following research questions:

- i. What are the genders mainstreaming strategies applied by LGAs, and what are mainstreaming gender in LGAs?
- ii. What is the attitude of local government officials towards gender mainstreaming strategies?
- iii. Are men and women equally involved in decision making among government officials and leaders?
- iv. What are the levels of gender equality among LGAs officials?

1.5.2 Hypothesis

- i. **Null Hypothesis:** There is no difference in the level of gender equality in both urban and rural areas

Alternative Hypothesis: There is a significant difference in the level of gender equality in both urban and rural areas

- ii. **Null Hypothesis:** There is no difference in the level of gender equality between men and women both in urban and rural areas

Alternative Hypothesis: There is a significant difference in the level of gender equality between men and women both urban and rural areas

1.6 Theoretical Framework

Theory of Reasoned Action (TRA) and Theory of Planned Behaviour (TPB)

The theory of reasoned action (Ajzen and Fishbein, 1980) was first introduced in 1967 by Fishbein in an effort to understand the relationship between attitude and behaviour. It

attempts to explain the relationship between beliefs, attitudes, intentions and behaviour. According to the theory of reasoned action, the most accurate determinant of behaviour is behavioural intention/Intention to act. The direct determinants of people's behavioural intentions are their attitudes towards performing certain behaviour and the subjective norms associated with the behaviour. Attitude is determined by a person's beliefs about the outcomes or attributes of performing a specific behaviour (behavioural beliefs), weighted by evaluations of those outcomes or attributes. The subjective norm of a person is determined by whether important referents (people who are important to the person) approve or disapprove the performance of a behaviour (that is, normative beliefs), weighted by the person's motivation to comply with those referents (Ajzen and Fishbein, 1980; Montano and Kasprzyk, 2002). According to Montano and Kasprzyk (2002), the Theory of Reasoned Action is successful in explaining behaviour when volitional (decision, choice, desire) control is high. In conditions where volitional control is low, the Theory of Planned Behaviour (Ajzen, 1991) is more appropriate to explaining behaviour.

Ajzen (1991) proposed the theory of planned behaviour by adding perceived behavioural control (PBC) to the theory of reasoned action, in an effort to account for factors outside a person's volitional control that may affect her/his intentions and behaviour. This extension was based on the idea that behavioural performance is determined by motivation (intention) and ability (behavioural control). According to Montano and Kasprzyk (2002), perceived behavioural control is similar to Bandura's concept of self-efficacy, which refers to an individual's belief in his/her ability to perform a particular behaviour under various conditions. This theory was selected for the research on which this thesis is based since it conforms to the objectives of the study.

1.7 Conceptual Frame Work

A conceptual framework is a diagrammatic representation of variables to be studied and relationships among them. It is a network of inter linked concepts that together provide a comprehensive understanding of a phenomenon to be studied (Jabareen, 2009). It shows the most important areas to focus on, how to use limited resources and to ensure that data collected are relevant to the objectives of the research (Scarborough and Kydd, 1992). The conceptual framework of the study is presented in Fig. 1.1. This framework is informed by theoretical and empirical literature.

The conceptual framework is established under the assumption that gender mainstreaming strategies for gender equality are relevant in two linked variables: Independent variables which include policy frameworks, gender budgeting, gender analysis and legal/structural base; these are collectively termed as Gender Mainstreaming Strategies (GMSs). It is further assumed that the antecedents of officials' intention to implement Gender Mainstreaming Strategies are attitudes and subjective norms. The dependent variable (Gender equality), which is expressed in gender equality behaviour, is demonstrated by six gender equality domains of work, financial, knowledge, time, power and health. On the other hand, intention to act has been defined in the TRA/TPB as: the amount of effort one is willing to exert to attain a goal (Ajzen, 1991), "behavioural plans that...enable attainment of a behavioural goal" (Ajzen, 1996), or simply "proximal goals", for that case, being a mental and abstract variable. In this study it becomes an intervening variable with no measurable parameter.

Likewise, Demographic characteristics (age, education level and marital status) are assumed to have an implication to officials' attitude towards GMSs, one's intention to

implement GMSs hence gender equality levels manifested by gender equality behaviour. Furthermore, the demographic characteristics influence the subjective norms which in turn affect one's intention to act which as well leads to officials' gender equality level. The assumed relationships between these variables were used to set the questions so as to capture the empirical information in the data collection process. The main issue that emerges in this study is about GMSs and their influence on officials' gender equality level in the LGAs.

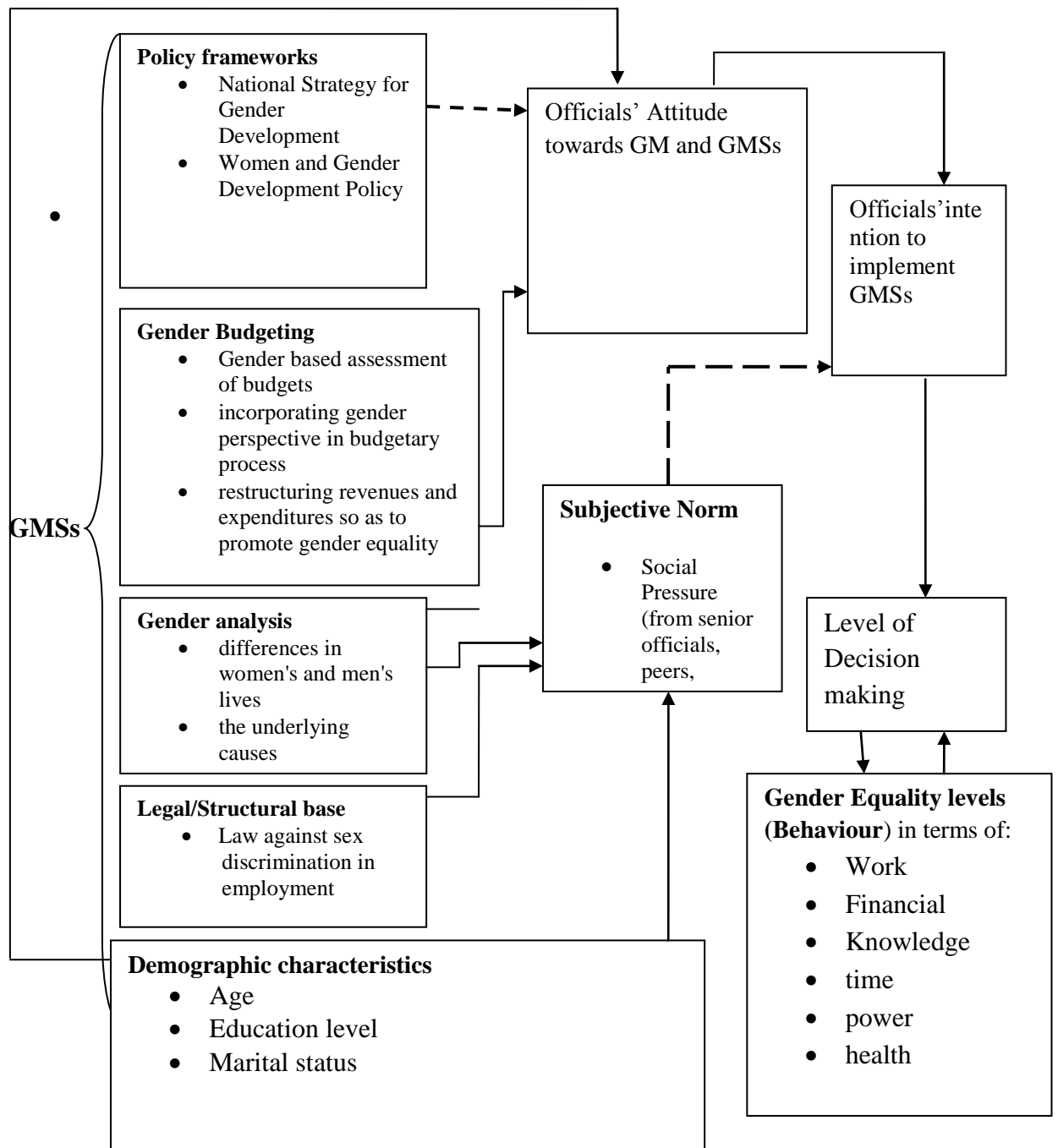


Figure 1.1: Conceptual Framework: The Theory of Planned Behaviour

(Adopted from Ajzen and Fishbein, 1980).

Key :

- > Not measured in the study
- > With direct relationship and measured in the study

1.8 Organization of the Thesis

This thesis is organised in five chapters out of which there are three publishable manuscripts. The first chapter is an introduction that presents the background information of the thesis. The second chapter presents the first manuscript that focuses on gender mainstreaming strategies applied by LGAs as well as assessment of gender equality levels among LGAs officials. This manuscript encompasses objective one and four respectively. Chapter three presents the second manuscript on the attitude of local government officials towards gender mainstreaming and gender mainstreaming strategies. The fourth chapter presents the third manuscript on determination of men and women involvement in decision making among LGA officials and leaders. The fifth chapter presents the conclusions of the results and discussion from all the manuscripts as well as recommendations. Furthermore, this chapter indicates the contribution of this work to the body of knowledge and policy as well as areas for further research.

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CHAPTER TWO

2.0 Mainstreaming Strategies towards Gender Equality in Dodoma Municipality and Mpwapwa District, Tanzania

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2.1 Abstract

Gender equality within Local Government Authorities (LGAs) is an important aspect for spearheading sustainable development in any country. Gender Mainstreaming Strategies (GMSs) are set to achieve Gender equality. Despite various GMSs gender gaps and their negative impacts to sustainable development still persist in Tanzania. It is assumed that the persisting gaps may be caused by various challenges in the course of implementing GMSs. However, in Tanzania, very rare studies have uncovered the levels of gender equality as a result of GM in LGAs. Likewise, the data for challenges which may be impeding the implementation of various GMSs are scarce. Hence, this paper is about (i) Assessing some implemented GMSs, ii) determining challenges encountered in mainstreaming gender, iii) examining the levels of gender equality achieved in the LGAs

as a result of GMSs and (iv) determining gender equality levels of a) men and women officials and b) urban and rural officials. A cross-sectional research design was employed using 358 respondents. Levels of gender equality achieved were measured by using a Composite Gender Equality Index (CGEI). The Index was adopted from the European Union GEI whose measure of GE ranges from 1 to 100. Mann-Whitney U test was used to test the hypothesis that i) gender equality levels are the same between i) male and female officials, and ii) urban and rural officials. The results showed that most of GMSs were not well implemented; therefore LGAs planners should make sure that the implementation of existing GMSs is ensured according to government priorities and frameworks. Since, the overall gender equality level was found to be low (34.7% and 24.6% for male and female respectively), hence more gender mainstreaming strategies have to be implemented at the LGA level so as to spearhead sustainable development. Since the equality level was generally found to be the same for male and female, urban and rural officials, then policy planners and LGAs gender sensitising bodies such as NGOs, media and CBOs should provide GM measures targeting both urban and rural officials equally. Since a large number of men reported high level of gender equality while the overall level of gender equality was low, then men should be used by policy makers as agents for change towards gender equality as they occupy many positions in LGAs compared to women.

Keywords: Levels of Gender Equality, Gender Mainstreaming Strategies and urban and rural areas

2.2 Introduction

Gender Mainstreaming (GM) is defined by the United Nations as a process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels (UN, 2007). It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated (Hafner-Burton and Pollack, 2009). Thus, GM is not a goal in itself but a radical strategy for achieving gender equality as well as change within the state (True and Mintrom, 2001).

Gender mainstreaming is a technical process requiring the use of various gender tools, including gender analysis, statistics and budgeting or audits, to identify the differential impact on women and men of all policies and programmes so that appropriate measures can be developed to achieve gender equality (Barton and Nazombe, 2000). Some authors argue that gender mainstreaming emerged from an international context, that is, The United Nations Fourth World Conference on Women in Beijing in 1995 and dispersed to state-based policy machineries that have been established through years (True, 2003; True and Mintron, 2001), its aim being achievement for gender equality.

All over the world, there have been discourses on the level of gender equality achieved by bridging the gap of gender disparities. According to Sen (1995) there have been problems relating to gender inequality, which is unequal treatment of both men and women at work place, in education, health services, economic opportunities and political arena. Even though the World Economic Forum (2014) presented the Global Gender Gap Report by

showing the variations across the regions, the highest rate of gender inequality is found in sub Saharan Africa under which Tanzania is a sub-set. Gender inequality at work place is said by Forsythe *et al.* (2000) as cited by Fellant (2009) to have a negative impact on work, whether formal or informal, paid or unpaid and plays an important part in determining women's and men's relative wealth, power and prestige. If gender inequality is entertained at work place, then inequalities in the distribution of resources, benefits and responsibilities become inevitable. The work place can be a setting where gender inequalities are both manifested and sustained, with consequent effects on all dimensions of development, that is, political, social, economic and human. Inequalities between women and men violate fundamental rights. They also impose a heavy toll on the economy and result in underutilization of talents. On the other hand, economic and business benefits can be gained from enhancing gender equality.

In view of the persisting gender gaps, the Constitution of the United Republic of Tanzania endorses gender equality and guarantees full participation of women and men in social, economic and political life. The Government is also implementing international commitments as enshrined in the United Nations Charter and on the Human Rights Declaration (1948). Others are Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) formulated in 1979, The Beijing Plat form for Action (PAF) of 1995 and the Protocol to the African Charter on Human and Peoples Rights on the Rights of Women of 2003 (TGNP, 2006).

In Tanzania, gender is also mainstreamed through Local Government Authorities (LGAs). Some studies pertaining to gender mainstreaming in Local Government Authorities have been done and, according to African Peer Review Mechanism (2010), it has recently been

revealed that the application of gender mainstreaming as an approach to gender equality is especially limited on the situation or problem analysis phase of the policy process, in monitoring and in impact tracking. Apart from LGAs, some works on GM such as True, (2003) insisted on mainstreaming gender into global public policy. However, few studies have uncovered the levels of gender equality in Local Government Authorities as a result of gender mainstreaming strategies, and none of which related GMSs, LGAs and levels of gender equality in Dodoma Municipality and Mpwapwa District. This study, therefore, aimed at (i) assessing some implemented GMSs, ii) examining the levels of gender equality achieved in the LGAs, (iii) determining gender equality levels of a) men and women officials b) urban and rural officials.

2.3 Methodology

2.3.1 The study area

The study was done in Dodoma Municipality and Mpwapwa District. Dodoma Municipality is composed of 34 wards with a total population of 199,487 and 211,469 men and women respectively while Mpwapwa District is one of the 5 districts of Dodoma Region, Tanzania has 33 wards, and its population is 147 306 and 157 750 male and female respectively (NBS, 2012).

It is world widely known that men and women are not homogeneous in all places at all times, and since the information from this kind of study is very scarce in the same population then it logically follows from the premises that the area for the study is appropriate and justifiable. Furthermore, it is in Dodoma where the headquarters for Local Government Authorities are located. Mpwapwa District and its villages were investigated so as to assess the extent of gender equality achievement by capturing the rural dimension

where a large number of people is residing according to Tanzania Population Census (NBS, 2012).

2.3.2 Research design, sampling and methods of data collection

The study adopted a cross- sectional research design where by data were by collected at a single point in time. This research design has a greater degree of accuracy and precision in social science studies than other designs (Casley and Kumar, 1998) and more appropriate in examining current situation (Mann, 2003). It was also chosen due to the nature of the study objectives that required collection of data at a single point in time. The sample size was 358 respondents. Primary data were collected from government officials in the selected departments namely education, health, agriculture and cooperatives, community development and water. Furthermore, village officials were also involved at village level.

Previously, it was proposed that 80 respondents (40 male and 40 female) would have randomly been selected from 5 departments including 16 respondents from each department. Unfortunately, out of 80 officials only 58 (38 male and 20 female) officials were randomly selected from Municipal and District departments. Fifty eight officials were selected instead of 80 respondents due to difficulties in getting potential respondents.

Multistage sampling procedure was adopted in the selection of respondents in the villages and hamlets. In the first place, among 67 wards found in both Dodoma Municipality and Mpwapwa District, 20 (30%) wards were randomly selected. This is consistent with Boyd (1981) who argues that this sample is neither excessively large, nor too small which can fulfill the requirements of efficiency, representativeness, reliability and flexibility.

In the next stage ten villages and ten hamlets were randomly selected from 20 wards. Fifteen officials were randomly selected from 10 Village Development Committees (VDCs) while 15 officials were also randomly selected from 10 Hamlet Development Committees. The combination of 15 officials from 10 Village Development Committees and 15 officials from 10 Hamlet Development Committees made a total of 300 officials (182 and 118 male and female respectively). Consequently, a total of 300 officials were randomly selected from the two district hamlets and villages. Twenty Ward Executive officers, 10 Village Executive Officers, 2 Human Resource Officers and 2 District Executive Officers were involved as key informants of the study during collection of qualitative data using checklists of questions. These made a total of 44 key informants among whom 26 and 18 informants were male and female respectively.

Interview guide was used to collect data through Focus Group Discussions (FGDs). The FGDs were also used to collect data from community members who were organized in groups of 6 to 10 individuals basing on sex, age, social classes and status. Two focus group discussions were conducted from each district giving a total of four focus group discussions. Key issues collected from FGDs were to understand collective views in the study areas about: i) Mainstreaming Strategies, and ii) understanding various gender related matters in their day to day lives which may manifest gender mainstreaming strategies and equality level in the study area.

2.3 3 Data analysis

2.3.3.1 Assessing gender mainstreaming strategies

Gender Mainstreaming Strategies (GMSs) were assessed by considering three dimensions in mainstreaming gender, namely policy framework, and gender analysis as well as

structural/ legal base. These components were used to construct questions for assessing the mainstreamed GMSs then data were analyzed descriptively.

2.3.3.2 Calibration of gender equality Index

With regard for assessing the level of gender equality achieved a result of gender mainstreaming strategies, this part of questionnaire was organized into six dimensions namely work, financial, knowledge, time, power and health. Each one was divided into a set of questions that allowed the researcher to assess gender equality level in LGAs after the implementation of Gender Mainstreaming Strategies (GMSs). The questionnaire was composed of a total of 32 statements, which could be answered by Yes or No, depending on which better describes the practices of LGAs with regard to each specific gender equality domain. The results helped to diagnose the position of the LGAs with regard to gender equality.

The gender equality domains and their associated statements were adopted from European Union Gender Equality Index (2015). Furthermore, the paper used the same methodology on building composite indicators developed by the European Commission's Joint Research Centre and the Organization for Economic Co-operation and Development (OECD). The calibration of composite gender equality index was done regarding the following steps: i) the total score of each gender equality domain was calculated; ii) then the summation of each domain's total score was summed up to get a composite total score; iii) since the European Gender Equality measure assumes that a score of 100 denotes full gender equality, 50 scores as half way towards gender equality, whereas 1 denotes gender inequality; hence finding gender equality levels as high, moderate and low. The total score of each respondent was divided to 32 (statements found in all domains), and then

multiplied by 100 so as to make a conversion into the European Union measure of gender equality; iv) Then each total score found in i) above was divided by 6 so as to give each domain the same weight in gender equality (weighted scores). Hence, the weighted scores of each domain were then ready for further analysis so as to compare their means using non-parametric test (for this matter, Mann Whitney U statistic).

2.3.3.3 Non-parametric test for comparing gender equality between Men and Women and urban and rural areas officials

Mann-Whitney U statistic was used to test the hypotheses that: i) the level of gender equality is the same in both urban and rural areas officials, and ii) the level of gender equality is the same for both men and women in the study area. As per this paper, the basis of using the Mann-Whitney U statistic as an appropriate way of comparing the median is that first the paper used random samples from populations, second there is independence within samples and mutual independence between samples, lastly, measurement scale was at least ordinal.

2.4 Results and Discussions

2.4.1 Assessment of gender mainstreaming strategies

2.4.1.1 Efforts to reduce gender gaps

In the study, respondents were asked whether there were efforts made to reduce gender gaps as a mainstreaming strategy. The majority (61.2%) of all officials gave negative answers to whether making any effort in reducing the gender gaps and inequalities between men and women was used as a strategy of mainstreaming gender (Table 2.1). This was opposed to 38.8% of all respondents who gave positive answers to the same question. This implies that officials did not respond to national strategies and policies,

especially gender centered policies which in most cases have been insisting on increased efforts of reducing gender gaps between men and women. This in turn may lower down gender equality level. Since a large numbers of respondents were from village and hamlets development committees, still cultural and societal norms are still too dogmatic to allow the implementation of GMSs to take place. This is in line with Ingle hart, & Norris, (2003), which states on lack of addressing gender inequalities at work place that it would be pointless to encourage women to stand for elected offices without addressing the fundamental inequalities which prevail in our societies and without changing the underlying culture which persists in many local and regional governments.

2.4.1.2 Incorporating gender issues in their everyday plans

It was further found that 85.2% of all respondents affirmed the incorporation of gender issues (gender analysis, gender identity, positive action etc) in their day to day plans so as to spearhead gender equality in their hamlets and villages as well as departments. This was not the case for 14.8% of all respondents who were asked the same question as indicated in Table 2.1. The implication of not incorporating gender matters in day to day development plans is against operational definition of GM, and this may accelerate the persistence of gender gaps in various development dimensions. The ultimate goal of mainstreaming is to achieve gender equality. Hence, regarding this definition, if the gender issues are not incorporated in day to day plans, then gender equality is jeopardized.

2.4.1.3 Involvement of other stakeholders in mainstreaming gender

When the researcher needed to know if the officials collaborated with other stakeholders such as NGOs and CBOs in mainstreaming gender as one of the strategy, the majority (92.5%) of the respondents did not involve other stakeholders in mainstreaming gender. On the other hand, only 7.5% involved other stakeholders in mainstreaming gender (Table

2.1). Involving as many stakeholders as possible is an important aspect when mainstreaming gender. Whether mainstreaming strategies are ‘bottom-up’ like that of LGAs, involvement of all the key stakeholders in the system is crucial. The commitment of those who are part of the process, like for this case government officials who are influential in the implementation of the process, is essential if success is to be realized. When conducting one of the Focus Group Discussions at the village level, one discussant commented strongly that:

“We fail to involve as many stakeholders as possible; some stakeholders stay far away from the district, and regional level; these stakeholders are important as they are knowledgeable and have the exposure compared to us. But, it becomes difficult to involve them in our activities unless they are sent by upper levels of the government which occurs rarely” After probing, it was obvious that lack of fund was the major problem

Table 2.1: Gender Mainstreaming Strategies (n = 358)

Statements	Percent	
	True	False
Your department/committee is making any effort in reducing the gender gaps and inequalities between men and women	38.8	61.2
You are incorporating gender concerns into your policies, plans strategies and programmes at the departmental/ village or hamlet level	85.2	14.8
You are guiding and involving all stakeholders to bring about gender equality in a more harmonized manner for enhanced development	7.5	92.5
You implement constitutional as well as Women and Gender Development Policy requirements for gender equality	43.0	57.0
You analyze who does what between Women and men and when these activities take place as one aspect of gender analysis	82.4	17.6
You assess who has access to and control of resources and services and decision making as one of the important aspect of gender mainstreaming	78.5	21.5
The analysis is being made on the impact that the budget allocation have for men and women	43.3	56.7
The budget explicitly allocates resources to gender-related work	36.0	64.0

Source: Field Data, 2012

2.4.2 Challenges Encountered in Mainstreaming Gender in the Study areas

2.4.2.1 Women involvement in politics and leadership

From the findings, a good proportion (17.6%) and (37.9%) of male and female officials respectively identified lack of women involvement in politics and leadership as one of the challenges in mainstreaming gender (Table 2.2). Whereas only 16% and 31.8% of both male and female officials respectively did not see the importance of women involvement in politics as one of the challenges, a large number of women officials identified their lack of involvement in politics as a challenge; this may be contributed by the existing roots of patriarchy tendencies in the study areas. Since the unit of analysis was drawn from the Village Development Committees as well as hamlet Development Committees and districts' departments, it became difficult for women to acquire leadership positions as substantiated by one of the key informants:

“Sometimes if officials are elected then women are not contesting because they fear that they may not be elected by men. Consequently, this hinders gender mainstreaming processes and later on lowers down gender equality”.

For this reason, it is further stated that women involvement is a fundamental aspect of modern democratic governance and leadership that under international standards, both men and women should have equal rights and opportunities to participate fully in all aspects and at all levels of political processes. In practice, however, it is often more challenging for women to access and exercise these rights.

2.4.2.2 Sex segregation in electing leaders for various tasks

Sex segregation was seen as a challenge in mainstreaming gender as more than 57% of the female officials as indicated in Table 2.2, reported dissatisfactions and segregations in

electing leaders and sometimes during various meetings and activities. This matter was also reported by the key informant in Mpwapwa District in responding to the question about lessons learnt by the female leader in a leadership position. A female key informant was quoted saying that:

“Men often need to come forward by showing their professionalism, and they have to do more and be at the forefront, and during discussions in the meeting they prefer to occupy leadership roles. One bias that I have experienced in meetings is when for instance it is asked to take minutes; somehow many people will always look at me or to another woman to take minutes since we are only two ladies, pretending that men cannot take notes. I usually get discouraged for instance if you are the leader in the room and it happens to be a woman, it is amazing how men are not satisfied with performance on some simple tasks assigned to me. As a leader I usually ask myself that who am I in my career. So, sex segregation is a critical issue at our work place and gender specialist has to intervene.”

This is even likely to happen in places where the level of gender related matters understanding is still low, and this is further perpetuated by double standards for female and male leaders in today's workplaces. Often times, women face challenges when working in male dominated organizations because to achieve success, women typically have to adapt to the organizational culture by accepting male attitudes and values.

2.4.2.3 Lack of Proper understanding of gender mainstreaming concept

The officials were asked if they knew the meaning of the word gender mainstreaming and it was found that 48.9% and 6.7% of the interviewed male and female respondents respectively declared that they do not know the meaning of GM. This is taken as a

challenge as when compared with 29.3% and 12.6% of the total female and male respondents respectively who declared that they know the meaning of GM as indicated in Table 2.2. The problem of misunderstanding gender matters in implementation of gender related strategies is a global issue. For instance, Pollack and Hafner-Burton (2000) define GM in terms of social movement theory, political opportunities, mobilizing structures, and strategic framing while Walby (2005) describes GM as ‘the re-invention, restructuring, and rebranding of a key part of feminism in the contemporary era. The question on what GM means stimulates other questions of inclusion, assimilation, incorporation, involvement, participation in a system of values that are antithetical to women’s interests. Because of this multi-understanding, there are competing definitions of what the goals are and whether the theoretical underpinnings are equality, equity, social justice, transformation, sameness/difference, human rights. A number of analysts have pointed out how a lack of clarity on GMSs endangers implementation of GM strategies (Subramanian, 2004). For this matter, one of the female key informants in Dodoma Municipality admitted and suggested:

“It is a good idea (Gender Mainstreaming Strategies) but it is hard to implement it does require experts who are already gender sensitized-may be women but people who are really knowledgeable”.

Table 2.2: Challenges Encountered in Mainstreaming Gender (n=358)

Statements	Male		Female	
	True	False	True	False
Not giving priority to gender mainstreaming in development activities	23.5	20.1	51.4	5.0
Fund allocated for gender mainstreaming activities	12.8	48.6	17.9	9.5
Knowing the meaning of GM	12.6	48.6	29.3	6.7
Women have the right to work outside home and earn personal income	50.8	10.6	7.0	19.0
level of education a challenge to GMSs	67.4	6.0	20.1	6.5
The provision of gender sensitive training.	4.5	57.0	15.1	34.9
Women involvement in politics and leadership	17.6	16.0	37.9	31.8
Sex segregation in electing leaders for various tasks	17.3	15.9	57.0	27.9

Source: Field Data, 2012

2.4.2.4 Education as a tool for GM

In order to implement GMSs one needs to use education as a tool; therefore low level of education can be a barrier in mainstreaming gender in LGAs. Findings of this study show that the majority (67.4%) of male respondents identified low level of education as a major challenge to GMSs as indicated in Table 2.2. This phenomenon was further seen in the study area such that few respondents had university level. Further, female respondents had low university level of education than male respondents. This is a big challenge for women in bringing about gender mainstreaming at their working place. It is repeatedly substantiated by international community such as Morley (2007) that higher education is a central site for facilitating the skills, knowledge and expertise that are essential to economic and social development in low-income countries. Consequently, both male and female Local government officials and leaders noted that there is a general lack of qualified women available for the positions offered by the government as a result of women's low educational attainments. This finding supports earlier studies that point to the limited representation of women in formal employment and in senior positions within Local Government Authorities as a result of fewer women accessing higher education.

Even though it was assumed that respondents in the study area were leaders, education was as well assumed to be a pre-requisite for any individual before he/she becomes a leader. However, this was not the case as there are some leaders who were holding offices but at the same time they did not even complete their primary level of education. In view of this, the number of female officials was lower compared to that of male. This was especially vividly seen in Mpwapa District, in wards which were far from the District headquarters. Regarding this finding, one of the male key informants in Matomondo village asserted that:

“At our place, choosing one to be a leader in the Village Development Committee or in any other village government organ which needs vote from village members, or citizen consultation, education is not necessarily taken as criteria. What matters is one’s social capital and relationship with village members”.

2.4.2.5 Fund allocation

It was found that 48.6% of the male respondents were of the opinion that lack of fund for gender mainstreaming activities was a challenge; the similar response was given by 9.5% of female officials as in Table 2.2. The magnitude of the challenge is shown by 12.8% and 17.9% of male and female respondents respectively who affirmed that fund for gender mainstreaming was properly allocated. GM seem not to be a priority to the LGAs leaders. The implication of minimal allocation of fund for gender matters may result in ineffective gender mainstreaming in the LGA. The finding is similar to Razavi and Miller (1995) who found that inadequate budgeting for the gender components of projects, impedes sufficient development of gender analytical skills, supervision of the implementation of gender components, which is associated with general lack of political commitment of a particular place.

2.4.2.6 Giving priority to gender mainstreaming in development activities

In responding to the question whether one does not give priority to gender mainstreaming activities either in the department or in the village, majority (51.4%) of the female officials gave the affirmative answer to the question indicating that officials were gender blind when it comes to giving priority to GMSs in day to day development activities. The similar response was given by 23.5% of the male officials as indicated in Table 2.2. In that case female respondents were not satisfied with the low priority given by LGAs towards GM in day to day development activities at work place compared to men, implying the existence of negative impact of patriarchy tendencies at the work place. Since the number

of men is bigger in the sample, implementation of GMSs becomes impractical. This line of thinking is supported by Davidson and Burke (2011) who gave evidence that women leaders and officials face a number of structural challenges, including people holding positions especially men not giving priority to gender mainstreaming at work place. Consequently, realizing gender mainstreaming at the work place as far as local government authorities is concerned becomes difficult.

2.4.2.7 Gender sensitive training

The results show that 57.0% and 34.9% of both male and female officials respectively confirmed the insufficient gender sensitive trainings in the study area. Lack of gender sensitive training may be caused by other pre-determined challenges such as minimal fund allocation for gender mainstreaming activities as well as not giving priorities for gender matters in day to day development activities by the LGAs. This implies that gender inequalities will persist. The reason is that the officials and leaders who are expected to sensitize the community on gender mainstreaming lack the necessary skills and knowledge on gender issue. This is actually a big challenge as leaders lack confidence on gender related matters as substantiated by the United Nations Human Settlement Programme (2008) that successful gender awareness training provides men and women with an opportunity to relate to one another in an open, caring, honest and respectful manner. They provide an environment that enables men and women to explore the social norms and values that define the way individuals are socialized as men and women.

2.4.3 Levels of gender equality achieved as a result of gender mainstreaming strategies

Levels of Gender Equality (GE) achieved as the results of GM among government officials in the study area were measured. The mean score of the gender equality total scores was 46.79 as shown in Appendices 2 and 3, which was at low level with respect to

European Union Measure for Gender Equality (EUMGE). This result implies that, generally, the level of gender equality in both Dodoma Municipality and Mpwapwa District was categorized as low level of gender equality. This was later justified by 34.7% and 24.6% of the men and women officials respectively who reported low level of gender equality in the study area as illustrated in Table 2.3. Explaining the phenomena in a gender disaggregated data, it was found that the percentage of male at all levels was high compared to that of women due to the pre-determined fact that demographically the number of women was less compared to the number of men in the random sample.

The percent of men who reported the existence of high gender equality in the study area is almost two times that of women, that is 21.8% and 11.5% respectively (Table 2.3), implying that since the patriarch system has been entertained by society in most African societies, it is possible for men to report inequality as equality, although the vice versa may be true. This is evidenced by TGNP that discrimination and cultural stereotyping in patriarchal ideology victimize women in Africa. Certain assumptions are made by men including the statement such as “A man is the head of the household”; “Women are less intelligent than men”; “Women are emotionally unstable”; and “Women are the weaker sex” (TGNP, 2004).

Table 2.3: The overall level of gender equality (n=358)

Gender Equality Levels	Male		Female	
	Frequency	Percent	Frequency	Percent
High Gender Equality	78	21.8	41	11.5
Moderate Gender equality	17	4.8	9	2.5
Low Gender equality	124	34.7	88	24.6
Total	220	61.5	138	38.5

Source: Field Data, 2012

2.4.4 Gender equality level between urban and rural and between male and female officials in the study areas

After determining the level of gender equality in the study area, a further analysis was performed using Mann-Whitney U test as a non-parametric technique (results presented in Table 2.4). This was a suitable non-parametric statistical technique since there were two categorical variables with two groups each (Study area: Mpwapa District and Dodoma Municipality; Sex: Male and female). The model was used to test two hypotheses that i) the level of gender equality is the same in both Dodoma Municipality and Mpwapa District and ii) the level of gender equality is the same for both men and women in the study area. The results revealed that there was no significant difference in the level of gender equality in both urban and rural areas, Likewise, the same observation was found in comparing male and female with regard to gender equality level.

Regarding the difference in the study area the statistical results showed an insignificant level of 0.199, contradicting the significance verification that is supposed to be less than or equal 0.05. The noted difference in the medians in both cases (urban and rural areas; Male and female officials) may as well be contributed by various factors including the rural urban dichotomy which differentiates Mpwapa District and Dodoma Municipality through difference in exposure and socio-economic development. Because of that, one male key informant in Dodoma Municipality stated that:

“I can see improvement in the so called gender equality at the place of work. I worked in Kondoa District (One of the districts in Dodoma Region, which is far from Dodoma Municipality) for three years; it was hardly difficult to find a village or ward being led by a woman. At the time of election you could find not only men but also women campaigning for not voting for a woman. But last year I got transferred to this district (Dodoma Municipality). I find a situation of gender

equality so different. Men corporate with women in many development activities, and there are organizations led by men which are advocating rights for both men and women. In this way, I think the level of gender equality will be high in this district as compared to the one I were last year. ”

Table 2.4: Gender Equality Levels Between Sex, Urban and Rural Officials (n=358)

District of the study	n	Median	Mann-Whitney U	Wilcoxon W	Z	P-Value
Urban	133	46.88	8336.000	51996.000	-1.29	0.199
Rural	225	43.75				
Sex						
Male	220	46.88	14395.500	23986.500	-0.83	0.409
Female	138	43.75				

Source: Field Data, 2012

2.5 Conclusions and Recommendations

2.5.1 Conclusion

In assessing implementation of GMSs, most of the strategies were not well implemented. If GMSs are not well implemented, the planned actions which could lead to concrete actions for ensuring greater potential for promoting gender equality will not be achieved as well. This will affect all the set objectives; activities drawn up, and anticipated outcomes.

Upon assessing challenges encountered by government officials in mainstreaming gender, it was concluded that lack of gender sensitive training was a major challenge in the study area. Training becomes a substantial component in mainstreaming gender, if training is not enough in the society then context such as rural areas where the interaction is so limited, may not be progressive in gender matters; patriarch tendencies for instance which are strong in rural areas may not be reduced and men will not be supportive so as to enable women to take advantage of opportunities more rapidly.

Even the little training which was offered was in English language which was not understood by many participants. Since gender is a global issue, it needs a diversity of languages in order to facilitate meaningful participation of members in the society.

Gender equality achieved in the study areas was low. This is not a sufficient level of gender equality for spearheading sustainable development in the country. This implies that the post-2015 development agenda and sustainable development goals cannot be achieved under this reported gender disparity. The equality level was found to be the same for both men and women, implying that the problem of gender inequality is now seen by both sexes and this may be a good start towards gender mainstreaming. The same is observed in urban and rural areas.

Lack of funds for gender activities was a challenge. Because of this challenge, financial and budgetary accountability in matters pertaining to gender budgeting is marginalized. The set objectives for gender mainstreaming such as gender sensitizing training are also jeopardized, lack of funds generally hinders gender mainstreaming activities to take place in the study area and the nation as whole.

2.5.2 Recommendations

- i) Local Government planners should make sure that the implementation of GMSs is done according to government priorities and frameworks.
- ii) Gender sensitive training should first be considered by LGAs planners because it can help to combat other challenges in mainstreaming gender.
- iii) Since low level of gender equality was observed in both urban and rural areas, then Policy makers and LGAs gender sensitising bodies such as media, newspapers,

NGOs, CBOs and gender activists should provide gender mainstreaming measures targeting both Mpwapwa District and Dodoma Municipality equally addressing urban and rural contexts.

- iv) At the community level: Men should be used by policy makers as agents of change towards gender equality as they occupy many positions in LGAs, compared to women. Different from the current situation whereby many gender equality campaigns trainings are targeting women while women are few in the leadership position and hence having low power of decision making, it is therefore important to target men as they can be good agents of change.
- v) At the Local Government Authorities level, the majority of men are decision makers while women are still underrepresented in all levels of government and other decision-making arenas, whether at work or, for many, at home. Such lack of power is linked to higher levels of female poverty, especially in rural areas as it is also implied in resource allocation.

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CHAPTER THREE

3.0 Attitude of Local Government Officials towards Gender Mainstreaming in Mpwapwa District and Dodoma Municipality, Tanzania.

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3.1 Abstract

Gender inequity within the Local Government Authorities (LGAs) is constructed through gendered norms, attitudes and practices of individuals within them. Gender Mainstreaming Strategies (GMSs) used by LGAs officials (implementers) have been used to ensure the purification of gender bias tendencies of male/masculine interests over female/feminine interests. However, gender gaps still exist in various places in Tanzania. Few studies have been done on implementers' attitude towards GMSs in Tanzania. Specifically, the paper is geared at presenting findings on the attitude of LGAs officials towards GMSs and knowledge of officials as it relates to one's attitude, the contribution of some individual demographic characteristics to the overall attitude, finally differences in

officials' attitude in rural and urban areas. A cross sectional research design was employed using 358 respondents. Attitude towards GMSs was captured using a Likert scale whereby at the end it was possible to segregate respondents into those with positive, neutral and negative attitude towards GMSs. The contribution of various factors in building respondents' attitude was assessed using Ordinal Logistic Regression Model (OLRM). Generally, the attitude of implementers towards GMs was negative. Using a Mann-Whitney U test it was further concluded that there was no significant difference between urban and rural population with respect to attitude of LGAs officials towards GMs. It is therefore recommended that, policy makers should consider changing implementers' attitude when planning for GMSs; officials with high levels of GM knowledge should transmit this knowledge to others; and the GMSs should aim at changing one's attitude by targeting both urban and rural areas.

Keywords: Attitude, Gender Mainstreaming Strategies, Rural and Urban

3.2 Introduction

Gender mainstreaming is a worldwide known strategy for promoting gender equality which was inaugurated at the Fourth World Conference of Women in 1995 (Karlsson, 2010). Its main purpose is to reduce poverty, dealing with practices against human rights, eliminating violence against women and men, participation of women in politics and armed conflicts solving. In addition, the Beijing Platform of Action established that gender analysis should be undertaken on respective situations and contributions of both women and men before undertaking development programmes and policy development and implementation.

At the country level, governments established national women's machineries, charging them with responsibility for gender mainstreaming throughout government institutions and operations. In practice, women's machineries played multiple roles as policy coordinating units, knowledge and support providers, advocates and catalysts (Prasad, 2008). Moser and Mose (2005) consider organizations and institutions dimensions in which mainstreaming strategies are needed. Consequently, in response to the call for gender mainstreaming since it came into being, many governments and development organizations took steps to implement mainstreaming policies. They set up gender units, hired gender specialists and adopted gender training. Some organizations also made budget allocations for Gender Mainstreaming Strategies. On the operational side, they required gender analysis at various stages of development assistance and some started working with other organizations such as civil society or governments and other donors (Hannan, 2000).

Despite the fact that GM is now a developmental issue across the globe (World Economic Forum, 2014) emphasizes on persisting gender gap which prevail across and within regions. The report concludes that the world has seen only a small improvement in equality for women at workplace (World Economic Forum, 2014). This calls upon the continual need of GMSs towards bridging the said gender gap. The fundamental question which is posed here is that why despite all strategies and commitments done across and within regions, gender gaps still exist?

In trying to answer this question, this paper presents findings on the attitude of Local Government Authority (LGAs) officials so as to uncover if it has a negative or positive contribution towards the implementation of GMSs in LGAs. Furthermore, the paper

presents findings on the : i) knowledge of some gender mainstreaming concepts as one of the very important components in building one's attitude, ii) local government officials' attitude towards GMSs, and iii) the contribution of individual characteristics to the attitude towards GMSs.

Theoretically, there is a close relationship between the attitude of implementers and gender mainstreaming outcomes which is gender equality. The attitude is affected by societal norms and cultural practices at work place. The positivity or negativity of implementers' attitude would constitute positive or negative gender mainstreaming outcomes respectively. The theoretical framework is much supported by the Theory of Reasoned Action (TRA) by (Ajzen and Fishbein, 1980). With this theory, people are essentially rational, in that way they systematically use information available to them. Such information constitutes one's attitude towards certain behaviour; this behaviour will in turn constitute the intention to act which make one implement what is thought in mind.

According to Lithuania and Marcinkeviciene (2007) definition on gender mainstreaming brings the concept of attitudes, experience, knowledge and interests of women as well as men to bear on policy-making, planning and decision-making. It is further stated by Gunderson *et al.* (2012) that gender-related perceptions and attitude influence the individual, organizational or institutional level of commitment to gender mainstreaming. This is also supported by Samantha (2002) that an attitude is a mental and neutral state of readiness, organized through experiences, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related. Hence, readiness becomes crucial in implementing gender mainstreaming strategies.

A number of authors have studied attitude and gender by appreciating the increasing number of women to participate in paid labor, but they still substantiate that men do not share household and child-rearing responsibilities at an equivalent rate (Batalova and Cohen, 2002; Davis and Greenstein, 2004; Fuwa, 2004 and Geist, 2005). An important explanation for this gap between attitudes and actual behaviours is the continued cultural belief that housework and parenting remain “women’s work”. Other scholars study attitude toward the division of labor between men and women (Apparala *et al.*, 2003; Baxter and Kane, 1995; Crompton and Harris, 1997) while some, (Ajzen, I. and Fishbein, M. 2005) examine attitude which lead to behaviour change (Batalova and Cohen, 2002; Baxter, 1997; Davis and Greenstein, 2004; Fuwa, 2004; Geist, 2005 and Sanchez, 1993). However, it is rare to find a case study that explores the attitude of the actors who are implementing various GMSs at the work places and more specifically LGAs for this case Dodoma Municipality and Mpwapwa District. Consequently, this paper is presenting LGAs officials’ attitude in both Mpwapwa District and Dodoma Municipality.

3.3 Methodology

3.3.1 The study area

The study was done in Dodoma Municipality and Mpwapwa District, Tanzania. Both districts are found in Dodoma Region which is located at 6°10'23"S 35°44'31"E Coordinates: 6°10'23"S 35°44'31"E, in the center of the country. Dodoma is one of the Tanzania regions suffering from gender gaps which in turn result in sexual harassment and gender based violence. Hence attitude based study is so critical in the area having these characteristics. It is indubitable fact that men and women are not homogeneous in all places at all times, and since in this study little information is available in Dodoma municipality and Mpwapwa District by addressing urban and rural settings, then it logically follows from the premises that the area for the study is appropriate and

justifiable. In addition it is in Dodoma where the headquarters for Local Government Authorities are located. Mpwapwa District and its villages were investigated so as to capture the attitude of the local government officials towards gender mainstreaming at the grassroots level in the same region.

3.3.2 Research design and methods of data collection

This study employed a cross sectional research design whereby data were collected only once (Bryman and Bell, 2011). Primary data were collected from government officials and leaders in the selected departments namely education, health, agriculture and cooperatives, community development and water. Furthermore, village leaders and officials were also involved at village level. A total of 58 respondents were selected from the Municipal and District departments whereas 300 respondents were selected from the hamlets and villages in the two districts. A multistage sampling procedure was adopted in the selection of respondents in the villages and hamlets. In the first place, among the 67 wards found in both Dodoma Municipality and Mpwapwa District, 20 wards were randomly selected.

In the second stage, ten hamlets and ten villages were randomly selected from the 20 wards. Final stage was that 15 officials were randomly selected from ten Village Development Committees (VDCs) and 15 officials were randomly selected from ten Hamlets Development Committees (HDCs). Ward Executive officers, Village Executive Officers, Human Resource Officers and District Executive Directors were involved as key informants of the study during collection of qualitative data. Similarly, focus group discussions using interview schedule was used.

Interview guide was used to collect data from Focus Group Discussions (FGDs). Participants for FGD, were organized basing on sex, age, social class and status from

villages and hamlets and districts. The groups were composed 6 to 10 individuals who formed two FGDs from each district, giving a total of four FGDs. Key issues collected from FGDs were to understand collective views so as to establish knowledge in gender related matters and later their attitude towards mainstreaming gender at their place.

3.3.3 Data analysis

Attitude of LGA officials towards GMS was measured by using a Likert Scale whereby each gender mainstreaming statement was assigned points (Strongly agree = 5, Agree = 4, Neutral = 3, Disagree = 2, strongly Disagree=1). Thereafter, data were transformed into three levels (Agree = 3, Neutral = 2 and Disagree = 1). After the transformation all points were summed up to get the overall scores on the attitude of local government officials. Then the overall scores were ranked and used to segregate respondents into those with positive, neutral and negative attitude of government officials.

A Likert scale of 12 statements (both positive and negative) was used to get the overall scores and thereafter the three levels of attitude were obtained as follows: The highest score of attitude was obtained by multiplying 3 (Agree) by 12 Likert scale statements = 36 scores. The middle scores were obtained by multiplying 2 (neutral) with 12 Likert scale statements = 24 scores. Lastly, the lowest scores were obtained by multiplying 1 (Disagree) with 12 Likert scale statements = 12 scores. Basing on the above classifications, then the overall attitude was presented as follows: the positive attitude was constituted by scores interval from 25 to 36 scores; neutral attitude was represented by the total scores of 2, and negative attitude was composed of scores interval from 1 to 23 scores. Mann Whitney U test was performed to test the hypothesis that the attitude of Local Government officials towards gender mainstreaming strategies is the same in both urban and rural and between female and male respondents.

Levels of knowledge were measured by using gender knowledge statements under which every statement was assigned points (Yes = 2, No = 1). Thereafter, these points were transformed from 2 and 1, to 0 and 1 in order to get the total scores. This was followed by analyzing the total scores so as to get mean, median, maximum scores as well as minimum scores. It was this stage which segregated the levels of knowledge as high, moderate and low. The contribution of various factors to build respondents' attitude was assessed using Ordinal Logistic Regression Model (OLRM).

The dependent variable (Y) was categorized into three levels, that is, negative attitude, neutral and positive attitude, basing on individual overall scores of the Local Government officials. In this model, the odds ratios for each variable were calculated at 95% confidence interval as an estimate of attitude levels, and p-value of at most 0.05 was considered statistically significant. The basis of using OLRM in this paper is due to the fact that the dependent variable was a ranked one, that is, ordered categories (negative, neutral and positive). The second reason was that the dependent variable was ordinal. Likewise, it is the modal which is at the position of estimating the net effects of a set of explanatory variables on the dependent variables (Morgan and Teachman, 1988). Therefore, OLRM used in this paper is given as:

$$P(y) = \frac{e^{a + \beta_1 X_1 + \dots + \beta_k X_k}}{1 + e^{a + \beta_1 X_1 + \dots + \beta_k X_k}} \quad (\text{Agresti and Finlay, 2009})$$

Where:

$P(y)$ = the probability of the success alternative occurring

a = the intercept of the equation

β_1 to β_k = Coefficients of the predictor variables

X_1 to X_k = Predictor variables entered in the ordinal regression model Particularly,
in this study:

$P(y)$ = the probability of government officials' attitude being grouped in negative, neutral or positive attitude towards GMSs.

a = the intercept of the equation

$\beta_1 \dots \beta_k$ = Regression coefficients

X_1 to X_k = Predictor variables entered in the ordinal regression model which, for this case was:

X_1 = Years of schooling a respondent attained

X_2 = Age of respondent (Measured in years)

X_3 = Marital status (Married = 1, others = 0)

X_4 = Sex (Male = 1, Female = 0)

3.4 Results and Discussions

3.4.1 Demographic and socio-economic characteristics of respondent

3.4.1.1 Sex of the respondents

Sex of respondents was taken as an important aspect in this manuscript due to the fact that the paper itself is gender centered hence, it was relevant to have sex disaggregated information. The results presented in Table 3.1 show that 61.5% of the respondents were males while 38.5% were females. Since the target population was government leaders and officials, it implies that there is still a gender gap in employment and leadership as substantiated by Ridgeway and Lynn (1999) that employment is often not gender sensitive despite the fact that many women have such traits of being leaders but fail to compete in employment because of the same male dominant system.

3.4.1.2 Education level of the respondents

Since the respondents were all leaders and officials at the local government offices, it was assumed that at least most of them had formal education. The results revealed that level of education of the respondents ranged from primary school to university level. Thus,

referring to Table 3.1. majority (68.4%) of the respondents had attained primary education before holding the positions they had. Furthermore, few (16.2%) of the respondents had secondary education as their highest level of education.

Education has been taken as an important component as it provides an individual with knowledge of world, make him or her understand himself or herself, enable one develop opinions and point of view. It has to be remembered that every respondents is constantly surrounded by information and beliefs which have to be converted into knowledge by the catalyst called education. Consequently, it is education which can make one comprehend current and crosscutting issues like gender mainstreaming for gender equity and equality. Michaelowa (2000) insists the same about education that it affects the life of individuals, their participation in economic activities, and overall economic development in various ways. Since a person without basic literacy and numeracy skills is in a difficult situation to master everyday life, basic education has always been accepted as one of the major components in changing one's attitude. The fact that the majority had primary education compared to other levels of education and since the knowledge of the respondent has relationship with attitude, consequently lower level of knowledge among officials may have significant impact on one's attitude.

3.4.1.3 Marital status of the respondents

Results as presented in Table 3.1 revealed that 67.0% of the respondents were married followed by 15.9% who were single. The fact that marital status and attitude are inter connected is further substantiated by Fagan *et al.* (2003) who focused on the marital status between wives and husbands.

Table 3.1: Demographic characteristics of the respondents (n = 358)

	Frequency	Percent
Sex		
Male	220	61.5
Female	138	38.5
Total	358	100.0
Marital status		
Single	57	15.9
Married	240	67.0
Divorced	16	4.5
Widow	31	8.7
Separate	14	3.9
Total	358	100.0
Level of education		
Primary education	245	68.4
Primary education not completed	19	5.3
Secondary education completed	58	16.2
College	28	7.8
University education	6	1.7
Other specify	2	.6
Total	358	100.0

Source: Field Data, 2012

3.5 Knowledge on Gender Equality and Gender Mainstreaming

The mean score on the knowledge of gender related concepts was found to be 14.06, which was at high level. The result implies that generally, Mpwapwa District and Dodoma Municipality officials were categorized at high level of knowledge (40.9%). A total of 33.1% of the respondents had moderate knowledge while 26% had low level of knowledge in gender mainstreaming related concepts. Results in Table 3.2 show that 60.3% and 39.7% of the male and female Local government officials respectively defined gender equality as fair allocation of resources for men and women.

There was some contradicting understanding of the same concept such as mobilizing women to improve their economic status, reducing chances of gender based violence among women as well mobilizing women to disobey their husbands. When asked to pick a

definition which fits GM, more than half (57.8%) of the male respondents had clear understanding of the definition of GM, as compared to 42.2% of female respondents. The problem of misunderstanding gender concepts in building gender centered attitude and its implication in strategies for implementation is a global issue (Pollack and Hafner-Burton, 2000). Pollack and Hafner-Burton (2000) theorize GM in terms of social movement theory, political opportunity, mobilizing structures, and strategic framing while Walby (2005) describes GM as ‘the re-invention, restructuring, and rebranding of a key part of feminism in the contemporary era. The question on what does GM means stimulates other questions of inclusion, assimilation, incorporation, involvement, participation into a system of values that are antithetical to women’s interests.

There are competing definitions of what the goals are and whether the theoretical underpinnings are equality, equity, social justice, transformation, sameness/difference, human rights (Morley, 2003). A number of analysts have pointed out how a lack of clarity endangers implementation of GM strategies (Hannan, 2003; Subrahmanian, 2004). For this, one of the key informants admitted and suggested that:

“Gender mainstreaming is good although it is difficult to implement . . . it does require experts who are already gender sensitized-may be women but people who are really knowledgeable”.

Table 3.2: Knowledge of LGAs officials and leaders (n=358)

Definitions	Male		Sex		Female		Total	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Gender equality								
Mobilizing women to disobey their husband	4	44	5	55.6	9	100.0		
Fair allocation of resources for men and women	105	60.3	69	39.7	174	100.0		
Reducing chances of gender based violence among women	66	55.9	52	44.1	118	100.0		
Mobilizing women to improve their economic status	28	70	12	30.0	40	100.0		
Concertizing women about their legal rights	9	100	0	.0	9	100.0		
Not applicable	8	100	0	.0	8	100.0		
Total	220	61.5	138	38.5	358	100		
Gender Mainstreaming								
Mobilizing women to disobey their husbands	14	100	0	0	14	100.0		
Incorporating gender issues in existing development agendas	182	57.8	133	42.2	315	100.0		
Reducing chances of gender based violence among women	11	73.3	4	26.7	15	100.0		
Mobilizing women to improve their economic status	13	92.9	1	7.1	14	100.0		
Total	220	61.5	38.5		358	100.0		

Source: Field Data, 2012

3.6 Attitude of LG Officials and Leaders towards Gender Mainstreaming

Strategies

Since the implementation of GMSs depends on many factors but one being the attitude of implementers, there was a need to find out from the respondents whether they really saw a need of implementing these strategies. The findings, as presented in Table 3.3, revealed that 46.6% and 27.7% of the female and male respondents respectively disagreed with the statement which said that there was no need for implementing GMSs in their day to day activities. Despite these findings, Longwe (1995) and Goetz (1997) say that most of the gender implementation challenges are lack of policy commitments during implementation. Behning and Pascual (2001) argue that the implementation of GM is shaped by the nature of pre-existing gender regimes in different countries.

In many traditions, culture is the key component in building one's attitude. In this study therefore various questions were asked in order to measure cultural barriers such as whether women were allowed to inherit resources like land in comparison to men who have high capability (intellectual), 46.6% and 27.7% of the male and female respondents respectively disagreed on the assertion that traditionally women are not required to own resources so no need for fair allocation. This is an indicator for positive attitude.

.From the findings as indicated in Table 3.3, almost half (53.4%) and 33.5% of the male and female respondents respectively disagreed to the statement which proposed that women were not good at leadership so they should not be involved in the chain of command.

Shayo (2011) and Tiessen (2004) proposed a kind of gendered leadership which goes beyond the affirmative action. They proposed mainstreaming strategies which address the existing gender imbalances and enhancing qualitative aspects. These include reviewing the design of the electoral systems within political parties to make them more gender sensitive.

Table 3.3: Attitude of officials and leaders towards GMSs (n=358)

Levels of Attitude					
Statements measuring attitude	Sex	Levels of Attitude (%)			Total
		Disagree	Neutral	Agree	
Not having sufficient knowledge on gender mainstreaming strategies	Male	6.7	7.8	46.9	61.4
	Female	0.6	9.8	28.2	38.6
Don't see any reason for why we should implement GMSs	Male	46.6	3.2	11.7	61.5
	Female	27.7	5.1	4.7	38.5
Traditionally women are not required to own resources. So no need for fair allocation	Male	36.0	3.1	22.3	61.4
	Female	24.3	1.5	12.8	38.6
The mainstreaming strategies favour more women than men	Male	36.6	4.7	20.1	61.4
	Female	22.1	5.0	11.5	38.6
Men do not have higher capability than women	Male	50.0	1.4	10.1	51.5
	Female	34.9	10.8	2.8	48.5
Women are not good at leadership. So they shouldn't be involved in the chain of command	Male	53.4	0.8	7.3	61.5
	Female	33.5	1.1	3.9	38.5
Education should only be given to men because women are for house task	Male	54.7	1.7	5.0	61.4
	Female	36.6	0.3	1.7	38.6
Men are naturally inclined to power of decision making; so no need of including women in chain of command	Male	54.5	2.5	4.5	61.5
	Female	35.2	0.5	2.8	38.5
Gender equity violates our customs and norms	Male	48.9	7.9	4.7	61.5
	Female	33.5	1.1	3.9	38.5
The post for training at working places priority should be given to men than women	Male	54.7	2.5	4.2	61.4
	Female	34.1	3.4	1.1	39.8
Existing laws are in favour of GMSs	Male	27.1	10.1	24.3	61.5
	Female	16.5	3.0	19.0	38.5
Men are flexible to conventions for gender matters	Male	27.9	12.9	22.6	62.4
	Female	18.2	6.1	14.2	38.5

Source: Field Data, 2012

3.6.1 Local government officials' overall attitude towards gender mainstreaming strategies

3.6.1.1 Overall attitude of Local government officials

There is a close relation between the results of implementation strategy or programme and attitude of implementers, thus being the reason for this manuscript which was to examine the attitude of GMSs of the implementers. The findings indicated that the overall attitude of GMSs implementers was negative. Looking on gender disaggregated data, half (52.8%) of the male respondents had a negative attitude compared to 34.9% of the female respondents (Table 3.4). This was confirmed by the mean score which was 18.7, implying a negative attitude. Attitude is said to be a composition of an attitude object, set of beliefs and a tendency to behave or intention to act. Attitude object is not always a physical object but an abstract or mental aspect, thus found in one's mind. Belief is a state of regarding the said object as bad or good, positive or negative, or neutral. A tendency of behaving towards an object, is the one which makes somebody rigid, liberal or any other way of acting (Hugh, 1968). On the other hand, 7.5% male and 3.6% female respondents had positive attitude as illustrated in Table 3.5. So, if attitude is the neutral state of readiness as it has been substantiated before, the implementation of GMSs will have negative or positive outcomes depending on the implementer's attitude. This is further found in Table 3.3, were by (53.4%, 54.7%, 54.5% and 54.7%) of the male respondents disagreed on the positive statements implying negative attitude.

Table 3.4: Implementers' Overall Attitude towards Gender Mainstreaming Strategies in the study areas (n=358)

		Overall Levels of Attitude			Total
		Positive	Neutral	Negative	
Sex	Male	7.5%	1.1%	52.8%	61.5%
	Female	3.6%	0.0%	34.9%	38.5%

Source: Field Data, 2012

3.6.1.2 Overall attitude with respect to urban and rural areas

After determining officials' level of attitude in the study area, a further analysis was performed using Mann-Whitney U test as a non-parametric technique (results presented in Table 3.5). This was a suitable non-parametric statistical technique since there were two categorical variables (Study area: urban and rural). The model was used to test the hypothesis that the level of attitude is the same in both urban and rural population. The results revealed that $p = 0.384$ as indicated in Table 3.5, and since this p -value is greater than 0.05, it implies that there is no significant difference between urban and rural population with respect to attitude of Local Government officials towards GMs in LGAs. This may be caused by the nature of respondents involved in this work. Since all of them were government officials and leaders, it was likely for them to have more or similar answers.

Table 3.5: Officials Attitude between urban and rural population (n=358)

Study area	n	Median	Mann-Whitney U	Wilcoxon W	Z	P-Value
urban population	133	183.03	14493.500	39918.500	-1.29	0.384
rural population	225	177.42				

Source: Field Data, 2012

3.7 The Contribution of Individual Characteristics to the Attitude towards

Gender Mainstreaming Strategies

In order to determine the contribution of various factors towards building respondents' attitude, Ordinal logistic regression was employed as indicated in Table 3.6. Three independent variables had statistically significant contribution to one's attitude. These variable are years of schooling 0.028 ($p \leq 0.05$), age of respondents 0.042 ($p \leq 0.05$) and marital status 0.034 ($p \leq 0.05$). Marital status of respondent had negative coefficient of -

0.936 implying that it had negative contribution on one's attitude towards GMSs.

Table 3.6: Contribution of Individual Characteristics to individual attitude

Variables	Estimate	Std. Error	Wald	Sig.
Years of schooling	0.135	0.061	4.832*	0.028
Age of respondent	0.039	0.019	4.148*	0.042
Marital Status	-0.936	0.442	4.479*	0.034
Sex	0.194	0.364	.284	0.594

Valid cases 358, Goodness of fit: Pearson's Chi-Square=524.930 (p=0.062); Cox and Snell Pseudo R-Square=0.42, Nagegelkerke Pseudo Square=0.76 Note: * represent statistical significance level at $p \leq 0.05$.

3.8 Conclusions and Recommendations

3.8.1 Conclusion

In examining knowledge of officials on gender mainstreaming strategies and gender mainstreaming, the findings indicated high levels of knowledge among officials. This implies that all of them were officials regardless of their low level of education (primary for most of the respondent); it was possible for them to at least have sufficient knowledge of gender mainstreaming strategies and gender mainstreaming concepts.

The general attitude of government officials towards GMSs and GM was found to be negative. However, there was no significant difference in attitude between officials in urban and rural areas. The implication is that by having more or less the same attitude (negative), between the rural and urban officials, may impede proper implementation of GMSs. This may later on negatively affect gender equality in the rural and urban areas.

3.8.9 Recommendations

- i) Since the knowledge of officials was high with respect to GMSs and GM, policy makers and planners should make sure that the budget for tapping the knowledge

from officials should be prepared so as to strengthen mainstreaming in the community.

- ii) Since the overall attitude of implementers towards GMSs was negative, serious measures should be taken by LGAs administration both in rural and urban areas in collaboration with lobbying by traditional leaders so that implementers' attitude may eventually change.
- iii) It is further recommended that when GMSs are used as an intervention of changing one's attitude, the community members, in collaboration with other stakeholders, such as Non-Governmental Organizations, should give equal weight to intervention in urban areas as well as in rural areas.

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CHAPTER FOUR

4.0 Men and Women's Involvement in Decision Making in Dodoma Municipality and Mpwapwa District

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4.1 Abstract

In order for gender mainstreaming to take place in the LGAs, men and women involvement in leadership and holding public offices is one of the prerequisites. This paper presents findings on involvement of men and women in decision making in order to detect if the LGAs are gendered or not. The assessment was done both at work places (Dodoma Municipality and Mpwapwa District) and in villages (Village/hamlet Development Committee Members). A cross-sectional research design was employed. Data were collected using a structured questionnaire administered to 358 respondents. Specifically, this paper aimed at presenting findings on the i) assessment of Respondents' predecessors at their positions, ii) assessment on who was the person holding a position from 2007-2012, iii) men and women involvement in leadership and decision making level and iv)

levels of decision making between men and women, urban and rural officials. Objective one to three were analyzed descriptively while Mann Whitney U test was used to test the hypothesis that the decision making levels are the same between men and women and between urban and rural population. It was generally concluded that the decision making level in the study areas was high. However, significant difference in decision making between men and women, urban and rural was noticed. Hence, different interventions should be employed by policy makers and other actors to increase involvement in decision making by men and women as well as urban and rural population.

Key words: Mainstreaming, Gender, urban and rural

4.2 Introduction

Throughout human history, males have occupied the highest echelons of political power in governments around the world. In modern world, people are likely to trust women ever before to hold both political and public offices which give them power of decision making (Chao, 2008). This has been possible because of various conventions and conferences on gender and gender equality, such as Beijing conference in 1995.

Since the Beijing conference, gender mainstreaming has been adopted by most governments (True and Mintrom, 2001) so as to ensure the involvement of both men and women in various dimensions of development. Nearly every important international organization adopted the GM (Hafner-Burton and Pollack, 2002). GM is a strategy that strives to make women and men's experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes. It assesses the implications for women and men of any planned action, including legislation, policies, and programmes in any area and at all levels. The overarching principle is that of systematic

interventions for change (Schalkwyck and Woroniuk, 1998). Rai (2003, 2004) conceptualizes GM as a process of gender democratization, of including women and their perceptions of their political interests and political projects into policy-making processes. Rees (1998) sees mainstreaming as a systematic integration of equal opportunities for women and men into organizations and cultures and into all programmes, policies and practices; into ways of seeing and doing.

Tanzania in particular, following the government endorsement of the Beijing Platform of Action in 1996, selected four priority areas of focus out of the 12 critical areas of concern which were agreed upon globally during the fourth World Conference on Women. One of these four priority areas is women's political empowerment which is manifested in engendering the chain of command and women's access to services such as education and training (URT, 2003). Hence, Tanzania's commitment regarding men and women involvement in decision making was seen in the constitution amendments in 2005 by setting a target of 30% for women's involvement in parliament as per SADC benchmark, the number and percentage of female members of parliament increased from 21.5% in 2000 elections to 30.03% in the 2005 elections. Out of 323 seats, women held 97 seats, out of which 18 (18.5%) were elected from constituencies which was an increase from 8 in 1995 to 12 in 2000. Another group of 75 (77.3%) were elected under special seats, thus an increase from 48 in 2000 (NSGRP, 2010).

In view of the above, it is further stated that gender equality with respect to decision making has improved. However, there are still avenues and needs for further improvement. Percentage of women in leadership positions in public services only increased marginally from 20% in 2004 to 22% in 2008. Only 5% of Tanzania LGA

councilors were women in 2010. This calls upon more development interventions to be under the oversight of the LGA councilors hence, men and women involvement at the LGA level becomes a critical issue in ensuring sustainable development (URT, 2010).

Similar to findings of this paper, a number of authors have explored men and women involvement in leadership within organizations through case studies (Bruni *et al.*, 2004; Martin, 2003, 2001; Schofield and Goodwin, 2005; Connell, 2005), while other authors studied gender and other divisions of domination in organization (Adib and Guerrier, 2003; Colella and Dipboye, 2005; Hillman *et al.*, 2002). Still others analyzed gender mainstreaming as a gendered process with uneven, gendered impacts (Bacchi and Eveline, 2003; Benschop and Verloo, 2006; Bessis, 2003; Charlesworth, 2005; Eveline and Bacchi, 2005; Tiessen, 2004; Walby, 2005a, 2005b) or gender mainstreaming in interaction with other aspects of domination (Hankivsky, 2005; Walby, 2005). However, little has been reported on how men and women involvement is adhered to not only at the work place in general but also in local government authorities in particular as substantiated by Klaus *et al.* (2013) that there is a clear drawback in the Global Gender Gap Report which is the absence of any indicators capturing differences between involvement of women and men at local levels of government. In the same way, several writers have called for further practitioner and academic reflection on the same subject matter such as Hafner-Burton and Pollack (2002) and Booth and Bennett (2002).

There is a relationship between gender mainstreaming and decision making level. For instance in the past 30 years, the gender gap in several aspects of public life in low and middle-income countries has narrowed significantly due to gender mainstreaming. The mainstreaming raised the global proportion of women parliamentarians (decision making) from 11.3% to 22% between 1995 and 2015. Women are even starting to make inroads into

solidly male areas, such as the police force (9% by 2011) and the boardroom, with women CEOs of Fortune 500 companies going from 0 in 1995 to 26 in 2015 (UN Women, 2011).

By considering the foresaid relationship between gender mainstreaming and decision making, this paper aimed at presenting findings on the i) assessment of Respondents' predecessors at their positions, ii) assessment on who was person holding a position from 2007-2012, iii) men and women involvement in leadership and decision making level and iv) levels of decision making between men and women, urban and rural officials. This will make it is easy to know the implementation of various Tanzania's initiatives like that of the United Republic of Tanzania and the Government of Zanzibar to put in place laws which promote equal opportunities and ban discriminatory practices at work with respect to men and women .

4.3 Methodology

4.3.1 The study area

The study was conducted in Dodoma Municipality and Mpwapwa District, in Tanzania. Dodoma Municipality is the area where Tanzania's National assembly is housed, hence much of the policies, programs as well as strategies including strategies for gender mainstreaming are being discussed. Furthermore it is in Dodoma where the headquarters for Local Government Authorities (LGAs) are located. Since the study involved LGAs officials, as the lower level in the chain of command, then Dodoma becomes relevant area for this study. Mpwapwa District and its villages were investigated so as to capture men and women involvement in leadership at the rural setting under the same Region.

4.3.2 Research design and methods of data collection

The study adopted cross sectional research design where data were collected at a single point in time. It was also chosen due to the nature of the study objectives that require

collection of data at a single point in time (Bryman and Bell, 2011). The sample size was 358 respondents.

4.3.3 Data collection

Primary data were collected from government officials in the randomly selected departments namely education, health, agriculture and cooperatives, community development and water. Furthermore, village officials were also involved at village level. Previously it was proposed that 80 respondents (40 male and 40 female) be selected from 5 departments whereby 16 respondents could be selected randomly. Unfortunately out of 80 officials only 58 (38 male and 20 female) officials were randomly selected from Municipals and District departments. Fifty eight officials were selected instead of 80 respondents due to unavailability of potential respondents.

A multistage sampling procedure was adopted in the selection of respondents in the villages and in the hamlets. In the first place, among 67 wards found in both Dodoma Municipality and Mpwapwa District, 20 (30%) wards were randomly selected. This is supported by Bailey (1994) who argued that regardless of the population size, sample or sub sample of 30% is the bare minimum for studies in which statistical data analysis is to be drawn.

In the next stage ten villages and ten hamlets were randomly selected from 20 wards. Fifteen officials were randomly selected from 10 Village Development Committees (VDCs) while 15 officials were also randomly selected from 10 Hamlet Development Committees. The combination of 15 officials from 10 Village Development Committees and 15 officials from 10 Hamlet Development Committees, this made a total of 300 officials (182 and 118 male and female respectively). Consequently, total of 300 officials

were randomly selected from the two district hamlets and villages. Twenty Ward Executive officers, 10 Village Executive Officers, 2 Human Resource Officers and 2 District Executive Officers were involved as key informants for the study during collection of qualitative data using checklist of questions. These made a total of 44 key informants where by 26 and 18 informants were male and female respectively.

Interview guide was used to collect data from Focus Group Discussions FGDs. Participants for FGD were organized in groups of 6 to 10 individuals basing on sex, age, social classes and status. Two focus group discussions were conducted from each district giving a total of four focus group discussions. Key issues collected from FGDs were to understand collective views in the study areas, including i) understanding the trend of leadership position exchange, that is knowing which individual was at the position before the respondent hold the position and ii) whether employees recruitment procedures are gender sensitive.

4.3.4 Data analysis

Qualitative data were analyzed by using content analysis in which data were put into small themes and summarized to supplement important information in accordance with the study objectives. Objectives one to three were achieved descriptively. Decision Making Questionnaire was adopted from (Cardelle *et al.*, 2007) and Kriston *et al.* (2010) to evaluate decision making basing on “importance” using three components namely task (uncertainty, time/money pressure, information and goals, and consequences of decision), decision maker (motivation, self-regulation, cognition, and emotion), and environment (social pressure and work pressure). This made a total of ten items. Each item was rated on a 5-point scale, with values ranging from 1 (not important at all) to 5 (extremely

important). Thereafter, data were transformed to three levels (Important = 3, Moderate = 2 and Not important = 1). After the transformation all points were summed up to get the overall scores on decision making of local government officials. Then the overall scores were ranked using the mean score to segregate respondents into those with high level, moderate and low level of decision making

4.4 Results and Discussions

4.4.1 Socio-demographic characteristics

4.4.1.1 Sex of the respondents

Results of the study reveal that majority (61.5%) of the respondents were male and 38.5% were female as illustrated in Table 4.1. This is due to the fact that in many areas women were not trusted for leadership hence no power for decision making as it was asserted by one of respondent in Ng'ambi village that :

“In this village we always elect men as leaders because men are confident and can make decisions with the upper leaders in the nation. Most women do not talk Kiswahili and since meetings are always conducted in Kiswahili language, then women do not like to contest for leadership. Moreover, the community does not trust them in either political positions as well as public offices.”

Sex of respondents was taken as an important aspect in this study due to various reasons. First, the paper itself is gender centered; hence, it becomes relevant to have gender disaggregated data. Second, sex of the respondent becomes crucial so as to know the mainstreaming extent as far as involving both men and women in the LGAs is concerned. Hence the determinant for decision making power. Regarding this, it is further stated by International Alert (2012) that in contesting for leadership very few women manage to get

elected because they are penalized by a perverted electoral system and biases in the composition of electoral lists as well as suffering from insufficient financial means, a lack of political experience and the mobilizing power to build a broad and strong electoral base, hence affirmative action becomes instrumental. This is in line with Ridgeway and Lynn (1999) who opined that the number of women in all workforces has increased over the last decade because of the affirmative action programs, self-fulfillment and accessibility.

4.4.1.2 Education level of the respondents

In this study majority (68.4%) of the respondents had obtained primary education before holding the positions they had, while other percents belonged to other levels of education as it is shown in Tablea 4.1. Since respondents were all leaders and officials the paper pre-determined that at least all of them had formal education, this was of course the case as the results revealed that the education of respondents ranged from primary school to university level. This disaggregated data for primary education of respondents is in line with Tanzania Human Development Report (2000) which shows that the gap of education between men and women for primary level has been corrected.

Education has been taken as an important component as it provides respondent with knowledge about the world, make him or her understand himself or herself, enable one develop opinions and point of view. Michaelowa (2000) insisted on the same that it affects the life of individuals, their participation in economic activities, and overall economic development in various ways. Since a person without basic literacy and numeracy skills is in a difficult situation to master everyday life, lack of basic education has always been accepted as one of the major components of any multidimensional

concept of poverty. Moreover, education is strongly linked to the decision making which is an important indicator for one's empowerment.

Table 4.1: Demographic characteristics of the Respondents (n=358)

	Frequency	Percent
Sex		
Male	220	61.5
Female	138	38.5
Total	358	100.0
Marital status		
Single	57	15.9
Married	240	67.0
Divorced	16	4.5
Widow	31	8.7
Separate	14	3.9
Total	358	100.0
Level of education		
Primary education	245	68.4
Primary education not completed	19	5.3
Secondary education completed	58	16.2
college	28	7.8
University education	6	1.7
other specify	2	.6
Total	358	100.0

Source: Field Data, 2012

4.4.1.3 Marital status of the respondents

The findings as presented in Table 4.1, revealed that 67.0% of respondents were married whereas the remaining percent belong to other status. Some key informants especially at the village level gave different answers regarding this trend that in the village the state of being married or not married has been contributing in making an individual to be trusted as a leader and vice versa. One of the key informant group stated:

“When we choose various committees we make a kind of guideline so that we can have committee members, if two people are contesting and seem to have almost the same qualities of leadership, then criteria like age and marital status are considered”

This triggered more questions especially during Focus Group Discussion. However, participants in the groups insisted that according to Gogo culture, marriage is something so precious; consequently it affects both men and women especially when contesting for leadership. There are many cases where by unmarried women were not trusted to be leaders not because of leadership capabilities but because of marital status. Likewise unmarried men are also marginalized in leadership because of marital status aspect and especially if the one has reached the reasonable age for marriage but with no good explanations why he is single.

4.5 Involvement of men and women in Decision Making in Local Government Authorities (LGAs)

4.5.1 Respondents' predecessors at their positions

When assessing men and women's involvement in leadership, there was a need to understand the trend of position exchange, that is knowing which man or woman was at the position before the respondent held the position. The aim of this analysis was to find out recent mainstreaming strategy used regarding gendering the LGAs. In Fig. 4.1, 70% showed that their predecessors were male, while 30% were female. This implies that few years back the mainstreaming strategies implementation regarding the LGAs was low and hence can later on cause lack of gender equality on this aspect.

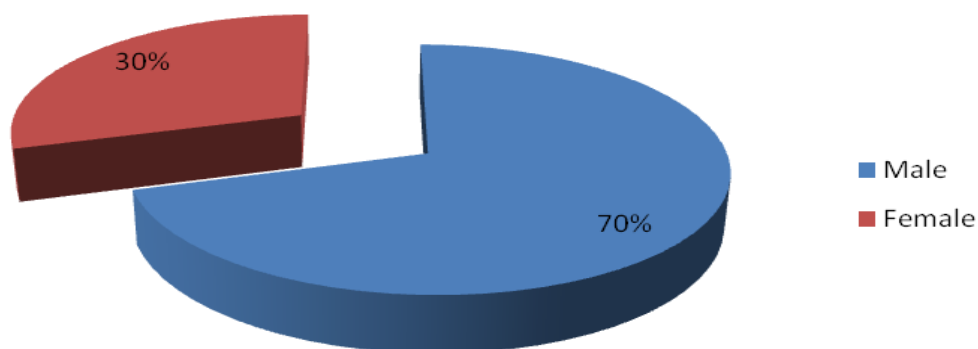


Figure 4.1: Individual (men or women) holding positions in the LGAs from 2007-2012 in Dodoma Municipality and Mpwapwa District (n=358).

4.5.2 A person holding a position from 2007-2012

In finding out an individual holding a position in the LGAs, government leaders and government officials both in Dodoma Municipality and Mpwapwa District were interviewed. The majority (79.9%) were men while only 20.1% were women. The fact that gender mainstreaming is achieved is brought about by the decreasing number of men with increasing number of women in the LGAs, that is, from the year 2008, 2009, 2010, 2011 and 2012 as illustrated in the Fig. 4.2.

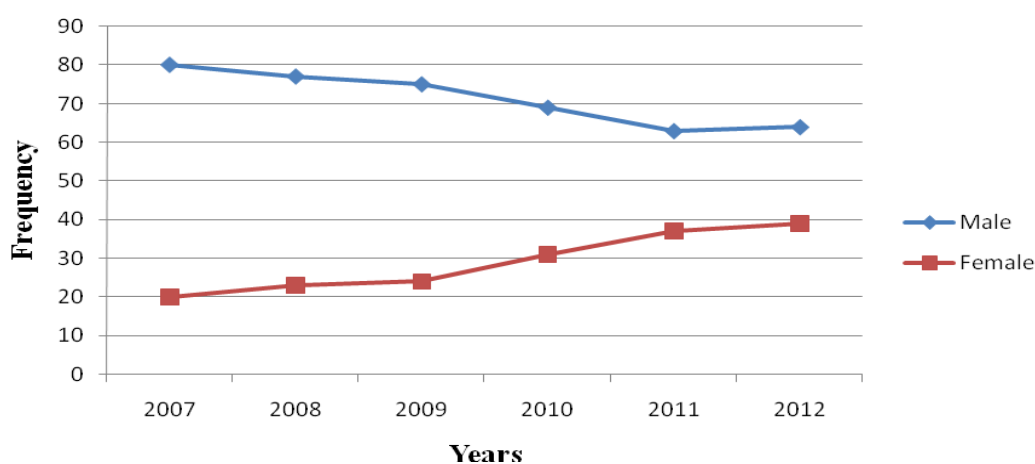


Figure 4.2: A person holding Position from 2007-2012 (n=358)

Source: Department of Human Resource, Mpwapwa, 2013

Table 4.2: Chi-square value and position occupied by sex from 2007-2012

Year	Chi-square Value	Asymp. Significance(2-sided)
2007	14.894 ^a	0.000
2009	18.552 ^a	0.000
2011	1.196E2 ^a	0.000
2012	1.266E2 ^a	0.000

The results in Fig. 4.2 show that there is a general decrease in number of men with increasing number of women in holding positions in Mpwapwa District showing the successful men and women involvement initiatives. In 2007 there was a very high frequency of men holding positions in comparison with women; however, as the time goes on there is a possibility of having equal number of men and women in holding positions in LGAs. It is further argued that using Chi-square value there is a high level of significance of 0.0 as indicated in Table 4.2. This fact is in line with the secondary data in Table 4. 3 found in the Department of Human Resource, Mpwapwa, (2013) which shows the number of employees by sex recruited in the District in six sectors namely: health, administration, primary education, secondary education, water and agriculture and livestock.

The same trend is also manifested in Dodoma Municipality, in the Department of Secondary Education as indicated in Table 4.3. The gap between male and female employees is decreasing as in 2011 compared to the year 2013; which shows an improvement in gendering government employees in Local Government Authorities.

Table 4.3: Number of employees Recruited in Mpwapwa district by sex from 2011-2013

YEAR	SEX	HEALTH	ADMIN	P/EDUCATION	S/EDUCATION	WATER	AGR&LIVESTOCK
2008	M	6	0	30	10	0	8
	F	16	0	25	9	0	3
2009	M	22	0	35	26	0	21
	F	17	0	20	13	0	14
2010	M	23	0	50	30	0	0
	F	19	0	35	38	0	0
2011	M	11	0	63	45	0	0
	F	20	0	45	30	0	0
2012	M	7	0	49	55	0	16
	F	18	3	74	30	0	2
2013	M	25	9	71	11	2	0
	F	23	8	70	34	0	0

Source: Department of Human Resource, Mpwapwa, 2013

Table 4.4 shws that there is a clear indication that the mainstreaming strategies regarding men and women involvement in the LGAs is reflected. In 2009 there was a big gap between the number of men and women recruited employees. But the situation is different from the year 2012 where by there was almost the same number of male and female employees in the District.

The trend continues to be the same up to date. The same observation was made by Perrons (2009) in the UK that over the last many years there has been a transformation in the gender composition of the UK workforce as women are increasingly likely to be in paid employment for the major part of their adult lives. Women have entered an increasing range of occupations and sectors and secured high level positions within some firms and organisations. Yet gender imbalances remain with respect to the scale and form of employment and in remuneration. In many ways the organisation of the workplace and the domestic division of labour retain the imprint of a male breadwinner society which presents a challenge to gender equality within employment and in the society (Lewis and

Giullar, 2005). So despite progress in gender mainstreaming, the value of women's work and the uneven division of domestic labour remain problems to be tackled.

Table 4.4: Men and Women Recruited in Dodoma Municipality by 2011-2013

Years	Sex	Number of employees
2011	M	96
	F	50
2012	M	85
	F	65
2013	M	55
	F	59

Source: Dodoma Municipal Secondary Education Department, 2013.

4.5.3 Men and women involvement in leadership and decision making level

From the findings as per Table 4.5, over a third (39.4) of the respondents were at high decision making level as opposed to 27.4% which was at low level of decision making (Table 4.5). This high level of decision making is reflected in Tanzania's system of leadership which is trying its level best to involve both men and women in decision making. Two studies by Yoon (2011; 2013) looked at the impact of special seats on women's political participation and democratization, which is similar to men and women involvement in decision making in Tanzania. The result shows that Tanzania achieved goal set by the Southern African Development Community's (SADC's) and the 1995 Beijing Platform for Action's target of 30 per cent women's parliamentary representation (Yoon, 2011).

Even though the level of decision making was high through Decision Making Questionnaire, one of the male key informant spoke of women's participation in local governance and leadership that:

“The level of decision making is at low level because in most cases women are very much influenced by incentives given by political parties, kind of information they get, and preference of vernacular language. Since once you become a leader sometimes you need to address the mass and give directives, thus, women lack interest of being leaders hence lack power of decision making and leave this power to men.”

This was supported by another female group discussant who categorically asserted that:

“The emergent of multipartism has destructed the whole system of leadership and decision making as a whole; we always tend to live according to the need and sometimes depending on the favours from the political parties. So, even many decisions we make reflect decision of political parties we are affiliated to”.

With this assertion, Babeiya (2011) observed that political parties tend to target women in rural areas by giving them gifts as a means to win their support. It argued that this is because women are more likely to register as voters than men.

Table 4.5: Decision making level in LGAs (n=358)

Decision Making Level	Frequency	Percent
Low level of decision making	98	27.4
Moderate level of decision making	119	33.2
High level of decision making	141	39.4
Total	358	100.0

Source: Field Data, 2012

4.5.4 Levels of decision making between men and women, urban and rural officials

Using Mann-Whitney U statistics (Table 4.6), it was found that the levels of decision

making in both urban and rural settings was significantly different at $P\text{-value} = 0.006$ ($p \leq 0.001$), which is below the significance verification that is supposed to be less than or equal to 0.05. Since the difference was statistically significant, then according to Pallant, (2007), the magnitude of this significance was found to be “ r -value”, and in this case r -value was 0.465 (equivalent to 0.5) which is considered to be a very large effect size using Cohen criteria as quoted by Rice and Harris (2005) of 0.1=small effect, 0.3=medium effect and 0.5=large effect. The median scores were 148.66 and 186.9 for Dodoma Municipality and Mpwapwa District respectively connoting urban and rural settings respectively. It was further found that the levels of decision making for both men and women was statistically different at $P\text{-value}=0.000$ ($p \leq 0.001$), which conforms to the significance verification that is supposed to be less than or equal to 0.05. Likewise, the significance effect size (r) for men and women was found to be 0.254 (equivalent to 0.3). This is considered to be a medium effect size according to Rice and Harris (2005).

On the other hand, the significance difference between male and female officials might have been contributed by the societal perception with respect to women capability of holding offices. It might also have been contributed by the political set up in most of African countries which in turn deprive women of the power of decision making practices in political positions. The same line of thinking is evidenced by Seppänen and Virtanen (2008) that there are a number of reasons for male dominance in decision making. These include the way in which political parties are organized (for example: the existence of old boy networks and military type command systems), lack of support for female party members from the party leadership, women’s lack of political networks, gender-biased social and cultural norms, women’s lack of political experience, and financial constraints. This argument becomes relevant though not necessarily in political parties but in the

Village/hamlet Development Committees where sometimes a member needs to be voted in order to stand for a position. This is quite true in the higher leaders of villages and hamlets such as village chairperson and hamlet chair person. It is where the interference of political parties affects the whole chain of decision making in the LGAs.

The significant difference between rural and urban areas may be contributed by the rural urban dichotomy, that is the technological development in terms of roads, electricity, quality of schools, social networks in the municipality, the way information is transmitted, the type of information that might make one individual to have a comparative advantage with respect to decision making level. An empirical study based on fieldwork in Kondoa Local Government Authority, Dodoma Region in Tanzania on women participation in decision making, found that women's participation in decentralized local governance is low compared to a little bit higher level of government (Misafi, 2014). The study found that one's participation is usually limited to physical presence. Moreover, it was further found that access to information, power relations, knowledge of Kiswahili and one's interest in local governance influence one's decision making (Misafi, 2014).

Table 4.6: Levels of Decision making between men and women, urban and rural

Officials (n=358)

Study area	n	Median	Mann-Whitney	Wilcoxon W	Z	P-Value
Urban	63	148.66	7349.500	9365.500	-2.775	0.006
Rural	295	186.09				
Sex						
Male	220	162.88	11523.500	35833.000	-4.087	0.000
Female	138	206.00				

Source: Field Data, 2012

4.6 Conclusions and Recommendations

4.6.1 Conclusions

In assessing the mainstreaming level from 2007 to 2012, it is concluded that there is a general decrease in the number of men with an increase in the number of women in holding positions in the LGAs. This shows success in the efforts of gender mainstreaming (GM) initiatives to the extent that gradually it will reach equal number of men and women in decision making positions.

In understanding the trend of position exchange, that is knowing which individual (man or woman) was at the position before the respondent held the position some years back, it was found that there was a large percentage of men who were the forerunners compared to women. However, there are significant indicators of closing the gap in recruitment. The implication of this shift may result in a rise of gender equality level in both rural and urban areas. Whenever there is gender equality in the study area, sustainable development is inevitable (Pandurangarao and Kumar, 2016).

The general involvement of men and women in decision making was assessed, and it was found that the decision making level in the study areas was high. This implies that whenever there is a high level of decision making, and since problem-solving often involves decision-making, officials are likely to have management and leadership capability which are required for gender mainstreaming. However, the significant difference in decision making between men and women was noticed. Likewise, there was a significant difference with respect to decision making level in urban and rural areas implying that there rural urban dichotomy. This implicates widening of social and economic development which already exists between rural and urban area in as much as

there is a close relationship between one's decision making level and development dimensions.

4.6.2 Recommendations

- i) Policy makers should formulate policies which allow the exchange of both sexes especially in holding offices at the managerial positions both in rural and urban areas.
- ii) Since there is an alarming indicator that few years back to date, the gender gap between men and women in the LGAs regarding involvement in leadership has relatively decreased due to some few implemented GMSs, more efforts should be put by LGA leaders and officials so that the same number of men and women in holding positions in the LGAs is maintained so as to have equitable decision making.
- iii) Since there was significant difference between men and women, regarding the decision making level, and obviously seen that women are lagging behind in this respect, then more effort should be put by gender specialists and community leaders so as to spearhead women leadership which in turn elevate women's level of decision making at the community level.
- iv) Since leadership is about having the confidence to make decisions, then women should volunteer in doing activities which build up their confidence in the community. These activities are like public speaking and leading peer groups for the girls.

- v) The intervention(s) by the LGAs which are required to enhance men and women involvement in order to raise equitable decision making should target departments in Mpwapwa District and Dodoma Municipality representing rural and urban areas respectively.

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CHAPTER FIVE

5.0 CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusions

The implementation of GMSs was not fully successful as most of the strategies were not well implemented. This could be contributed by challenges encountered by LGA officials and leaders while mainstreaming gender such as lack of gender sensitive training (major challenge). Furthermore, the few training sessions offered were in the English language which was not understood by many participants. It can therefore be concluded that gender equality in Dodoma Municipality and Mpwapwa District was found to be at a low level. This is not a sufficient level of gender equality for spearheading sustainable development in the LGAs and the country as a whole. The equality level was the same for both men and women, in Dodoma Municipality and Mpwapwa District with large number of women reporting high level of gender equality even though the overall level of gender equality was low.

The general attitude of government officials towards GMSs and GM concepts was found to be negative. However, there was no significant difference in attitude between officials in the urban and rural areas. The knowledge of officials on GMSs and GM concepts was generally found to be high. This implies that there was a mismatch between knowledge behaviour of an individual. Actually, it goes contrary with the theory of planned behaviour and reasoned action which assumes the contribution of one's' attitude to behaviour.

From 2007 to 2012, there was a general decreasing number of men with an increase in the number of women in holding positions in the LGAs showing success of efforts in gender

mainstreaming (GM) initiatives to the extent that gradually, there is a possibility of having the equal number of men and women in decision making positions. High percent of men who were fore runners compared to women in the position exchange among individual (men or women) was observed. However, there was an indicator of closing the gap in recruitment. This implies that as time goes the community is changing through gender mainstreaming. The impediments to gender mainstreaming such as patriarchical system are slowly waning away gradually, more number of women is added in the chain of command.

The general involvement of men and women in decision making was at high level. However, the significant difference in decision making between men and women was noticed. Likewise, there was a significant difference with respect to decision making level in urban and rural. The difference in decision making between men and women as well as urban and rural areas may be contributed by difference in the level of education between men and women as well as rural-urban dichotomy found in municipalities and districts. It may further be contributed by difference in physical presence and participation in various occasions such as hamlet and village meetings between men and women as well as difference in development level between urban and rural settings.

5.2 Recommendations

- i. LGAs planners should include in their internal plans, activities which ensure the implementation of GMSs in line with government priorities and frameworks. Gender sensitive training should first be considered by LGAs planners because it can help to combat other challenges in mainstreaming gender. Since the level of gender equality was the same in both urban and rural areas, policy makers and LGAs gender sensitising bodies such as media, newspapers, NGOs, CBOs and

gender activists should provide gender mainstreaming strategies targeting both rural and urban areas equally. At the community level men should be regarded by policy makers as agents of change towards gender equality as they occupy many positions in LGAs compared to women. Different from the current situation whereby many gender equality campaigns trainings are targeting women while women are few in the leadership position and hence having low power in decision making, it is therefore important to target men as they can be good agents of change.

- ii. LGAs' administration should schedule group activities, seminars and workshops in collaboration with lobbying by traditional leaders so that implementers' attitude may eventually change positively. Since the knowledge of officials was high with respect to GMSs and GM concepts, then Policy makers should lobby so that the budget for tapping the knowledge which is already there to strengthen gender mainstreaming in the community should be emphasized. It is further recommended that when GMSs is used as an intervention of changing one's attitude, the community members in collaboration with other stakeholders such as Non-Governmental Organizations should give equal weight of intervention in urban areas as well as in the rural areas.
- iii. Policy makers should make gender centered policies which allow the position exchange in leadership regarding sex in order to achieve an equitable pool of leaders. This should be done by giving priority to women's education at the tertiary level where the number of women is low. Since some few implemented GMSs relatively reduced the gender gap with respect to men and women involvement in

decision making, the implementation of more GMSs by LGAs should be strengthened so that the equal number of men and women in holding positions in the LGAs is maintained. Since there was significant difference between men and women in decision making level, and obviously seen that women are lagging behind in this respect, more effort should be put by gender specialists and community leaders so as to spearhead women leadership which in turn will elevate women's level of decision making at the community level.

The intervention(s) by the LGAs which are required to enhance men and women involvement so as to raise equitable decision making should target rural and urban areas in sense these two settings have significant different levels of decision making.

5.3 Contribution of the Research

Gender Mainstreaming Strategies is an important tool used to bridge various gender gaps existing in the world and Tanzania in particular. Its aim is to achieve gender equality so that inequality is actually not perpetuated. Various studies have been done to assess gender mainstreaming and its impact on various organisations such as school enrolment by sex, in participating in various activities such as project, by looking upon implication of both men and women. Most of these studies have looked into GM with limited focus on LGA officials and gender equality.

Furthermore, since men and women involvement in leadership and decision making levels, attitude of LGA officials towards GMSs as well as levels of gender equality achieved as the results of GMSs in the context of urban and rural areas have not been sufficiently

explored and aired by previous studies, consequently, this study was conducted in Dodoma Municipality and Mpwapwa District, Tanzania, to contribute to this knowledge gap in urban and urban settings respectively. This information is important for influencing political will for top government leaders and officials so as to enhance an equitable society. Economically, once the mainstream processes, impediments against mainstream and equality levels are well known, both men and women would participate equally in economic terms hence economic development. Since recruitment and selection of officials is now done centrally, there is a need of informing the employment, recruitment and selection bodies on the gender equality level at the grass root level such as LGAs so that once employment is done, gender equality is to be taken into consideration.

This study is underpinned by the Theory of Reasoned Action and the Theory of planned behaviour whereby the latter is an extension of the former. As described previously, according to the Theory of Reasoned Action, the most accurate determinant of behaviour is behavioural intention/Intention to act (for the purpose of this study, the intention to implement GMSs). The direct determinants of people's behavioural intentions are their attitudes towards performing certain behaviour (For this matter, attitude of LGA officials towards GM and GMSs implementation behaviour (gender equality behaviour) and the subjective norms associated with the behaviour (community set up). Attitude is determined by a person's beliefs about the outcomes (Gender equality). The theories of reasoned action and planned behaviour were used to determine gender equality level by observing gender equality behaviour performed by government officials. These two theories are based on the assumption that humans are endowed with the ability to reason, and that reason is the primary component involved in decision-making such as implementation of GMSs. It follows that a major criticism of the theory of reasoned action (which, as far as this study is concerned should apply to the theory of planned behaviour,

as it is an extension of the theory of reasoned action). Based on this theory, neglecting human nature and hence disqualifying human being tendency, through strong cognitive orientation tends to preclude the affective nature of humans, which also plays a role in decision-making processes (intention to act).

Using gender equality behaviour as an example, the theory of reasoned action suggests that for behavioural change from gender inequality, sex segregation, patriarchy tendencies to gender equality occurrence, the individual must systematically identify and weigh the outcomes of his/her gender inequality behaviour to form attitudes towards gender equality behaviour that must be learned through Gender Mainstreaming Strategies. This assumes that behaviour change can be induced by adding a new belief, knowledge and intervention so as to increase or decrease the favorability or unfavorability of an existing belief, and increasing or decreasing the belief strength associated with the intended behaviour. The persuasive process involved in behaviour change would be primarily information-based, thus providing the individual with the necessary pieces of information required to create a desirable attitude towards the intended behaviour. While the individual may satisfy the requirements for behaviour change in this paradigm, they may not be able to enact the behaviour in a situation where they need to practice gender equality actions.

Another criticism is based on the focus of the theory of reasoned action which disregards the significance of contextual research such as African context in which interventions are collective and fit contextual norms in traditional African contexts. The theory of reasoned action and the theory of planned behaviour, on the other hand, ignore the collective context in which individuals exist, and place emphasis solely on the individual actor.

Based on the above observation, the Theory of Planned Behaviour applied to this study found that human beings are not objects, hence not determined, and in that case unable to

respond to natural laws nor social theories. Hence, the planned mainstreaming strategies which were set to affect the subjective norms and behavioural intention is not necessarily able to produce the planned outcomes such as gender equality which was to be revealed in six gender equality domains. The study adds new knowledge to the study:

i) The Theory of Reasoned Action was formerly aiming at being applicable in general terms. But this particular study by contextualizing the study in Dodoma Municipality and Mpwapwa District which was not the case for the theory, is regarded as a contribution to body of knowledge.

ii) Mainstreaming gender in LGAs needs a proper down-up approach implementation, instead of the way the theory is, manifests clearly a top-down approach which is not suitable for proper implementation of Gender Mainstreaming at low levels such as LGAs. Since the study was done at the grassroots level, it has something to inform the central government to respond to the situation at hand.

Finally, since three manuscripts are composing this thesis, they are aimed at being published, they will contribute to the body of knowledge, as they will not only be used in Dodoma, Tanzania but also the entire world.

5.4 Suggested areas for Further Research

While this study contributes to both knowledge and policy changes, it was limited in various aspects:

- i) Social economic variables: By restricting itself to officials in departments and Village/Hamlet development committees, there are some socio-economic variables which were not analysed since the unit of analysis was not a household. There is a need of making a further research basing on

household and hence relate some socio-economic variables such as education and income, gender mainstreaming strategies and their impact on gender equality at the grass root, not LGAs, but at the household level.

- ii) This study also did not trace gender equality in the chain of command such as making a kind of gender audit from national level, region, district, ward and eventually village to look into how this chain of command is gendered, hence further study is suggested to be done on the gender equality in the chain of command as stated above. This will help policy makers not only know what is going on in the LGAs but also at different levels of administration and leadership in LGAs, hence, the mitigation of the persisting gender gap may follow the same line of thinking.
- iii) This study studied the attitude of officials towards gender mainstreaming and gender mainstreaming strategies in the study area. It further identified the attitude difference between men and women, urban and rural areas. However, did not depict clearly how the implementers' attitude towards GMSs can clearly lead to behavioural change. Likewise, even though the study assessed the level of GMSs implementers, the relationship between one's knowledge and attitude was not established, hence creating another area for further research.

APPENDICES

Appendix 1: Gender Equality Statements (n=358)

Gender equality Statements	Response	Frequency	%
During departmental meetings, is freedom of participation provided between both men and women?	Yes	288	80.4
	No	70	35.6
Is the quality of work not determined by sex, hence both sexes can produce quality work	Yes	125	34.7
	No	233	65.3
Does internal position exchange done regarding both sexes	Yes	283	79
	No	75	21.0
Are fringe benefit provided equally for both sexes	Yes	121	33.6
	No	237	66.4
Promotions are not discriminating any sex	Yes	81	22.7
	No	277	77.3
Does the department foresee sharing work posts in order to conciliate professionalism of both men and women?	Yes	314	87.7
	No	44	12.3
Does the department offer financial benefits to both men and women who are foreseen by the employment law?	Yes	229	63.9
	No	129	36.1
Does the department provide its own internal financial facilities for both male and female workers' activities such as sports and games?	Yes	324	90.5
	No	34	9.5
Has the department allocated funds for measures and actions related to equality between women and men in the past 5 years?	Yes	58	9.2
	No	300	83.8
When attending training, does the department/committee consider the principle of gender equality and non-discrimination between women and men namely with regard to qualification, progress in their careers and in the access to leadership positions opportunities?	Yes	82	12.9
	No	276	77.3
Does the department/committee include a module in the area of equality between women and men in its certified training programme?	Yes	44	12
	No	314	88
Does the department/committee allow its male and female workers to interrupt their careers to study or attend training courses?	Yes	279	78.2
	No	79	21.8
Does the department/committee encourage equal participation of women and men in lifelong learning processes?	Yes	89	24.6
	No	269	75.4
Does the department compensate eventual unbalances in the situations of men and women in training, namely by giving priority to the participation of men or women in training courses for professionals/jobs in which one of the sexes is under-represented?	Yes	215	59.9
	No	143	40.1
Gender related training is a permanently and continual process, rather than being a one-off, in order to meet the needs of new arrivals and also to support changes in policy of the country	Yes	231	35.6
	No	127	35.6

Does your department offer flexible working hours for both men and women to accommodate their family and personal life?	Yes	12	31.1
	No	246	68.9
Does your department allow workers to adapt their weekly working hours by increasing their daily working hours in order to conciliate professional, family and personal life of both men and women?	Yes	91	25.2
	No	267	74.4
When scheduling shifts, does the department consider the need for both male and female workers to conciliate their professional, family and personal life?	Yes	87	24.1
	No	271	75.9
Does your department allow workers to work part-time in order to conciliate professional, family and personal life for both men and women?	Yes	102	28.3
	No	256	71.7
Does the department consider in equal terms the right to maternity and paternity of both male and female workers?	Yes	116	32.2
	No	242	67.8
The time is made flexible to enable both male and female workers accommodate their gender roles	Yes	198	55.2
	No	160	44.8
In strategic documents (e.g. reports, plans, regulations) is equality between women and men expressly mentioned as a corporate value?	Yes	95	26.3
	No	263	73.7
Does your department have measures that specifically encourage balanced participation of women and men in decision-making processes?	Yes	141	39.2
	No	217	60.8
Do you have measures that specifically encourage balanced participation of women and men in office activities?	Yes	128	35.6
	No	230	64.4
Do you have a plan of action for position exchange between men and women in this department equality between women and men?	Yes	218	39.8
	No	215	60.2
Increased number of women in leadership positions compared to past 5 years	Yes	103	28.6
	No	255	71.4
Does the department provide equal health services for male and female workers?	Yes	116	32.2
	No	242	67.8
Does the department have health and/or life insurance and/or pension funds for male and female workers?	Yes	200	33.3
	No	238	66.7
Does the department promote gender health and well-being related activities for both men and women	Yes	19	21.8
	No	279	78.2
Does the department provide financial support for health purposes that are extendible to the workers' family regarding sex such family planning, reproductive health?	Yes	141	39.2
	No	217	60.8
Health budgeting is considering gender matters	Yes	102	28.3
	No	256	71.7
Does reproductive health training be provided to both male and female workers	Yes	44	12
	No	314	88

Appendix 2: The analysis of Gender equality Mean Score

N	Valid	358
	Missing	0
Mean		46.7238
Minimum		3.12
Maximum		93.75

Appendix 3: Total Composite Gender Equality Index Scale

	Frequency	Percent	Cumulative Percent
3.125	1	.3	.3
6.25	6	1.7	2.0
9.375	12	3.4	5.3
12.5	14	3.9	9.2
15.625	15	4.2	13.4
18.75	7	2.0	15.4
21.875	6	1.7	17.0
24	1	.3	17.3
25	6	1.7	19.0
28.125	6	1.7	20.7
31.25	7	2.0	22.6
34.375	8	2.2	24.9
37.5	19	5.3	30.2
40.625	27	7.5	37.7
43.75	45	12.6	50.3
46.875	33	9.2	59.5
50	26	7.3	66.8
53.125	16	4.5	71.2
56.25	11	3.1	74.3
59.375	3	.8	75.1
62.5	7	2.0	77.1
65.625	5	1.4	78.5
68.75	7	2.0	80.4
71.875	14	3.9	84.4
75	14	3.9	88.3
78.125	14	3.9	92.2
81.25	11	3.1	95.3
84.375	4	1.1	96.4
87.5	7	2.0	98.3
90.625	3	.8	99.2
93.75	3	.8	100.0
Total	358	100.0	

Appendix 4: A copy of questionnaire used for the research

A: Interviewer's introduction

Dear respondent,

I ama PhD student from Sokoine University of Agriculture, Institute of Development Studies. I am conducting a study on **GENDER MAINSTREAMING STRATEGIES FOR GENDER EQUALITY BY LOCAL GOVERNMENT AUTHORITIES. A CASE OF DODOMA MUNICIPALITY AND MPWAPWA DISTRICT.** I would like to assure you that confidentiality will be maintained throughout the study (No identification such as participant's name will appear in this study) and your honesty answers to questions that will be asked is important for the results of this study. Therefore, I request for your kind cooperation in responding to this interview guide for the completion of this study. For more information please contact me through the following contacts:

Email address: mujwaleonce@yahoo.com

Mobile: +255 768-58-93-27

B: Questionnaire identification

S/No	Item	Response
1.	Date of interview	
2.	Questionnaire No.	
3.	Name of interviewer	
4.	Name of respondents (optional)	
5.	Village Name/Department name	
6.	Ward's name	
7.	District	

C: Work place characteristics

Please provide answer (s) for each question. The response numbers of your choice (s) from the list of choices given and for other questions fill your response in the space provided.

1. Demographic Characteristics

8.	Characteristics	Response
9.	Age	
10.	Sex	
11.	Marital status	
12.	Highest level of education	
13.	Number of years at the position held	

Section D: Sex involvement and decision making in Local Government Authorities (LGAs).

The Sex of respondent's predecessor at his/her position

14.

Year	Sex	Response
a) 2007	1) Male	
	2) Female	
b) 2008	1) Male	
	2) Female	
c) 2009	1) Male	
	2) Female	
d) 2010	1) Male	
	2) Female	
e) 2011	1) Male	
	2) Female	
f) 2012	1) Male	
	2) Female	

SECTION E. Knowledge of LGAs officials and leaders on Gender Mainstreaming and Gender equality

15. Please give a "YES" or "No" to the following questions

Definitions	Responses	
	Yes	No
I. Gender equality		
a) mobilizing women to disobey their husband?		
b) Fair allocation of resources for men and women?		
c) Reducing chances of gender based violence among women?		
d) Mobilizing women to improve their economic status?		
e) Concertizing women about their legal rights?		
f) Not applicable		
Total		
II. Gender Mainstreaming		
a) Mobilizing women to disobey their husbands?		
b) incorporating gender issues in existing development agendas?		
c) Reducing chances of gender based violence among women?		
d) Mobilizing women to improve their economic status?		
Total		

Section E: Attitude of LG officials and leaders towards Gender Mainstreaming Strategies in Dodoma Municipality and Mpwapwa District

16. Please provide answer for each question as whether you strongly disagree=1, Disagree=2 Undecided=3, Agree=4, strongly agree=5 in the response boxes provided

Statements measuring attitude	Response				
	1	2	3	4	5
a) Not having sufficient knowledge on gender mainstreaming strategies					
b) Don't see any reason for why should we implement GMSs					
d) The mainstreaming strategies favor more women than men					

- e)Men do not have high capability than women
 - f)Women are not good at leadership, so shouldn't involved in the chain of command
 - g)Education should only be given to men because women are for house task
 - h)Man are naturally inclined with power of decision making, so no need of including women in chain of command
 - i)Gender equity violates our customs and norms
 - j)The post for training at working places priority should be given to men than women
 - k)Existing laws are in favour of GMSs
 - l)Men are flexible to conventions for gender matters
-

Section F: Challenges Encountered by Government Officials and leaders in Mainstreaming Gender

Please circle the word “YES” or “No” in the following questions, and if necessary explain why you have responded the way you have responded

16. Is priority given to gender mainstreaming activities in development activities
 i. Yes ii. No
 Explain:.....

17. Is fund allocated for gender mainstreaming activities **i. Yes** **ii. No**
 Explain:.....

18. Do you know the meaning of Gender Mainstreaming and Gender Mainstreaming Strategies? **i. Yes** **ii. No**
 Explain:.....

18. Do women have the right to work outside home and earn personal income? **i. Yes** **ii. No**
 Explain:.....

19. Does level of education a challenge to Gender Mainstreaming Strategies? **i. Yes** **ii. No**
 Explain:.....

20. Does your department get gender sensitive training? **i. Yes** **ii. No**

Explain.....

21. Is women involvement in politics and leadership encouraged in this department/village/hamlet development committee? **i. Yes** **ii. No**

Explain.....

22. Is there sex segregation in electing leaders for various tasks in the department/Hamlet/Village Development Committees?

Section G: Identifying the mainstreaming strategies

23. Please put “1” whenever you think the response is “YES”, and “2” whenever the response is “NO” in the following table of statements.

Statements	Response	
	Yes	No
a) Is your department making any effort in reducing the gender gaps and inequalities between men and women?		
b) Do you incorporate gender concerns into your policies, plans strategies and programmes at the departmental/ village or hamlet level?		
c) Do you guide and involve all stakeholders to bring about gender equality in a more harmonized manner for enhanced development		
d) Do you implement constitutional as well as Women and Gender Development Policy requirements for gender equality?		
e) Do you analyze who does what between Women and men and when these activities take place as one aspect of gender analysis?		
f) Do you assess who has access to and control of resources and services and decision making as one of the important aspect of gender mainstreaming?		
g) Has an analysis been made on the impact that the budget allocation will have for men and women?		
h) Does the budget explicitly allocate resources to gender-related work (e.g. gender training, ad-hoc or continuous gender expertise ; missions for gender specialists, etc.).		

Section H: Gender equality assessment

24. Please put “1” whenever you think the response is “YES”, and “2” whenever the response is “NO” in the following table of statements.

Gender equality Statements	Response	
	YES	NO
a) During departmental/Village or Hamlet Development Committees meetings, is freedom of participation provided between both men and women?		
b) Is the quality of work not determined by sex, hence both sexes can produce quality work in this department/Village or Hamlet Development Committee?		
c) Does internal position exchange done regarding both sexes in this department/Village or Hamlet Development Committee?		
d) Are fringe benefit provided equally for both sexes in this department/Village or Hamlet Development Committee?		
e) Promotions are not discriminating any sex in this department/Village or Hamlet Development Committee?		
f) Does the department / committee foresee sharing work posts in order to conciliate professionalism of both men and women?		
g) Does the department /committee offer financial benefits to both men and women who are foreseen by the employment law?		
h) Does the department/ committee provide its own internal financial facilities for both male and female workers' activities such as sports and games?		
i) Has the department / committee allocated funds for measures and actions related to equality between women and women?		
j) When attending training, does the department/committee consider the principle of gender equality and non-discrimination between women and men namely with regard to qualification, progress in their careers and in the access to leadership positions opportunities?		
k) Does the department/committee include a module in the area of equality between women and men in its certified training programme?		
l) Does the department/committee allow its male and female workers to interrupt their careers to study or attend training courses?		
m) Does the department/committee encourage equal participation of women and men in lifelong learning processes?		
n) Does the department/committee compensate eventual unbalances in the situations of men and women in training, namely by giving priority to the participation of men or women in training courses for professionals/jobs in which one of the sexes is under-represented?		
o) Gender related training is a permanently and continual process, rather than being a one-off, in order to meet the needs of new arrivals and also to support changes in policy of the country, do you also adhere the same?		
p) Does your department/committee offer flexible working hours for both men and women to accommodate their family and personal life?		
q) Does your department/committee allow workers to adapt their weekly working hours by increasing their daily working hours in order to conciliate professional, family and personal life of both men and women?		
r) When scheduling shifts, does the department/committee consider the need for both male and female workers to conciliate their professional, family and personal life?		
s) Does your department/committee allow workers to work part-time in order to conciliate professional, family and personal life for both men and women?		
t) Does the department/committee consider in equal terms the right to maternity and paternity of both male and female workers?		
u) The time is made flexible to enable both male and female workers accommodate their gender roles in the committee/department		
v) In strategic documents (e.g. reports, plans, regulations) is equality between women and men expressly mentioned as a corporate value?		
w) Does your department/committee have measures that specifically encourage balanced participation of women and men in decision-making processes?		

-
- x) Do you have measures that specifically encourage balanced participation of women and men in office activities?
 - y) Do you have a plan of action for position exchange between men and women in this department /committee equality between women and men?
 - z) Increased number of women in leadership positions compared to past 5 years

 - aa) Does the department /committee provide equal health services for male and female workers?
 - bb) Does the department/committee have health and/or life insurance and/or pension funds for male and female workers?

 - cc) Does the department /committee promote gender health and well-being related activities for both men and women
 - dd) Does the department/committee provide financial support for health purposes that are extendible to the workers' family regarding sex such family planning, reproductive health?
 - ee) Health budgeting is considering gender matters

 - ff) Does reproductive health training be provided to both male and females
-

Appendix 5: A copy of the checklist of items used for interviews and FGDs

1.0 Men and women involvement

- (i) What can you comment on men and women position exchange in this district/department/ Hamlet /village/ward/committee?
 - (ii) Analyse position exchange trends in 5 years in relation to men and women in this district/department/ Hamlet /village/ward/committee? Focus on leadership and public office occupation
 - (iii) Explain the government's position in relation to the GMSs specifically on affirmative action
1. Analyse the application of GMSs in your place among LGAs officials. Justify the usefulness of these strategies.
 2. How do officials view GMSs
 3. Explain in short the challenges which may hinder the proper implementation of GMSs.
 4. What can you say on the levels of gender equality in this place

THANK YOU YOUR CORPERATION