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I certify that I have supervised Pauline Chima, for his research titled Participation of women in local governance: A case of Bindura urban partial fulfilment of the requirements of the Bachelor of Science Honours in Peace and Governance and recommend that it proceed for examination.

Supervisor: Dr Dodo

Signature: .............................................

Date: .............................................

Chairperson of department

The department of Peace and Governance recommends the Bindura University to accept a research by Pauline Chima titled Participation of women in local governance: A case of Bindura urban as a partial fulfilment of the requirements of the Bachelor of Science Honours Degree in Peace and Governance. The department is pleased that this research report meets the examination requirements of the University.

Chairperson Name..............................................................

Date.....................................................................................

Signature.............................................................................
Declarations

I, Pauline Chima, sincerely declare that this research is my original work and has not been previously submitted to any other university. Proper citations and acknowledgements in line with the copyright and ethical requirements have been strictly adhered to in writing this text.

Signed by

..............................................................

Date

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Acknowledgements

My sincere gratitude goes to my supervisor Dr O. Dodo whose expertise and patience contributed immensely to the fulfillment of all the stages of this research.

To my family I am humbled by your level of support and genuine encouragement throughout university life.

I thank my mother for being a great mentor she is, a role model and a prayer warrior who believed in me from day one.

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I would like to express my deepest gratitude to all the respondents who participated in my survey.

Most importantly let it be known that God Almighty is the light that shines on our path in this life and beyond, all knowledge is rested in him, our shield and strength.
Dedication

This research is dedicated to my late father Rotani Chima and my mother Evelyn Chima for her unwavering support in everything I needed and prayers.
Abstract

Gender inequalities still characterize the leadership of Zimbabwe, although the new constitution, some international conventions, protocols and declarations that affirm the achievement of gender equality have been signed and ratified. Literature is awash with traditional factors governance and leaves gaps in the context of modern factors, particularly those factors that affect African states when it comes to achieving 50/50 representation at local level. It is from that background that the main purpose of the research sought to examine modern day factors that hinder the participation and involvement of women in local governance that is the highest form of decision making in the private and public sector. In the form of the method, the qualitative methods were used and by random sampling questionnaires were distributed to participants from different organizations under study also data was gathered through interviews. The research was premised on the Radical Feminist theory, the research’ primary data identified the differences and similarities in the status of women in public and private sector groups as well as the factors affecting the position of women. Data collected was analyzed using the Latent Content Analysis. A sample size of twelve people was used in this research. The research’ secondary data presented facts that confirmed the barriers to women’s participation in local governance. In light of the findings the research recommends strategies that the Civil Society in partnership with the Government of Zimbabwe need to adopt to improve the status of women in governance and advance the participation of both ordinary and influential women in Zimbabwe’s local governance.

Keywords: Participation, local governance, civil society, women and governance.
## List of acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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<tbody>
<tr>
<td>ART</td>
<td>Agenda for Real Transformation</td>
</tr>
<tr>
<td>AU</td>
<td>African Union</td>
</tr>
<tr>
<td>BU</td>
<td>Bindura University</td>
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<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of all Forms of Discrimination against women</td>
</tr>
<tr>
<td>CS</td>
<td>Civil Society</td>
</tr>
<tr>
<td>DA</td>
<td>District Administrator’s Office</td>
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<tr>
<td>GPA</td>
<td>Global Political Agreement</td>
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<tr>
<td>MDC-T</td>
<td>Movement for Democratic Change- Tsvangirai</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organisation</td>
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<tr>
<td>SADC</td>
<td>Southern African Development Community</td>
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<td>UN</td>
<td>United Nations</td>
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<td>UNDP</td>
<td>United Nations Development Programme</td>
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<tr>
<td>ZANU PF</td>
<td>Zimbabwe African National Union Patriotic Front</td>
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<tr>
<td>ZEC</td>
<td>Zimbabwe Electoral Commission</td>
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CHAPTER ONE: INTRODUCTION

1.0 Introduction
Numerous countries have enshrined women’s equal rights in their constitutions, even though not all of these are as strong as many women would like them to be. Zimbabwe is no exception to this enshrinement as can be evidenced in its new Constitution. The Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) adopted by 185 countries around the world is a key document advocating women’s empowerment and equality in all spheres of life (Khosla and Barth, 2008). Since the adoption of CEDAW in 1979, numerous national and sub-national levels of government have laid out new laws, policies and institutions for women’s rights and gender equality. The Beijing Platform of Action adopted at the 4th World Conference on Women in 1995 sets out a comprehensive programme of action for advancing the status of women including participation in decision making bodies worldwide (UN-HABITAT, 2008). In 1998, the then International Union of Local Authorities (IULA), now part of United Cities and Local Governments (UCLG), issued a seminal policy paper on women’s participation in decision-making. Since then, many local governments have adopted the declaration and committed themselves to increased numbers and positions for women in local government decision-making.

1.1 Background to the Study
Although women comprise over 50 per cent of the world’s population, they continue to be under-represented as voters, leaders and as elected officials, including at the local level (Fraser, 2013). As a result, women do not have equal influence over the policy decisions that affect their lives. The participation of women in local government can have a particular influence on local and national development, global affairs and/or social issues that affect their families’ daily lives such as healthcare, education and infrastructure (Tsanga, 2002). Zimbabwe, like other developing countries, has been engaged in efforts to develop participatory governance at the local level for a long time.
According to data released by ZimStats (2013) the population of Bindura is 43,675 of which 22,649 are women which is 52% of the total population. The aforementioned constituency of women in Bindura as in many countries’ population means that local democracy, inclusiveness
and sustainability can only be achieved when this share of the population has an equal say in the way that cities and municipalities are organized and managed. Specifically, this means that women must be involved in decision-making at all levels, so that their needs and priorities are also reflected in urban planning as well as in politics and administration.

Women`s participation in governance and political participation is critical to ensure inclusive democracy as well as ensuring their direct engagement in public decision-making, as well as to safeguarding accountability to women fellow women (Foster et al., 2002). Factors that limit or facilitate women`s participation in political processes as voters, advocates, activists, and decision-makers vary according to social or cultural circumstances, economic situation, geography, and political context and systems.

However, challenges relating to how women are enabled opportunities to participate in local governance still suffice, are real and more compelling. If the intention behind effective local governance is increased participation and involvement of the people in matters affecting their lives then, all dominant sections of the society must meaningfully get involved in the process of representation yet reality shows a different scenario altogether. This study hence seeks to assess the level of women participation and the challenges they face in their involvement in local governance in the context of Bindura urban.

1.2 Statement of the Problem
Despite the establishment of measures, policies and strategies meant to ensure women`s representation in local governance, their participation in local politics is still significantly low in Bindura Urban. In 2008, women made up about 25% of elected members yet, the figure dropped to 16% in 2013 (GoZ, 2013). There is no known evidence based research or scholarly work on challenges and factors that affect women`s participation in local governance in the context of Bindura Urban at present. Literature gaps still exists on women`s experiences of entering into political life at the local level that influence their leadership roles, and the perceptions about factors that would inhibit or enable their participation in the political process in the future.
1.3 Aim of the study
To investigate the level of women participation in local governance

1.3.1 Objectives of the study

1) To establish the level of women participation in local governance in Bindura Urban

2) To identify areas where women are most active in local governance in Bindura Urban

3) To assess the challenges affecting women`s participation in local governance in Bindura Urban

1.4 Research questions

1) What is the level of women participation in local governance in Bindura urban?

2) In which areas are women most active in local governance?

3) What challenges do women face in their participation in local governance?

1.5 Significance of the study
The importance of this study stems from the fact that if the level of participation and challenges faced by women in local governance, are illuminated, long-lasting solutions to mitigate the challenges will be proffered. Although it is not envisaged that this study will generate new theories, the report will add significantly to the locally available literature on trends of women participation in local governance in urban areas. Findings from this research will provide a reference for many researchers, students and other interested parties with close interest on the subject matter.

The study also imagines to sensitize major stakeholders in the local government system about alternative and sustainable techniques to deal with low level of women`s participation in local governance. The research also aided in raising awareness on the urgent need to address the consequences of present and future threats of women`s active participation in politics to provide a basis for action at all levels.
1.6 Delimitations
The study seeks to assess the level of women’s participation in local governance in Bindura Urban. The research was carried out in the 12 administrative wards under the jurisdiction of Bindura Municipality. The wards are situated in Bindura Town in Mashonaland Central Province.

1.7 Limitations of the study
There is limited time for carrying out this research and collecting data from participants. The limited timeframe also means that there is not enough time to examine issues in greater depth. The study is restricted to Bindura Urban hence, it is imperative to use the results with caution as they may not be suitable to generalize over a large area such as the whole province or country. In spite of this, the findings of the study can be used as an exploratory guide upon whom a much wider study may be conducted.

1.8 Assumptions
The assumptions underpinning the study were that;

- The laws underpinning local governance are gender neutral on paper but the processes of selecting Councilors discriminates against women.

1.9 Key Definitions
Local government is the decentralized representative institutions or body with general and specific powers devolved upon or delegated to it by central or regional government in respect of a restricted geographical area within a nation state and may to some extent be autonomous(M Richard et al 2015).

Local governance alludes to the activity of political, economic and authoritative power to deal with a prescribed area issues. It is the complex systems, processes and organizations through which citizens and political parties verbalize their opinions, practice their legitimate rights and obligations (Random House 2010).

Participation in sociology alludes to diverse components for general society to express conclusions and especially apply influence, in regards to political or economic administration of other social choices (Phiri et al 2010).
1.10 Ethical consideration
The researcher sought authority and permission from the council officials and from the participants. Privacy, dignity and confidentiality shall be employed. It shall be made clear that the information gathered would solely be used for this study.

1.11. Chapter Outline
The research comprises five chapters:

Chapter 1- provides a general background and overview to the study in terms of the rationale of the study, problem statement, research questions and objectives as well as the structure of the thesis

Chapter 2- is about the definition and exploration of concepts. The chapter also discusses the weakness of the paradigms of development communication

Chapter 3- is an outline of research methodology, scope of the study consisting of the survey, target population and sampling technique

Chapter 4- outlines the findings from the research. It deals with data presentation and analysis

Chapter 5- it is the final chapter with the summary of findings, conclusion, recommendations and suggestions for future research

1.12 Organization of the Study
This chapter offered introduction to the study, looked at the background to the study, statement of the problem, delimitations, limitations as well as assumptions. Chapter two focuses on literature review. Chapter three discusses the methodology, which incorporates the research design, data collection, delimitations and the software package for data analysis. The findings and analysis of research data are presented in Chapter 4. The fifth chapter contains the conclusion and recommendations where the findings are summarized and conclusions drawn there from Appendices and references form the last part of the study.
1.13 Summary

The chapter covered introduction, background to the study, statement of the problem, objectives, research questions, significance of the study. Delimitations, limitations, assumption and ethical issues were also discussed.
CHAPTER TWO: LITERATURE REVIEW

2.0 Introduction
A critical review of literature is necessary to help a researcher to develop a thorough understanding of and insight into, previous research that relates to the research question(s) and objectives of the problem under study. This chapter examines the theoretical framework and gap analysis being guided by the research objectives.

2.1 Theoretical framework
This research is guided by the Radical Feminist Theory propounded by Millet (1950) and this theory emerged as a reaction to the liberal theory (Meena, 1992: Bryson, 1992). Its impetus came from women’s experiences in the Civil Rights, anti-war, new-left and student movements. The theory is radical in nature, that is, it is violent, fast, uncompromising and strongly oppose patriarchal systems hence demand radical transformation of oppressive gender relations. To radicals like Kate Millet politics means power and men derive their power from the patriarchal system that supports and favor males. As noted by Gandari et al (2012), advocates for radical feminism work towards creating alternative social institutions which fulfil their needs, at the same time allowing women to make choices on social and health issues that affect them and rejecting pressures that are exerted by patriarchy. This view about radical feminism is also expressed by Gutsa et al (2011: 24) who noted that “men create and maintain patriarchy not only because they have the resources to do so but also because they have real interests in making women serve their interests”. Patriarchy as an ideology is sustained by early socialization in the family, secondary socialization in schools, churches and workplaces. Radicals prescribe that women are to struggle on their own for their own liberation against their oppressors (males) who reject gender roles and call for child care facilities. Radicals are of the view that gender differences can be reduced by taking desirable characteristics of males and females because these are socially constructed.

Unlike, the liberals who fight for equal educational opportunities, the radicals have challenged both the quality and quantity of education being offered to women. The ideas of the radical have significantly influenced changes in the curriculum which has resulted in the eliminating of gender stereotyping that impact negatively on women’s academic achievement. Women are also empowered health wise for example, use of birth control measures of their choices, use of
protection (female condom) as well as taking leading roles in decision making on matters that affect their health. Radical feminists have also influenced the decision making that prompted the setting up of childcare institutions, and introduction of new reproductive technologies like donation of sperms, artificial insemination, surrogate motherhood and making choices of family planning methods. All these enable women to control their bodies.

2.2 The International status of women
According to Tommasoli (2012) evidence demonstrates that women’s rights in governmental issues and decision making are an area in which moderate advancement has happened and limited additions made. Advancement has not been considerable in legislative bodies at national and local levels. In this regard this makes it hard to implement arrangements and policies on the participation of women in parliament, senior positions in the public sector and local government level. One of the discriminating ranges of concern in the Beijing Declaration and Platform for Action is:

"Women’s strengthening and their full inclusion on the premise of uniformity in all circles of society, incorporating participation in the decision making process and access to power, are crucial for the accomplishment of fairness, advancement and peace" (Beijing Declaration, United Nations 1995)

More so, Tommasoli (2012) is additionally of the assessment that, efforts made to deliberately improve the presence of women in local level governance have created a few outcomes but not yet yielded accomplishments to date, practically identical to the desires of Beijing 1995. As of May 2012, women make under 20% of legislators (men still have 80.2% and women just 19.8% of parliamentary seats). They have been prominently underrepresented in the official branch of government, and only recently have progressively held the top profile portfolios for their legislatures in non-traditional territories for women in government, for example, national security, defence, finance, income affairs and foreign affairs.

Also, Evertzen (2010) noted that, a gender analysis of government budgets can contribute to an increased transparency of government budgets, it can make visible what resources and services are allocated to what sectors, and who benefits. The analysis of budgets, started in Australia, where it was not successful because it was only an exercise of the government; it lacked pressure and interest from outside and in South Africa, the initiative started in 1993 and was far more successful,
being a product from both the government and parliamentarians and non-governmental organisations (Abubakari 2014). The civil servants provided data, the NGO carried out operational advocacy, and the parliamentarians lobbied. The import is that, when policies are advocated towards women participation in local governance, it is not only to remain the task of the women to realize it but the cognitive effort of all stakeholders makes the policy a reality. Other applicable strategies could include networking, lobbying and public pressure at policy-making levels to change the content of laws or design new laws. That is to build networks between women’s organisations and gender sensitive politicians; create an umbrella organisation at the national level, to co-ordinate activities; and also networking with organisations of other countries (Geisler, 2007).

Having defined legal literacy as the process of acquiring critical awareness about rights and the law, the ability to asset rights, and the capacity to mobilize for change; AWEPA-African European Institute (2010) argued that, promoting gender-responsive legal literacy courses to the grassroots level for women and men can help enhance the interest of women to actively participate and take up responsibilities in the local governance of their communities. This could be done through the designing and distributing of booklets for literate women and for women in alphabetisation courses; using of visual training material for illiterate women; setting up of Mass media campaigns; publishing and dissemination of scholarly work through popular literature and art forms such as comic books, posters, dance, brochures, theatre, poetry, etc. Centre for Legislative Development (CLD)-(2001) also advocated that, training of politicians, lawyers and paralegals can be a quick way to developing women’s interest in local politics. Further, in Africa where many women are illiterate and where the radio often is the man’s property, person to person contact can be a more useful training media (Abubakari 2014). Also, engendering law school curricula and training future lawyers in the area of women’s rights will go a long way to provide women politicians with training and information about legislation.
2.3 Women participation in local governance

Women’s participation in politics at the local government level is a key driver for their empowerment. It is at the local government level where political parties are able to recruit their members and identify potential candidates who can later move on to contest at the national level (Panday, 2008). It is also at the local level where there is a higher probability of direct impact of women in politics because of its proximity to the community. Global evidence about women’s actual presence in local governments and their potential impact is still very scarce (Irwin, 2009). Although information about the number of women in urban local governments and national parliaments is collected and systematised as a key indicator for assessing progress on the advancement of women’s political rights, research available at the global and local level on women’s presence in rural local governance is virtually non-existent. While women’s participation in politics, at both national and local government levels, is a matter of gender equality.

Also, Opare (2005) argues that the ability of any group of people or their chosen representatives to participate in decisions affecting their lives not only puts them in a position to contribute ideas but also provides them with the tools and options for reshaping the course, direction, and outcome of specific programmes and activities which will determine their future. It is therefore critical to engage women in decision-making processes within the communities where they reside and obtain their livelihoods. Other assertions often encountered are that local politics is about issues that concern women’s daily lives such as water, waste disposal, health and other social services. This implies that participation in local government is an extension of women’s involvement in the civic issues facing their communities (Jayal, 2005). Other scholars also suggest that it is easier for women given their household constraints and childcare responsibilities, to participate in public life at a level more proximate to them (Evertzen, 2010). Such assertions may imply that national-level politics is about issues more distant from and perhaps incomprehensible to women. However, practical concerns are undoubtedly important as such arguments seem to convey the ideological flavour of patriarchy.

A more convincing argument for participation of women in local governance is rooted in the conviction that unless all sections of society, whether women, racial or religious minorities and other disadvantaged groups are represented in legislative bodies, their interests will not be
articulated and therefore will suffer from policy neglect (Panday, 2008). Democratic history and practice clearly demonstrate that even democratic institutions, based as they are on the principle of one-person-one vote, are blind to cultural and gender differences. Therefore, they do not spontaneously provide any guarantee for effective representation of women’s interests, or indeed those of other marginalised or excluded groups (Jayal, 2005). For there to be tangible policy outcomes that take into account the special needs and interests of women, there is need for effective representation, which in turn may involve making a case for special arrangements, such as quotas for women’s participation. It is because of these imperfections in the way in which representative institutions actually work, that the case has been made for replacing the “politics of ideas”, rooted in the context of rival political visions, by the “politics of presence” effectuated through safeguarded quotas (Phillips, 1995:123; Jayal, 2005:46).

2.4 Challenges faced by women in their participation in local governance

As indicated by Professor Tripp (2013) women who need to pursue governance regularly confront a political, public, social and economic environment that is hostile to them. Indeed, even a look at the current creation of political chiefs in any district gives prove that women still face various hindrances in articulating and forming their own advantage. In that regard it is important that questions are asked, for example; what are the deterrents women confront in entering parliament? In what manner can women better adapt to these blocks? Shvedova (2005) arranges the regular issues into three specifically, political, economic and socio social. One may in this manner reemphasize the reoccurrence of the exclusion of different variables other than political, economic and socio social that influence the participation of women in local governance, particularly those elements that radiate from the diverse phases of elections (voter instruction, education, enlistment or registration, observing and monitoring election day and also the post election period, result counting and announcement of results).

In addition Adewunmi (2013) is of the assessment that; Women assume critical parts in battling and preparing backing for their political parties, yet they often not participate in decision making positions in these structures. Indeed, less than 11% of gathering pioneers of political parties worldwide are women. Nevertheless political parties have assets for directing election battles, women do not conceivably gain or get advantage from these assets. For instance, numerous
political parties don't give sufficient budgetary backing to female competitors or candidates. According to WLSA (2009) Examination shows that a vast pool of female election candidates, supported with sufficient monetary assets, can essentially build the quantity of women chosen in any election.

More so, Tommasoli (2012) postulates the perspective that despite the far reaching development towards democratization in many nations, women remain generally under represented at all the levels of political party structures, public areas particularly in ministerial and other official or executive bodies or in coming to the focus of having 30% of decision making positions held by women by 2005 as supported by the UN Economic and Social Council. Women are not likewise very much involved in the private sector and even the traditional society. It was emphasised that women have constrained access to political power and decision making due to different elements or factors including religion, other socio-social and monetary/economic reasons.

To add on, Tomassoli (2012) declares that women in governance are regularly confronted with hindrances, particularly when they frame a little minority despite the fact that they represent more than 50% of the aggregate populace. Structures and instruments that should convey gender equality messages and balances are made less pertinent or even unessential due to a conceived state of mind that propagates separation. Modern day feminists assert that the real issues are based on how a society so patriarchal would guarantee that women's rights are interpreted into rights appreciated and practised and specifically regarding access to assets and decision making capacity.

According to Monica (2004) reserved quota frameworks assume an urgent part in the context of advancing women’s representation in macro governance, from original – or constituent – quotas, that is. portions in elected bodies which represent a consolidated field of analysis and policy advocacy to quotas in non elected public bodies, to the recently established quotas in the private sector and other separate business. A Research by the Women in Politics Support Unit (WIPSU) highlights the absence of political will inside political parties, intra party progress between men and women which prompts male resistance, male commanded structures inside the political parties, and the absence of gender responsive party arrangements as a percentage of the obstacles to women getting through political party hindrances. Tomassoli (2012) is also of the opinion that the significant agenda is to comprehend why women are still under represented. Women are under represented on the grounds that they are definitely not qualified or taught; different strengths, other
factors that influence participation also include the power to decide and govern their own small circles of girls and women. In addition men simply decide to vote in favour of men and not women and the 'old boy to boy traditional networks' keep women out. Yet on the other hand women vote in favour of men and not women. Hence this is an issue that needs to change for women.

According to Reeler (2011) the habit of politically inspired violence amid elections is eradicated, then women will not just be exploited people and potential victims of this roughness (and in probably the most terrible ways comprehensible, and different sexual assault is positively one of the more frightful things that can happen to an individual), but women will also be demotivated from taking part in political matters. Hence fourth The last result will be that women's voices will be missing from the most vital organisations and public institutions in a given state, and this will ultimately be a disadvantage to the country when comes to articulating issues of democracy.

This writing is awash with hindrances or impediments that act as common issues or problems to women’s participation in local governance. Hence it is only fair and justified that the research fills the gap in the area of current variables or in simpler words factors that facilitate or hamper the advancement of women in local governance with special reference to Bindura Urban situation.

2.5 The status of women in Africa

According to Adewunmi (2015) African politics is decidedly male. Leaders fall into the "grand statesman" mould, Nelson Mandela; Charles Taylor and Sani Abacha; misunderstood man of the people, Robert Mugabe; and the curiously long-lasting, Equatorial Guinea's Teodoro Obiang and Angola's José Eduardo dos Santos. In recent years, however, things have begun to look a little less male. In 2006, Ellen Johnson Sir leaf was elected president of Liberia, and five years later, won a second term. Malawi also elected its first female president, Joyce Banda; Forbes placed her as the 47th most powerful woman in the world. Only recently, Aminata Touré was elected as prime minister of Senegal however her cabinet consists of four women and 28 men hence there is still a huge gap in achieving gender balances at macro level.

Nevertheless in articulating issues of women’s status in Africa, African scholars are of the general opinion that, literature exploring women developments has challenged traditional explanations of women’s political empowerment that has, until very recently, mostly drawn on women’s experiences in Europe, North America, Australia and New Zealand. According to Tripp (2013) the
factors that had, for example, traditionally been used to explain rates of female legislative representation included the type of electoral system, with proportional representation being more favourable to women. It also included party and district magnitude, levels of socioeconomic development, women’s education and workforce participation, party ideology, religion and culture. These factors do not explain the main dynamics we are witnessing in Africa or much of the rest of the world today. In that regard the researcher identifies the latter’s contribution as evidence of a gap particularly in the coverage of African politics. A research by WLSA (2009) asserts that it is one thing to have good laws and another to implement them in a just and fair manner.

Furthermore, Made (2013) postulates the perspective that in August 2008, Heads of State of the Southern African Development Community confirmed the notable SADC Protocol on Gender and Development. This was an after effect of the vivacious battle by the civil society group under the Southern Africa Gender Protocol Alliance. The Alliance advances and encourages the making of gender equity value and balance through campaigning and support towards the accomplishment of the 28 objectives of the SADC convention on Gender and Development by 2015. Made (2013) presents the perspective that, by 2013, 13 plus nations had adopted and approved the SADC Gender Protocol.

From the literature briefing above, one may be of the opinion that advancements of women in the international community are promising and show what can be accomplished. However, progress has been moderate in all structures of governance and all sorts of decision making. Hence the real gap that the researcher recognizes is in the area of, under representation in national parliament, especially in underdeveloped nations, evaluation of the number of women versus the general viability or effectiveness at macro level as well as evaluation of women’s share of power in public and private local levels of governance.

2.6 Chapter summary
This chapter has covered literature review, introduction of the topic, theoretical framework and empirical evidence to the study of women participation in local governance. It also dealt with
challenges that women face in participating in local governance. This chapter also demonstrated that women are in reality underrepresented in local governance around the world. A few variables have been recognized as influencing women’s participation in local governance both locally and on the international map. As a result of what is indicated, the present examination gets to be appropriately essential as it tries to look at and shed light on whether any of the intercessions has been put to effect and utilized, the research likewise looks to prescribe practical answers for increasing the participation of women in Local governance in Bindura Urban.

CHAPTER THREE: RESEARCH METHODOLOGY

3.0 Introduction
This chapter describes the methodology and research methods of investigation for this study. This study used the Exploratory Research Design. Several research techniques
were used in conducting effective data collection, analysis and presentation. Interviews and questionnaires were used as the major methods for data collection. The target population of this study comprised of government officials in various ministries which have a link with participation of women. Research ethics were considered in this study.

3.1 Research Paradigm
The research is qualitative. This is because it mainly focuses on gaining insight and understanding about an individual’s perception of events. The most distinctive feature of qualitative research method is to search hidden meanings, multiple interceptions and unheard voices. Primary sources of data were used in this research and data was collected using interviews and questionnaires. This approach was used to describe challenges being faced by women in attaining higher post in local governance in Bindura Urban and also how best to address these challenges. Detailed information was also given by the key informants who were from Bindura Urban. Qualitative research design enabled the research to explore the issues that could not be quantified and probe in order to enter the inner recesses of the individual. This enabled the research do the study in depth and in detail. The main advantage of using qualitative was that the research played an important role in unveiling the relation between the participants. The disadvantage of this paradigm was that it was time consuming.

3.2 Research Design
Research design refers to the overall strategy that one chooses to integrate the different components of the study in a coherent and logical way, thereby, ensuring one will effectively address the research problem; it constitutes the blueprint for the collection, measurement, and analysis of data. There are many types of research designs and these include Case study design, Descriptive research design and many others.

This study used the Exploratory Research Design. Exploratory research designs help provide answers to the questions of who, what, when, where, and how associated with a particular research problem. Exploratory research is used to obtain information concerning the current status of the phenomena and to describe "what exists" with respect to variables or conditions in a situation.
The researcher noted that exploratory research design provides a relatively accurate and fair description of the phenomenon being researched on. It was therefore possible to gather a great deal of information from the sample that represented the research population. Through exploratory research very valuable information about the social lives of different respondents was obtained and this gave more insight on issues related to the research.

3.3 Target Population
Target Population is the population that is being studied or researched upon. In this case the target population comprised of Bindura Urban officials from the Provincial Governors office, District and Provincial Administrators offices, female and male councilors as well as Bindura Municipality officials.

3.4 The Sample and Sampling Procedure
The target population was initially 600 officials from government ministries and parastatals. A 10 per cent of 600 was calculated and was used as the target sample. Since interviews and handing out of questionnaires could not be carried out on the whole targeted sample, one fifth of the sample, that is 12 respondents, was randomly selected from different categories of respondents as reflected below:

- Bindura Urban ward 1(3)
- Bindura Urban ward 2(3)
- Politicians (2)
- CS (2)
- Bindura Municipality officials (2)

3.4.1 Random Sampling
One way of ensuring that a sample is representative of the larger population is by using the Random Sampling in the selection of the sample of respondents. The main strength of this method is that it is simple to use, and it limits the probability of bias on the part of the researcher. Random sampling ensures that each unit in the population has an equal chance of being included in the sample.
3.5 Data Collecting Instruments used in the study.

Two main sources were used to collect data: interviews, questionnaires. This was done so as to address the potential problem of validity and reliability. A notable consequence using one data collection method lies in the subjective nature of information in that informants’ views tend to be diverse and at times contradictory, reflecting differences not only in what individuals know but also how the nature of the response depends very much upon the circumstances in which one is asked to divulge information.

This evidence is resolved by having multiple sources of evidence to provide converging lines of inquiry that can then be taken as reliable. Therefore by implementing different methods of data collection one intended to increase the authenticity of facts gathered, since the different methods complement each other. Furthermore, any findings or conclusions are likely to be much more convincing and accurate if they are based on several sources of information.

3.5.1 Questionnaires

In this research the structured questionnaire was used to collect primary data from the respondents selected for the study. All the questionnaires were structured and contained questions and alternative answers to the questions (See Appendices Section for copy of Questionnaire). One of the advantages of using the structured questionnaires is that the results or responses are easy to interpret and analyze. The questionnaire takes less time to complete unlike the face to face interview, which needs more time to arrange, and a suitable place to conduct it. The researcher observed that the questionnaire also allowed for the use of a wide sample and so standard instructions were given to all the respondents. The researcher’s own biases were minimized. The personal appearance, mood or conduct of the researcher did not influence the findings of the study. In addition, the identity of the respondents in the questionnaires remains unknown which encourages the participants to answer the given questions freely and honestly.
Although questionnaires have got a number of advantages, there are some disadvantages which are associated with the structured questionnaire. The structured questionnaire has the disadvantage of forcing the respondents to choose pre-selected alternative answers that may not represent his/her views, and this may omit vital information relevant to the research. The researcher noted that for the respondent to be able to complete a questionnaire, he or she must have a basic comprehension, reading and writing proficiency skills. It was also observed that some respondents had a negative attitude towards questionnaires since most of the questions subjected them to a number of questions which required divergent opinions. At times members of the public are usually not willing to participate in polls and research surveys.

3.5.2 Interviews

An interview can be defined as a planned and guided conversation. In this regard, questions were drawn out that would be used to solicit appropriate responses on perceptions Participation of women in local governance Bindura Urban being the area of study. Interview method offers both the interviewer and interviewee the chance to clarify their questions and answers. It was observed that the interview method was a flexible technique since it is highly depended on the social context as a probing technique to expose underlying facts, perceptions and opinions.

It was also noted that the presence of the researcher tended to make some of the interviewees feel reluctant to deal with matters of ethical controversy as well as those of a delicate nature. The researcher found out that the processing of the data from the interviews was quite taxing and time consuming. Basically an interview requires a great deal of paying attention to ethical considerations. In addition, interviewees tend to be biased as they give socially acceptable answers.

3.6 Data collection procedures

The researcher acquired a permit from the University of study (Bindura University) approving her to direct the examination in Bindura Urban. She also asked for authorization from the organisations that took part to complete the research. It is important to note that both the male and female respondents were interviewed by the researcher. The questionnaires were hand delivered to the
respondents who were given two weeks to complete the questionnaires after which they were collected in person by the researcher.

3.7 Data presentation and analysis
The researcher presented the data gathered as guided by the research objectives and research questions. The information was analysed utilizing quantitative and qualitative methods. As it were, the researcher triangulated the outcomes in a way that is clear and on point. The data got from meetings was analysed by a procedure of content or secondary data analysis.

3.8 Data collection tools
Two research instruments were utilized as part of the accumulation or collection of data. The questionnaires were distributed to participants to obtain relevant information. An interview guide was used to interview heads of departments and other senior staff. Both men and women were interviewed in regards to the approaches that represent recruitment, arrangement and advancement of female staff to senior levels of governance and the conceivable reasons for the absence of women from top positions. In addition, the interview guide was also prepared so to assist the researcher at the data interpretation and analysis level.

3.9 Ethical Considerations
Research ethic is an area of growing significance that cannot be ignored. According to Sullivan, ethics assists researchers to deal with ethical dilemmas that arise in research. Ethics were also considered so as to protect the rights of the participants in the research process and to report results fairly and accurately. In the interest of research participants’ the following ethical considerations were taken into account.

3.9.1 Informed consent
Consent was sought from all the research participants before they were interviewed so as to ensure their rights. The researcher visited the research participants well before the actual data gathering exercise and kindly sought their consent to participate in the study. At the same time, the researcher also fully explained the purpose of the study to research participants. This aimed at ensuring that the research participants were made fully aware of the nature of the research and their role in it.
3.9.2 Anonymity
The researcher took every effort to ensure anonymity and confidentiality of all those who participated in this research. As part of ensuring anonymity, no names were used to refer to contributions made by participants in this study.

3.10 Summary
This chapter has concentrated on the research design, population and sample. It has also dealt with data collection tools highlighting their strengths and limitations as well as the designing of these tools. The employment of these tools in collecting the data was meant to produce quality reliable results. The chapter also considered some ethical considerations that were observed during data collection.

CHAPTER FOUR: DATA PRESENTATION AND DISCUSSION

4.0 Introduction
The research set out to determine the factors that affect women’s participation in local governance and suggest possible strategies that can be used to enhance women’s participation in the highest level of decision making. Data was collected from the Provincial Governors office, District and Provincial Administrators offices, civil society (CS), Politicians and as well as from the Bindura Municipality officials. In this chapter data from questionnaires and in-depth interviews were considered to be primary source. This chapter thus presented the findings from the research.

4.1 Participants
The questionnaire respondents included three people from Bindura urban Ward 1, three people from Bindura urban Ward 2, two politicians one from MDC and the other from ZANU PF, two people from the CS and lastly two people from the Bindura Municipality official.
The interview participants, who were purposively selected in the research, identified key informants for in-depth interviews by judgmental sampling who included, the Assistant District Administrator, the Councilor for Bindura urban Ward 2 and also Bindura Municipality officials.

4.2 QUESTIONNAIRE ANALYSIS
PARTICIPANTS PERSONAL INFORMATION

4.2.1 GENDER

Out of 12 questionnaires distributed by convenient random sampling, 4 were male and 8 were female. The percentage of respondents by gender is 67% for women and 33% for men and this clearly indicates that due to the random distribution used there was no balance in the distribution of the questionnaires. Women who participated in the research through the use of questionnaires accepted the questionnaires without hesitation as compared to their male colleagues who only reached the 33% mark. In addition the results reflects the point that they are generally more female employees than male employees in organisations and governmental ministries but the question at hand is that in their supposedly huge numbers at work are women occupying positions of influence?

4.2.2 AGE

The research considered age as a crucial element in the collection of data since it would highlight the age at which women by and large rise to top positions as compared to their male counterparts. This research has shown that women being late comers to the academic world, as a result would ascend to local governance at a later age in most cases after 40 years. Hence education becomes a factor affecting women’s participation at macro level. The age of participants under study is clearly indicating that some individuals who are key in advancing the positions of women to leadership level are of the opinion that, women can only take up influential roles when they are more experienced, older and/or mature. Hence age qualifies to be treated as a factor affecting women’s participation.
4.3 analysis of section b (questions about women’s participation in local governance)

4.3.1 How many women do you know occupying positions of influence in your organization?

The numbers of women occupying positions of influence vary with organizations or ministry. The research identified the pattern of women based organizations dominating the leadership that is solely and completely female. However in political parties, leadership is mainly characterized by the dominance of males, with women only found occupying the position of deputy if they are part of the executive.

4.3.2 Do you think that women can deliver or perform well if given the leadership post?

A number of five respondents from the research, both male and female were of the opinion that women are represented fairly in decision making positions in their varied organizations or ministries. However when it came to the question of giving reasons why they had ticked “YES”, the reasons were vague and lacked evidence with some referring to one female superior as representing every woman in that organisation. Hence the issue of equal representation is not understood and women lack representation at local level. However, a large number of respondents from the research both male and female were of the opinion that women are not represented fairly in decision making in their varied organizations or ministries.

4.3.3 Which division or department is mostly dominated by women?

Part B of the questionnaire also revealed that most soft departments and ministries are dominated by women at the highest level of decision making. That is the Ministry of Women Affairs Gender and Community Development, departments of administration or legal and corporate affairs. On the other hand hard politicized departments like internal audit or accounts are dominated by men. Hard ministries that are the Rural Development and Local government are highly characterized by male leadership at the top.

4.3.4 What is the highest contributing factor that hinders women from occupying top post in local governance?
When respondents were asked to point out the highest contributing factor, that hinder women from occupying top positions in local governance; positions that are political or non political; The results were interestingly indicated by multiple ticks suggesting the manifold factors. The major contributing factor that hinder women from occupying top positions that was highlighted by many respondents was that of lack of confidence, followed by lack of education, absence of enabling environment and lastly religious and socio-cultural factors and attitude of other women.

Ninety percent of the respondents were of the view that women can deliver or perform if given the opportunity or leadership position, however the remaining percentage had doubts over women’s capacity to perform at local governance levels. Some individuals were not informed or lacked knowledge in relation to the stipulated Gender Provision in the Constitution of Zimbabwe Amendment (#20) Act (2013) while others were aware and informed about the stipulated 50/50 provision. Hence a need that the research has to tackle, particularly in the area of constitutional literacy and awareness. Every organisation that participated in the research sited the presence of enabling mechanisms that enhance the skills of women in order for them to acquire top positions. However the challenge that the research identified is the ineffectiveness of these mechanisms, evidence being the low numbers of women in local governance.

The other point to note is that the inefficiency of any mechanism, be it promotion, training or the reward system may be the fact that the choice of mechanism might be unfit for that particular organisation or irrelevant. In addition to that there are committees or boards that protect women from intimidation or any form of violence in organizations and or ministries. Respondents from political parties impressively answered the open ended closed questions. Respondent from the ZANU PF Party highlighted that the women’s league or wing is an effective measure to facilitate women’s participation at local level. On the other hand the MDC T highlighted the woman specific concept in its (ART) Agenda for Real Transformation as the mechanism for facilitating women participation. However it is disappointing to note that both parties have not adopted the reserved quota system for women at party level, but only support the system outside party structures.

According to Hofmeister and Grabow (2011) although most constitutions all over the world stipulate equal treatment of men and women, women are under-represented worldwide in parties and political leading functions (Tommasoli 2012). In many countries efforts are being made to
achieve stronger participation of women in politics. Hence an intensified contribution by women in parties is a basic requirement for this purpose.

4.4 Discussion

4.4.1 in-depth interview analysis

The research managed to conduct interviews with two key informants from the politicians one from mdc and the other from ZANU PF as well as one key informants from the DA’s office, Bindura municipality officials and other ordinary people from the cs. Hence the researcher managed to solicit information from both the private and public sector. During the interview the interviewee was asked questions that were being provided and could also provide the necessary or possible answers.

4.4.1 a. What is your own understanding of women in leadership?

Participants were able to respond to this question fully and giving their own understanding of women in leadership. various answers were provided but however one respondent gave an interesting understanding pertaining to the asked question this was her response:

“vanhukadzi muthungamiriri zvinoreva kuti vanhukadzi vanotenderwa kana kuti kupiwa mukana wekutungamirira vanhu munzvimbo dzavanenge vari dzakasiyana siyana kana munzvimbo dzine influence.(women in leadership is when women are allowed or are given an opportunity to lead in their community and areas of influence.)”

Another participant gave an interesting response pertaining to the topic in question and this was his response;

“women in leadership is women in influential, decision making, policy crafting positions in different and/or various structures of the society, business, academic and political institutions.”
the view was analyzed it was concluded that, giving women an opportunity to lead, zimbabwe has embarked on a mainstreaming program. This is raising issues of equity and not only equality. Women are given posts in Government for instance having a female Vice President in 2004.

4.4.1 b. How are women represented in leadership post?

On this question only one participant managed to answer and he gave a short and precise answer. The male participant said this,

“A good number of women in leadership positions are elevated to such positions on gender balancing initiatives rather merit, although a sizeable number attain and meet the attributes that are required to fill in the positions. Also there is a fair representation of women leadership in some sectors such as teaching and nursing. However, in some quotas their representation is somewhat suppressed for instance in mining and politics, however, strides and conceited efforts are being undertaken with a compromise on the merits to ensure women take up at least a 50% portion of leadership positions across the divide.”

Women are given posts and are given constituencies in which they should run through the Zebra system. The Zebra system is a metaphor used to explain or indicate the equal distribution of constituencies between women and men in local leadership. Hence, institutions are striving to meet the target of having 49% women representation.

4.4.1 c. What are the factors affecting women’s leadership?

The study found that the challenges faced by women, especially rural ones, regarding their representation and participation in local governance in Zimbabwe include political violence, stereotypes which are based on culture and socialization, lack of resources, heavy workload emanating from domestic responsibilities, lack of education and information, personal barriers, institutional factors, and lack of mutual support among women.

4.4.1 c i. Political Violence Against Women

Throughout the interviews with Ward councillors, District Administrators (DAs), party chairpersons and other people, the issue of political violence arose as a barrier to rural women getting into local politics. The participants indicated that Zimbabwean politics was fraught with
violence, especially during election periods, and unfortunately women were seen as easy targets. One respondent had this to say.

“Mhirizhonga kuvanhukadzi inouya nenzira dzakasiyana. Inogona kuuya kuburikidza nekumanikidzwa kuenda pabonde, kumanikidzwa kuita zvinhu zvausingade, kukanganiswa mafungiro, kutorerwa mari uye kudzikisirwa kuburikidza nekushorwa. (violence against women in Zimbabwe takes mainly the following forms: physical, psychological and forced isolation and the undermining of a woman’s self esteem, sexual violence and economic violence.)”

Research participants concurred that the violent nature of Zimbabwean politics and the country’s political instability during the period 2000 to 2008 was a deterrent to women standing for elections as councillors, MPs and Senators. Female councillors and representatives of women’s organisations indicated that women are the ones who promote unity and harmony in communities. Pre-election political environments in Zimbabwe have been tense, hostile and volatile and are characterised by electoral campaigns marred by high levels of intimidation, violence, and displacement of people, abductions and loss of life (PAP, 2008). Manifestations of violence included torture, rape, beatings by youth militia invading villages, burning down houses, and setting up torture camps in rural and urban areas. Interviews with ward councillors, rural women and women’s organizations highlighted the issue of political violence both as a barrier to women getting into local politics as well as to their ability to participate effectively once they were elected (Sachikonye, 2011) Thus from the findings of the research political violence was noted to be the first factor which affect women’s participation in politics.

4.4.1 c ii. Culture and Socialization

Culture and socialization was ranked as the second barrier to the participation of women in local governance. The participants mentioned that,

“Male domination in many ministries and in its functioning makes it a patriarchal site where women have to continue to fight their way by resisting public patriarchy on a daily basis.”

The cultural barriers shaped by patriarchal political discourse become vital structural factors in determining the level of women’s participation in politics and this according to Kurebwa (2014).
Women have to negotiate their entry into and claim public space according to the discursive, cultural and material opportunities available to them in a given cultural and societal context. Although gender role ideology is not static, rather it is in flux due to its constant intersection with ever-changing economic, social and political systems women continue to be defined as private beings in dominant cultural discourses, which results in creating structural barriers to women’s entry into politics.

4.4.1 c iii. Lack of Resources
The third most important factor that limits the respect and legitimacy in decision-making of rural women is their lack of economic means. Participants however, stated that,

“Pasina zvinobatika nemaoko munhukadzi haakwanise kutoora chinzyimbo chepamusoro muhutungamiriri.( if women do not have resources they are surely not able to compete and encamps the top posts at all.)”

Women’s economic activities and the resources they may generate would strengthen women in several ways. First, economic resources may free the necessary time for discussion and participation on local decision-making. Second, they empower women, giving them the sense they can accomplish things. Third, they raise the stature of women within their communities, both with men and with young people. Not having economic interests precludes a range of interests that would compel women to set certain priorities, support particular local investment, and take an interest in national policies.

4.4.1 c iv. Domestic Responsibilities
On the question of factors affecting women’s leadership respondents rated this as a barrier, possibly because they have been socialized not to think of their domestic chores as a barrier, women have the burden of domestic or private responsibilities which they have to balance with their political and public duties. In addition many of them have other full-time jobs so that they can support their families, resulting in their having to juggle their time between politics, work and home. Lack of support from husbands and families exacerbate this situation. One female respondent buttressed her suggestion by saying,
“Kuti ndive councillor mhuri yangu ini ndiyo yakamira neni kuti ndibudire kuve councillor. (I was fully supported by my family in contesting as a councillor.)

Many women have other full-time jobs so that they can support their families, resulting in them having to juggle their time between politics, work and home. Lack of support from husbands and families exacerbate this situation. Thus, Domestic responsibilities was also pointed as a factor affecting women’s leadership.

4.4.1 c v. Lack of Education

Both female and male respondents pointed out that lack of education was one of the factors affecting women’s leadership. All participants said that,

“MuZimbabwe hapana dzidzo inodiwa kuti munhu ave councillor. (In Zimbabwe there is no educational requirement to become a councillor.)”

Education is still seen as a key barrier to women's effective participation to both rural and urban women. Women’s organizations felt that women’s lack of education was a key contributing factor to their lack of confidence. Women’s participation could be enhanced through education starting at a young age.

4.4.1 c vi. Personal Barriers

Lack of confidence, relevant council experience and basic knowledge and skill in ministry work was stated to be part of the personal barriers affecting women’s leadership. Similarly, respondents also viewed that women lack sufficient gender understanding on how to represent women’s interests. They also lack advocacy skills to promote women specific issues. As a result of all this, they are not able to make effective alliances, networks and linkages within and outside with stakeholders.
The findings of the study revealed that the level of confidence and capacity-building needs of females vary according to their political background and their exposure to the public and to political life. The needs of the female and those of their male counterparts were different. Issues of mobility, lack of independent sources of income and lack of social capital as women, limit the scope of their political work. At the personal level, women face barriers mainly due to demographic factors such as education, employment and age and family factors that include their triple roles and family support. These factors affect women’s self-confidence and motivation and limit their representation and participation in local governance.

4.4.1 c vii. Lack of Information
One important constraint on interest of women in their capability to make decisions is their lack of information. The informational constraints fall in three categories:
(a) Limited channels of communication and limited content regarding sources of information. Illiteracy is one impediment because it precludes the receipt of information from newspapers, magazines, and other printed material;
(b) Poverty is another, constraining access to television and radios; and
(c) The last constraint is time.

One issue related to information channels for women is the reliance on radio and the possibility that radio broadcasts are not sufficient for informing rural women.

4.4.1 c viii. Lack of Mutual Support among Women
While it is undeniable that women bear the brunt of gender inequality because of patriarchy and other factors, it is also true that they are their own detractors. One of the research findings is that the reason for low women’s participation in politics is the ‘pull-her down syndrome’ among Zimbabwean women: One female participant stressed that,

“During campaigns women were difficult to work with as compared with men. She indicated that women constantly try to outdo and out-maneuver each other instead of working together.”

4.4.1 c ix. Institutional Factors
Government laws were an important factor in the selection of women into decision-making bodies. Institutional factors refer to the laws and various formal arrangements that guide the mechanics of governance and political participation. Participants had this to say upon institutional factors:

“The Government is failing to make ends meet so that they can put systems that can enable the participation of women in local governance.”

Institutional factors that limit representative participation include the type of electoral system and how women’s representation is outlined in a country’s or political party’s constitution or legal framework. This includes the rules and procedures through which candidates are selected or votes are cast in an election, and in turn helps to determine the extent to which local decision-making bodies are genuinely democratic, inclusive and gender-sensitive. Several elements of the institutional design have a major impact on women’s opportunities to stand for election and to be elected.

4.4.1 c x. Lack of understanding of the policy process

According Isshaku A (2012) understanding the policy-making process helps women and community-based organizations decide whether they will become involved in trying to develop or change a policy and, if so, how best to go about it. Unfortunately, the policy-making process tends to be very complex making it difficult for almost anyone to understand it completely. However, understanding the process can help empower women and community-based organizations to impact policy. This situation is not different in Zimbabwe as major decisions and policies concerning the development of the local people are made at the national level.

4.4.1 d. What are the recommendations you can give to increase participation of women

All participants when they were asked this question they gave different recommendations that would increase participation of women in local governance they outlined this;
“Women should believe in themselves and shelve emotions aside, step up to set standards for entrance to the leadership positions, support each other and be rational in making decisions. Also they need to ‘grow a pair of steel balls’ and tackle issues as level headedly as is humanly possible and be ruthless when situations call for it.”

This therefore, showed that if women are to step up and boost their confidence and support each other really there will be an increase in the participation of women in many sectors of influence.

4.4.1 e. In your opinion who makes better leaders Men, Women, or both?

This was actually an interesting question and very interesting answers were provided by the respondents when the researcher asked them. One participant said that;

“Male leaders no matter what circumstance they never compromise their principles. Presidents like Joyce Banda compromised the principle of upholding the African legacy, by introducing homosexuality in safeguarding financial assistance.”

Another participant also said this;

“It depends on the sector, though without being labelled a male chauvinist, I strongly feel that men make better leaders than women, however there are some exceptionally good women leaders who boldly challenge the unchallengeable especially in politics, but then some women may use hooked and crooked and unorthodox means to get to leadership positions they have no clue of. So on a ratio basis I would say 60/40 in my opinion”

One female respondent had this to say;

“Both men and women make better leaders no one is better than the other because by starting comparing that’s how we raise prejudice but it depends on the nature of the person and their personality hence gender is not a determinant of anything but personality of the person, ability and
intelligence which is why we see women in male dominated fields why because it is possible they can do it. So I would say a woman makes a better leader because she should be extra hard to prove they can do it and by so doing they excel”

The topic in question brought about a heated debate because of the different responses that were being provided by both the female and the male participants.

4.4.1 e SECONDARY SOURCE ANALYSIS

Recommendations to the increase of participation of women:

1. Gender sensitive and uniform management of elections where there is respect to the interests of special people especially the disabled, nursing and pregnant mothers.
2. Gender sensitivity in voter registration and instruction.
3. There is need to guarantee women that the pre electoral environment is all around checked to curb all type of intimidation and violence against women.
4. There is requirement for sufficient time apportioned towards voter registration.
5. There is need to amend the Political Parties Finance Act to apportion funds to female candidates.
6. The state ought to guarantee full security of women and young girls amid election periods and end exemption
7. All political parties ought to advance intra-party democratic system to permit women to be better represented in local governance. Case in point the reserved quota framework.
8. To guarantee that the Zimbabwe Gender Commission is satisfactorily supported and funded to encourage exercises that denounce gender imbalance and the under representation of women at local level.
9. Invest in Research relating to women and local governance
10. Ensure the mainstreaming of gender equality in every public foundation, strategies and projects.
4.5 Summary

The chapter mainly focused on the research findings that were collected through questionnaires interview which were employed by the researcher to collect data from the participants. The chapter also gives an outline of the information given from key informants with regards to the participation of women in local governance, also the challenges being faced by women in trying to attain posts of higher influence. The end of the chapter introduces chapter 5 which will encompass future recommendations, suggestions and chapter summaries and the conclusion.

CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction
This chapter presents summary of major findings drawn from the analysis of field data. These were responses addressing the research questions specific to grassroots participation in local governance with reference to Bindura Urban. The implications of the research findings are also presented in a form of conclusion in this chapter. Other component of the chapter is some useful suggestions that serve as way forward to the challenges to women participation and good governance. These suggestions are presented in a form of recommendations.
5.1 Summary of findings

The research managed to conduct interviews with two key informants from the Politicians one from MDC and the other from ZANU PF as well as one key informants from the DA’s Office, Bindura Municipality officials and other ordinary people from the CS. Hence the researcher managed to solicit information from both the private and public sector. During the interview the interviewee was asked questions that were being provided and could also provide the necessary or possible answers.

It was observed that the numbers of women occupying positions of influence vary with organizations or ministry. The research identified the pattern of women based organizations dominating the leadership that is solely and completely female. However in political parties, leadership is mainly characterized by the dominance of males, with women only found occupying the position of deputy if they are part of the executive.

The research managed to reveal that a small number of respondents from the research, both male and female were of the opinion that women are represented fairly in decision making positions in their varied organizations or ministries. However when it came to the question of giving reasons why they had ticked “YES”, the reasons were vague and lacked evidence with some referring to one female superior as representing every woman in that organisation. Hence the issue of equal representation is not understood and women lack representation at local level. However, a large number of respondents from the research both male and female were of the opinion that women are not represented fairly in decision making in their varied organizations or ministries.

Furthermore, participants were asked to point out the highest contributing factor, that hinder women from occupying top positions in local governance; positions that are political or non political; The results were interestingly indicated by multiple ticks suggesting the manifold factors. The major contributing factor that hinder women from occupying top positions that was highlighted by many participants was that of lack of confidence, followed by lack of education, absence of enabling environment and lastly religious and socio-cultural factors and attitude of other women.
5.2 Conclusions

Taking into account the discoveries of the study, women are the most part missing from local governance positions in Zimbabwe; there is indirect oppression of women in party structures and additionally in heavy or hard governmental ministries in the appointment, selection and promotion procedures. There is for the most part a patriarchal mentality in the disposition of other male government officials fueling the gap in representation. Bodies like the Zimbabwe Gender Commission are not doing enough to address the gap. Zimbabwe has great gender approaches and policies, a signatory to gender conventions and protocols with a gender sensitive constitution, sadly the implementation part is not progressing as expected, henceforth there is absence of political will to upgrade women’s participation. On the other hand if the patriarchal framework proceeds, women issues will not be addressed and unrealistic arrangements will be displayed. Government's drive towards actualizing a 50/50 gender balance ought to be placed in real life and eliminate components that hamper the participation of women in local governance.

Chapter 1 covered the back ground to the study, statement of the problem, objectives, research questions, significance of the study. Delimitations, limitations, assumption and ethical issues were also discussed.

Chapter 2 had covered literature review, introduction of the topic, theoretical framework and empirical evidence to the study of women participation in local governance. It also dealt with challenges that women face in participating in local governance. This chapter also demonstrated that women are in reality underrepresented in local governance around the world. A few variables have been recognized as influencing women’s participation in local governance both locally and on the international map. As a result of what is indicated, the present examination gets to be appropriately essential as it tries to look at and shed light on whether any of the intercessions has been put to effect and utilized, the research likewise looks to prescribe practical answers for increasing the participation of women in Local governance in Bindura Urban.
Chapter 3 has concentrated on the research design, population and sample. It has also dealt with data collection tools highlighting their strengths and limitations as well as the designing of these tools. The employment of these tools in collecting the data was meant to produce quality reliable results. The chapter also considered some ethical considerations that were observed during data collection.

Chapter 4 mainly focused on the research findings that were collected through questionnaires interview which were employed by the researcher to collect data from the participants. The chapter also gives an outline of the information given from key informants with regards to the participation of women in local governance, also the challenges being faced by women in trying to attain posts of higher influence. The end of the chapter introduces chapter 5 which will encompass future recommendations, suggestions and chapter summaries and the conclusion.

Chapter 5 mainly focused on the entire project giving the summary findings of chapter 4 and conclusions and also the recommendations. The chapter also identified critical areas for further research that is some scholars must research on the impact of participation of women in community development.

**5.3 Recommendations**

In light of the encounters in the Zimbabwean election period between the year 2000 and 2014 and findings from this research, within the private and public sector; the following strategies are proposed for Civil Society to act in partnership with the Government of Zimbabwe;

Participation of women in local governance should be enhanced in all three essential areas: as voters, policymakers and as members of decision-making bodies. In order to be able to identify the needs of women and to best promote social and economic development, local governance need
the input of their constituents to be able to best identify those areas that need addressing. Local
governments must encourage the involvement of women and community organizations in local
governance. This will help in developing capacity of women and institutions for effective political
participation and contribute to the improved economic and social outcomes in the form of poverty
reduction, sustainable development and more balanced gender relations in Zimbabwe.

The dominant ideology in organizations should not be male-biased because under such
circumstances transformation is unlikely to take place. Male-dominated hierarchical power often
purposefully excludes women’s participation or devalues their contributions, creating a disabling
environment for women’s advancement. These intangible informal institutional values, norms,
structures, and processes are difficult to recognize and often constitute a greater barrier than formal
rules. For women to benefit, leadership needs to become actively involved in the social
transformation of patriarchal norms and values and must include women’s perspectives on and
participation in the transformation process. Women in leadership positions likewise need to
challenge the rules and not to play by them.

There is need for collaboration with local universities, research institutions, academia, media and
women’s movement in undertaking in-depth research on gender issues, challenges and coping
strategies including the issues of political representation and participation and documentation of
the research findings for a database of local knowledge on the subject. Such indigenous knowledge
can be very useful for designing, formulating and implementing gender-sensitive policies and
evaluating their impact on participation. It can also be used for identifying training needs and
developing training material, besides sharing with women the contributions of their female
colleagues, successful practices and lessons for improved participation.

Fostering a more inclusive and transformative type of politics means creating a more generalized
political participation. Political participation is therefore a continuing process. It is necessary to
create an environment that will facilitate the election, appointment or promotion of a sufficient
number of women to decision-making positions. The goal of a sufficient number refers more to a
situation where it is no longer remarkable for women to be put in positions of power, rather than a
specific target of say 20% or 30%. Yet this environment is not simply for producing women leaders
but also to develop a new and active citizenry among women. A strong political will on the part of government and the leadership of political parties, business, trade and labor unions, academia and other social institutions is critical in achieving an environment conducive to promoting women’s political participation.

The mass media can be used to make women aware of their contribution and to expose gender inequalities. Furthermore, media work is also important to combat negative stereotypes. National institutions in many countries implement broad-based public information campaigns concerning the decentralization process. Differing starting points of women and men, and between different groups of women and men, must be taken into consideration when developing strategies for public information and education. This can be done through assistance to public information campaigns through local radio stations, theatre groups or trained multipliers can be an effective tool to demonstrate to women the relevance of decentralization for their daily lives. Relevant issues to address are the roles and functions of local authorities as well as central government, opportunities for women to participate in local government development and decision-making processes, and the rights and responsibilities of citizens.

5.4 Suggestions for further study
The study identified critical areas for further research that is some scholars must research on the impact of participation of women in community development.
REFERENCES

Abdul-Razak, A. A, Mohammed E. I. (2014).: Examination of Barriers to Women participation in local governance in Savelugu/Nantong Municipality Ghana


My name is Pauline Chima, a student at Bindura University studying Peace and Governance. I am carrying out a study on the **Participation of women in local governance: With participation**
from Bindura Urban. May you kindly assist in answering the following questions. Please note that the findings will be strictly used for academic and research purposes. Confidentiality and anonymity are guaranteed. Your participation and co-operation will be greatly appreciated.

INTERVIEW GUIDE

1. What is your own understanding of women in leadership?
2. How are women represented in leadership posts?
3. What are the factors affecting women’s leadership?
4. In your opinion who makes better leaders? Men, women, or both?
5. What are the recommendations you can give to increase participation of women?

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF SOCIAL SCIENCES AND HUMANITIES

Department of Peace and Governance

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that the findings will be strictly used for academic and research purposes. Confidentiality and anonymity are guaranteed. Your participation and co-operation will be greatly appreciated.

**Instruction:** Please tick the response in the spaces provided.

**SECTION A: BIOGRAPHICAL DATA**

1. Please indicate your gender. Female: □  Male: □

2. What is your age group?

<table>
<thead>
<tr>
<th>18-30</th>
<th>31-45</th>
<th>46-60</th>
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**SECTION B: Questions about women’s participation in local governance**

1. How many women do you know occupying positions of influence in your organization/party/ministry (Vakadzi vangani vamunoziva vane zvinzimbo zvakakwirira mumunistry/mubato/pabasa)………………

2. Do you think that women can deliver or perform well if given the leadership post (Munofunga here kuti vakadzi vanokwanisa kuita zvakanaka vakapihwa chinzvimbo cheutungamirirri)?
   - Yes □  No □  Maybe □  Never □

3. Which division or department is mostly dominated by women…………………………

4. Do you think that women are represented fairly with regard to participation in leadership and decision making positions (Sekufunga kwenyu vanhu kadzi vanomirirwa zvakatsarukana here panhau yeutungamiriri kana pakupawo mazano)?
   - Yes □  No □

5. Provide reasons for your answer to question 4(Ipai zvikonzero kumhinduro yenyu yamapa panhamba 4.)……………………………………………………………………………………………………………………………………

…………………………………………………………………………………………

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6. What is the highest contributing factor that hinders women from occupying top positions in local governance (Ndechipi chimhingamupini chinoita vakadzi vasakwanise kutorawo zvingvimbo zvakakurawo mulocal governance) (tick one box)

Lack of confidence ☐

Lack of education ☐

Absence of enabling environment/ lack of commitment by concerned body ☐

Religious and Socio Cultural factors ☐

Attitude of other women ☐

THANK YOU