ACHIEVING GENDER EQUALITY THROUGH GENDER RESPONSIVE BUDGETING: A CASE OF MUTOKO RURAL DISTRICT COUNCIL

By

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Dedication

This research is dedicated to my mother Jacqueline Madzima, my father Gibbie Wachenuka who both departed without having to read this dissertation and my aunt Caroline Madzima and Uncle Malvern Chenyika for being there for me every step of the way. And my siblings and cousins who were my sources of inspiration, Israel Magaya, Tyra Rutendo Mupaya, Brooklyn Mari, Ashley Mari, Takunda Chenyika and Kundai Chenyika.
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**ABBREVIATIONS AND ACRONYMS**

<table>
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<th>Description</th>
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<tr>
<td>CEDAW</td>
<td>Convention on the Elimination of all forms of Discrimination against Women</td>
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<tr>
<td>GRB</td>
<td>Gender Responsive Budgeting</td>
</tr>
<tr>
<td>MRDC</td>
<td>Mutoko Rural District Council</td>
</tr>
<tr>
<td>UDHR</td>
<td>Universal Declaration of Human Rights</td>
</tr>
<tr>
<td>ZWRCN</td>
<td>Zimbabwe Women’s Resource Centre and Network</td>
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ABSTRACT

The study aimed at establishing the role Gender Responsive Budgeting plays in addressing gender inequality in Mutoko RDC. The Research assumed a qualitative research design to gather and analyse data. Questionnaires and semi structured interviews were used to gather information from both the residents of Mutoko RDC and key informants to gather both information pertaining to the existence of gender inequalities and how the council has adopted gender responsive budgeting to address them through simple random sampling and purposive sampling. Information gathered was presented and analysed thematically and presented using tables, graphs and pie charts. The findings demonstrate that the major factors leading to the existence of gender inequalities include Social Cultural Values (Tradition), Gender Biases and Lack of Access to Finance, Lack of Women Participation in Decision Making and Failure to Complete School by Girls. Gender Inequality has proven to deter development in societies that it thrives. Conclusively it should be noted that Mutoko RDC has since adopted Gender Responsive Budgeting which are initiatives which analyses how governments raise and spend public money with the aim of securing gender equality in decision making about public resource allocation. GRB has helped with the provision of infrastructure for better health service provision for women as well as improvements in water sanitation access that has reduced the burden of household chores for women and through mainstreaming women’s participation in decision making has been significantly improved. It is however recommended that the parent ministry of RDCs should develop, implement and monitor the adoption of budget call circulars and MRDC should effectively implement GRB using the targeted specific allocations approach based on women’s and other vulnerable groups identified needs.
CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

According to Galvanka (2013) Gender Responsive Budgeting (GRB) originally developed from an international critique on structural adjustment programs in the poor countries of the Global South, it has been adopted by many European activists as well as governments to promote gender equality. A Gender responsive budget is not a separate budget for women but an allocation of resources with gender intelligence to translate policy commitments into gender-specific goals. The main objectives of a gender sensitive budget are to attain more effective targeting of public expenditure and offset any undesirable gender-specific consequences of budgetary measures (ZWRCN, 2013). Studies by the United Nations, Department of Economic and Social Affairs, Office for ECOSOC Support and Coordination have proven that there are biases that can arise based on gender, disadvantages suffered as a result of ethnicity, class or poverty status, location and age. These issues can easily fall through the cracks when a nation is planning for its income and expenditure through the national budget and can fail to address them. This in turn has detrimental effects on the overall development of a country and slows down the rate at which gender equality is achieved (UN Women, 2010).

Gender inequality remains a major barrier to development through lowering the average quality of human capital. It can be seen that gender inequality in education prevents progress and reduces fertility and child mortality rates thereby compromising progress and wellbeing in developing countries (ELDIS, 2016). To measure gender inequality as a factor that hinders development one should look at the differences for women and men in areas such as health, education, access to economic opportunities and decision making (ZWRCN, 2013). Gender inequality increases poverty which is as a result of one group being prioritized at the expense of the other. This in turn causes less income in households and that leads to people evading the taxes they pay to their governments and local authorities. On the market the above will impact on demand, consumption, production and supply (ZWRCN, 2013). Hence gender
responsive budgeting is the best way to plan as it takes into consideration the gender gaps which exist between men and women in their day to day life.

The first country to develop a gender-responsive budget was Australia, with the Federal government publishing in 1984 the first comprehensive audit of a government budget for its impact on women and girls. In Africa however the concept has been adopted in countries like South Africa, Tanzania, Morocco and Rwanda. In these countries various models where developed and implemented for instance in South Africa GRB has been implemented in the form of a model which monitored the service delivery sector emphasis being on water and sanitation, in Tanzania the model monitored service delivery especially water and sanitation, Morocco monitored the health sector and in Rwanda the model was used to monitor women’s political participation, (ZWRCN, 2013).

In Zimbabwe however Zimbabwe Women’s Resource Centre and Network (ZWRCN) has been spearheading the Gender Responsive Budgeting (GRB) initiative in Zimbabwe since 1999, through the Gender, Economic Policies and Public Finance (GEPPF) Program, operating at three levels: Local, National and Regional. The program is premised on the need to mainstream gender in government macroeconomic frameworks, policies, programs and budgets to achieve social and economic justice. This has led to the development of Budget call circulars that have been developed by the Ministry of Local Government and the Ministry of Finance. These call circulars act as bench marks to the various Ministries and Local Authorities in Zimbabwe pertaining to allocations they have to priorities in order to make their budgets gender responsive, (ZWRCN, 2013).

2.0 PURPOSE OF THE STUDY
The purpose of this study is to evaluate the effectiveness of Gender Responsive Budgeting in implementing Gender Equality principles focusing on Mutoko Rural District Council, (Mutoko RDC)

3.0 STATEMENT OF THE PROBLEM
Existing gender inequalities in Zimbabwe and specifically Mutoko RDC are deterring the district from developing and fully contributing towards the national Gross Domestic Product.
This is potentially due to budgetary constraints which lead to prioritizing of allocations to salaries and the day to day running of the authority. However such prioritization of resources fuels inequalities and disadvantages vulnerable groups in the society which also affects their overall contribution to the development of the council. According (ZWRCN, 2013) there is need to ensure proper allocation of resources so that no groups are left lagging behind in developmental issues. Gender inequalities can provide fertile grounds for poverty cycles to thrive in societies, these poverty cycles in turn affect development negatively. When communities are impoverished they cannot contribute to the national economy (GDP) and that population becomes an added burden on the social services department of the government.

4.0 RESEARCH OBJECTIVES
   i. To assess the factors fueling gender inequalities in Mutoko RDC.
   ii. To evaluate the challenges being faced by Mutoko RDC in addressing gender inequality
   iii. To assess the effectiveness of gender budgeting in addressing gender inequalities.
   iv. To provide recommendations to Mutoko RDC on addressing gender inequalities.

5.0 RESEARCH QUESTIONS
   i. What are the effects of gender inequalities in Mutoko RDC
   ii. What are the challenges being faced by Mutoko RDC in addressing gender inequality?
   iii. How effective is Gender Budgeting in addressing gender inequalities?
   iv. What other recommendations can be given to Mutoko RDC?

6.0 ASUMPTIONS
   i. There are gender inequalities in Mutoko RDC
   ii. Gender budgeting can be used to address these inequalities

7.0 SIGNIFICANCE OF THE STUDY
The study shall benefit the following:
• Mutoko RDC residents, the findings of the study will assist in establishing the role they can play to assist the development of their council and also how they can address gender inequalities at family level. The residents shall also be made aware of the importance of attending budget consultations so that their needs are captured during the initial stages if the budget cycle.

• Mutoko RDC shall also benefit from the research as recommendations shall be given to it so that it addresses inequalities in its district. The research can be used as a way of evaluating the budgetary process of the council and how effective allocations can be made while prioritizing all groups in society.

• The Ministry of Rural Development Preservation and Promotion of Culture and Heritage being the parent ministry of all Local Authorities has the mandate to approve or reject Local Authority budgets, hence this research shall offer recommendations to the ministry on gender budgeting and how it can be implemented to address gender inequalities.

• Scholars and the Academia will benefit from the research findings as they will be able to develop further research from the findings of this study. It can be used as a referral point for further research.

8.0 DELIMITATIONS OF THE STUDY
The study shall focus on the key expenditure accounts for Mutoko RDC which includes Capital Expenditure, General Expenditure, Employment Costs, Maintenance and Repairs. It shall also focus on council income sources which include stand sales, levies, rates, fines, licenses and grants. These sources of income and expenditure shall help in coming up with a clear analysis of the applicability of GRB and how the tool has managed to address gender inequalities in Mutoko Rural District.

9.0 LIMITATIONS OF THE STUDY
The economic situation in Zimbabwe has been unfavorable such that councils have in most cases planned and failed to implement due to lack of finances. Local Authority budgets have been shrinking and this has affected service delivery and will affect the desired results of this study. Mutoko RDC has had a proposed budget of 1 million over the years but in all cases would be forced to reduce the budget due to lack of financing from the parent ministry and failure of its residents to pay their rates and levies, (Lunga, 2012). Hence in order to operate some gender issues are ignored to meet council expenses.
10.0 DEFINITION OF KEY WORDS
Key terms to be used in the study to follow shall include Gender Budgeting which (Sodani & Sharma, 2008) define as “a process that entails maintaining a gender perspective at various stages like program or policy formulation, assessment of needs of target groups, review of extant policies and guidelines, allocation of resources, implementation of programs, impact assessment, reprioritization of resources, and so on. A gender responsive budget (GRB) is the culmination of this process”. They further explain that Gender responsive budget is not a separate budget for women but an allocation of budgetary resources with gender intelligence to translate policy commitments into gender specific goals. The main objectives of a gender sensitive budget are to attain more effective targeting of public expenditure and offset any undesirable gender-specific consequences of budgetary measures. This type of budgeting which takes into account gender disparities is referred to by different names from ‘gender budgets’ to ‘women’s budgets’ and ‘gender-sensitive or responsive budgets (Sodani & Sharma 2008)

Gender is accurately defined as the social meanings given to being either a man or a woman in a given society and the expectations held as to the character, attitude and likely behavior of men and women (Sifuniso 2000). Gender Equality according to (ZWRCN, 2013) (UN Women, UN Women, 2010) can be defined as Gender equality means that women and men experience equal conditions for realizing their full human potential, have the opportunity to participate, contribute to, and benefit equally from national, political, economic, social and cultural development.

11.0 CHAPTER OUTLINE
Chapter one shall comprise of the introduction and background of the study. To be included in the first chapter is the background of the research. Chapter two will focus on Literature Review and Theoretical framework that support the proposed area of study. This section shall focus on existing literature around GRB and other case studies where GRB has been done. Chapter three is the Research Design and Methodology, where the types of data gathering methods to be used in the research shall be discussed. Chapter four is Data Presentation and Analysis and Discussion of Findings, this shall include presentation of research findings and an analysis of their significance. The final Chapter five will be a summary of the Research, included in the summary shall be a conclusion of the research any areas that need further
research, applicability of the Theoretical Frameworks and how the research findings can assist in developing policy frameworks that support GRB at national level.
CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction
This chapter is titled literature review and theoretical framework, it encompasses of literature to be reviewed and theoretical framework that the research follows. It examines literature that surrounds gender equality and gender responsive budgeting and the knowledge gap that exists. The chapter also gives an overview of global, regional and country overview of gender inequality and what literature says about GRB in the countries that it has been implemented. Hence this study will make use of the Liberal Feminist theory.

2.2 THEORETICAL FRAMEWORK
The study to follow shall be guided by the Liberal theory of Feminism. Liberal feminism was the first documented form of feminism. The theory rose as a result of the Industrial Revolution in Europe, liberal feminism was based on the belief that women possess reason and as such are entitled to full human rights and are free to choose their role in life, explore their potential and compete with men. Giddens (2001) defines liberal theory as a Feminist theory that believes gender inequality is produced by reduced access for women and girls to civil rights and allocation of social resources such as education and employment. Liberal feminists believe in individual rights for women and that women’s discrimination is based on prejudice, sexism and socialization. They also believe that women have mental capacities as their male counterparts and should be given the same opportunities in political, economic and social spheres. Liberal feminist believe that women are constrained by social legal and cultural institutions and that there should be fairness, justice, equal opportunities and equal participation in the management of society.

The liberal theory of feminism advocates for the equality of access for women and girls in the allocation of resources and opportunities so as to challenge the ideology of patriarchy. It also vies for proportional representation and equal access of males and females in education, employment, health, resources, political organs, and training and seeks for women’s liberation through legal reforms. Efforts towards achieving equality and proportional representation have been practiced across the globe with countries like Rwanda being reported to beating the United States of America in gender equality (The Washington Post
2015). It also advocates for gender mainstreaming in education and training and views education as a liberating force hence both boys and girls should be given equal opportunities to get educated. Liberal feminism advocates for women’s participation in the public sphere and inclusion of women and girls into crucial decision making positions of executives, directors, ministers, and presidency.

Tong (1989) states that the main proponents of the theory include Mary Wollstonecraft who wrote in the 16th century and was very influential in her writing, *A Vindication of the Rights of Women* which commented on society's view of the woman and encouraged women to use their voices in making decisions separate from decisions previously made for them. Wollstonecraft denied that women are by nature, more pleasure seeking and pleasure giving than men. She reasoned that if they were confined to the same cages that trap women, men would develop the same flawed characters. She argued that patriarchal oppression is a form of slavery that could no longer be ignored. Along with Judith Sargent Murray and Frances Wright, Wollstonecraft was one of the first major advocates for women’s full inclusion in politics.

Tong (1989) also states that John Stuart Mill was another proponent of the Liberal theory who believed that both sexes should have equal rights under the law and that until conditions of equality exist, no one can possibly assess the natural differences between women and men, distorted as they have been. He further stated that what is natural to the two sexes can only be found out by allowing both to develop and use their faculties freely. Similar to Mary Wollstonecraft, Mill compared sexual inequality to slavery, arguing that their husbands are often times just as abusive as masters, and that a human being controls nearly every aspect of life for another human being. In his book *The Subjection of Women*, Mill argues that three major parts of women’s lives are hindering them: society and gender construction, education, and marriage. He also argues that sex inequality is greatly inhibiting the progress of humanity.

### 2.3 Gender Responsive Budgeting

Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-biased assessment of budgets, incorporating a gender perspective at all levels of budgetary process and restructuring revenues and expenditures in order to promote gender equality, (Rosselli, 2015). On average most national budgets appear to be gender-neutral, but it could be more accurately described as gender blind. Conceptual frameworks and statistics ignore the different socially determined roles and responsibilities of men and women and the
different impact of fiscal policy on them. It ignores the unpaid economy in which women do most of the work of caring for and maintaining the labour force and the social capital both vital for the paid economy, (Rosselli 2015). Hence it can be accurately stated that it is one thing to mention numbers and percentages in economic growth but is one thing to translate those figures to actual human development.

The idea of Gender Budgeting was first recorded in 1984 in Australia where the first gender analysis of the national budget was done (ZWRCN 2013). It became the main topic during the 1995 Beijing United Nations Fourth World Conference on Women, also known as the “Beijing Platform for Action”, (ZWRCN 2013). During the Beijing Platform for Action Gender Budgeting was the main Strategic Objective, which stated and cited in article 26 as follows, Promote women’s rights and economic independence, including access to employment, appropriate working conditions and control over economic resources. Actions to be taken by Governments include, Facilitate, at appropriate levels, more adequate and transparent budget processes. This requires the integration of a gender perspective into budget policies and planning, as well as the financing of specific programs in order to pursue Equal Opportunities between women and men. At the national level governments should act with the objective to verify how women benefit from public expenditure and to redirect budgets in order to ensure equal opportunities of access (Beijing Declaration and Platform for Action 1995).

The introduction of a gender perspective within development has been done with the aim of enhancing the understanding of the situation of women and men, and boys and girls in the development process and bringing forth a transformational politics. In the endeavor to make gender a constitutive element of development, gender lobbies have often had to resort to instrumental forms of advocacy and implementation (ZWRCN 2013). The feminist critique of development has consistently highlighted the fact that for the most part, gender has been incorporated not as an end in and of itself but only as a means to other, broader development objectives. Sohal (2011) suggest that Gender budgets are in fact, becoming a central issue for many gender practitioners and advocates. Thus, there is scope for further research that employs a gendered lens and explores the linkages between macro-level policies and micro-level impacts on poor and marginalized groups.
2.4 Gender Budgeting and Gender Equality

UN Women (2010), in the publication UNIFEM’s work on Gender Responsive Budgeting states that GRB is aimed at raising awareness of the gendered impacts of budgets and to make governments accountable for ensuring their budgets promote the achievement of gender equality and women’s rights, especially among the poor. Government has a central role in reducing gender inequalities and in promoting women’s rights, a fundamental assumption of GRB is that government policies and associated budgets should be bound by national and international commitments towards gender equality and women’s rights and provide an effective means to promote gender equality, women’s empowerment and women’s rights, UN Women (2010). Commitments should be translated into allocations to public programs that address inequalities and respond to women’s rights. Feminist as well as other development oriented research demonstrates that economic growth does not automatically translate into improvements in well-being of a society or in the elimination or reduction in inequalities.

The feminist and development discourses recognize that the state has an important role in ensuring efficiency and equity in the allocation of economic resources and in ensuring complementarities between economic and social goals (UN WOMEN 2010). Engendering macroeconomic policy, particularly fiscal policy is seen as a means to strengthen the sustainability and equity of economic. In the same publication it is stated that differences between and within households must be accounted for, GRB, like other pro-poor, equity-oriented budgeting approaches, recognizes that government policy and budgeting must account for differences between different types of households (rich/poor, different racial/ethnic groups and geographic locations).

Gender budgeting is a process that entails maintaining a gender perspective at various stages like program policy formulation, assessment of needs of target groups, review of extant policies and guidelines, allocation of resources, implementation of programs, impact assessment and reprioritization of resources (Sodani and Sharma 2008). A gender responsive budget (GRB) is the culmination of this process. A Gender responsive budget is not a separate budget for women but an allocation of budgetary resources with gender intelligence to translate policy commitments into gender-specific goals. The main objectives of a gender sensitive budget are to attain more effective targeting of public expenditure and offset any undesirable gender-specific consequences of budgetary measures (UNIFEM 2001). This type of budgeting which takes into account gender disparities is referred to by different names from gender budgets to women’s budgets and gender-sensitive or responsive budgets. All
these names are references to the efforts of the promotion of gender equality and equity through government budgets. It is not about seeing how much money is allocated for women and girls or for gender projects nonetheless it is not about seeing how many women and men are employed in the government and at what levels and salaries, but GRB is about gender mainstreaming and ensuring that there is awareness regarding gender specific issues in the policies by all government agencies.

The Government of Zimbabwe is signatory to several gender equality commitments, such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Beijing Platform of Action, the Millennium Development Goals and the SADC Protocol on Gender and Development but however the realization of the goals are becoming a mirage as there are no funds to finance Gender Equality. ZWRCN (2013) commented that the Government has also been quick to put policies and laws in place that seek to promote social and economic justice for women, however these interventions are seldom matched with the necessary budgetary allocations that actually translate the signature into transformation of women’s lives. A Gender Analysis of the local authority budgets for Bulawayo, Kwekwe, Murehwa and Mutoko done by ZWRCN shows that poverty is still highly prevalent in many local authorities in Zimbabwe. This then becomes evident that it is not enough to put in place legislature that supports gender equality but there is need to push resources towards the enactment of the legislature. As stated earlier in the Beijing Declaration women are the majority in population and are mostly affected by poverty and the government has a mandate to plan for its citizenry and this has to be translated to allocations that take into account the challenges that women, men, boys and girls face. This however can be achieved by engendering national and local government budgets.

Table 2.1 Poverty Prevelance
ZWRCN (2013) presents GRB as a means through which Gender Equality can be achieved nationwide. This can be achieved by restructuring resource allocation in certain sectors such as the Agricultural sector to improve agricultural productivity, improving allocations in the Health, Education and Social Services. ZWRCN (2013) further emphasizes that GRB is a critical strategy that can optimally improve budget effectiveness through targeted re-prioritized or restructured resource allocation. It further comments that if the Government takes this approach resources can be effectively used to achieve specific results such as employment creation, increased agricultural productions to counter food shortages and poverty since 72.3% of Zimbabweans are considered to be poor and many other critical objectives under the Zimbabwe Agenda for Sustainable Socio Economic Transformation (ZIMASSET) policy framework.

The overall goal of gender budgeting is to reduce gender inequalities and to promote gender sensitive development policies for poverty reduction and improvement of the welfare of women and men, boys and girls through the local and national budgets (Gender Links 2016). The Zimbabwean Ministry of Finance has engendered the Budget Call Circular mandating all line ministries to submit gender sensitive bids. According to ZWRCN (2013) as result of these capacity building initiatives, the national budget has since 2007 been more gender sensitive with specific allocations to women and other marginalized groups. These allocations include the Women’s Development Fund ($2 500 000 in 2013) and 6 line ministries which have been allocated funds for gender mainstreaming activities.
GRB is a model which lays stress on prioritizing the areas of expenditure incurred to maximize the visibility of women’s unpaid work within the particular sectors. The unpaid care work done by women includes water and fuel collection, caring for the children and the sick, domestic care, and so on (International Monetary Fund 2016). This unpaid care work done by women accounts for a major contribution in the economics of a nation. A GR Budget can bring to light this effort of women in running an economy and attaining economic efficiency by including gender equity in budget performance indicators. The bulk of the public expenditure and policy concerns lie in gender neutral sectors like power, defense, petroleum, transport, and so on, and the implications for women in these sectors are not recognized or identified. It is increasingly being felt that unless gender concerns are also mainstreamed in these sectors, public expenditure will always be skewed disadvantageously towards women.

Sodani and Sharma (2008) state that GRB involves a range of activities from research, advocacy, monitoring, training, awareness-raising, policy-analysis to policy designing through various actors, namely, governments, academia, donors and financial institutions. The GRB initiative has opened new vistas of research and analysis of public expenditure. For planning and program formulation and for adequate allocation of resources, Gender Development Indices (GDIs) are being developed. Also gender auditing and development of evaluation mechanisms is being undertaken. The most difficult task in the gender analysis of budget is to compile gender segregated data on allocation of expenditure on pro-women and gender neutral schemes. Many advocacy efforts have been initiated to use sex-disaggregated data. GRB is thus gaining increasing acceptance as a tool for engendering macroeconomic policy-making.

2.5 Gender Inequality and Development
Gender inequality can slow economic growth and development. According to The World Development Report (2012) in addition to the negative effects of gender stratification on women’s relative capabilities and well-being more generally, there are societal costs to continued gender inequality. The World Development Report (2012) further comments that there are reasons to be concerned about gender inequality and development trends since 1990 that present wide gaps in labour market outcomes and in a number of countries where women’s employment increased their wages have not increased with time. This then leads
one to perceive that failure to make substantial advances in women’s representation in the private and public sphere means that their life conditions and needs are not fully reflected at the national level in the distribution and allocation of public goods and expenditures hence gender should be a point of reference at all levels public policy implementation.

Gender equality matters because it is an instrument for development. According to the International Labour Office (2003) gender equality is smart economics, it can enhance economic efficiency and improve other development. Removing barriers that prevent women from having the same access as men to education, economic opportunities, and productive inputs can generate broad productivity gains. Improving women’s absolute and relative status has a ripple effect and feeds many other development outcomes plus those for their children. Leveling the playing field where women and men have equal chances to become socially and politically active, make decisions and shape policies is likely to lead over time to more representative, and more inclusive, institutions and policy choices and thus to a better development path.

Development can be viewed as a process of expanding freedoms equally for all people and in this light gender equality is a core objective, just as development means less income poverty or better access to justice, it should also mean fewer gaps in well-being between males and females, (World Development Report 2012). This has been apparent in the international development community’s recognition that women’s empowerment and gender equality are development objectives in their own right, as exemplified in Sustainable Development Goal 5. It is seen as well in the adoption and widespread ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted by the United Nations General Assembly in 1979. Hence it becomes evident that gender inequality can impede development and public policy must address the effects that are most likely to arise from gender inequality.

2.6 Gender Equality and Public Finance
Macroeconomic policies such as national budgets are often thought of mistakenly, as gender neutral but they matter a great deal for gender equality and have important distributional implications, because they set some of the key parameters determining individual entitlements and the provision of public goods (Birchall and Fontana 2015). Most governments have expressed a commitment to gender equality goals but there are often inconsistencies between policy statements and the ways in which public finances are raised
and spent. Most governments have also expressed a commitment to greater transparency and accountability. Participation and consultation in the formulation of a country’s budget is still often limited, however, so that the different priorities of women are not fully reflected in the way finances are actually allocated and used. Money that is paid in taxes is, in principle, available to be used by governments to fund public services and other public goods that contribute to societal well-being.

Government budgets not only affect women and men directly, via the taxes they pay and the public expenditures of which they are beneficiaries but also indirectly. The indirect effects come about because the budget impacts on the level of market demand and supply in an economy, influences the overall availability of paid employment, the extent of the unpaid work that has to be done to care for families and communities, the growth of output (GDP) and the price level or inflation (Birchall and Fontana 2015). In other words, government budget decisions affect the overall health of an economy in terms of its capacity to grow and generate jobs, as well as its capacity to provide public services that support its citizens. According to (Budlender & Hewitt, 2003) reorienting public finance to address women’s poverty and gender equality requires examining the overall macroeconomic strategy embedded in the budget and encouraging debates on how tax systems can be equitably reformed to generate more revenue and what the appropriate level of public provision is.

Women and men tend to have different economic roles and responsibilities, as well as different access to productive resources. In most cases, women tend to be at a disadvantage. For example, women are usually expected to take on the bulk of caring for their families. This means that women much more than men have the double burden of carrying out both paid and unpaid work. This dual role often has the effect of undermining women’s position in the paid labour market, where they can only access a limited range of sectors and occupations, and may restrict their opportunities to access other markets and services as well. The five-step approach laid out by Budlender and Hewitt (2003) can be used by governments to plan how public finance in raised and spent in a gender sensitive manner includes analyzing the situation of women, men, girls and boys, assessing the gender-responsiveness of policies, assessing budget allocations, monitoring spending and service delivery and assessing outcomes. Austrian Development Cooperation (2009) adds that several elements must be in place for GRB to be integrated into the budget process successfully that are legislation, guidelines for the various ministries, gender-specific language, resources, staff, and auditing procedures.
The general consensus that is thus arrived at is that GRB is good budgeting, enhanced by support for gender equality, which means that GRB can fit well within existing budgeting frameworks, including performance or results-based ones as cited by (Sharp 2003). GRB can be used to address inequalities by evaluating the gendered impact of the budget and through the breakdown of expenditures into categories that are women-specific targeted expenditures, equal employment opportunity and mainstream expenditures, which represent the bulk of expenditures and are not covered by the previous two categories. Analyzing the national budget in such a manner assists governments to make allocations that address various challenges that are as a result of gender inequalities. GRB then highlights the scarcity of resources allocated to women and other vulnerable groups.

The government of Zimbabwe has however adopted the Public Finance Management Act of 1999 as amended by the Public Finance Management Amendment Act, No. 29 of 1999, Local Government: Municipal Systems Act, No. 32 of 2000, Judicial Officers (Amendment of Conditions of Service) Act, No. 28 of 2003, Public Audit Act, No. 25 of 2004, Public Service Amendment Act, No. 30 of 2007, Financial Management of Parliament Act, No. 10 of 2009. Chapter 2 article 6 states that the National Treasury should promote and enforce transparency and effective management in respect of revenue, expenditure, assets and liabilities of departments, public entities and constitutional institutions (Public Finance Management act 2009), hence the state and local government is obliged under this act to plan with the public in mind but nonetheless the actual budgets be it at local or national level spell out a different story.

The main assumptions of this research however then become that there are existing gender inequalities in the whole world not sparing Zimbabwe and Mutoko RDC as a local authority which are being fueled by the lack of appropriate resource allocation that is specifically targeted towards women and other vulnerable groups. Hence the solution is to adopt Gender budgeting as a means to address these inequalities and channel public finance towards a path that leads to development.

2.7 Summary
Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-biased assessment of budgets, incorporating a gender perspective at all levels of budgetary process and restructuring revenues and expenditures in order to promote gender
equality and is best supported by the liberal feminist theory which seeks to explain gender inequality in terms of lack of access to resources by women.
CHAPTER THREE
RESEARCH DESIGN AND METHODOLOGY

3.1 INTRODUCTION

This chapter is going to be discussing about the research design and the research methodology that was used in the research and the population and the sample as well as the sampling techniques that were carried out. Correspondingly, the data collection methods that were used in the research are to be discussed in the chapter. Validity and reliability are also to be discussed including data presentation and analysis which will be in thematic analysis. The chapter shall also deliberate on Pre-testing and pilot testing as well as Research ethics that were considered during this study.

3.2 RESEARCH DESIGN

Johnson (2013) states that a research design is a framework or scheme which provides adequate and systematic investigation for a research problem. According to Burns and Groove (2012), a research design can be understood as a blueprint for conducting a study with maximum control over factors that may interfere with the validity of the findings. Johnson (2013) further asserts that it can involve deciding how the research strategy and methods will be implemented in the context of a specific inquiry. It is the overall plan which set guidelines for conducting the research study. The research design to be used in the study to follow is a Case Study. O’Leary (2010) defines a case study as method of studying some elements through comprehensive description and analysis of a single situation or case. It shall enable the research to gather data from a variety of sources and to congregate the data to illuminate the case while giving the research answers to how and why type questions, and takes into consideration how a phenomenon is influenced by the context within which it is situated (Stake, 2010). Bryman (2010) explains that the approach uses a wide range of data collection approaches for example surveys, interviews, observations and document analysis. In the same vein (Denzin and Lincoln, 2000) points out that the case study approach offers more opportunities to the researcher to unravel the complexities of a given phenomenon on its natural setting. Hence it becomes best suited to examine gender equality can be achieved by applying gender responsive budgeting.

A case study is a design shall be used in this research because it is best suited when exploring an area where little is known or where the study wants to have a whole
understanding of the situation, phenomenon, episode, group or community. This design becomes very relevant when the focus of a study is on extensively exploring and understanding rather than confirming and quantifying (Stake, 1995). It provides an overview and in-depth understanding of a case, process and interactional dynamics within a unit of study but cannot claim to make any generalizations to a population beyond cases similar to the one studied. Hence it becomes best suited to be adopted for this study. When carrying out a research, the researcher attempts to gather information from all available sources so as to understand it in its entirety. Cresswell, (2013) suggests that a Case study is also important as allows a lot of detail to be collected that would not normally be easily be obtained by other research designs. The data collected is normally a lot richer and of greater in-depth.

3.3 RESEARCH METHODOLOGY
According to Stake (1995) research methodology is a systematic way to solve a problem, it is a science of studying how research is to be carried out and can be understood as the study of methods by which knowledge is gained. (Institute Industrial Research, 2010) The study to follow shall assume the qualitative research methodology. Maxwell (2012) suggests that warranted assertions about human being can be arrived at through structured observation and data collection. Qualitative research falls under the interpretative paradigm which puts emphasis on the subjective experiences and the meaning that it carries for individuals. It is a descriptive and narrative style which helps the researcher examine forms thus vital in gaining new in sight of knowledge that can be absent.

Qualitative research philosophies believe that there are many possible truths relative to time and situation and it is impossible for the researcher to be independent of those factors (Maxwell 2012). According to Denzin and Lincoln (2010) the primary goal of qualitative research is to develop an understanding of how the world is constructed and aims at knowing how particular individuals or groups understand the world. The Qualitative method of data collection will be mainly used because it provides room for analysis of the context of the centre local relations. Qualitative data collection methods result in descriptions of problems, behaviours and events and can provide narrative descriptions of people’s thoughts and opinions about their experiences, attitudes, and beliefs (Shank 2002). In addition to that, this method will enable the research to understand the background of the subjects under study.

Qualitative data methods capture more depth and provide insights as to the “why” and “how” of attitudes and behaviors, clarify quantitative data and sometimes puts it into the context of
people’s lives and experiences (Maxwell, 2012). The advantage of using qualitative techniques in the research was that qualitative data played. Qualitative data will give an opportunity to the research to probe and get in-depth information on the relative truths that exist in relation to gender inequality and how it can be addressed in Mutoko. The research shall adopt qualitative research design as it gives a realist understanding of the world that cannot be expressed in numbers and numeric.

3.4 POPULATION AND SAMPLING
A population can be described as all people or items unit of analysis with the characteristics that one wishes to study. A sample is a small proportion of a population selected for observation and analysis (Jackson 2011). The population chosen for the research shall be comprised of people in Mutoko and the sample shall be drawn from the residents of Mutoko RDC.

The sample shall be made up of 30 men and women aged 18 years to 65 years, this pool shall consist of men and women who take part in budget consultations. These individuals are going to be considered because they would give an honest opinion on how the council can create a gender responsive budget. These people shall be asked about their previous budget consultations experience and how it can be used to address gender equality challenges in Mutoko. The members of staff of the Rural District Council are the key informants for this study and they include the Mutoko RDC Gender Focal Person, he shall be chosen to give information on how the budget consultations are conducted by the council. He’s position in the council is best suited to answer questions pertaining to how the needs of women are addressed by the council budget. The Programmes Coordinator from ZWRCN has been chosen as a key informant because the organization has been tracking and monitoring the progress made in attaining gender equality in Mutoko, this has been published in many of their works hence can be in a position to give information in relation to how gender responsive budgeting can address gender inequalities and the challenges that come with adopting a gender responsive budget.

3.5 SAMPLE
Ferber (2014) defines a sample as a small part of anything designed to show the style, quality and nature of the whole. A sample can therefore be classified as a proportion of a population selected for observation and analysis. In the same vein a sample can be defined as a portion of a population or universe (Ilker, Sulaiman, Musa, Sunusi, 2016). It can also refer to a total quantity of the things or cases which are the subject of the research.
3.5.1 SAMPLING TECHNIQUES
Saunders (2003) asserts that sampling can be seen as the deliberate selection of a number of people who are to provide data from which one will draw conclusions about some group. Jackson (2011) argued that, sampling is not done haphazardly rather, it is done in a systematic random way.

3.5.2 SIMPLE RANDOM SAMPLING
Simple random sampling involves randomly selecting individual units from a sampling frame giving all units an equal chance of being selected (Rukuni 2013). Simple random sampling will be used to select the respondents. This sampling method will be applied to randomly select 30 individuals being men and women aged 18 years to 65 years. They shall be required to give information pertaining to their level of participation during the pre-budget consultations, the extent to which their grievances are addressed by their council budget and how expenditure addresses problems that have a direct impact on the safety of both sexes in Mutoko RDC. They shall be asked on their general understanding of gender equality and its causes. This method will enable the research to gather information pertaining to the level of accountability and transparency that the local authority practices when it comes to public expenditure.
In addition it will try to understand how the public finance reforms and revenue administration impact on women and other vulnerable groups. This method is relevant to the study because no member of the population had more chance of being selected than any other member. In other words, in simple random sampling all possible samples of fixed size have the same probability of being selected. Simple random sampling is used because it eliminates bias by giving all individuals an equal chance to be chosen in the research. An unbiased random selection of individuals is important so that if a large number of samples were drawn, the average sample would accurately represent the population.

3.5.3 PURPOSEFUL SAMPLING
The research will use purposive sampling to select respondents. According to (Rukuni, 2013) purposive sampling means “selecting participants for their ability to provide rich information and it allows the researcher to carefully select cases that can typify or shed light on the subject of study. Hence it is also based on subjects with experience and knowledge about gender budgeting and its role promoting gender equality. The Gender Focal Person, the Council Treasurer and the Programmes Coordinator from ZWRCN will be selected as the purposive sample as they have in-depth knowledge about the actual council budget and how
factors such as political and social have an impact on gender equality. The selected sample will assist in answering questions pertaining to the policy environment surrounding public finance and how it impacts on gender equality. The selected sample shall also assist the research in understanding the council budget as whole and distributional effects of council expenditure.

The researcher is then able to select participants based on internal knowledge of said characteristic. The technique is useful is the researcher is studying a small sub-set of a larger population which many members of the subset are easily identified but the enumeration of all is nearly impossible. It is important to note that purposive sampling precludes that the researcher understand the characteristics clearly and thoroughly enough to choose the sample and relate those findings only to that specific group and not to the population as a whole (Berinstein, 2003).

The benefit of this approach is that since experts tend to be more familiar with the subject matter than non-experts, opinions from a sample of experts are more credible than a sample that included both experts and non-experts (Stake 1995) and in this case the tresurer has more indepth knowledge about the actual council budget allocations it will be beneficial to the research to gather information directly from him. Although the findings are still not generalizable to the overall population at large, the researcher can reach a targeted sample quickly. It is easy to get a sample of subjects with specific characteristics. Also, the researcher is able to draw a wide range of qualitative research. It saves money, time and effort. It is flexible and meets multiple needs and interest. It enables the researcher to select a sample based on the purpose of the study and knowledge of a population (MacNealy, 1999). Purposive sampling becomes useful in this context, because it offers a wide selection of non-probability sampling techniques.

3.6 DATA COLLECTION METHODS
Data collection is a systematic approach to gathering information from a variety of sources to get a complete and accurate picture of an area of interest (Maxwell, 2012). Best and Kahn (2013) argue that data collection procedures involve the following steps, making appointments with research subjects, through telephone, fax, or letters and distribution and
administering of instruments. The objective for data collection is to capture quality evidence that then translates to rich data analysis and allows the building of a convincing and credible answer to questions that have been posed. Irrespective of the field of study or preference for defining data, that is qualitative or quantitative, accurate data collection is essential to maintain the integrity of research. (Kumar 2011). A well thought out and planned data collection process is required as it ensures that data gathered is accurate and the findings are effective. Accurate findings provide baseline from which improvements can be drawn and can uncover facts that can assist in further research.

3.6.1 SEMISTRUCTURED INTERVIEWS
Interviews are a method of data collection which involve active interaction between the researcher and the respondents, the interview is used to obtain information relating to biographical information (background) of the subjects, their beliefs about certain phenomenon, feelings, motives, present and past behaviour and conscious reasons for actions or feelings (Walliman, 2011). Semi-structured interviews are guided conversations where broad questions are asked, which do not constrain the conversation, and new questions are allowed to arise as a result of the discussion. This will support the research in gathering other information which can be used to understand the factors prompting gender inequality. This is different from questionnaires and surveys where there are very structured questions that are not deviated from. A semi-structured interview is therefore a relatively informal, relaxed discussion based around a predetermined topic.

This method shall be used to get the views of the 30 respondents from Mutoko RDC. This shall be employed on the residents of Mutoko RDC who were selected because of their previous engagement in budgetary consultations hence they will have an understanding of the information required of them. The Interview questions shall be easy to follow and shall generally fall into their biographical data which includes their age, sex and level of education attained. The questions shall also require them to give their background understanding gender equality ad measures that can be taken to address gender inequalities. They shall also be asked questions on gender responsive budgeting and how effective they think it can be in addressing gender inequalities.

3.6.2 KEY INFORMANT INTERVIEWS
Key informant interviews involve center local relations questioning of key respondents who are directly related to the area of research and they are likely to produce reliable and valid
responses due to their technical know-how and expertise in the focus area. The research shall have 3 Key informants who shall comprise of Council Treasurer of Mutoko Rural District Council, the Gender Focal Person and the Programs Coordinator of ZWRCN. The Council Treasurer of Mutoko Rural District Council, will be asked questions pertaining to the annual budget of the council and how allocations are made and how what are areas are prioritized in their budgets and why. The Gender Focal Person will be assisting in providing information on the measures being taken by the council to address gender inequalities. The Gender Focal Person shall also assist the research into understanding the challenges surrounding implementation of Gender equitable public expenditure policies. The Programs Coordinator from ZWRCN shall be interviewed on the progress that has been made by the council in implementing gender responsive budgeting and how the council can improve its income so that it can address the challenges that come with gender inequality in Mutoko.

3.7 SECONDARY DATA

Secondary data is the data that already exists and which have been collected for some other purposes (Birchall and Fontana 2015). Secondary data is information already available and can be found in the following forms, journals, internet or governmental archives. Secondary data will enable the research to understand the background work that has already been carried out by other researches. The research shall make use of the following secondary data sources and these shall include, Published material such as the Gender Analysis of Local Authority Budgets by ZWRCN, Mutoko RDC Council Budget, Journals on GRB, Newspaper articles and Books.

3.8 VALIDITY AND RELIABILITY

Validity means the extent in which an instrument measures what it is claimed to measure (Punch, 2010). According to Jackson (2011) validity is the “extent to which a test measures what it is supposed to measure and also the appropriateness with which inferences can be made on the basis of the test results.” In order to incorporate validity in this study, the research shall first be conducted as a pilot study. This will enable changes in research design to be formulated so that the intended results are arrived at. This will entail correcting interview questions so that they focus on relevant areas of the study. (Maxwell 2005) argues that, every research design should be robust to pass the quality test involving construct validity. To ensure validity the research questions are to be formulated in a manner which allows them to connect with the goals, conceptual framework, research method and research
design. In addition multiple methods of sampling shall be implemented to ensure validity of the results.

Reliability is very important in any research in proving the objectivity with the piece of work conducted. In the same vein, (Punch, 2010) contends that reliability is a central concept of measurement and basically means consistency. A research is said to be reliable when it can produce the same results even when different researchers repeat the same method in the same research context. To ensure reliability the research shall by combine qualitative and quantitative methodologies through triangulation, which will be characterised by the use of multiple methods of sampling, research instruments, and statistical analysis. It shall also make use of negative case analysis which can be understood as refining the aims and objectives of the research until it addresses all the cases within the data obtained. The research shall make use of frequent debriefing sessions between the researcher and her supervisor, this will enable the research to explore alternate approaches to clearly investigating the issue of gender equality.

3.9 DATA PRESENTATION AND ANALYSIS
Various methods of data presentation shall be employed. These will provide for a systematic analysis of data from which research findings and conclusions will be drawn. Data presentation will be in the form of pie charts, graphs, tables, diagrams and bar graphs. There will also be thematic analysis. Thematic analysis is based on themes and follows a logical progression, whereby the information gathered will be grouped into key themes that emerged from the findings (Kumar, 2011). The research will employ thematic analysis by analysing the descriptive responses given by the respondents to each question in order to understand the meaning they communicate. These responses will enable the researcher to develop broad themes that explain these meanings. It is important to select the wording of the themes in a way that accurately represents the meaning of the responses categorised under a theme (Goddard and Melville, 2004). These themes become the basis for analysing the text of unstructured interviews

According to (Cresswell, 2013) thematic analysis is a form of analysis that counts and reports the frequency of concepts, words, behaviours held within the data. Thus the research shall thematically analyse the findings by compiling pie-charts, bar graphs and descriptive summaries and statistics. Tables are going to be used to represent information solicited from the secondary sources. The analysis shall also be assisted by the literature obtained from
secondary data sources. The research in order for efficiency shall make use of Exploratory Data Analysis aided by Data entry, which according to Lester (1999) can be understood as the creation of a computer file that holds the raw data taken from all of the questionnaires deemed suitable for analysis. In addition the research shall code the data for easy interpretation. In addition the research shall make use of Data coding which is the identification of codes that pertain to the possible responses for each question on the questionnaire.

3.10 PILOT TESTING
Engaging in pre-testing is conducted by researchers to predict future outcomes. A pilot study will be conducted by the researcher in Mutoko RDC. Pilot tests will be meant to test the questionnaires, and interview’s relevance, suitability and precision with items not meeting the criterion being dropped (Shank 2002). The sample shall be chosen from a group with characteristics close to the desired population, the pilot survey shall be pretested on 10 respondents. Hence this will be conducted to be certain that everything is set properly and improvements to the questions shall be based on the feedback from this group.

3.11 ETHICAL CONSIDERATIONS

Ethics are the rules of conduct in research (Walliman, 2010). As data collection techniques are developed, there is need to consider whether the research procedures are likely to cause any physical or emotional harm. According to Bhattacherjee (2012), ethics assists researchers to deal with ethical dilemmas that arise in research. The purpose and objectives of the research will be explained to prospective participants before conducting the research. Respect of participants’ right to remain anonymous and confidentiality of information will be upheld. Participants will be given the right to participate voluntarily or pull out of the research at any given time. The research will also seek consent from all the research participants before they are interviewed so as to ensure their rights are respected.

3.12 SUMMARY

This chapter has concentrated on the research design, population and sample. It also explored the possible challenges the research will encounter during data collection which can include biased data and means in which these challenges can be mitigated which include carrying out
a pilot study and altering the research questions so that they can address the research questions and objectives. 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, ethical considerations are important in any study as they try to make sure that the rights of the respondents are not infringed in any way. The population was drawn from residents of Mutoko RDC who were chosen through simple random sampling.
CHAPTER FOUR
DATA PRESENTATION, ANALYSIS AND DISCUSSION OF FINDINGS

4.1 Introduction
This chapter presents and discusses and analyses the findings of this study that were collected through questionnaires and interviews. Furthermore, this chapter gives an examination and interpretation of the data collected from respondents on Gender Equality and Gender Responsive Budgeting in Mutoko RDC using the techniques chosen and discussed in chapter three. The findings from the research instruments have been presented using the various data presentation media. Data has been presented in line with questions and the address the objectives of the research. The findings out of the 30 questionnaires that were administered, only 25 respondents were able to respond and 5 other questionnaires were returned without responses. Reference to previous literature and other researches carried out will be made in analyzing and discussing the findings of this research.

4.0 SECTION A - Biographical Data of Respondents.
1 Gender

Figure 4.1: Gender

A total of 30 respondents participated in the research and the female respondents were 19 (61%) while the male respondents were 11 (39%).
2 Marital Status

Table 4.1: Marital Status

<table>
<thead>
<tr>
<th>MARITAL STATUS</th>
<th>FREQUENCY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>7</td>
<td>23</td>
</tr>
<tr>
<td>Married</td>
<td>19</td>
<td>63</td>
</tr>
<tr>
<td>Divorced</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Widowed</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>100</td>
</tr>
</tbody>
</table>

The respondents who were married were 19 (63%) out of the 30 respondents followed by respondents who were single that come up to 7 (23%). The respondents who were divorced were 3 (10%) and only 1 (4%) respondent was widowed.

3 Age

Figure 4.2: Age

The respondents’ age groups ranged from 18 years to above 61 years. The highest frequency was 12 (40%) and belonged to the respondents aged between 18 to 30 years. This was followed by respondents that were aged between 31-40 years who totalled 9 (30%).
Respondents that were aged 41-50 years old amounted to 4 (13%) and the respondents aged 51-60 were 3 (10%). The least frequency was 2 (7%) and represented respondents that were aged 61 and above.

4 Level of Education

Table 4.2: Level of Education

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>Secondary</td>
<td>25</td>
<td>83</td>
</tr>
<tr>
<td>Tertiary</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>No Schooling</td>
<td>-</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>100</td>
</tr>
</tbody>
</table>

The respondents who went up to secondary school who come to 25 (83%) followed by the respondents who went for tertiary education who equalled 3 (10%) and the least frequency was 2 (7%) who had only attended primary school. None of the respondents had never been to school.
5 Employment Status
Figure 4.3: Employment Status

The majority of the respondents were in the informal sector constituting 49% (15 respondents) of the total population followed by respondents that were formally employed who totaled 9 (30%). The total percentage of unemployed respondents came to 21% (6) who were the least percentage.

Section B: Understanding OF Gender Equality

6 Definition of Gender Equality
The respondents when asked about their understanding of gender equality and 26 (79%) respondents gave responses that alluded to equal opportunities for both girls and boys in all spheres of life and in spite of one’s sex. The remaining 7 (21%) respondents proved to have a general idea of what gender equality entails as proved by their definition which circled around both boys and girls being allowed the chance to go to school. The research also managed to ask the key informants on their understanding of gender equality and the Mutoko RDC gender Focal Person stated that,

“Gender equality is the awarding and making possible of equal opportunities and where there is a lack policy adaptation to fill in the gap”.

Another key informant in the research the Director of ZWRCN stated that,
“Gender equality 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 stereotypes, rigid gender roles, or prejudices, 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.”

The European Institute for Gender Equality (2017) is a state that is achieved when men and women enjoy the same rights and opportunities across all sectors of society, including economic participation and decision making, and when the different behaviors and needs of women and men are equally valued and favored.

In the same vein the Council of Europe (2012) explains that gender equality can be understood as an equal visibility, empowerment, responsibility and participation of both sexes in all spheres of public and private life. It also means an equal access to, and distribution of resources between women and men. It means accepting and valuing equally the differences of women and men and the diverse roles they play in society.

### 7 Causes of Gender Inequality

#### Table 4.3: Causes of Gender Inequality

<table>
<thead>
<tr>
<th>CAUSES</th>
<th>FREQUENCY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Cultural Values (Tradition)</td>
<td>10</td>
<td>30%</td>
</tr>
<tr>
<td>Gender Biases and Lack of Access to Finance</td>
<td>7</td>
<td>21%</td>
</tr>
<tr>
<td>Lack of Women Participation in Decision Making</td>
<td>5</td>
<td>15%</td>
</tr>
<tr>
<td>Failure to Complete School by Girls</td>
<td>11</td>
<td>34%</td>
</tr>
<tr>
<td>Total</td>
<td>30</td>
<td>100%</td>
</tr>
</tbody>
</table>

According to 34% of the respondents the major driver of gender inequality can be attributed to the failure to complete school by girls. The failure to attain educational qualifications by girls will mean that they cannot get into formal employment and thus puts them in a more
vulnerable position as compared to their male counterparts. Social cultural values (tradition) were one of the causes of gender inequalities that (30%) of respondents pointed out. These traditions have formed part of the social fabric of the patriarchal nature of many Zimbabwean societies. According to 21% of the respondents gender biases are also a contributing factor to gender inequalities and these unfortunately are normative but are displayed in behaviours such as the number of males that a company employs as compared to the females the same company employs. These biases can be attributed to the social norms that portray one gender as unfit as compared to the other. According to 15% of the respondents lack of women that adequately participate in decision making puts women at a compromised position as their needs are not aired out adequately.

This has been supported by ZWRCN (2013) who argued that Women’s participation in politics and decision making remains a challenge. Despite the increase of women representation in national assembly in the 2013 general elections from 18% to 34%, the country is still far below the 50% target set in the SADC Protocol on Gender and Development (SADC Protocol). Further, the number of women leaders represented in local government declined from 19% in 2008 elections to 16% in the 2013 general elections. This has an impact on budgetary decisions that are made in relation to the status of women as it is critical to finance implementation of policies that promote gender equality.

According to ZWRCN (2013) the education sector in the country has done significantly well recording the highest literacy rate of 92% in Africa, and achieving parity in primary net enrolment (MGD 2012). However gender disparities exist in the secondary and tertiary levels with 57% of University Students being male while 47% are female. The situation is however worse in rural areas where the poverty deprives many people access to education as they cannot afford tuition. Zimstats (2015) places Mutoko at a poverty prevalence of above 80% and this shows the disadvantaged position of women where they find themselves unable to finish their secondary school.

8 Measures to Reduce Gender Inequality

The majority of the respondents (40%) viewed that policy implementation is a way in which gender inequality and disparities can be addressed. The respondents in addition also felt that there is dire need to conscientize societies about the importance of gender equality and equity as a means to address gender imbalances. This view was expressed by 23% of the respondents. Bursaries and loans were viewed as a means in which gender equality can be
addressed as posed by 20% of the respondents. However as indicated by the varied responses policy adoption and implementation in its own is not enough there is a need for societies to be taught and informed on the effects of gender inequalities on development. This view was postulated by 17% of the total respondents who felt that the two were inter-related.

Zimbabwe has adopted the Gender Policy as a means to address gender disparities and also as a means of domesticking various international conventions that it is party to. ZWRCN (2013) comments that the National Gender Policy (2013-2017) seeks to achieve a gender just society where women and men enjoy equality and equity and participate as equal partners in the development process of the country. It has the following thematic areas, Gender, Constitutional and Legal Rights, Gender and Economic Empowerment, Gender, Politics and Decision Making among others.

In addition to the above the government in the Constitution of Zimbabwe has provisions that promote gender equality which include Chapter 1 Section 3 (1), which states that, “Zimbabwe is founded on the following values…. recognition of the equality all human beings, in particular gender equality” (COPAC 2013). In addition to the above the Zimbabwean Government has also adopted the following policies that promote gender equality which include Equal Pay Regulation (1980), Legal Age of Majority Act (1982) and many others.

9 Gender Responsive Budgeting
The majority of the respondents had a general understanding of what gender responsive budgeting is and these constituted 59% of the total respondents. They defined gender responsive budget around the lenses of budgets that take into account the different roles that men and women assume and financing their roles through allocations that promote the efficiency of their roles. The 38% that proved to have a well-rounded understanding of the concept of GRB turned out to be individuals that had constantly attended budget consultations in the past. They clearly defined gender budgets as budgets that are not about seeing how much money is allocated for women and girls or for gender projects, but ensuring that government budgets address the needs and interests of individuals that belong to different social groups. However 3% of the total group of respondents also showed that they did not understand what GRB was or what it entails hence proving that the concept is not as well understood as one would expect after having practiced for about 7 years in the district.
One of the key informants the Director of ZWRCN managed to explain what GRB entails for local authorities as follows,

“GRB looks at biases that can arise because a person is male or female, but at the same time considers disadvantages suffered as a result of ethnicity, caste, class or poverty status, location and age.”

Lunga (2012) defines Gender Budgeting as “Gender budget initiatives which analyse how governments raise and spend public money, with the aim of securing gender equality in decision-making about public resource allocation; and gender equality in the distribution of the impact of government budgets, both in their benefits and in their burdens. The impact of government budgets on the most disadvantaged groups such as women is a focus of special attention.

The Council of Europe (2012) further explains that a gender budget is a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality. ZWRCN, (2013) however explains that Gender-responsive budgeting (GRB) seeks to incorporate a gender equality perspective into the budgetary process to ensure an efficient allocation of resources based on identified needs, and to restructure revenues and expenditures to strengthen gender equality and women’s empowerment. GRB does not involve making separate budgets for men and women, nor does it necessarily mean a radical reform of existing budgetary procedures.

10 Citizens Involvement in Budget Making Processes
The highest frequency belonged to the respondents that sometimes participate in the budget making process who totaled 17 respondents (57%) followed by the respondents that actively participate who came up to 11 respondents (37%) and 1 respondent (3%) had never participated in the budget making process. This then showed the validity of the information that the respondents managed to give. The research managed to establish that the majority of the respondents had taken part in the budget making process at least once.

11 Factors Affecting GRB Implementation
The research managed to establish that the respondents felt there were various factors that affect the implementation of GRB, 37% of the respondents recognized the lack of a clear cut definition of GRB as the leading factor towards the failure of effective implementation of GRB. This was followed by 33% of the respondents who felt that financial constraints that
are affecting the Mutoko RDC can be accredited to the failure of the local authority to implement the effectively GRB. 9 (30%) respondents strongly felt that lack of women participation in the budget making process and decision making process has led to the needs of the disadvantaged groups to be ignored in drafting the council budget.

The issue of financial constraints was echoed by council budgetary statement which was translated by the council treasurer, who said that,

“in 2015 the Council anticipated collecting USD1.4 million in 2015 and the budget complied with the 30-70 ratio for salaries/allowances and service delivery despite not providing for staff salary arrears.”

The Council treasurer also indicated challenges that Mutoko RDC faces on financing its budget owing to failure to recover debts from Quarry Operators (granite miners), newly resettled farmers refusing to pay unit tax, and delays in offsetting debts with ZINWA and ZESA. For the 2015 budget period the figure for debtors stood at USD395 675 or 29.1% of the proposed budget. Creditors for the same period were at USD324 976 or 23.9%. These factors reflect a constrained fiscal environment for the local authority. Mutoko RDC (2016). This was reflected by the key income and expenditure accounts of the council below.

**Figure 4.4: Mutoko RDC Income Sources**

![Council's Income Sources, 2015](chart)

As of 2015 the council’s main source of income came from stand sale which made up 27% of their total income, this was followed by levies and taxes which came up to 23%. Licenses contributed 20% of the total budget and rates were at 16%. The rent and leases
contributed 8% of the total budget and grants stood at 0% that means that they received nothing from the government.

**Figure 4.5: Mutoko RDC Expenditure**

![Key Expenditure Accounts, Mutoko RDC](image)

Key expenditure accounts of MRDC include capital expenditure which is 34% of total expenses followed by general expenses which contribute 26% of the total expenses in 2015. Salaries contribute 22% of the total expenses which is below the 70:30 ratios of salaries and money put towards service delivery. Repairs and maintenance contribute 18% of the total expenses.

In addition to the above the IMF (2016) notes that it seems that gender budgeting is more likely to be successfully integrated into ministerial, sectorial, and local government policies and programs when government institutions are given directives to respond to government priorities with regard to gender equality and women’s needs although it still stands that adequate funding for public services remains a challenge throughout sub-Saharan Africa, gender budgeting is a vehicle for ensuring that gender-oriented goals receive adequate consideration in competing for scarce funds and motivating better program design.

Esim (2000) highlighted that for GRB analysis the Ministry of Finance should be the key stakeholder within government. For GRB work to thrive in, an enabling environment should be created by garnering political support at the highest level. Hence it can be seen that adequate financing is a key component of achieving an effective Gender Responsive Budget. Another factor that the research discovered was lack of adequate women participation in the budgetary making process; this is even displayed in the number of male sitting councilors who are more in number as compared to their female counterparts.
Table 4.4: Councillors in Mutoko RDC

<table>
<thead>
<tr>
<th>Sex of Sitting Councillors</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>13</td>
<td>72%</td>
</tr>
<tr>
<td>Female</td>
<td>5</td>
<td>28%</td>
</tr>
<tr>
<td>Total</td>
<td>18</td>
<td>100%</td>
</tr>
</tbody>
</table>

Lack of a clear understanding of Gender Responsive Budgeting and what implementing GRB should mean to the general populous was understood to be another challenge that the respondents felt contributed to failure in effective implementation. However in line with this the ZWRCN Director stated,

“The Ministry of Finance has since 2007 adopted Budget Call Circulars which instruct Local Authorities to implement gender budgeting in their budget preparation and planning. In 2008, the budget call circular expanded gender budgeting to the subnational level and in 2011, the ministries were also instructed to prepare their budgets in line with gender budgeting goals and with taking into consideration the UN’s Millennium Development Goals”.

The introduction Budget Call Circulars has helped Local Authorities to get a clear cut definition of what they are required to include in their budgets so that they plan in a gender responsive way.

12 Gender Responsive Budgeting in the Council’s Lenses
The research also managed to get expert information from the Gender Focal Person of Mutoko RDC and the council Treasurer who managed to give a clear picture of where the council stands in terms of trying to address Gender Inequalities using the GRB model. In his own words the focal person stated that, “after having been the council for over 8 years from the time we adopted participatory budgeting to the days when GRB was introduced we have managed to come up with a budget that a pro people and hearing what the people want to be in their budgets makes the council see where it is lacking in terms of giving back to the community”.

38
The research also managed to establish that Mutoko RDC sought to remodel the process of conceiving, planning, approving, executing, monitoring, analyzing and auditing budgets in a gender sensitive way but not altogether doing away with Participatory Budgeting. The focal person during the interviews stated that,

“Although participatory budgeting is pretty the backbone of its budgetary system, the new model now encompass the analysis of actual expenditure and revenue with the view of comparing its impact on various gender players (women, girls, men, boys and vulnerable groups) that affect and are affected by its budgets. This extension of participatory budgeting has helped the sub national government by using disaggregated data on how policies need to be made, adjusted and reprioritized. Gender Based Budgeting provides tools for effective policy implementation where one can check if the allocations are in line with policy commitments and assessing whether they are having the desired impact.

To this end, Mutoko Rural District Council is not using gender budgeting as a replacement model to participatory budgeting but rather as an extension of the same.”

According to the Gender Focal person,

“gender budgeting has helped the council to be able to create superior transparency regarding the criteria that form the foundation for budget related political decisions, facilitation of greater accuracy and sustainability because available funds are more accurately tailored to the bona fide needs of the dissimilar social groups, gender budgeting is a modus operandi that makes discriminating implications of financially useful decisions visible and that enables a gender-equitable reformation of resource-related decisions and it also presents an alternative to put gender-equality-related goals into practice, including in times of better budgetary precincts.”

This was supported by the ZWRCN Director, who stated that,

“Due to the adoption of GRB we are seeing allocation that has a direct bearing on women’s access to basic rights to health services (improving infrastructure for water, sanitation and a conducive environment for women economic activities). However, more needs to be done, for example, targeted gender specific allocations based on women’s identified needs, for example, improvement of market conditions for women to undertake their businesses.”
However challenges as stated before such as budgetary constraints have been affecting the effectiveness of this model. This was highlighted by the council treasurer who managed to give an analysis of the expenditure and income accounts of the council. The expenditure accounts are taking more than what the income accounts are recording hence leaving a deficit which affects how the budget is prioritized hence putting women at a disadvantaged position.

13 Gender Responsive Budgeting and Achieving Gender Equality
The research managed to get an analysis on the milestones towards gender equality that GRB has advanced. Through budgeting with a gender lenses Mutoko RDC has since 2007 to date witnessed an improvement in the provision of infrastructure for better health service provision for women, as well as improvements in water and sanitation access, that has reduced the burden of household chores of women. The Gender Focal Person also noted that,

“We have also noted women’s increased participation in influencing local development decisions including budgets and taking leadership in community projects such as the Gender Budgeting Action Committee in Mutoko that is comprised of women and men who assist the council in identifying problems in their different wards and monitoring progress that the council would have promised”.

In addition to the above it can be noted that there has been a change in vote allocation putting emphasis to allocations that have a direct bearing on women’s access to basic rights to health services (improving infrastructure for water, sanitation and a more conducive environment for women’s economic activities). However, more needs to be done for example, targeted gender specific allocations based on women’s identified needs, for example, improvement of market conditions for women to undertake their businesses in Mutoko. The research established that the budgets whether proposed or approved, do not explicitly speak to gender responsiveness but actual expenditure hence there is need to implement impact assessments are therefore required to establish the gender responsiveness of local authorities. Impact Assessment can be in performance-based form of budgeting focusing on output and outcomes Sharpe (2003).

SUMMARY
This chapter focused on analysis of data collected during field research and discussed the responses that were proffered by the pool of chosen respondents as guided by the research questions. The majority of the respondents were females and this could have been as a result of their presence in the informal sector where they are either vegetable vendors or selling
second hand clothes. The majority of the respondents displayed their understanding of gender inequalities, factors exacerbating the occurrence of gender inequalities in their societies and steps that can be taken to address these gender imbalances. The respondents also displayed their understanding of gender responsive budgeting and factors that they felt had been derailing the effective implementation of gender budgeting. This chapter also managed to get expect analysis on the impact of gender budgeting towards addressing gender inequalities where impact assessment of local authority budgets was encouraged to measure the actual outcomes of money spent on gender equality programs and projects by the council.
CHAPTER FIVE

SUMMARY, CONCLUSIONS, RECOMMENDATIONS AND AREAS FOR FURTHER RESEARCH

5.1 INTRODUCTION
This chapter looked at the Summary, conclusions, recommendations and areas of further research. Supposition was drawn from the Introduction, Literature Review, Theoretical framework, research Methodology and Data Analysis as well as Presentation and Discussion of findings. It also, focused on how the research objectives were met during the study and how the research questions were answered from the findings. Recommendations were also given to The Ministry of Rural Development Preservation and Promotion of Culture and Heritage, Mutoko Rural District Council and Residents of Mutoko Rural District in order to effectively implement Gender Responsive Budgeting. Areas for further research were also cited in this chapter.

5.2 SUMMARY
The research study was categorised into the following five chapters:

Chapter 1 -This chapter looked at the inclusive background of the study which provided that the gender inequality still remains a global issue and developing countries including Zimbabwe are no aliens to this problem. Existing gender inequalities in Mutoko Rural District have affected the growth in which the district has developed. The chapter also presented the statement of problem, research questions and objectives, limitations, delimitation, definition of key terms and purpose of the study. The aim of the study was assess the extent to which Gender Responsive Budgeting can be implemented as a measure to address gender inequalities.

Chapter 2- It reviewed previous literature on Gender Budgeting, previous country case studies and where it was implemented the results that it brought forward, the challenges that the countries faced and lessons learnt. The Liberal Feminist Theory was used to guide the discussion as it gave an explanation to why women’s needs had to be explicitly budgeted for in national and local government budgets. The Liberal Feminist theory is a Feminist theory that believes gender inequality is produced by reduced access for women and girls to civil rights and allocation of social resources such as education and employment. Hence this access can only be realised if money is put into making it a reality.
Chapter 3- discussed the various data collection methods that were used in collecting and analysing data. The research was based on a qualitative paradigm, using a case study as a research design. A sample of 30 respondents was selected from the population of Mutoko Rural District. Simple random and purposive sampling were used as techniques in sampling; using simple random sampling to interview residents of Mutoko Rural District through the use of questionnaires and purposive sampling to select the Gender Focal Person, Council Treasurer and the Director of ZWRCN using informant’s interviews as a primary method in data collection. To ensure the validity and reliability of the instrument selected a pilot testing was conducted.

Chapter 4- This chapter concentrated on the presentation of data, analysis and discussion of findings. Information that was gathered from residents of Mutoko Rural District, Gender Focal Person, Council Treasurer and the Director of ZWRCN was presented through tables, graphs and pie charts. Secondary data was used especially from journals, newspapers and other materials on internet. The research findings helped to show that gender inequalities still exist and are caused by failure of girls to complete their education, lack of adequate women representation in decision making bodies, social cultural values (tradition) and gender biases accompanied by lack of access to finance by women. The information gathered also validated that on top of effectively implementing Gender Responsive Budgeting, Policies that promote gender equality should be implemented in addition to the above bursaries should be made available for under privileged students and loans that can be accessed by women that can enable them to start their entrepreneurial ventures and conscientize societies on the impact of gender inequality. However the research established that there are challenges which have affected the rate at which gender inequalities in the District which include adequate financing of projects that promote gender equality by the Council.

Chapter 5- focused on the Summary, Conclusions and Recommendations for the improvement of service delivery and Areas of further research. The research questions are answered in this chapter and research objectives were met.

5.3 CONCLUSIONS
The Research findings managed to establish that gender inequalities are fuelled via failure by girls to finish their education, social cultural values or tradition, gender biases and lack or limited access to finance by women and limited numbers of women participating in decision making. These factors have been fuelled in the patriarchal nature of our traditional societies and have increased the gender gap in many societies. Failure by girls to complete their education means that their chances of getting into the formal sector is limited and puts them in a more vulnerable position than their male counterparts. The situation is worse in rural areas where there are high levels of poverty prevalence and women naturally assuming dual role means that they end up eloping as a means of coping with poverty. This is supported by Mavhunga (2007) who states that, although government and other stakeholders` efforts through affirmative and gender sensitive policies have attempted to promote chances of access to education by girls and remove obstacles that hamper their participation, gender parity is yet to be achieved…girls continue to be marginalized. The research managed to establish that to date in many households the boy child is still viewed as being more important than his female counterpart and such attitude are played out even up to allocation of land and other resources by local heard men in and around Mutoko RDC. Chinyani (2010) further comments that the recurrences of gender concerns, despite decades of gender activism, illustrate that gender disparities are still embedded in the Zimbabwean social, political, and economic system. Indeed neo-colonial Zimbabwe has not fully recognized strategies that can be employed to eradicate them. The number of women that participate in decision making in Mutoko Rural District is lower than the number of men and this raises questions pertaining to the significance of those women in the sitting council. One then tends to wonder if they are mere props for display.

Lack of access to finance by women has been a factor that has fuelled gender inequalities as women are finding it difficult to access loans to start their own projects due to lack of collateral. The contribution of women to economic development is well documented, yet there exists several barriers to the full optimization of women’s economic potential. These barriers range from cultural, to religious, traditional, and legal discrimination amongst others. According to Sanusi (2012) access to Finance is often cited as one of the major factors impeding the growth of women-owned businesses in developing countries. The key barriers include lack of ownership of collateral as tradition would seldom cede property rights to women; coupled with the absence of credit histories owing to the fact that most women businesses are informally organized. Hence if legal instruments surrounding the access to
micro finance by women could be relaxed they would be able to become self-sustained through the small projects that they already take part in.

However in order to address gender inequalities the Mutoko Rural District has since adopted Gender Responsive Budgeting which is initiatives which analyze how governments raise and spend public money, with the aim of securing gender equality in decision-making about public resource allocation; and gender equality in the distribution of the impact of government budgets, both in their benefits and in their burdens (Lunga 2012). GRB in Mutoko has been adopted for over 8 years and has helped the council add value to their efforts to provide quality, affordable and gender responsive public services to communities because it would provide the basis for targeted, efficient and effective use of resources where they are needed the most. GRB has helped with the provision of infrastructure for better health service provision for women, as well as improvements in water and sanitation access, that has reduced the burden of household chores of women. Through Gender Mainstreaming, there has been women’s increased participation in influencing local development decisions including budgets. Gender Budgeting has enabled the disaggregation of population into various groups which has helped with ensuring effectiveness of resource allocation, it has proved that it enables all voices of individuals are heard in the process leading to the crafting of peoples budgets.

However it should be noted that more still needs to be done in ensuring that gender inequalities are addressed in Mutoko and this includes consistent application of GB across the entire chain of planning, budgeting and implementation. There is need for a stronger monitoring system and tools to support consistent application of GB. In addition the council should ensure that it implements targeted gender specific allocations based on women’s identified needs, for example, improvement of market conditions for women to undertake their businesses. In addition there is dire need for societies to be conscientized on the impact that gender biases have on the development of societies and nations at large. These sentiments are thus echoed by Chinyani (2010) who notes that given Zimbabwe’s impressive literacy level of 99%, second to Tunisia in Africa, it is a paradox that narratives of inequalities still abound in society, yet equality is an attribute of a society with a high level of literacy. It therefore suggests that a lot still needs to be done to attain a level of gender parity.
It should however be noted that the council also works with income that is expected from taxes and rates hence it becomes critical that rate payers pay their dues so that the council can effectively plan and implement effectively with a large budget deficit margin.

5.4 RECOMMENDATIONS
The Research managed to come up with the following recommendations:

- The Ministry of Rural Development Preservation and Promotion of Culture and Heritage should develop, implement and monitor the adoption of Budget call circulars in all local authorities. These call circulars act as benchmarks to the various Ministries and Local Authorities in Zimbabwe pertaining to allocations they have to prioritize in order to make their budgets gender responsive. This is supported by (Sodani and Sharma, 2008) who state that whether GRB succeeds or not depends on the actors, their goals, their understanding, and the activities they undertake. Most importantly, it depends on the political and social context of the country in which the GRB happens. Hence Local Authorities also need assistance from their parent ministries.

- In addition MRDC should ensure that it implements targeted gender specific allocations based on women’s and other vulnerable group’s identified needs, for example, improvement of market conditions for women to undertake their businesses. This could be done by implementing various gender budgeting tools as suggested by UNIFEM (2006) such as Gender disaggregated Beneficiary Assessments of Public Service Delivery and Budget Priorities and Gender-aware Policy Evaluation of Public Expenditure by Sector. It should take it upon itself to conscientize its community on the effects of gender inequality on development.

- The councillors should take it upon themselves to educate their constituencies on the importance of taking part in budget consolations and hence in the process get an understanding of the importance of paying their rates as the councils income also comes from the rate payers. It is important for residents to understand that the Council’s primary source of funds is from rate payers. They hardly get anything from Treasury. Hence the importance of creating a strong social contract between local governments power holders and citizens.
• Capacity building is also important hence all councillors should be conscientized on the importance of representing all groups of people equally in decision making and crafting of public policy.

5.5 AREA OF FURTHER RESEARCH
Further research should look into the importance of micro finance, women’s empowerment and societal development in achieving gender equality at local government level.
REFERENCES


Appendix 1

INTERVIEW GUIDE

My name is Tatenda N Wachenuka, a student at Bindura University of Science Education (BUSE), carrying out a study on: Achieving Gender Equality Through Gender Responsive Budgeting A Case of Mutoko Rural District Council, as a fulfilment of the Bachelor of Science Honours Degree in Peace and Governance. You are kindly being requested to contribute to the study by answering the questions on this form.

Confidentiality and Consent: Please note that the findings will be strictly used for academic and research purposes. Confidentiality and anonymity is guaranteed. Your participation and co-operation will be greatly appreciated. This study will not collect information that can be used to identify you as an individual. You are free to participate or to choose not to participate in this research. If at any time during the interview you feel you no longer want to continue with the interview please inform the researcher and the interview will stop at that moment. You are free not to answer questions that you are not comfortable in answering. The interview will take approximately 25-30 minutes.

INTERVIEW GUIDE FOR THE MUTOKO RDC GENDER FOCAL PERSON AND TREASURER

1. How long have you been employed by Mutoko RDC?
2. How is the needs assessment of the Council Budget carried out?
3. How are budget consultations carried out?
4. What challenges being faced by the council towards implementing GRB?
5. What measures are being undertaken to improve gender inequalities in the area?
6. How are resources allocated in the budget?
7. Are the needs of women addressed in the budget?
8. How much is the council budget?
9. What other sources besides the National Budget of income does the Council rely on?
APPENDIX 2 QUESTIONNAIRE FOR RESPONDENTS

Instructions to the respondent:

i. Kindly place a tick(√) in the box where appropriate
ii. Tick one correct answer and fill in the gap below
iii. You may kindly place additional information in the space provided below in most of the questions.

Section A: Biographical Details of the Respondents

1. Gender
   
<table>
<thead>
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<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
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</table>

2. Marital Status
   
<table>
<thead>
<tr>
<th>Single</th>
<th>Married</th>
<th>Divorced</th>
<th>Widowed</th>
</tr>
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<tbody>
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</table>

3. Age group
   
<table>
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<th>18-30 years</th>
<th>31-40 years</th>
<th>41-50 years</th>
<th>51-60 years</th>
<th>61+</th>
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4. Level of Education
   
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<th>Secondary</th>
<th>Tertiary</th>
<th>None</th>
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</table>

5. Current
   Occupation .................................................................

Section B: Gender Equality and Gender Budgeting
6. What is your understanding of gender equality?
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7. What are the causes of Gender Inequality
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8. What measures can be taken to reduce gender inequality
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9. Are women participating in decision making activities?
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Section C : Gender Responsive Budgeting

10. What can be done by the council to create a Gender Responsive Budget?
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11. What is your understanding of Gender Responsive Budgeting
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54
12. Are you involved in the budget making process?
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13. Have you ever attended a meeting convened by your council?
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Appendix 3

INTERVIEW GUIDE FOR ZWRCN DIRECTOR

1. How long have you been working with Mutoko RDC on Gender Responsive Budgeting?
2. Why did you urge the council to implement Gender Responsive Budgeting?
3. In your own observation is Gender inequality being addressed by Gender Responsive Budgeting?
4. What challenges being faced by the council towards implementing GRB?
5. What measures are being undertaken to improve gender inequalities in the area?
6. Are the needs of women addressed in the budget?
7. What other sources of income besides the National Budget does the Council rely on?