

AN ANALYSIS IN TO THE PARTICIPATION OF WOMEN IN DECISION
MAKING IN ENVIRONMENTAL POLICY DEVELOPMENT: A CASE OF
MUTASA DISTRICT

BY

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A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE
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ABSTRACT

Participation in decision making has drawn the attention of many scholars and studies have been conducted based on academic stand points. However, seldom are there adequate recognition of women's contribution in decision making in the protection and management of the environment. This served as the inspiration for author to carry out a qualitative research on women's involvement in decision making in the environment protection and management policy building. To portray a realistic picture of women's participation in the environment management this paper has chosen to explore the reason why women do not participate in decision making processes like policy development and its effects to the nation. In an attempt to discover their perceptions and empowerment in decision making the environment policy was used. To look into the subtleness of women's emotions and thoughts the paper employed the feminist and eco feminist perspectives which draw upon the oppression of women supported by interviews , focus group discussions, case studies and questionnaires. This study high lights the reason for reservations among women in decision making and policy development. All women expressed their serious complains on environment problems and have confirmed their relegation in decision making.

DECLARATION

This research project/dissertation is my original work except where the sources chosen have been acknowledged. The work has never been submitted nor will it ever be to another university in the awarding of a degree.

STUDENT.....

DATE.....

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SUPERVISOR

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DEDICATION

To all those healing the wounds and reweaving the world, through use of policies, especially my daughter Melissa and all the hardworking women of the earth.

ACRONYMS

| | |
|--------|--|
| CEDAW- | Convention on the elimination of all forms of discrimination against women |
| WAD | Women and development |
| WID | Women in development |
| SADC | Southern African development community. |
| ZINWA | Zimbabwe National Water Authority |
| BPA | Beijing Platform of Action |
| RDC | Rural District Council |
| UNEP | United Nations Environment programme |
| WAC | Women advisory council |
| VIDCO | Village development committee |
| C.S.O | Central Statistical Office |
| UDHR | Universal Declaration of Human Rights |
| MDG | Millennium Development Goals |

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CHAPTER ONE

INTRODUCTION

Zimbabwe is a democratic country with local government structures which have been adapted to international instruments ratified by Parliament and the African Charter on Rights of Citizens. These guarantee women the right to participate in political decisions. Women lack power to force duty bearers such as government to promote participation at all levels.

Calls for women participation have been growing and many responses have emerged from such calls. More women are marginalised in policy issues and are not able to participate due to exclusion by leaders. The study will explore the drawbacks or the reasons why women remain reserved in decision making processes. Gender inequalities inhibit the full utilisation of national assets and resources.

Lack of participation in decision making has made women recipients of policies and development programmes. Local governance should be seen as the cornerstone in democratic societies and both men and women should participate in policy making. Women regardless of their backgrounds largely exclude themselves from making decisions and leadership position. A number of barriers hinder female participation in environment protection and management.

1.0 Background

The research is a qualitative study of the relationship between women and their participation in participation in decision making and environmental policy

development. Both gender and environment have been two important themes in social studies and both have been challenging areas for researchers. By examining the relationship between the two, in particular women's participation and leadership, the author harbours the hope of finding the reasons or driving forces that force women to fail to participate or shoulder the responsibilities in policy issues. Most women fail to realize their leadership potential in decision making and protection of the earth.

Although there have been notable gains for women globally in the last few decades gender inequality and gender based inequities continue to impinge among girls and women's ability to realize their rights and full potential as citizens. (De Graaf 2011) In the 1990s the issue of good governance assumed enormous significance in the debates on global development organizations. Debates on global development organisations about improving participation to obtain better development outcomes did not automatically address the question of gender participation policy development and use of natural resources.

The nature and levels of women participation in decision making processes is far from being satisfactory and therefore must be questioned. There is need to explore, unravel and design ways to increase women participation. Currently there are 12 female members in the cabinet representing 21 % of the cabinet. In Zimbabwe executive powers lie in the governors and only 2 out of 10 governors are women. (www.un.org.skwenele.com November 2013). Sikuka K. in The Sunday Mail 9-15

March 2014 outlines that there is need to facilitate gender parity in political decision making positions.

Women's involvement in decision making and policy development in environment protection and management is crucial in preserving the environment. Women should be active participants in policies formulation and decision making processes. In many instances policy makers and project designers have specifically addressed gender issues as part of social inclusion. Policy making and implementation structures are large and unwilling especially in areas concerning development and are not gender sensitive. Women politically are reserved when it comes to policy formulation and implementation. Koufmann (1962). Men are involved in policy issues that are managerial or technical. Men use their masculine power to influence decision making in policy making. Zimbabwe has a population around 13 million and women constitute about 55% of the population. Policy making and implementation is coordinated at most by men. Most men are in power and so have the capacity to drive their own development. Zimbabwe having introduced a quota system in the new constitution now has 31.5% in the national assembly up from 20% in 2011 (The Sunday Mail, March 2014).

1.1 Position of Women in Zimbabwe

The Zimbabwe Government through its rural/ local policies calls for direct involvement of citizens in national issues. Newman (2012) outlined that participation in policy making is not directed to men but to all citizens including women. The rural policies and the constitution call for direct involvement of women in national issues

especially environment issues. Women engage in decision making by participating in bureaucracies, policy making bodies and organisations. The Zimbabwean Government has been working towards the attainment of all the Millennium Development Goal (MDG) by the year 2015. One of the goals is to increase gender equality and empower women. Out of the 210 parliamentarians only 28 females were sworn in and 23 senators out of 91 thus 13% and 25% of these bodies. Four female judges in high court out of 24 even traditional chiefs presided by chiefs only 6 are women. 3 of them are from Matebeleland, 1 from Mzingwane and 2 from Mtoko (Sisk 2013) MDG (2002) Even if these strides can be witnessed all over the country, there appears to be a gap between policy formulation and implementation on environmental policy issues related to participation by Women in Zimbabwe. Participation of women in key decision making positions may only remain at parliament, cabinet or judiciary levels. (Melor 2012).

Although there are many reason for this non participation, lack of capacity and skills are the major draw backs that were outlined by Newman and White (2012) regarding decision making. Ansell (2004) outlined that lack of participation in decision making as one of the factors that has made women to be receipts of policies of development programmes. Most women stay in the rural areas but they are politically, reserved. Democracy is advocated by the government but women regard themselves as inferior when it comes to policy making. Local governance policies should be seen as the cornerstone in democratic societies and both men and women should participate.

1.2 Participation of Women

Zimbabwe adopted the National Gender Policy in 2000, pledging to ensure equitable representation of men and women in decision making at all levels. In terms of women participation in parliament women hold about 13% at local government level. This means women's perspective is not consistently brought to bear any policy. A Bwalaya (2010) outline that government has the responsibility to include women in decision making but the policy does not translate into action. Despite the government being a signatory of the frameworks for SADC declaration on Gender development, there are still many needs to be done to empower women to participate in policy development. SADC has come up with an agenda of empowering women so as to promote gender equality and parity. In most professional areas gender has been considered but on environmental issues it is still lacking. Women as bearers and conservers of life need to show dedication to decision making issues.

However, the world of the late twentieth century and early twenty first century is experiencing a global crisis in women who participate in decision making. This is a product of ecological and economic patterns that need participation by citizens. The issues of air pollution, water quality, toxic substances, nuclear radiation, and conservation of wildlife and food supply need women participation as they are the first one to cry when the earth and its lives are in danger when resources become finite. However, gender inequalities and uneven power relationship between men and women inhibit the provision of services in rural areas. (Bwalaya, 2010).

1.3 Women and Environment policy development

Women are allies of the environment so can participate in resource conservation projects. The subsistence activities carried by women are ascribed to the environment. Women, as environmental nurturers and care givers are seen to have interests and values that are intimately linked to promote environmental conservation. (Shiva 2008). Eco-feminist discourses are contained in many donor and NGO documents as justification for women's participation projects. Most environmentalists in the region now recognise that the empowerment of women is crucial to achieve sustainability in environmental issues. Affirmative action and quota systems have been introduced in most areas, but on environment policy making it remains a challenge. In the current dispensation, where issues of climate change are prominent, it is trite that women should participate in decision making processes that may affect them and well being of their families.

Women are coerced into giving up education in preference of male children as they take charge of families and household. Graaff (2011) Women regard themselves as inferior sex and this lack of education often makes them vulnerable and dependent on men's decisions. The lack of education reduces their power in decision making. According to Wilkinson (2009) lack of education results in duplicitous participation processes that do not provide women with power in decision making. Armstein (1960) described lack of education of women as one of the measures that cause them to be manipulated by men in decision making. In policy making women do not have the power so election officials bristle at any strategy that the women try to bring in decision making processes. Decisions in policy making are influenced by technology

and technocrats make decisions at the expense of the affected citizens (Langton 2010) decision making on policy need to be done by those who are affected by it rather than the rational ones. In a democracy the public demands where it want to go. Women are the major users of the environment and so are very much affected by degradation so they should have the powers to manage the protection and management.

Women participation in the formulation, planning and execution of environmental policy continues to be low women contributes less in decision making that include identification of problems as well as the planning of activities geared to sustainable development in their communities (Acerete 2010)

1.4 Women in Government

SADC gender monitor 2013, notes that participation of women in decision making structures across the region is low despite the fact that women constitute the majority of voters. Women face numerous obstacles in representation in governance. Their participation has been limited by the assumption that women's proper sphere is the private sphere e.g. Silverberg (2010) outline women sphere is the private realm associated with the family and the home. By relegating women to the private sphere their ability to enter political arena is curtailed. Gender inequality within families and inequitable division of labour within household subjugate women and limit their representation in public life.

Even once elected in government Women hold lesser valued cabinet ministries. Lydia Kampe (South African activist) described the lesser valued posts as soft industries these include education, health and welfare. Rarely do women hold executive decision making authority in more powerful domain like the economy. Executive decision posts are occupied by men because they are associated with traditional notions of masculinity. These include posts like minister of finance and military. Newman and white (2012) outlined that in Canada female politicians face stigma from male member of the political parties to which they belong. (De graaf 2011). This can undermine the ability of woman to reach or maintain leadership roles. United Nations have also identified Gender equality in representation as a Goal in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing platform for action. Kampe (2008) stated that by February 2006 only 10% of Sovereign nation had made 30% of women in office. This shows that women's participation in decision making is not necessarily looked upon as an issue.

1.5 Statement of the Problem

The purpose of the study is to detail the impact of women participation in decision making and policy development or in local governance. Role of women in political participation is undermined. Women are reserved when it comes to political participation. They are simply used to increase levels of legitimacy or to comply with legal requirements needed by United Nations (UN). Herken (2010) outlined the possibility of local governance in underutilizing the active participation of women in policy development. UNICEF 2006 report describes women representation in

government as lacking so as to achieve gender parity. Gender inequalities and uneven power relations between men and women inhibit the policy making process or service provision. Elizabeth (2009) described women participation in formal politics as low throughout the world. The government of Zimbabwe ratified UN. Convention On The Elimination Of All Forms Of Discrimination Against Women (CEDAW) and Beijing Conferences. Despite the fact that Zimbabwe has accepted the above instruments, there are still inequalities between men and women as far as political participation is concerned. Gender parity in public offices is an illusion and the failure of women to participate in public policy making has proved to have effects on the quality of public policies.

Most societies are highly patriarchal and have power structures that make it difficult for women to combat in decision making. Herlene (2010). UNICEF outlined that in leadership position in the world the proportion of women is 5%. Representation of women does not match the proportion of population. Women regardless of their backgrounds or culture largely exclude themselves from making decisions or from influential legislature and leadership position. Gowns (2008) outlined that direct participation rests on the shoulders of administrator who are men and not women.

Women do not have the power to participate in the political, technical and administrative decisions that affect them. Women practise representative participation in policy development. The study will layout the levels of analysis and conditions under which women do not participate in political issues like policy making in local governance. Women's contributions have been recognized at the

United Nations conference on environment and development and have been reflected through united nation's agenda 21. Yet the reality is that women remain absent still at some levels of policy formulation and decision making in natural resources and environmental management, conservation, protection and rehabilitation.

1.6 Research Objectives

The research aims to:

1. Explore the challenges, perception and experience of women in local governance issues.
2. Examine policy structures to see whether they facilitate decision making by women.
3. Assess the levels of skills and capacities among women that can be used in policy development.
4. Suggest better strategies for women participation in decision making that can be fruitful in policy development.

1.7 Research Questions

1. What is the perception of the public on women participation in decision making in local governance issues?
2. What are the challenges and experiences faced by women when engaging in policy decision processes?
3. Do local governance policy structures facilitate participation by women in policy issues that affect them and do the women have the skills and capacities needed in decision making?

4. What strategies could be used to yield better results in women participation?

1.8 Significance Of The Study (Justification)

The study on the engagement of women in decision making will be serving a number of purposes. Among them is the influence it will put on policy making to improve, protect and promote women participation. Women who will have access to the results of the study will be empowered by knowing that they have the right to participate in local governance issues. They will also vote for other women to be in positions. Leaders in local governance will also benefit from the study. They will be made aware of engagement processes in decision making and therefore stop stigma and advocate for involvement of women in governance issues. Women participation in policy development and implementation needs to be formalised and this will reduce loss of time and resources.

Through this study many will realize the potential of women and their importance in decision making. Through this study social welfare, community groups and NGOs will have a clear understanding of the need to empower women to participate in policy development. Policy makers and project designers have specifically addressed gender issues but some are counterproductive in addressing and improving women's command over policy development and implementation. Finally the study will provoke further research into the phenomena of gender and participation in public policies.

1.9 Delimitation Of The Study

The area of the study was limited to Mutasa District. The study was coined out in these communities on the grounds that women's participation in formal decision making and policy issues is low throughout the Districts. The representation of women in the districts is not linked to their proportion in the district. Women in the district exclude themselves in political leadership position. The study focused on women above the age of 18 and women in Mutasa South who are in the peri-urban will be involved. This will be done to cater for Urban and rural population. The study was limited to participation and empowerment processes for women that will result in better policy development.

1.10 Limitation Of The Study

Mutasa central and Mutasa South district women represented urban area so as to have an overview of women in Zimbabwe. Researcher had challenges of secrecy in the areas but motivated the participants since she is also a woman. The study was limited to Mutasa South, Mutasa North and Mutasa Central for convenience purposes and to comprise of a rural population and an urban population found in the South.

1.11 Definition Of Terms

Women. An adult female human.

Gender – the socio-cultural phenomena of the division of people into various categories such as male and female with each having associated roles and stereotypes.(Dow 2009).

Governance – refers to the formation and stewardship of the formal and informal rules that regulate the public realm, the arena in which state as well as economic and societal actors interact to make decisions (Gita Sen 2010).

Citizenship- Lister (2009) – is a status involving rights, and as a practice involving political participation in its broad sense. Citizenship in feminist terms operates on four dimensions: the political level, the economic level, cultural levels and personal levels.

Participation- is a process through which stakeholders influence and share control over development initiatives and the decisions and resources which affect them. (Griffin 2009).

Empowerment – is the expansion of freedom of choice and action. It means increasing one's authority and control over the resources and decisions that affect one's life. As people practice real choice, they gain increased control over their lives. (Dow 2009).

Feminism - is a group of approaches that examines women's social roles, experience and feminist politics in a variety of fields. It is based on the notion that there is gender inequality. (Harris 2011).

Patriarchy – the dominance of men in social or cultural systems.

1.12 Conclusion

Chapter one was the introduction of the study. The chapter gave a brief background of the study and the significance of the study. The chapter highlights the main research questions. Chapter outlined the delimitation of the study and defines the main terms.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The chapter explore first the concepts of participation as a development tool or strategy that could be used to help women in decision making. The paper will be informed by the feminist theory of empowerment and backed by the Gender theories of equality and equity. These theories will inform the researcher with practical ways of looking at empowerment of women through participation. Feminist theories of patriarchy have identified men's presence and dominance in political institutions as a major obstacle for women's equality in decision making. As allies they can support women's initiatives and movements on decision making. These frameworks will offer the researcher practical ways of looking at women participation in public policies in Mutasa District.

2.1 Theoretical framework

The research is based on feminist theories of gender inequality like the liberal feminists and radical feminists. Liberal feminists such as Betty Freedman focus on how political, economic and social rights can be fully extended to women. Liberal feminists aim to remove barriers for women in decision making. Women are systematically excluded from collective bodies and from positions of power in many parts of the world. It examines women's social roles experience and feminist politics in a variety of fields. Radical feminists such as Andrea Darwin and Catharine Mac Known view women as an oppressed group who like other oppressed people must

struggle for their liberation against their oppressors in this case are men. They defined lack of participation as violation of women's rights. Feminism in politics focuses on feminist views within the state, institutions and policies. (Daly M 2010). Feminists' theories examine norms, social roles, experiences and interests in societies and how they affect decision making. Psychoanalysts believe that gender inequalities come from early childhood experiences which lead men to believe themselves to be masculine and women to believe to be feminine.(White 2011) this leads development to a social system that is determined by males.

Eco-feminist theory also views women participation in use of resources and the environment. Proponents of eco-feminism are Agrawal G and Vandana Shiva . These theorists rest their ideas on the basic principle that patriarchal philosophies are harmful women, children and other living organisms. They draw parallels between society's treatment of the environment, animals or resources and its treatment of women. In resisting patriarchal culture eco-feminists believe they are also resisting plundering and destroying of the earth. (Harris 2011) Eco-feminists feel that patriarchal philosophy emphasizes the need to dominate and control unruly females and the unruly wilderness.

The research also used deliberative and participatory democracy theories. Democracy permits mass participation on legally equal footing. Proponents Abraham Lincoln defines democracy as the government of the people and for the people. Lincoln sees democracy as power in citizens. The Marxian thought of democracy is that it seeks to explain how equality of all citizens from the political and social life is

to be guaranteed in the society. Theoretically Aristotle contrasted rule by many with rule by few. Direct democracy holds that should participate in making laws and policies and not through representatives. Deliberative democracy is based on the notion that democracy is government by discussion while radical democracy is based on oppressive power relations. From Aristotle democracy the underlying principle of democracy is freedom.

The fourth world conference on women held in Beijing in 1995 drew attention to the persisting in equality between men and women in decision making. The Beijing platform of action (BPA) reaffirmed the women's persistent exclusion from formal politics. In particular it raises a number of questions regarding effective democratic transformations. The right to vote and to be elected should be applied to all citizens both women and men. The absence of women from political decision making has negative impact on the entire democratization process.

2.2 Conceptual framework

The key issues arising from theoretical insights made by theorist like liberal feminist (Freedman), radical feminist (Catherine Macknown), eco-feminists (Agrawal and Vandana shiva) and scholars on democracy shows that participatory policy making needs to be done in order to achieve gender inequality. Women's empowerment, political participation and representation is very low. Women need to be present in decision making in regions, sub regions and international organizations. Gender equality acts as interplay between political and economic empowerment of women. More women in position of power may influence policies and strategies for

enhancing women's participation in decision making. Women's experiences are different from men, so equal representation of men and women enhances democratization of governance in state (Birner (2009). Much of the theorists concentrated on gender inequality and the promotion of women's interests.

2.3 Women and Development

In the modernization theory of development women were excluded Sharma (2008) studies show that women were not included in real development concern or economic growth. Women were perceived as the fairer sex or weaker sex hence decisions were made for them. Herlene (2010). This means that women were only valued in issues that had to do with their reproduction roles such as being wives and mother. In decision making they are represented by the male leaders. In addition before the 1970s women's work and ideas was not considered. There were problems of unequal distribution and equality to different people. Research on gender agitated for the addition of gender dimension in decision making and development process. Because of the disadvantages in position of women in society theories were developed to bridge the gap (Momsen 2010). Participation began to be viewed as a tool to enhance development processes and increase sense of citizenship among women.

The model of engagement of women in local governance or political issues was based on the belief that women could be brought into the existing mode of development even without restructuring of participation theories. Most researchers believed that the experience of women in society is not the same as that of men

whilst other feels it was the same. Women still suffer disproportionately leading to what Freeman (2010) refer to as the feminization of poverty. In the United States 47% of elected officials are women and 17% of the politicians in the house of senate are women. (According to Gender Gap Index 2010).

Some countries like Kuwait in 2003 women were granted the right to vote and stand for election but in Saudi Arabia women do not have those political freedoms. In Saudi Arabia women are segregated in decision making processes. Women are systematically excluded from collective bodies and from positions of power in many parts of the world. Participation among citizens over emphasized community cohesion and ignored gender differences so failed to create space for dissenting women voices to be heard.

Women in Development (WID) theorists (1991), basing on feminist ideas argued that women were efficient and rational actors who can be equal partners in development. They countered that if women are included in development, this will ensure equal allocation of resources and sound economic strategy. WID spoke in favour of equal access to employment and decision making for women. The aim was to provide women with skills training and resources so that they contribute in decision making Sharma (2008) argued that participation in development should include women in decision making and development projects. This exclusion of women in decision making issues of development and leadership was outlined by Sharma. This approach promoted discrimination among women according to social studies and

class. The women on top acted as representatives and planned decisions for the women at the grass roots level.

Most of the theorist concentrated on gender inequality and the promotion of women's interests excluding women participation in environmental policy issues. Feminist theories studied the nature of gender inequality, social roles, experiences and interests. Birner (2009) outlined that good governance is the single most important fact in eradicating poverty and promoting development. Participation in development is based on democratic principles of equity, transparency and inclusiveness. Katula (2009) outlined that gender development need to shift from a focus on relations between men and women to how masculinities and feminists have been constructed. Most theorists assumed that gender relations refer to dimensions of male and female as laid by their sex alone. They ignored other kinds of relations and experiences like women's love for nature.

According to Southern African Development Community (SADC) Protocol on gender and development signed in 2008 which come into force in 2013 Southern Africa should achieve a 50:50 representation of men and women in decision making by 2015 (SADC report 2013). Only five SADC countries are close to the target of parity in parliament. Zimbabwe is also a signatory of SADC protocol on gender and development. Cook (2011) outlines women as citizens that are neglected and underrepresented in local governance and central governments in Sub Saharan Africa. The world summit for social development in Copenhagen in March 1995 emphasized gender sensitivity as a principle for human development.

The fourth conference in women held in Beijing in 1995 drew attention to the persisting inequality between men and women in decision making. The Beijing platform of Action (BPA) reaffirmed that women's persistent exclusion from politics raises a number of questions regarding democratic transformations. BPA emphasized that women's equal participation is not only a demand for justice or democracy but is a condition for women's interest to be taken into account. Without women goals of equality and peace cannot be achieved.

Participation is used to refer to participatory methodologies in development projects, programmes and processes. Many efforts of participation over emphasized the community cohesion and consensus among citizens in general. It ignored gender differences in use of resources and failed to create space for dissenting women voices to be heard.

2.4 Women and Empowerment

The most important goal of women empowerment is to improve the quality of their lives. Empowerment according to Redzuan (2003) requires a change in power. If power cannot change then empowerment is not possible so women empowerment in policy making is necessary if the goal is to affect the quality of service delivery in local governance. Women participation in policy making as an example of decentralization of power brings access and control over local development and resource use (Cook 2011). This increases sense of citizenship and results in better implementation of development programs and wise use of resources.

In the Beijing declaration government committed themselves on empowerment of women all over the world. This shows that the governments recognised women's empowerment and their full participation on the basis of decision making. This is seen as a means of collaborating with women to promote democratic values. Policy analysts also focus on government efforts to utilize new technologies to enable participation in policy formation and evaluation. Local governance still has gaps in how to measure the outcomes of women participation and lacks capacity to implement the strategies.

Most definitions of empowerment look at empowerment in general for both sexes. Politicians, the media and even development organizations have much explanation for the empowerment or the small number of women in government. Lesline (2011) in his development bulletin report draws the theory of empowerment as a tool to aid women in the reconstruction of their shattered identities in societies. He also outlined government as generally committed to leading national programmes of action for women's advancement.

The extent to which women's empowerment has been achieved is assessed in the context of one major aspect of the democratization process. UNICEF (1993) outlined that the devolution of powers to local governance has impacts on the women development. Although some in roads have been made with regard to security levels of empowerment for women some problem areas were identified. Empowerment should not be confused with the number of women in key positions but should be

viewed in the context of power of women to contribute effectively in decision making processes.

Angeles (2009) carried out a study that produced contrasting insights on the integration of gender in state politics. The study explained feminist values and principles of gender equality and empowerment. The report explained how empowerment can be effectively brought into service work. It left out how the communities they serve perceive participation as a tool to service delivery the male and female civil service needs to understand more clearly gender issues. The inclusion of women into politics or processes in decision making bodies initiated the processes of reformulating concerns that have been gender blind. Policy developments need to consider gender roles and inequalities in policies. Radical feminists examined the role of patriarchy in perpetuating male dominance in decision making.

2.5 Gender in Politics

The prevailing culture in Politics is generally male oriented. Women are confined in the private sphere as stated by Judith (2009) Women view politics as an exclusive “male domain where masculinity and muscle power is cherished, woman fail to behave in the same way as men. They reserve themselves even though new discourses advocate for both gender sensitive and gender justice. Women’s involvement in politics needs to be explored. The under representation of women may be linked to inferior status in society.

Research on political leaders revealed why women under represented in local governance and the factors that make it difficult for elected female officials to represent the interest of women. Sweetman (2010) outlined that women remain absent from the key political and economic institutions shaping access to and control over resources. While women have made progress through affirmative action taken, men still firmly hold the reigns of power and authority while women have none. Elected women feel powerless and are not sure of their roles as perceived by men. There is no growing demand for women themselves regarding allocation of resources. They do not take forward a strategic gender agenda in politics and so fail to participate in discussions. The women are in politics due to the quota system and their political perspective need to be nurtured.

Very few women venture into decision making that are political. Women's rights and responsibilities to participate equally in decision making is under utilised by them. Sharma (2010) views women's reservations in policy making as a draw back in democracy. Very few women take part in public life. Reddick (2011), outlines that local government underutilise the possibility of active participation programs for women. Women input are not frequently sought in decision making or for functional areas that are managerial or technical. Acerete (2011) also find that in Germany and Spain women participation is used to increase the level of legitimacy or to comply minimally with legal requirements. This shows that women participation is not viewed as tool that enhances decision making processes but as a legitimate measure.

The exclusion or reservation of women from positions of power deprives the society the special contribution that women may make to decision making. Radical feminists like Mcknown View women as an oppressed group who must struggle for their liberation against their oppressors who in this case are men. Feminists believe women can bring diverse values and priorities in policy making. Freedom (2012) argued that traditional women are pre-occupied with the home and family and this affects them in decision making. Women themselves treat their right to participate in politics as a minority issue. They forget that the political space belongs to all citizens. Decision making is everyone's business and affects the lives of each of us. The more women can be associated in political decisions the more they can change the modal and outcome of policies. Only then will democracy find concrete and tangible expression. Democracy and participation of women promote each other mutually.

The few women who function in political processes and decision making bodies are manipulated by men. Kim (2009) argues that most women public figures adopt the male priorities predominating in public life. It is therefore important to explore why they reserve themselves and adopt male's ideas. This situation of reservation enables the males to use the resources of an institution to improve their own situation. The reservation of women in policy making is an issue. It is, however equally significant to analyse why the women resort to this. Maybe they have internalised the roles of patriarchal political structures or are they merely replicating them. It is argued that participation in decision making is determined by rules, norms, and perceptions in addition to the attributes and endowments of those affected. These factors can

disadvantage women both separately and interactively. Women's ability to alter them will depend on their bargaining power, the state, the community and the family.

2.6 Women Participation in Policy Development

Socio- economic, cultural and educational background of women appears to have a bearing on their participation in the political field. Rebera (2009), states that participation by citizens is based on power. Informed citizens are better equipped and have the power to question and direct policy designs. Without information citizens remain reserved and it will be impossible for the poor women to take effective and sustainable action if they do not have power to influence policy development will be eroded of concern for women issues (Acerete 2011).

Most women are unaware of existing policies or procedures required to development policies. What really determines their involvement in policy making is their active participation in different social and political issues. There has been an outstanding record of women's participation in political struggles in Zimbabwe, but after independence representation of women in political power positions is low. The question arises on what factors lead to the slow pace of women's participation in the political sphere. Is there any linkage between political involvement and the socio-economic status of women?

Furthermore, women in policy issues are only consulted. This reduces the weight of the policy issues. Birmer (2009) outlined that good governance is perhaps the single most important factor in eradicating poverty and promoting development. Women

discriminate themselves on the basis of Gender. Kumari (2009) outlines that women stay reserved in decision making and men are dominant. This shows that gender equality in policy making is still doubted. Cook (2011) outlined that women have been neglected and underrepresented in local and central government in Africa. Women's participation is still low and in some cases has declined since independence.

The World Summit for Social Development, at Copenhagen in March 1995 emphasised gender sensitivity and gender equality as a principle for policy development. In the Beijing Declaration government committed themselves on empowerment of women all over the World. This shows that the government recognised women's empowerment and full participation in development issues. But women still resist executive positions or fail to hold most of the positions in local governance. In Zimbabwe the 2012 census figures indicate that women constitute 55.6 % of the total population yet representation and participation in policy development is strongly skewed towards men (C. S. O 2012).

Men dominate the high ranking positions in local governance. Most chief executive officers are men. This might be caused by the belief that it is a powerful status. Women are visible in the lower and middle management position as shown by Kim's (2011) studies. Women reserve themselves for the high offices and concentrate in the lower grades like clerical, secretary and service jobs. This reservation leaves men to dominate the field of technicians and when designing policies used for service provision will end up favourable for men.

Paradza (2012) in his speech in local governance in Zimbabwe outlined that very few women are prepared to take up challenging position in the local governance. He also outlined that 90% of policy making processes and executive position are taken by males, while women play a silent supportive role. Women do not rise up to challenges of development and take up leadership positions. This reservation makes it difficult to ensure more meaningful contribution to the development of the nation.

In many local authorities especially these responsive for rural areas women are the majority of inhabitants but are severely under represented. In decision making matters that vitally affect their welfare Cook (2011) in his speech outlined that the bulk of matters like internal health and regulation of informal traders are led by men yet more women are concerned by this. Decentralization from central to local governance is a process underway in most council. It aims at enhancing democracy by bringing decision making closer to those who will be affected by the decision. So in environment management it is the women who are most affected. Women outlined a variety of constraints that obstruct progress towards balanced representation of women. Local government need to develop policies and programs that promote and strengthen the position of women in policy making positions. Women do not present themselves for appointment in public life because of the belief that their political decision making is the domain of men.

Decentralization of government is being offered as the panacea to improve governance, make governance transparent and participatory. Sakhis (2009) helped to debunk many of the myths that interrogate participation by women in policy

development. Sakhis's experience highlighted that even where attempts are made to put in place structures for people's participation in local governance this does not mean that women are taken into account. In case where women are considered the women reserve themselves, and this end up in development of blind policies.

2.7 Women Involvement in Environment Policies

The idea of women participation has long been part of development thinking. But today the management of local natural resources by village communities is done by men. It is therefore essential to examine how these men perform especially from the perspective of women who are disadvantaged. Environmental policy development shows participatory approach of all citizens excluding women who are the most affected. Participation in policy development is determined by rules, norms, and perceptions in addition to the endowments and attributes of those affected Agrawal (2009). These factors can disadvantage women, both separately and interactively. Ability of women to participate in environment issues depends on their bargaining power in politics and the state.

Prior to the earth summit in Rio eco-feminists suggest that policy makers should identify women as allies of the environment and conservation programmes. Harris (2011) while aiming to strengthen or remove gender differences on environmental conditions they has ignored important differences on resource use, control, knowledge and preferences. Local institutions have tended to become dominated by local elites who have taken a new community role in projects. These roles are meant to promote their own interest. Where environmental policies and programmes have

tried to take account of gender issues they have consistently been based on a particular vision of social life. Cooke (2010).

Jones (2005) The target of gender parity in political decisions making positions is far from being realized. The quota law have boosted women's presence by only 5% (WID 2012 Report). In countries like Zimbabwe where quota laws have been passed there has been positive spill over effects. Political parties and other institutions have adopted some mechanisms of positive discrimination. Htun, (2010) argues that quota system has increased women's presence in legislatures; less progress has been evident in most of the areas because of women's reservations. Women remained reserved because of top to down inclusion by policies. Women's still show signs of political apathy and disillusionment. Campaigns for economic justice and for reforms in the policies is still needed Htun (2010 indicated that apathy is evidenced by low turnout at elections and decisions making programs.

The tasks of social reconstruction, development and nation building all call for major changes in the social order. To achieve positive changes women need to effectively participate to accelerate social change. Government of India (2011) outlined that attempts to bring about changes in women's status through legislation or judicial activism is achieving little success because of reservations by women. Without a simultaneous movement to change the social and economic structures and the culture of the society the gap remains. Liberal feminists have argued for affirmative action but there is no analysis of the underlying structures of oppressions. The focus in the numbers of women leaves the economic, social, cultural and political institutions.

Cook (2011) confirmed that many times women are not informed about policy making. Janata (2008) also expressed the same view that women are never involved or consulted when major decision within the policies is taken. Majority of women lack decision making power. They are not ready to cut across party lines and unite on other issues. Women are asked to do social work and are not given any important responsibilities. Women's involvement has happened by age and they are taken as representatives of the whole gender simply work hard to prove their presence. Women do not present their issues even when they are there they are barred by few exceptions.

Women in development (WID) model of gender and development focus on the identification of women's role without consideration of their view of women as efficient resource managers. This brought in social differentiation model with inspiring interest on the position of women and the implications of policy and projects among environmental policy makers. The participation of women as environmental managers can be translated to gender and development in the environment domain. Eco-feminists have highlighted social and political perspectives that help explain policy failures to date (Harris 2011).

Eco-feminism is a theory that rests on the basic principle that patriarchal philosophies are harmful to women and other living things. They feel that patriarchal philosophies need to dominate and control females and the wilderness. Vandana Shiva one of the eco-feminist believes that patriarchy and male domination is harmful to women as well as the environment. They believe that women have a

central role in preserving nature. There are deep connections that men cannot understand about earth and women hence the term mother earth. Women need to use their insight about how humans live in harmony with nature. Psychoanalysts believe that gender inequalities come from childhood experiences which lead men to believe them to be masculine and women to be feminine.

2.8 Conclusion

Participation of women as key to good policy development was the focus of the literature review. The need of women to be aware of challenges in their environment policy and decision making was the main essence of the chapter. The ultimate goal is to release women in the current situation of staying reserved in the private arenas. A corollary of this is women's ability to influence environmental decision making processes not only in terms of being seen but being effective in raising their issues, moving resolutions and proposing motions. Women need to be engaged in policy making through decision making reviewing and assessing results. Consultation need to be inclusive, representative and value knowledge of diverse group.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

The research study aims to examine the reasons why women do not participate in decision making programmes. The research employed a holistic multi-methodological research approach that will combine qualitative methods including interviews, observations and case studies. Access to different brochures at EMA, council and websites helped to give information. Participants were recruited according to rational or consent form presented in appendix. After a comprehensive reading of materials the researcher chose to recruit interviewees from council and EMA (Environment Management Authority). Each group had 15 female interviewees involved in policy making and leaders of organizations.

In this chapter, the methodology used to gather data is outlined and examined. The chapter describes how information was collected, analysed the population sample and the research instruments used in the study. It describes and justifies the research design and the method of study. According to Leedy (1987) research is systematic process of collecting and analysing data. This is done to understand a phenomenon of interest. The chapter includes ethical issues pertaining to the study. The sampling method and the methods used to collect data are discussed

3.2 Research Design

Designing research means laying down a strategy and tactics for planning, organising and conducting research in an orderly manner. This entails inclusion of some theoretical framework. The feminist oriented study upholds the belief that a feminine research will empower the author to address women issues with a unique insight from her vantage point as a woman. The research presented a general description of women's participation in decision making and policy development through interviews and explored the motivations or the driving forces for them to contribute to environment conservation.

Qualitative research design was selected as it was considered to be suitable for this study. In case study by Shuttleworth M (2008) outlines that the most commonly used method is qualitative research design. This involves multiple methods which reflect an in depth understanding of the phenomena in question. Qualitative research is multi dimensional. It does not have a distinct set of methods or practices that are entirely of its own. Lincoln (2010) argues that qualitative research include triangulation which is a tool or strategy of validation social sciences.

The researcher used qualitative research to explore and identify the support system for woman in policy development in order to establish the availability, accessibility and appropriateness of service delivery offered for them. In addition researcher also investigated the causes and effects of reservations by woman in policy issues.

The case study according to Shuttleworth (2008) has evolved over the past few years as a useful tool for investigating trends and specific situation in many scientific disciplines. The case study enabled the researcher to narrow down a very broad area of study into a researchable one. The study singled out Mutasa district council out of 54 rural authorities because women involvement in decision making is very low. Women participation is pyramidal, in Mutasa more women are involved at grassroots level in decision making. Most executive powers are owned by men. An interview schedule was designed with the aim of revealing women's perception of decision making, nature, power and environment policy problems. It helped to bring out the lives of women as social activists, decision makers and the use of their skills as stakeholders in policy making.

Chikerema (2010) says the purpose of qualitative research is to learn about certain situations of the social world and to come up with realisations that can be used in the social world. Key two players who were involved were: (a) The participants who give the much needed information and b) the researcher who leads the process to gain the knowledge. The next section will explore how the particular interviewees were chosen for the research and the population that will be selected for the study.

3.3 Population

Labovitz and Hegedorn (2009) refer to the population as the largest body of individuals. In this research the population will be the women who live in Mutasa District. The researcher chose the woman because of their under privileged situation

and their reservations in political issues. Very few women are involved in decision making process. They lie dormant and follow man's decision. These women's reservations affect policy decisions.

Many efforts on participation over emphasised consensus among men and woman in general. This research investigated on participation of women in policy development and decision making. Policy making ignored gender differences and has failed to create space for descending (dissenting) woman voices to be heard. Chikerema (2010) outlined that the researchers on gender need to shift from focus on relations to how masculinities and feminists have been constructed and look at gender and sustainable policy development. The study employed a case study method with 10 women in leadership as key informants. The ten are the active participants in policy issues at the district. The key informants were adult women from Mutasa District who are directly involved in the activities towards environment protection and management in local governance. The 10 were purposively chosen as they come from government and nongovernmental organisation that work on decision making bodies. The study was anchored on the feminine principle which places women as care givers of life and subordinates to men.

3.4 The Sample

Hegedorn (2009) says a sample is a portion taken from the main population from which data is collected. The sample was meant to reduce the area under study so as to complete the study in a given time frame. This also allowed interviewer to get more information from the key informants.

The researcher used a sample of 50 women hence the majority of the leaders fall in this. The sample comprised women who are leaders in organisations and local governance offices. The researcher interviewed 10 councillors out of 17 in the district, 20 senior staff members in local council for they are policy implementers, EMA, ZINWA and representatives in offices. The researcher asked for senior personnel at the office in the DA's office. A combination of convenience and targeted sampling was adopted. Convenience sampling was used, using contacts that were provided by local governance staff, Environmental Management (EMA) staff and through contact people at the council. This was supported by emails sent through the contact details on website. According to plan 15 female interviewee and 5 men to provide comparison preferably from different wards and organizations were interviewed. The interview was semi structured and unstructured with village men and women at times in separate groups at other times jointly and open ended in manner. This supplemented existing case studies and some observations in the communities. At first there was need to produce the introductory letter from Africa University.

The researcher held a pre interview with ward chairpersons so as to guide the discussions. The focus group was given some sample questions to guide direction, content and overall theme of the interview in the pre interview stage. The interviews were recorded using pseudonyms to maintain anonymity. For those who accepted to be identified researcher will publish their names. Most people refused to be identified so pseudonyms were used.

3.5 Sampling Methods

The research used snowball, purposive and judgemental sampling methods. Rakoboane (2009) state that snowballing is a sampling strategy where the researcher selects several key people for interview whose contact is expected to lead to the discovery of other potential respondents so as to be able to gather the needed number of participants. Snowball method was used when interviewing women leaders in order to get information on more women who participate in policy development.

According to Leedy (2009) a sample is a proportion of the target population and their characteristics. When interviewing people unknown to the author, time was spent establishing rapport before recording. Follow up questions were used to encourage them to offer more information. The order of questioning was altered in the dialogue to encourage communication around issues and to gather as much information as possible. Follow up questions will help be asked in order to ensure objectivity. Researcher used random sampling and systematic sampling when interviewing people at meetings. Tight (2010) argues that systematic sampling is normally used in social sciences and it outlines the target population about which we want information. Random sampling is used to bring out the quota of women needed for sampling.

To begin with, the researcher used purposive sampling to approach the council; to ask clearance. The District Administrator (DA)'s secretary was chosen for a purpose so as to get a list of names of leaders. The researcher then interviewed the ward secretary, using convenience sampling as she is the only official available. In the

plan researcher interviewed women and men leaders to allow comparison. This purposive sampling was aided by snowballing; to get more information researcher had to send questionnaires to executives like Member of Parliament (MP) and other councillors who were not found. Two of the MPs were available so researcher carried out an interview with the two and decided to withdraw the questionnaire as a tool. The other one who was absent the questionnaire was sent but no reply was received in time. The key informants were adult women from Mutasa district who are directly involved in activities toward decision making and policy implementation. These were women leaders from government and nongovernmental organizations that work on environment policy development.

3.6 Methods of Data Collection

The researcher used three data collection tools which include an interview guide, focus group discussion and questionnaires. Interviews were carried for both men and women to get the information on gender. Questionnaires were sent to the executives only. When interviewing the focus group researcher had an assistant to help in data capture. At the end the information was compiled. A case study of brochures and activities done by EMA, council and ZINWA were done so as to aid information about women involvement.

3.6.1 Interview Guide

Interview is a form of questioning characterised by the fact that it employs verbal questioning as its principal technique of data collection. The advantage of interviewing is that it can be controlled by the researcher to avoid distortion. Again it

is focused on specific research questions with specific purposes. Interviews are very necessary in research because of their openness, comfort and naturalness. Reinharz (2009) argues that interviews are very useful when conducted by woman for a woman to be understood. The author conducted interviews with women participants or leaders in environment organizations like EMA, CAMPFIRE and for ZINWA there were no women. Semi structured interviews were used to allow participants to cover issues that the researcher might not have thought of. This will also help to foster in comparison from interviewee to interviewee. Interview helped researcher to get first hand information or raw data from women leaders.

According to Tight (2010) an interview is a process of obtaining information directly from the respondent. It is an interactive process in which the interviews initiate a discussion by asking questions. Its goal is to collect information from the respondent. Researcher used structured and semi structured questions and an interview schedule which guided the data collection. The semi structured guide had open ended questions (see appendix). Denzin (2010) outlined interviews as one of the most common powerful ways in which we try to understand human beings. This can be face to face verbal interaction or group interchange. The interview guide allowed the responders to express their feeling and attitude on the given topic. The interview guide helped researcher to seek clarity and also to clarify questions to respondents.

Female interviewees ranged from 18 to 70 years. The women interviewee will come from different professions: government officers, social workers, member of political party and part time job holders. With the help of these interviews researcher

gathered information about their perception on policy development, decision making problems as well as their understanding about empowerment and participation of women in the fight for involvement in decision making so as to bring equality and bring a liveable world.

At first the Interview guide was tested on few women to get enough information on involvement of women and to adjust the questions. During the interview the respondents gave more information apart from that which was required and the researcher noted in a note book.

3.7 Focus Group Discussion

This is a form of unstructured interview which Lincoln (2011) refers to as a technique that straddles the line between formal interviewing. According to Denzin (2010) F.G.D.(focus group discussion) is a qualitative data gathering technique, relies upon the systematic questioning of several individuals simultaneously in a formal or informal setting. In F.G.D one RDC chairperson, ten chairpersons and ten councillors were grouped together for the purpose. This helped to explore the councillors' experiences, views, feelings and opinions. Group interviews are cost effective while they have the great capacity to generate rich information. Its purpose is to get different ideas or experiences, opinions attitude and feelings and from a group of people who share the same experience to the issue under study.

One focus group was held with help of the DA's secretary at the district office where the councillors come for a month end meeting. The other was arranged by both the researcher and some ward leaders who met on the last Wednesday of the month at the district office. The discussion started with 15 women and men to allow gathering of more information, the other group comprised 15 women only to allow them to express their emotions and respond passionately in the absence of men. And the number of participants kept on growing as the meeting progressed.

3.8 Secondary Sources

Secondary literature on conservation movement concerning women was reviewed in order to understand women's minds and thoughts. During the course of the data collection the researcher visited the district offices of Mutasa to ask for population statistics. The researcher collected journals with information from AU library with information on gender and politics. From district offices the researcher collected information about how many women in leadership position in Mutasa. Text books on participation of women, magazines and newspapers were used and quoted. Literature on perception of women in policy development and participation was reviewed. Feminist perspectives about women and involvement in decision making and policy structures were reviewed so as to bring out the causes of reservations in decision making. As discussed in chapter 2 many scholars were used to review the thoughts and feeling of women in participation in decision making and environmental issues.

3.9 Data Recording Methods

The researcher had to take notes during the interview and clarified to the respondents in their local language. Taking notes on focus group discussions was not easy so researcher had to go with an assistant who also recorded information highlighted by the respondents. After the discussion researcher compiled the notes and aggregated the information. The author asked for permission to tape record the focus group discussion and the informants refused in fear of Satanism.

3.10 Ethical Consideration

The researcher obtained ethics clearance from the academic board so will obtain a letter of approval from AU's ethics committee before launching any interview. Ethics approval procedure of sending consent forms, information sheets and independent complaint forms was done to potential interviewees to secure their agreements to participate in the research. Researcher obtained the informed consent of the participants before the start of the interview. There was need to ask for permission from the district offices and researcher clarified and explains the need to record the information which was granted. Researcher explained that the research will be published so as to improve the gap data. Data was categorised to reduce the amount and make it easier for the researcher to take note. The author also developed a list of coding categories to allow confidentiality of data. The right of citizen to answer or not to answer was accepted. No names were asked for but the respondents especially the top officials were coded to allow anonymity. There was need to seek permission from AU's ethics board to undertake the study and was granted.

Upon introducing the topic to them the researcher asked the woman, the councillors, ward chairpersons if they were willing to give information. The interviewees were given some sample questions in terms of the direction, content and the overall theme of the interview in the pre interview stage. Before carrying out the focus group discussion researcher asked the respondent if it was acceptable to take notes as they were speaking. Researcher asked them if the participants wanted to be taken a video, tape recorded and how the information will be used. The video will be treated with confidentiality. After the group discussion researcher asked participants if a photograph can be taken and they refused.

The author kept the tapes and transcripts with information in a securely locked place until the thesis had been accepted. Participants who request final thesis will be provided and their contribution will be fully acknowledged in the final thesis. The thesis will be submitted to Africa University for publication.

3.11 Data Analysis

According to Graff (2010) , data collection means bringing the data together to verify facts. When sorting data the researcher used a coding frame. This is a tool to aid and sort analysed data. This coding of data helped create many categories. The purpose of categorising was to reduce the data. The data was coded considering the key words from the objectives like participation or involvement, policy structures and strategies to improve decision making.

3.12 Conclusion

The chapter outlined the methodology to be used when carrying out the research on participation of women in decision making and policy development. The research was a qualitative research using interviews and focus group discussions. The interviews were structured and semi-structured to identify women participation in policy development.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.0 Introduction

This chapter presents the findings from the research carried out on the participation of women in policy development. The analysis is divided thematically according to the 4 research questions namely .The activities done by local governance to facilitate participation of woman of decision making .The extent to which local governance facilitate participation by woman in environment issues, the factors that hinder woman participation in policy development, What could be done to improve the participation of women in decision making policy development.

The number of women in local governance is pyramidal. It tapers off as you go up the hierarchy. Very few women are heads of committees and this exclude them from decisions that are made. Women are concentrated in the lower hierarchy. The Zimbabwean government considers all citizens to be equal before the law but does not guarantee that all citizens have equivalent means to enjoy or participate in decision making. Though all countries have signed CEDAW this does not automatically guarantee women equal opportunities, more has to be done.

Table 1 Women in decision making bodies in Mutasa District are shown in table 1 below

N = 57

| Title | Men | women |
|------------------------|------------|--------------|
| District Administrator | 2 | 0 |
| Ward Secretary | 11 | 3 |
| Forestry Officer | 1 | 0 |
| Land Officer | 5 | 0 |
| Water Engineer | 1 | 0 |
| Council Chairperson | 24 | 7 |
| Member Of Parliament | 2 | 1 |
| Total | 46 | 11 |

The rural district council (RDC) have general authority for policy making on natural resources management in the communal lands so does the policy implementation. . Land holders are recognized as managers of natural resource on their land. The RDC are responsible for policy formulation, district planning, regulation and control of activities subject to national legislation. The RDCs, WADCO and VIDCOs are elected bodies that are controlled by the district administrator. These are accountable for environment issues. From the table inclusion of women in decision making bodies is still very low. Most implementers are male and women are excluded.

Inclusion of women into political positions has not meant empowerment and has not resolved issues of equity, representation and accountability. Women do not appear to participate fully in decision making processes. This stems from development caterers that neglect the role of women in decision making. Even in elections very few women are elected in to decision making positions like MPs, councillors and governors who will manage the making and implementation of policies of a district. The researcher interviewed 31 people who work in the council as employees and implementers of council policies as well as some who are council policy makers. Researcher also interviewed 15 members of the civil society who are also involved in implementation of policies who work with ZINWA and EMA. As highlighted by United Nations Development Programme (1997) includes the state involvement decision making but resends it by taking in privacy sector and civil society all of which are critical in management of the environment. That is why researcher decided to include the council in the researcher.

The researcher also had a focus group discussion with 30 people from ward 17, 18, 19, 21, 23 at the district offices. The group had 23 males aged 30 and above and 7 females. These were ward chair person and committee members in Mutasa District wards. Thus group was chosen because of their level of knowledge. The group said they were aware of environment policy issues and their roles in participation in decision making programmes. Most women explained that they know and want to participate in local governance issues but they encounter challenges. Mostly they are not involved and suffer stigma from the male counterparts. Most forests, land and mines are owned by men and some belong to the family. For example Protection and

management of resources is mainly done by those who own the resource. In this case women do not own they are labourers in the land and forests.

Results from the investigation about policy development showed that leadership and decision making posts are held by men in the district. Access to information about policy making in local governance was not seen. The council involve women in tokenism and not consultation stage. The needs of women in consultation and decision making are not recognised. Some women did not know rules, protocols, committee structures and processes within local governance. They do not know how to bring concerns to local government and do not know who to contact. Some do not know their rights and responsibilities so remain reserved. Decisions on resources are done men who own the resources'. Research investigations helped to build information on how women lack power to control resources' and how they are not included in environment decision making process. The pie chart below shows women involvement in the rural areas management of resources.

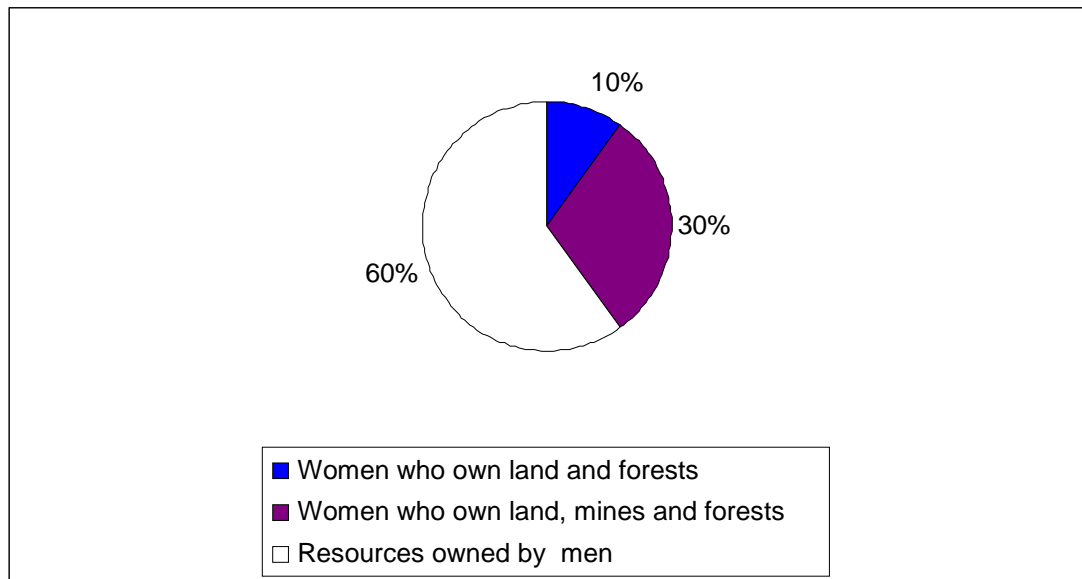


Figure 1 Pie chart showing women involvement in decision making bodies in Mutasa.

Lack of ownership of resources and unrestricted exploitation of resources by men renders women to environmental problems like degradation and health problems. Results from the investigation about involvement by women showed that some women do not know how democracy works and so do not have information about policy structures and processes that assist women.

It was therefore realised by the researcher that there are barriers that make it difficult for women to participate like sexism, stereotyping, lack of sensitivity and action, education, lack of power and tokenism. The research showed that women regard themselves as beings that belong at home and not in politics therefore do not attend decision making meeting, the uneducated suffer from language barriers and are not consulted. When they provide input, no action is taken. Some outlined that they are included but do not have opportunities for meaningful participation since meeting times do not fit well with women's schedules.

In chapter 2 the researcher argued that women are marginalized in decision making and policy making. Interview with women from Mutasa North showed that women have little and do not have time to participate in programmes like elections. Some outlined they are not interested so do not attend since they have multiple demands on them at home. This showed that women due to lack of power are systematically excluded from collective bodies and from positions of power and decision making. Participation by women in decision making is guided by policies, laws, programmes and budgets and the extent to which women are active agents in their communities with their voices and opinions taken into consideration in decision making processes. Women are taken as commodities in exploitation of resources. Patriarchy dominates both women and nature. Women outlined that there was no liberation for them in decision making since they are married and belong to men. Men are granted the power over culture, nature and mind over women.

Policies including those in local governance and sustainable development do not create spaces that allow women to define their rights in decision making and policy issues. Women remain marginalised in leadership positions if a district only has 7 women in decision making positions out of 31. As a result of this exclusion, the true potential of many women goes unfulfilled. To realize gender justice as fulfilled by liberal feminist requires first to make the rules of the game fair to ensure that everyone stand on an equal footing. This can be achieved through legal means and social reform. The political institutions within the district have been patriarchal and have always played crucial role in reproducing gender subordination. Because of the

numbers of men in power these institutions serve as vehicles for men's power over women.

Participation in local governance issues among women is limited to their participation in externally designed programmes. The focus group discussion proved that there is male dominance in policy development. This implies that the state policies focusing on decision making and policy development are male focused. The role of women who are not actively engaged in decision making has not been of concern. Woman outlined lack of knowledge on decision making and they viewed themselves as a source of labour. Women view the executives as officials that decide when to consult, on what, with whom and by what means. Women react to decisions already made so are systematically excluded from decision making.

Using random sampling of household women per village the researcher examined the determinants of access to a variety of government policies and programs including participation in policy development and found that women are reserved in decision making. Female leaders are from elite families which make them less effective in consultation and involvement in policy making. Some enter in decision bodies through the policy of reserved seats and know little about engagement of women in policy making. Many groups in the area have exclusionary norms such as verifying party belonging before being considered in decision making bodies.

In making decision regarding environment the focus group discussion showed that the space available for women is marginal. Women outlined that they do not claim use of resources or products from farmland as managers but benefit as part of family leaders. Women in EMA and CAMPFIRE programmes outlined that they lack institutional support from local governance during campaigns on environmental issues. They also outlined some women as lacking confidence and having low self esteem. The theory guiding the study is eco-feminisms on woman and environment. The aim is to explore how women are involved in designing and implementation of environment policies. Eco-feminism is a theoretical elaboration of a different way to understand nature and to value feminine principles. It claims a woman nature relationship and viewpoints about participating in environment issues.

Another focus group discussion was held with community women and men in Mutasa south and central constituencies. Most women in the south complained about marginalization of women in use of resources which resulted in poor policies like load shading as environment issues affecting women. Part of the community is an urban area and so they outlined that they are marginalized. They also blamed themselves for failing to push the government for inclusive policy making.

4.1 Activities done by council to Promote The Participation Of Women in Decision making

The UNDP (1997) highlights that the institution of governance must be democratic to contribute to sustainable use of resources by establishing political, legal, social and economic promotion of human rights. The UNDP argues that all men and

women should have a voice in decision making, either directly or through legitimate institutions that represent their interest.

When discussing if council promote the participation of woman in policy development. It was clear that the council at times try to promote woman participation by engaging a small number of women in leadership. Engagement of women in the council is mainly done to full fill the legal needs and the women's low self esteem renders them to be position holders and they do not participate The environment committee which has only three women out of 18 members have woman who act as representatives or who fulfil the gender balance but do not participate. A member of the environment stated: "We have not gone far about participation because the women attendance in decision making programs is very low (Interview 18 March 2014). This was also collaborated by another interview, a senior employee at the district offices who said: "Gender balance is a process currently we have a very few women who are involved in decision making. But we wish to reach a 50:50 stage needed by the state. This shows that the council is aware of gender equality and the equality to allow involvement and participation of women. There is an assumption that male leaders especially in EMA and ZINWA know how to protect and manage the environment .Women under representation affects the decisions made by the groups and thus has distributional consequences. It also reduces the effectiveness of EMA and ZINWA by failing to make use of the information and skills women may have. Such exclusion may have a reinforcing impact on discrimination against women Agrawal (2000).

The council also calls for meetings every month at the district office to discuss on environment issues. The meeting are chaired by the women; this is done to incorporate the concern for gender. In the meetings they focus on policy areas in forestry, water resources, and use of resources like minerals and land. Because of women's low turnout the link between gender and development remains in vain.

Gender equality is still a gap in councils. The majority of those interviewed by the researcher were young women. The total percentage of all women who were under the age of 21-30 added up to 52% which was higher than other age groups. The results also showed that the women are less educated so do not aim for posts in decision making programmes. The research showed that women interact most with the environment but because of lack of education they are victims of soil degradation and deforestation. World Bank (2002) found that gender equality is essential for countries' economies and Aguilar (2012) argues that sustainable development in resources is not possible without equality. In fact it is a prerequisite in environment management and protection so as to conserve resources. This implies that gender equality and equity are not only fundamental to social justice but are instrumental and precondition in order to increase involvement of women in decision making processes. Women lack power in decision making and this has led civil society organisations to leave women's issues off the agenda

.Participation Of Women In policy development Issues

In examining the participation of women in environment management and protection the study found out that most women are not even aware of the need to participate in

environmental issues. The research found that only 7 women were involved in local governance issues as shown by the table 2 below. The results asserted that involvement of women in local governance issues is still very low this is the decision making board of the council so it defeats the idea of having women in decision making bodies. The seven women even failed to explain their roles in policy making. The role of women in environment protection and management was shown by the research. In Mutasa there are state driven resource managements like CAMPFIRE adapted by the national parks. It is run by men only, it failed to incorporate women as stakeholders. Women interviewed referred to men as gate keepers in CAMPFIRE programs. During tree planting days the men takes the lead but the attendance will be high for women. Inclusion of women into political position has not meant empowerment and has not resolved issues of equity. Women do not appear to participate fully in policy development of natural resources.

Table 2: Council composition by ward

N = 31

| | Females | Males | Total Councillors |
|----------------------------------|----------------|--------------|--------------------------|
| Mutasa Central Ward Chairpersons | 1 | 9 | 10 |
| Mutasa South | 2 | 9 | 11 |
| Mutasa North | 4 | 6 | 10 |
| Totals | 7 | 24 | 31 |

The table above shows that local council has very little vision and ideas in examining environmental policy and decision making. The study found out that most women do

not participate in decision making programmes since they are few in leadership. The research on the female leaders showed that they are weak and inexperienced as they fail to raise policy issues to the government. The low numbers renders women participation to tokenism. Women should be present in equal numbers to allow decision making and to define their rights.

Figure 2. Below shows representation of councillors in Mutasa District.

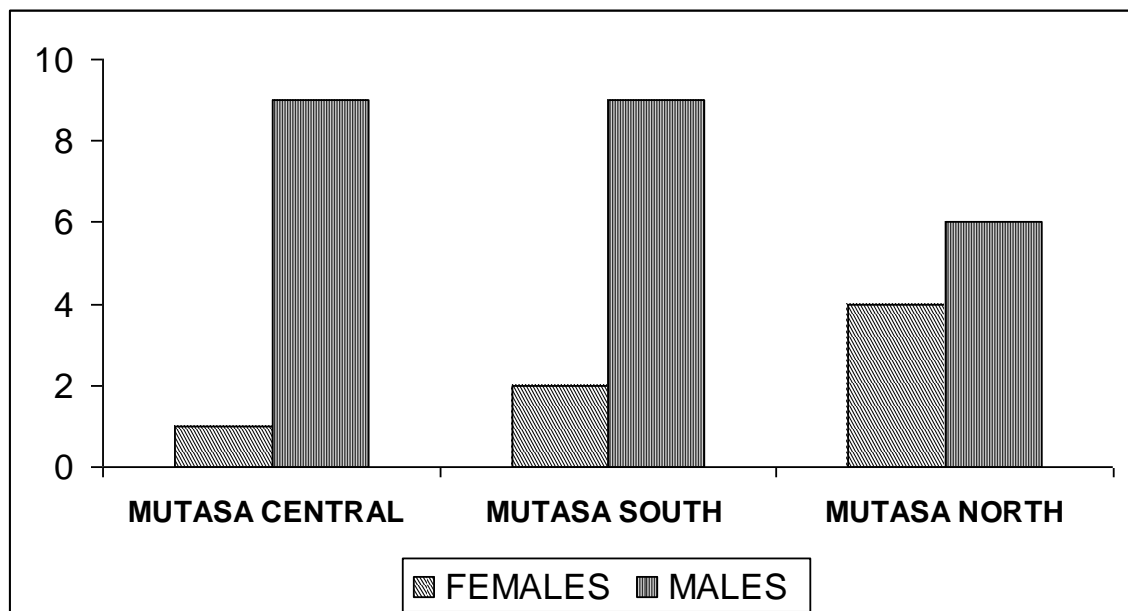


Fig 2: Bar graph showing women in decision making bodies in Mutasa District

The research found out that even those stated in wards do not participate in designing of programmes. The low number of women shows that there are barriers that affect women participation in decision making. The interview showed that women fail to balance work and politics and lack preparation for political activity. In the rural council women there were referred to as representatives and have gained the position

through kinship ties and are not focused in policy issues. Genuine development can only take place when local communities have a say in determining critical decisions affecting their lives. Women have some visions and ideas that help the community so need to be exploited. They collect firewood, water and do cultivation on the land so should be involved in decision making on environmental issues.

The council has 31 councillors and only 7 are female. The council's management committee has 7 subcommittees and only one is chaired by a woman. Female politicians interviewed cited gender stigma from male members of the political party. They undermine their ability to reach or maintain leadership roles so very few women in Mutasa are given leadership roles. Some males during the interview outlined that "women cannot be leaders; they should stay home and look after the family." Even traditional leaders opposed women's interests in leadership positions. So even if women are put in position of decision making the political gains are vulnerable because they can be rolled back when regimes change. When it comes to government standing women are not looked upon as leaders because of lack of participation.

The research found out that all the women stated that they never participated in policy making programmes however the women expressed a diversity of opinion on who should be responsible or involved in designing policies on protection and management of the environment. Watkins (2010) states that genuine development can only take place when local communities have a say in determining critical decisions affecting their lives. The researcher observed that very few women are

involved in participation they remain reserved. According to Arnstein (1969) participation has a range of levels. The number of women in decision making matters. Women's effective participation in environment issues require that they become active members of the group but also lead the meeting, and make decisions that are in their favour.

Women representation in the council is still very low. In 31 wards, 60% had no women members and only 8% had women members from the interview with the ward chairpersons. I found that the women so included were rarely chosen by other women as their representatives, sometimes males chose the women in their absence to fulfil the quota systems .Some of the women are unaware of the environment policy.

Even the women ward chairpersons outlined that at times they do not attend the meetings .If they attend they rarely speak up, their opinions carry out little weight some characteristic responses are given by the women are given below. "Men don't listen to women; they feel they should be the spokesperson." "We are just made to sign, we are not allowed to voice opinions." This shows that women are reserved in most decisions. Even those who are members remain passive participants.

4.3 Analysis Of Data From Focus Group Discussions

From a group of 50 women respondents in Mutasa Central, the response was 90%.The data collected is presented in this section. In the first question the

respondents were asked about the proportion of women in leadership positions and their participation in policy making. Some of the women showed that they did not know about policy making. Some indicated that they remain reserved because they are frustrated by their low representation in local government and their lack of voice in existing male dominant leadership. Proportion of women in local governance is lower for instances 5% in rural council's decision making bodies are women. Women's overall representation within higher ranks of government is not established.

In addition exclusion of women while including men could worsen power relationships and further disempowering women. Table 3 below shows women's involvement in environment protection programs. This is an example of low participation by women in policy issues. This shows that women have largely been excluded from influential legislative and leadership position. The interview also showed that women in position of authority have problems in terms of the way they manage authority. The research discovered that the reduced number of women is not only by reservations by women only but can be caused by the men under them. This was echoed by the head of department of ZINWA when they outlined that these women cannot be leaders in departments that need technocratic thinking, the biggest handicap is that they are women. This showed gender stereotyping of roles.

Table 3. Heads of department

N = 31

| | Heads of department | | Officers | | Management | |
|------------------|---------------------|--------------|----------------|-------|-----------------|-------|
| | Females | Male | Females | Males | Females | Males |
| ZINWA | 0 | 6 | 0 | 8 | 0 | 4 |
| EMA | 0 | 06 | 0 | 8 | 0 | 4 |
| CAMPFIRE | 0 | 06 | 02 | 0 | 0 | 2 |
| Totals | 0 | 18 | 2 | 16 | 0 | 10 |
| Ownership | | | | | | |
| | Land | Mines | Forests | | Wildlife | |
| Mutasa C | 08 | 00 | 00 | | 00 | |
| Mutasa S | 04 | 02 | 00 | | 00 | |

The majority of women have no or little access to resources including minerals, land finances, information and time. Women are also often not nominated as candidates for organisation responsible for environment issues. Therefore they are denied access to resources management. Gender role tends to confine them to the home with little time to interact with those who have vital and relevant information. Attitude about policies gender and power relations within political parties ensure that very few women make it to the leadership position. From the interview very few women own resources like land, those who own land are widows and have gained the land thorough inheritance. In Mutasa South where mining is done by indigenous people women are just labourers they work for the men.

Societies are highly patriarchal and often lack local power structure that make it difficult for women to combat, thus women's ownership of resources and interests are often not represented. In environment protection and management they are told by men what to do, give a share by men and used as labourers. Women because of marriage run in to difficulties since thus give them too many duties. The problem of balancing social life with taking care of children is the problem. Women fail to participate in decision making simply because they prefer to stay in the home. With this regard they do not participate in decision making. Women who are in decision making bodies are there because of kinship ties as they have family members in politics.

Interview with ZINWA officials showed that they were aware of gender equity but they outlined that the women were not educated to the same level with them. They outlined women as members of health facilities and not engineers. This showed stereotyping of roles and unequal opportunities in career development that put women at a disadvantage. Some of the interviewees outlined that the women who want leadership positions are those who are not married. They referred to them as the uncontrollable ones. Some were said to attain leadership standing due to kinship ties, as they have male family members who are involved in politics. They referred to the women as those women who come from higher income, higher status families and thus, may not be as focused on the issues faced by lower income families. These low income earners decisions are not recognised; because of poverty they remain unrecognised in environment protection. The poor women are the ones again who are

most affected by the bad environment when it comes to diseases spread and degradation caused by mismanagement of the environment.

Local government structures and procedures were primarily designed by men and for men. The type of shelter for the ZINWA people is not user friendly for the female. The researcher found out that very few women are involved in environment issues. The results show that what was echoed by Agrawal (2010) among other researchers pointed out that most women are not involved in environment decision making programs. This is made to be undertaken by men in the society so that they will not participate in decision making. The focus group discussion for Ward 17 comprised of women only. The female interviewed ranged from 21 to 60 years old and come from different villages. Most of them referred to income levels, gender inequality within families, cultural attitudes about gender roles as a limit to women participation in the public life.

Participation of women in environment policy making

The section explores women's participation in the environment. It classifies women use of the resources as mines, farmers, water collectors and firewood collection. Woman expressed themselves as users of the environment and so are routinely in closest contact with resources. What most women expressed in this research reflect a different thinking in decision making. They regard themselves as partakers of the instructions from men. Men even assign them which trees to collect for firewood, how to use the land and the prices from produce from the land is determined by men. This is a barrier because men base their decisions on cultural attitudes and gender

roles. These gender role subjugate women and serve to limit their representation in public life. An empirical study , observation and interviews among women in Mutasa revealed this.

Women from different age groups expressed varied feelings toward environment policy issues. The interviews were optimistic and they showed that their were some troubling gender gaps in society. Women aged 20 to 30 years expressed similar feeling towards women's engagement. They outlined women as citizens that have prominent roles in decision making. They showed that those in the 50 to 60 years felt worn out or exhausted by their involvement in policy issues.

The study found out that there is lack of women participation in environment policy development. The women had some vision and ideas that could help in community management of resources. They do not have power because very few women are in leadership position and they are not in charge of council activities. Involvement of women in the decision making bodies on policy making issues is minimised.

The researcher found out that all the women stated that they never participated in designing of policies however the women expressed a diversity of opinion on who should be responsible or involved in designing and evaluation of policies. Watkins (2010), states that genuine development can only take place when local community have a say in determining their lives. Women because of reservation at meetings in decision making in fear of men and lack of power affects development. Most environment policies are designed by men for the benefit of men. The researcher

found out that men use their masculine power in decision making. Women have varied involvement in decision making but in the interview they outlined that when we go for meetings only men lead the discussions. Some referred to women as people who are incompetent to organise speeches, lack confidence, have a low self esteem and lack support from fellow men.

Feeling of anger, passion, pain and despair were expressed when women talked of their perceptions on policy issues. Anxiety was expressed at the degradation and impoverishment of the environment through pollution, mining, farming, the generation of garbage and industrial waste. Some women felt that ignorance and lack of women participation is a major factor in the development of environmental problems. When asked the question of what they themselves as women or men in general had to offer the policy makers the majority affirmed belief in involvement. Given equal opportunities women will no doubt make a difference by virtue of their skills in environment management. Women in this research were seen to be able to respect and honour experience they were able to express emotions and respond passionately.

Some interviewees refused to entertain a gendered involvement in decision making and caring of the environment. These were mainly males in the focus group discussion. They were hesitant to describe gendered differences in women leadership and decision making. They objected to the separation of women from men and comparing and contrasting one from the other. They outlined that people are equal and women are as good as men. According to these interviews men demonstrated the

same passion and enthusiasm in policy development despite their general feeling that women and men have equal talents and equal commitment to policy issues. The interviews had a range of responses to explain the lower representation of women in leadership positions.

The men expressed strong personal feeling toward power. They attributed patriarchy and aggressiveness to men's way of interacting with humans. Men referred to themselves as the head of households and so should own all resources that belong to the family. The men in the focus group discussion denied being led by women. They referred to women participation in decision making as western culture and also outlined that, they the women do not support each other. 60 % of women in the focus group referred to the status of men as leaders and women as subordinates.

When women were asked how to empower themselves in environment policy issues, most outlined involvement. They outlined that women should be provide with a platform to perform and influence female participants should gain access to and rise to powerful positions to influence the outcome of policy issues. Some interviewers outlined that we need more women governors as part of development, so more space for the women is needed in decision making. Even though men are taking major leadership roles the researcher observed that women have strong local influences on their children.

Women interviewed in this research are critical of power and particularly of the way men exercise power. Some female interviews distinguished environment organisations as led by men and referred to the damage they were doing as the results of greed and selfishness by men. Two of the interviews agreed that the government is not doing its job, it lacks institutional support in local governance. Although the government has advocated for 50 vs. 50 in use of resources or all activities, still very few women are involved. They outlined that if the government adhere to the ideology of sustainable development and women participation it must involve women in leadership. From the above expression one cannot afford to lose sight of the pivotal role that women command in sustainability of natural resources.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter outlines the survey on women participation in environment issues. Women remain reserved as decision making. Participation and adoption of sustainable resource management practises has not been consistently achieved. In spite of changes in the administrative structures that were designed to facilitate participation both at legal and policy levels participation still lacks. Although local government structures broaden the base of representation alienation remains a predominant feature of local management systems.

Participation requires not only accountability and transparency but also that stakeholders feel valued. It implies the relationship of equality between different stakeholders rather than authority. There is no attempt by council to ensure that communities understand the decision making and management processes. To establish legal systems of participation women as the one affected by environment issues should be recognized in decision making.

5.1 Summary

The study describes the interrelatedness of women participation in decision making policy development. Local government structures are open to participation of women as councillors and as clients of local government services. In leadership position the proportion is low. More women are found at grass roots and not local governance

and national levels to facilitate policy making and implementation. Women experience obstacles like stereotyping, sexism and cultural differences in decision making and hence participation is very low.

The study is a feminist research. The study outlined the activities towards decision making environment policy making. Women according to Shiva (1998) are the original caretakers of the environment. It is patriarchal development that have displaced the feminine principle and victimised women. Patriarchy is the main cause of women's oppression, subordinate and abuse. The paper further argues that women are directly affected by the state of the environment because of the traditional roles imposed by patriarchal system of the society. Women do not own resources but are used as labourers. Key informants claimed that women have varied involvement in decision making and policy development. Their nature of involvement is along policy advocacy, use and designing of resources and programmes.

Women's involvement on environmental protection and conservation and decision making is crucial in the management and utilisation of natural resources. Women's limited access and opportunities in the decision making process constrain the implementation of their environment conservation programmes. Women also showed that they play multiple roles in the family, community and in the politics.

5.2 Conclusion

The research observed that Mutasa district does not have more women in decision making programs. The invisibility of women member in policy making proceedings

is not so much determined by the gender factor as it is by the low numbers. Owing to their lack of power or their weak numerical strength, women remain in a disadvantaged position in decision making.

Women leaders are given a chance to speak on a variety of issues. Women leaders come from political families even though the situation varies from one organisation to the other, there are certain issues of reservations that are the same in organisations. In the district there is a marked non involvement of women in decision making bodies. ZINWA has no women employed as decision makers in water management. Even in the absence of political or decision making power within local governance women are not included in environment policy issues.

Participation will lead to the level of control where women are able to direct or influence events. Their interests need protection and therefore should be empowered. When women gain control over the factors of production and decision making in resource use they will appreciate the policies and sustainable development will be reached.

5.3 Recommendations

The publication is a call of action for implementation and for empowerment and encouragement of women's leadership. Many institutions have failed to integrate a gender perspective and include women in their work. These start with a lack of understanding of the links between gender and other issues. Staunch resistance to the concepts of gender equality and equity exist as these threaten prevailing structures of

power. Other issues include lack of involvement of women due to culture, patriarchy, lack of education and alienation between the ruling class and people. A lack of institutional arrangements and policy coherence and the low priority of the environment and social issues in policies are also to blame.

Overcoming these obstacles requires honesty about the persistence of power dynamics and toward a shift towards more equitable relationships. Political will and accountability among men and women is a first requirement. The political will act as a drive in decision making. This will remove the women's reservations in decision making. The new constitution has increased the gender quotas and the empowerment of women but without the political will decision making in policy making will remain a shadow. The perception of women in and women's participation in general need to be considered. Women's traditional knowledge system must be kept intact and formal education should be built on these. The communication and interaction between policy makers and women in community must take place. The information should be accessible to communities so as to solve environment degradation and achieve sustainable development. Gender responsive monitoring and evaluation of policies should help in learning which policies and projects work.

Ultimately it is not a question of putting women against men but of combining efforts to lead better, happier and more peaceful societies. Equalization of educational opportunities for boys and girls have been done but the girls need to be developed their political will so that it starts within them to emulate leadership. Education is a vital tool for any person in society to better themselves in career path.

The level of education among women is not very enough. Environment education should continue in schools and advocacy encouraged. The people in positions of power are not yet at a level of sufficient standard. The media should continue to raise public awareness on the need for gender equality and empowerment of women in all spheres of life so that the practise of equality becomes a norm in the society. This will help in creating a balanced society where both men and women enjoy the same opportunities. Media also help to reduce space among men and women by gender equity policies which will result in capacity building.

Introduction of quotas has made a positive stride towards increasing women's representation and participation in decision making. However the concept of quotas should be backed by total empowerment of these women in terms of education and access to resources so that their participation becomes meaningful and fruitful.

Without due recognition of these women and an understanding of the constraints that prevent women from playing their potential parts, the engagement of women in environment management remains unauthorized. Indigenous practises by women need to be accepted as conditions for sustainable management of the environment. Direction s should not be determined by the governing class who are minority in terms of numbers but dominate through power relations.

The monitoring systems of the environment exclude many of the cultural and spiritual concerns related to the environment. The gap between the status of ownership and customary rights reflects current power relations. Women's position

in community resources is second to their male partners. The patriarchal social structure is connected with the ownership of lands. Men are consulted as the legal owner's of the land by outsiders whereas the actual engagement of women is not recognised. This implies that the state policies focusing on commodity production and use of resources will be male focused. Women should not be seen as source of labour but as environment managers.

In making decisions regarding resource management, the space available for women should be increased. Women should claim the products of farmland as managers. They should be allowed to decide prices of goods as producers and also allowed to own mines. The situation related to women's participation is also applicable to other minority groups. What is needed is uncontrolled participation in policy making and externally designed programmes. The women should develop self directed engagement based on experience they gain as they participate in management of resources. In decision making more women should participate and not to remain in low status positions. Women should be economists, defence leaders and environmentalists.

Locally practised management measures must be institutionalized locally, regionally, and nationally with suitable policy supporters to manage the environment and sustain development.

To enhance women participation in decision making and policy development for sustainable development the following recommendations are proffered:

- ❖ Women should be encouraged to participate in committees by developing programmes and policies that address gender imbalance in decision making. e.g policy on women participation.
- ❖ Media should raise public awareness to motivate them to participate. Space for women should be increased in executive positions so that they act as role models for other women..
- ❖ Women's access to land and other resources should be ensured and not undermined. This will enhance their power to participate in decision making.
- ❖ Environment education is required for the generality of Zimbabwe. Education will produce change in attitude of the public as well as impart specific knowledge on women and girls. This should be seen as a policy priority so as to bridge the gap between environment and development.
- ❖ Empowerment of women in relation to decision making and policy development in the protection and management of the environment must be recognized and sustained. We should have more women in governments, particularly the younger generation. Women have very strong influences on their children and so will encourage them to take higher posts in decision making.

Some interviewees specifically pointed out that women's active participation and the application of clear gender lens in all environment and sustainable development work is imperative. And women in particular are more than counteract and make the world a better place for all. Although official recognition and lip service exist, concerning women's contributions to

environment conservation and sustainable development. Many officials at the interviews called for women empowerment and encouragement of women's leadership.

Even though women's participation in economy continues to increase their share on use of resources is much lower than men so as to participation environment protection and management. Women should have equal rights and secure access to land and natural resources like minerals. Despite land reform the gap is still there and women account for 21% of the land owners and managers in Zimbabwe.

To a greater extent social and cultural context determine gender relations. Patriarchal values instilled from childhood influence the attitude of men and women throughout their lives. Laws prejudicial to women's rights and claims often enshrine these values women have. These trends further feed the gender gap. These include environment issues such as environment degradation, pollution, disasters, and ecological change. The part lineal inheritance traditions should be removed to increase women chances of having land and access to resources.

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APPENDICES

Appendix A INTERVIEW GUIDE FOR COUNCIL OFFICIALS

INTRODUCTION

Hallo, my name is Kudzunga Patience. I am doing a research on women participation in decision making in Zimbabwe. The research is part of a requirement for my Master's Degree in public policy and governance at Africa University. During the interview I would like to discuss with you the following topics: governance issues, involvement of women in governance of their rights, structures that promote women's participation, levels of participation, reasons for levels of participation by women, barriers to participation and ways to include women in decision making.

GOVERNANCE ISSUES

- 1) Can you tell me about yourself and main duties and responsibilities as a chairperson of the Environment Management Authority?
- 2) How did you become involved in the environment issues? Are the reasons for staying involved the same or have they changed over time?
- 3) Would you describe your involvement as one more of 'head' or the 'heart'?
- 4) If you had to describe your role in the environment policy making in a phrase what would you say?
- 5) What is a policy? Give me examples of environmental policies?
- 6) What is the role of the board in terms of promoting the participation of women in policy development?
- 7) Are there any groups in the district that represent the interest of women?

- 8) How do the groups get constituted?
- 9) What role do the groups play?
- 10) How often does the council meet with the groups and what issues do they discuss?

BUDGETING, PLANNING AND IMPLEMENTATION

- 1) From your experience how much do the council budget for activities for women?
- 2) Are women involved in the monitoring of funds allocated to development issues?
How is it done?
- 3) Are there women who are consulted in the development of environmental policies? If yes how are they consulted?
- 4) Does the council have a special department that serve the interest of women in environmental issues?
- 5) Does the department have people specially trained to work with women?

PARTICIPATION ISSUES

- 1) To what extend does the council promote the participation of women and operations of civil society?
- 2) Who initiates involvement of women in decision making and to what extend are voices heard?

BARRIERS

- 1) In your opinion do women participate freely in policy issues?

- 2) What other factors impact or influence the participation of women in policy development?
- 3) How does politics impact on the participation of women in policy development in local governance?
- 4) Does your committee have members from different political organisations?
- 5) How do you think women can empower themselves in the environmental policy development. Do you think that lobbying the government is one of the ways?

FOCUS GROUP DISCUSSIONS GUIDE WITH MEN AND WOMEN

- 1) In your experience how does local governance promote the participation of women in policy making?
- 2) What is the proportion of women leadership positions or female staff working in policy development areas?
- 3) Does the council involve women in the policy development? If yes how does it do that?
- 4) How many groups represent the interest of women in the district? What role do the groups play?
- 5) How do you get involved in environment issues?
- 6) What campaigns or events on environment issues have you participated in?
- 7) Do you feel that as a woman you are closer to nature?
- 8) As a woman do you have particular strengths or skill to contribute to solving environmental problems?
- 9) How often does the council meet with the group and what issues do they discuss?
- 10) If participation is inadequate suggest ways to increase women's participation?

- 11) What challenges are faced by women in policy development and implementation?
- 12) How do you think women can empower themselves in environmental policy development?

Appendix B QUESTIONNAIRE FOR EXECUTIVES

INTRODUCTION

Hallo, my name is Kudzunga Patience. I am doing a research on women participation in decision making in Zimbabwe. The research is part of a requirement for my Master's Degree in public policy and governance at Africa University. Respondents should not write their names on the questionnaire and their responses shall be used for purposes of this research only. The questionnaire should cover the following topics:- governance issues, involvement of women in governance of their rights, structures that promote women's participation, levels of participation, reasons for levels of participation by women, barriers to participation and ways to include women in decision making.

Personal information and involvement in decision making

1. Profession.....
2. How did you become involved in environmental issues? Are the reasons for staying involved the same or have they changed over time?.....
3. Are you an office bearer of the party? If yes what position do you hold?.....
4. What constraints do you face as a woman in your office?.....
5. How much of your week is spent in environmental activities?.....
6. What is the response of your male colleague to issues raised by you?
good.....bad.....provocative.....
7. Are you given a chance to speak on issues pertaining to women and the environment or even other issues?

8. Have you moved any resolution on women participation in policy development in parliament? Yesno.....if yes what is it.....
9. What is the relationship between women participation in the environmental policies and environmental strategies for your family at your work place and daily living? Goodbadneeds improvement.....
10. How often do you raise issues on the floor of the house? Once weekly..... monthly.....
11. Do you think women can do more for women specific problems than their male counterparts? Yesno
12. How do you view your duties as a policy maker in your department?
13. List out some issues which are faced by women on the environment issues in particular.
 Issues.....
 Opinion.....
 Involvement.....
14. What are your suggestions for an increased and qualitatively better participation of women in decision making and policy processes.....
15. Do you think that as a woman, you have particular strength and skills to contribute to solving environmental problems? If yes what are these.....
16. What is your dream or vision for women in policy development?.....

Appendix C CONSENT FORM

TOPIC: An analysis of women participation in policy development and decision making. A case of Mutasa District.

I am writing to request for your participation in the above stated study. The aim of the study is to assess the impact of women's participation in environmental policy development. The study is conducted in partial fulfilment of the Master in Public Policy and Governance programme that I am studying with Africa University. I intend to hold interviews, administer questionnaires and conduct focus group discussions with participants who include you. Anonymity of research participants will be upheld. The research is primarily for academic purposes but the researcher wishes to share findings with participants as well as policy makers. If you are in agreement, I would appreciate it if you could fill out the consent form below.

Yours Sincerely

Kudzunga Patience

Name: _____ Code: _____

Please read the following statements and tick the appropriate boxes.

I have read the information above and understand what this project is about []

I have asked all questions about the project before reaching my decision. []

I understand that I can change my mind at any point and decline to be involved in this research. []

I understand that the information/opinions I give during the project will be kept securely and confidentially and that no respondent will be named in any research publications except as part of a list of participants where necessary. []

I consent to taking part in this project.

Your Signature.....

Date:.....