

# MIDLANDS STATE UNIVERSITY



FACULTY OF SOCIAL SCIENCES

DEPARTMENT OF PEACE STUDIES

**AN ANALYSIS OF THE EFFECTS OF GENDER EQUALITY ON PEACE  
CONSOLIDATION IN ZIMBABWE FROM 1980 TO 2017**

BY

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REG NO. R145129W

Dissertation Submitted to the Midlands State University in Partial  
fulfilment of the Requirements of Bachelor of Science in Peace  
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I Nyaradzo Zhandire declare that this is my original work and that it has never been published anywhere before for academic purposes or otherwise. However, scholarly quotations used are well acknowledged.

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## ABSTRACT

The research explored analysed the effects of gender equality on peace consolidation within Zimbabwe from the post-independence period till 2017. The waves of democracy and different feminist theories being explored at all levels within a state have given rise to the involvement of women in political processes such as peace consolidation. The inclusion of women in policy formulation and decision making processes has been greatly advocated for especially when it comes to peace processes. The research looked at the challenges faced by women in Zimbabwe when it came to participating in political processes especially in a society that is pre-dominantly patriarchal. It also looked at measures and progress taken so far by state and non-actors and placed recommendations to be taken in order to fast track peace consolidation in holistic manner through gender equality. Data was collected and analysed qualitatively using questionnaires and in-depth interviews which gave a viable explanation as to people's feelings toward gender equality and what effect it could have on peace consolidation in the future. Graphs, tables and pie charts were used to outline the findings of the research that were give an indication of whom and how many people within a selected group were aware of gender equality and its effects and how many supported the linkage between gender equality and political participation. Furthermore, the in-depth interviews and questionnaires gave a broader and deeper understanding as to the varying numbers and percentages in the graphs and charts.

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Gratitude goes to my supervisor Mr Chilunjika for guiding me through this whole process and never tiring in assisting me, he has truly given me enough motivation to pull through and complete my final lap. I am greatly indebted to the Department of Peace Studies for nurturing and mentoring me throughout my learning period. I would also like to thank the institution as a whole for their assistance especially the health staff of the university's clinic and the Disability Resource Centre as my last lap has been a very difficult one almost impossible for me to feel like I could continue on most days but they have been instrumental in my helping me to be well to complete my work through their exceptional service and their kindness and understanding. Words can never express how grateful I am.

## DEDICATION

I dedicate my work to my mother; she has always supported me and stood by me even through my darkest days. I also want to thank my aunt, my siblings Nyarayi, Muchadeyi and Davidson for always supporting me spiritually, emotionally and financially. I sure do hope I have made my late father proud in completing a journey I had started with him but unfortunately I could not finish with him by my side. I would also like to thank my friends Calvin Mkwakwami, Vimbai Matingwina, Patience Madanhi, Sarah Masiyandima, Edward Chiringa and Lizbeth Sharaunga for always being there for me. My spiritual guides Father Madida and Father Karl have also assisted in giving me courage to finish off my race. Lastly I would like to thank my best friend Ben for just always being there for me to hold my hand and help me weather whatever storm came my way.

## **ABBREVIATIONS**

CSO – Civil Society Organisations

GAD – Gender and Development Approach

GAPS - Gender Action for Peace and Security

GPA – Global Political Agreement

JOMIC – Joint Monitoring and Implementation Committee

LAMA- Legal Age of Majority Act

MCDWA- Ministry of Community Development and Women Affairs

SADC – Southern African Development Community

SIPRI – Stockholm International Peace Research Institute

U.N – United Nations

UNESCO – United Nations Educational Scientific and Cultural Organisation

UNDP – United Nations Development Programme

U.K – United Kingdom

WAD – Women and Development Approach

WCoZ – Women’s Coalition of Zimbabwe

WID – Women in Development Approach

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## **CHAPTER 1: INTRODUCTION**

Gender Equality has become the most debated and controversial human right issue over the years as it believed to be an essential path to long lasting stable peace. The research seeks to analyse effects of gender equality on peace consolidation which comes in post-conflict and as a result includes peace processes like negotiations, mediation, trauma and healing counselling and peace agreements. This chapter was the foundation and basis of the research.

### **1.2 BACKGROUND**

The idea that gender equality has a direct linkage to the aspect of positive long lasting peace dates as far back as the late 20th Century and as we look at the historical development of the two aspects the background of the study and its components can be understood better. For instance there was the Women and Development Approach (WAD) which can be traced back to the 1st World Conference on women in 1975, it advocated for the recognition of their distinctiveness.

Furthermore, this approach is of the notion that development is directly linked to conflict and failure to involve women in the socio-economic sector may result in conflict. Women who took part in liberation struggles and independence wars were propelled by this idea to participate in the political sphere. Bartleby (2011) states that ‘development is a multi-dimensional concept but in general it entails social upward mobility and empowerment’, in essence one would not that if women feel they are not adequately represented or if they feel unequal as their male counterparts may result in conflict.

In addition to that, this approach has also been successful in making women’s concerns public in the political and socio-economic spheres and as a result has brought them to fully participate in the policy arena. In relation to Zimbabwe, when it comes to its socio-economic sphere, Zimbabwe’s progress was quite significant to a lesser extent because change was seen at micro level especially when it came to policies and that is during the post-independence period from 1981 to the early 1990s. This is supported by Kazembe and Marjon (1985) who state that ‘the Sex Disqualification Removal Act (1985) declared that women with the requisite qualifications could not be barred from holding the same offices and positions as men.’

However, the fact that if issues of gender equality are not addressed from its roots, the aspect of development which comes with having fully consolidated peace will be a difficult task as Muyoyeta states that 'WAD has been criticised for assuming that the position of women will improve if and when international structures become more equitable. In so doing it sees women's positions as primarily within the structure of international and class inequalities. It therefore underplays the role of patriarchy in undermining women's development and does not adequately address the question of social relations between men and women and their impact on development.'

Women in Development is another historical development which was propounded by American liberal feminists and Matthews (2015) indicates that 'WID does not deal with the disparities of gender inequality. Moreover because of what is stated above, Rathgeber (1990) states that 'WID model is known as being the 'non-confrontational approach'

In relation to this approach, Overholt et al (1985) states that 'the WID approach has enhanced people's understanding of women's developmental needs, particularly the need to improve statistical measures of women's work and to provide women with more opportunities for education and employment to strike a balance.' By 1995 there was significant change in the professional and educational arena as Parpart (1995) states 'that 21 percent of the University of Zimbabwe's academic posts were held by women and while far from representative, this figure compares favorably with similar statistics in North America. Admittedly women academics are largely middle and lower ranks and continue to be concentrated in the humanities. However, African women academics are an increasingly forceful group'

This approach has pushed for institutions particularly non-state organisations but more importantly the government in social legislation to enhance women's civil and political rights. When it came to Zimbabwe, Jacob and Howard (1987) states that 'the government officially supported welfare programs (both donor driven and government sponsored) and set up a ministry for Community Development and Women's Affairs (MCDWA) to protect women's interests. The ministry called for the removal of discriminatory laws and labor practices, the mobilization of women in development projects, literacy campaigns and an end to discriminatory practices such as lobola(bridewealth). In line with its official commitment to socialism government leaders acknowledged the importance of providing incentives to draw women into waged employment.'

Furthermore, the Gender and Development approach was propounded in 1980 from socialist-feminist ideology. In addition to that, the scholarly view adds that Maguire (1984) ‘the ideology of patriarchy operates within and across classes to oppression.’ It emphasizes for women to organise themselves and be taken into consideration in political processes. Moreover, the Beijing Women’s Conference in 1995 was instrumental in pioneering the notion that gender equality did in fact have a significant impact on peace consolidation. This is supported by part of its declaration which the U.N (2018) states that ‘We are convinced that.... women’s empowerment and their full participation on the basis of equality in all spheres of society including participation in the decision making process and access to power are fundamental for the achievement of equality , development and peace.’

### **1.3 STATEMENT OF THE PROBLEM**

More times than often, the role of women and their contributions to the political sphere has been under estimated and less valued as women are assumed to play less of a part during a conflict be it direct or indirect. Their role in political participation in this case peace processes and other decision making tasks that may include socio-economical elements in consolidating long-lasting sustainable peace has not been taken into full consideration. In policy formulation the opinions of women are rarely considered especially at grass root level which has made it even harder to integrate the needs of women in peace consolidation which has been a long term process.

#### **1.4 RESEARCH OBEJECTIVES**

1. To explore the process of peace consolidation in Zimbabwe.
2. To assess the legislative framework for promoting gender equality in Zimbabwe.
3. To analyse the effects of gender equality of peace consolidation in Zimbabwe.
4. To explore the difficulties faced consolidating peace in Zimbabwe by women.
5. To offer recommendations on enhancing gender equality on peace consolidation in Zimbabwe.

#### **1.5 RESEARCH QUESTIONS**

1. What has been the progress of Zimbabwe in gender equality and peace consolidation?
2. How far have policies or agreements gone to ensure gender equality in Zimbabwe particularly when it comes to women?
3. What recommendation can be given to enhance gender equality on peace consolidation in Zimbabwe?
4. What challenges have been faced by women in Zimbabwe in consolidating peace?
5. What are the main effects of gender equality on peace consolidation in Zimbabwe?

## **1.6 JUSTIFICATION OF THE STUDY**

The concept of gender equality and peace consolidation are still developing issues in Zimbabwe. In light of this its relationship and dependability on ensuring long lasting peace needs to be researched. Women play an integral role in every aspect of peace consolidation especially in the Post-conflict era, especially after suffering physical and emotional trauma.

The exclusion of women from political participation and other sectors be they social , economic and domestic has often tilted the balance and likelihood of peace within any society be it communal , regional , national or international level. There is a need to explore and analyse why the equality of both men and women can play a pivotal role in consolidating long-lasting peace. Women are often excluded from grass root level in policy formulation and decision making processes yet that is where most research is carried out on certain issues that affect society as a whole on a national level , which is why it has been hard to achieve gender equality within politics. While there has been recognition of women's participation and significance in rebuilding a community economically Post-conflict era, scholars have seemingly not quite shown the importance and significant actions of women that are involved in political issues especially peace processes and how their input may re-structure and integrate a society that is reeling from a conflict.

This study seeks to analyse the direct relationship between gender equality and peace consolidation. The main aim is to formulate methods and recommendations which will be implored in programmes and policies that will encourage equal rights for women, particularly political and social ones that will show how fully integrating women into these two spheres can create a society that has a more stable and peaceful environment.

## **1.7 Delimitations**

The study focused on women between the ages of 18-35 because they can legally make their own decisions. The time period was from 1980 to date because of the continuous changes in culture and dynamics over the years. Its main scope of focus was Zimbabwe as a whole but because the researcher had a limited amount of time to conduct her research she focused on one city which was Bulawayo and this was because of proximity issues and by virtue of being a resident of Bulawayo.

## **1.8 Limitations**

These are weaknesses or circumstances in the researcher's study that the researcher has no control over. Peace consolidation is a peace process that involves painful concessions, forgiveness, reconciliation, building of relationships and co-operation with historical enemies (Glenna: 2016). It is an issue undeniably associated with politics so the participation of younger people legally could be problematic. The issue of gender in some communities is highly polarized on the women's side as the environment itself is pre-dominantly patriarchal which may result in women given biased or false responses out of fear.

## **1.9 Structure**

### **Chapter 1- Introduction**

This is the introduction to the history of gender equality and its effect within the socio-political arena with a main scope of focus on peace processes particularly peace consolidation, statement problem, research objectives, significance of the study and delimitations of study.

### **Chapter 2 – Literature Review**

This chapter will examine literature related to the inquiry at hand. Moreover the second chapter would provide an overview of the relationship between gender equality and peace consolidation. It focuses on the impacts of gender equality in the political sphere of a society particularly when it comes to peace processes and the inclusion of women. Furthermore the chapter will explore challenges that may hinder the chances of gender equality itself having an impact on peace consolidation due to various aspects.

### **Chapter 3 – Research Methodology**

The chapter would provide an explanation and summary of the methods employed by the researcher in conducting the effects of gender equality on peace consolidation. The researcher used a questionnaires and in-depth interviews as a data collection instrument to obtain data in the field of study. The chapter will include the research design, sampling methods, and target population and data collection methods used.

### **Chapter 4 – Data Analysis and Presentation**

The chapter would present results obtained from the study. Data collected using questionnaires and in-depth interviews. The chapter would also present study findings in form of tables, graphs, and pie charts from responses given by the respondents.

### **Chapter 5 – Conclusion and Recommendations**

The chapter will present major study findings and resultant recommendations will be discussed as well. Moreover conclusion with regards to the study at hand will be drawn.

## **CHAPTER 2**

### **LITERATURE REVIEW AND THEORITICAL FRAMEWORK**

#### **2.0 Introduction**

Gender Equality has a direct relation to conflict within a society. This is because gender equality is a social dynamic that has become a controversial issue simply because the idea of having both men and women as equals in every aspect; political, social and economic opposes with cultural doctrines that favour patriarchal norms not only domestically but also politically. Furthermore, as such women have been excluded from political processes. These include elections, negotiations and leadership roles but with the recent change in cultural dynamics and within the political sphere that calls for the representation and acknowledgement of women when it communal, regional and global levels as it is now believed that without an input from female representation it will be even harder to achieve peace / stability in the long term as exclusion has a tendency of fostering resentment and tension thus re-igniting a conflict.

##### **2.2.1 Literature Review**

This study seeks to explore the positive and negative impacts of gender equality on the peace consolidation. Peace consolidation may be very well highly dependent on gender equality as lack of it thereof has been the root cause of conflict within many societies and it is still the main reason as to why many have a high degree of negative peace. ZHRC (2014) states that while they do applaud the significant progress Zimbabwe has made towards making education accessible to all, especially the girl-child and the older generation of women as a step to equality, it calls upon the state to take measures to ensure that schools are a safe environment by ensuring that all forms of harassment toward the development of both female and male counterparts are not threatened by sexual violations or exploitation. In catering for the development of women education and profession wise, a deep focus and invest into their social development is also important as it will improve their levels of confidence and encourage them to be able to participate in society. However, there is still a great need for the

inclusion and involvement still on male counterparts to during the process of peace consolidation if it is ever to be said that harmony was fully achieved through gender equality.

### **2.2.2 Gender Equality and Conflict**

The failure to socially reintegrate a society with new dynamics in this case the ones that affect the community as a whole like the aspect of gender may bear detrimental effects if not addressed thoroughly. An example of these is more likely to be shown before and after, essentially it can be both cause and effect when it comes to conflict.

At domestic level, gender equality also has a linkage with peace consolidation especially when looking at the issue of Gender Based Violence as the NGP (2013) notes ‘Zimbabwe recognises that gender based violence in particular violence against women, constitutes one of the biggest obstacles to women’s participation in decision making and severely limits their ability to participate in economic and social activities.’ The failure in addressing cultural norms of the place, role and behaviour of both men and women within a society that is quick evolving and becoming dynamic is bound to be probed by both sexes and tensions may rise because of feelings of oppression and also fuel elements of discontent and spite.

Moreover , Nzomo (2002) states that with regards to ‘Zimbabwe,the post liberation phase witnessed state economic failure and rising male unemployment which resulted in women being pressured to secure income generating activities , consequently large numbers of women entered into informal trade networks that spanned several countries. However the fact that women thus transgressed social boundaries meant that female traders were often stigmatized as prostitutes. And as they became increasingly successful in the economic life , maledominated state institutions adopted regulations and practices that undermined women’s entrepreneurial activities and marginalized them as ‘problem citizens’.’ Nzomo (2002) qualifies this as he states that ‘In other words post-war economic strategies may indirectly exacerbate gender tensions in different arenas at different levels.’ This shows that a shift in gender roles within a patriarchal society may only propel the instigation of another conflict due to tension and resentment from exclusion.

### **2.2.3 Women and Political Participation, Representation and Leadership**

The failure or rather unwillingness for women to participate in political processes such as the three aspects listed in the sub topic have been a reason for the failure of a state or community to be able to fully consolidate and unify a community after a conflict. In the case of Zimbabwe it was quite rampant and is still a pressuring issue with regards to the fact that it is a pre-dominantly patriarchal society. Ultimately in this context because women are generally considered as the weaker sex physically when it comes to strength and also because their gender roles include being submissive and more of followers to male counterparts in whatever set up be it domestically or in the professional world. As a result women's efforts have gone almost unnoticed and unappreciated.

Women play a key role in preserving order and normalcy in the midst of chaos and destruction. They struggle to protect their families health and safety – a task which rests on their ability to cope pragmatically with change and adversity. It is therefore not surprising that women are also a driving force for peace. Women's under-representation or lack of involvement in official efforts at resolving internal state conflicts is taken as a given in most situations. Boyd (1994) states that 'while they often bear the brunt of the war brutalities and are increasingly involved in combatant activities, they are seldom part of the inner circles of peace negotiations, peace accords or policies at the formal level to resolve conflict.'

Nyemba and Muzavazi (2013) state that 'while Zimbabwe has ratified international contentions on gender, their domestication has remained rudimentary with women confined to peripheral positions in life, a situation which perpetuates their continued subordination in politics.' Their research sought to identify and analyse the effects of the GPA on women's participation in politics, focusing on the constitution making process, JOMIC and the national healing process. They conclude that women's participation in politics still be addressed and recommend that domestic legislation be reviewed to ensure gender parity in politics as in theory, the aspect of having a women's quota and representation within parliamentary is a good idea but in reality it does not ensure that the opinions of women will be taken seriously as opposing male counterparts may feel like it was more of an entitlement. The failure to include women in such processes especially after all their grave efforts will essentially foster feelings of resentment and growing tensions.

#### **2.2.4 Gender Equality and Peace Consolidation in Zimbabwe**

The aspect of gender equality and peace consolidation in Zimbabwe has a linkage toward the government and also civil society organisations. Over the years, the government has worked hand in hand with international organisations and other non-governmental organisations with policies and programmes to help involve women in the participation of peace processes in Zimbabwe.

UNDP (2018) states that ‘creating a conducive environment for inclusive growth gender equality by increasing participation of all citizens especially women, in democratic processes and promotion for human rights.’ This shows that the government as an institution that has to do with the welfare of its citizens has tried to enhance peace through the idea of promoting gender equality by making a declaration / commitment to the United Nations.

There is a dire need to include women in the political sphere. The establishment of women-based organisations such as ‘WCoZ has been actively engaged in the post-conflict transformation processes in Zimbabwe, especially in bringing women into the ongoing constitution-making process.’ This is on the issue of consolidating development gains in an effort to foster peace.

#### **2.2.5 Gender and Patriarchy**

Looking at gender equality through a cultural context is a vital tool in linkage to the feminist theory of peacebuilding and the practice of implementing a gender perspective into society as a tool to consolidate peace. The African feminist theorist to study warns against “adding women” without recognizing their agency and emphasizes the need for an organized women's movement, and suggests directions for the implementation of international laws concerning women's empowerment at the local level. It encourages for the implementation of these ideas in practice to depend on the way in which African feminists employ mainstreaming, inclusionary, and transformational strategies within a culturally sensitive context of indigenous peace building processes.

### 2.3.1 THEORITICAL FRAMEWORK

Feminist Political Economy Approach looks at women and their different positions within society and how much authority they possess in line with the aspect of gender equality. Within a leadership scenario, the question of whether a man or women is in power bears an effect on everything else, be it socially, economically and politically. James and Holmes (2011) state that 'interests of bureaucratic agencies can be gendered and have an impact on gender equality.' The lack of integration of both women and children back into a society during peace process that facilitating the room for full consolidation have a negative impact on this group. In relation to the Political Economy Approach with regards to gender and peace and security, True (2008) states that the 'lack of integration of these core dimensions of security has had disproportionately negative impact on women's rights in post conflict societies. Military security, the reinstatement of political order and the rule of law are enacted without consideration of their social and economic aspects of security.'

Furthermore, the scholar adds that 'Economic globalisation and development are creating new challenges for women's rights as well as some new opportunities for advancing women's economic independence and equality. The proliferation of armed conflicts, often caused by struggles to control power and productive resources has also hampered efforts to protect and prevent violence against women...' Moreover in relation to the feminist theory, with relation to gender equality and the levels of peace and security, Gunda Werner Institute (2018) states that 'with gender justice in mind, they demand that the norms of women's rights and international law be strengthened and that the focus be shifted from escalation to prevention. This implies a conceptual reorientation from narrowly defined security policy to a peace policy.'

## **2.4 Country Experiences**

### **Rwanda**

UNDP (2018) states that ‘the government of Rwanda has built a strong foundation of gender equality. This is mainly because of its principles that guide the constitution as it states that it strives in ‘Building a state governed by the rule of law , a pluralistic democratic government and equality of all Rwandans and between women and men reflected by ensuring that women are granted at least 30 percent posts in decision making.’

Kagame (2014) states that ‘we have always regarded the equal participation of women in all aspects of national life including the liberation struggle, as an indispensable contribution to the socio-economic transformation of our country.’ Burmet (2008) adds that it represents a paradox in the short term as their participation has increased women’s ability to influence policy making has decreased. In the long term, however, increased female representation in government could prepare the path for their meaningful participation in a genuine democracy because of a transformation with political subjectivity.’

### **United Kingdom**

In relation to its own state , British Council (2018) states that ‘the leading advocate of the inclusion of gender equality in the SDGs and has signed up to strong international commitments on gender equality including the Convention on the Elimination of all forms of Discrimination against Women and the Beijing Platform for Action.’

The U.K is also a case study of some of the obstacles that had prevented greater women’s representation. UCL (2018) states that ‘long traditions and the design of political institutions mean that barriers to women’s participation have been particularly high. Recent changes have been helped by institutional reform, but have resulted primarily from positive action adopted by political parties, following sustained campaigns by women’s activists.

This was clearly indicated by the electoral processes of 1997, with the selection of 120 female Members of Parliament and the landslide victory in the 1997 election. The British Council (2018) explains that the labour party ‘ had tried hard to attract women voters through its attitude to both representation and policy and succeeded in closing the ‘gender gap’ in voting behaviour whereby women’s votes have tended to favour the Conservatives.’

British Council (2016) states that ‘women and girls in the UK have taken huge strides forward over the last century, securing legal rights to vote on the same terms as men and to stand for public inquiries and regulatory and monitoring bodies as well as the engagement of a vibrant and active civil society.’ This indicates that women’s advocacy together with growing supporting and communication with organisation has in fact struck a balance politically.

The civil society organisation GAPS welcomes the UK government recognition that research has shown that when women are included in peace processes, there is a 35% increase in the probability of an agreement lasting at least 15 years.’ GAPS (2015) indicates that ‘UK promised to provide support including lobbying at the highest levels , to ensure women’s voices are represented in wider peace processes , negotiations and state-building ...support at local levels to build the capacity women to participate effectively.’

## **Canada**

The state of Canada and its roots to gender equality and political processes in general can be traced back as far as the 20th Century. Change was largely attributed to the wave of Women Suffrage which struck in the province of Manitoba in 1916 but it should be noted that only women close to men in the military were granted this right. Furthermore, Aboriginal women were finally granted the right to vote just like every other woman from the time period of 1950 to 1969.

When it came to policy formulation and integration of women into the political sphere it did an even greater job. Jeffery et al (2009) states that ‘the liberal party was elected on an electoral platform which included provisions for the eradication of discrimination based on gender identity , a greater emphasis on gender impacts of public policies , a committee on gender parity in cabinet and a strategy to address gender violence.’

A greater impact was taken by state by participating in the UN Resolution 1325 and propelled the established of Canada’s priorities that included equality for, peace and protection of all citizens. UN (2000) states that ‘Canada was not only involved in the adoption of the resolution, it also led a number of initiatives advocating for implementation.’ In relation to gender equality and peace consolidation, Canada’s other two priorities which were protection of civilians and conflict prevention. In addition to that, there was also the creation of a Canadian committee for women.

## **2.5 The process of peace consolidation**

This is a relatively political process whose main aim is to facilitate a transformation from violent conflict to peaceful settlements. It involves peace operations and their role in trying to create long lasting peace. Peace consolidation was aimed at achieving reconciliation and conflict resolution in Liberia whereby the government built community conflict management capacities to address social conflicts rising from concession developments(United Nations Mission in Liberia). Cultural dynamics like patriarchy has a deciding hand on how gender itself can affect the social construction and stability of a state. The theory discussed above may very well stand for the same thing and that is the social cohesion and transformation will only be possible with equality of women.

## **CHAPTER 3**

### **3.1 Introduction**

This will include research design, sampling, data collection and analysis and it will also explain the term ethical consideration and explore the principles to be upheld by researchers when collecting information.

### **3.2 Research Design**

Oswala (2002) states ‘research design is defined as the overall plan to use and follow in answering the research questions.’ It is an important stage which paves way for data collection addressing on the targeted aspect. In this research Questionnaires and interviews are the most appropriate ways to get the information pertaining how gender equality has affected peace consolidation. It must be noted that the use of questionnaires is good for this research because they come with specific questions requiring specific answers in line with the research. A qualitative method was used to conduct a thorough, systematic investigation that involved an in-depth and inductive study on the effects of gender equality on peace consolidation.

#### **Targeted Population**

It can be described as part of the population most suitable for giving out the required results for the research. Alvi (2016) defines it as a ‘manual for selecting sampling techniques in research.’ The following is a categorical table of the groups of people chosen for the study as they were seen as best fit to give suitable responses pertaining to the two variables of the study which are gender equality and peace consolidation.

<b>Target Population</b>	<b>No. of targeted respondents</b>
Female University Students	10
Women in leadership positions	5
Male University Students	10
Men in leadership positions	5
General population	12
<b>TOTAL</b>	<b>42</b>

### **Sample Size**

Zamboni (2018) defines it as ‘the count of individual samples or observation in any statistical setting, such as a scientific experiment or public opinion survey. It is simply the direct count of the number of samples measured or observations being made.’ It is also one element of research design that investigators need to consider as they plan their study.’ The researcher’s sample size was of 75 participants however the targeted population was selected and came to 42 participants.

### **Purposive Sampling**

Participants were selected from the youth itself because they have varying and new ideas / views on the topic because it is politically related and debatable. In addition to that the researcher also sought to include leaders in positions of power in social and political structures so as to gain a deeper understanding of how they view new

### **3.3 Sampling**

It is a process in which a fraction of a population is chosen to represent or rather mirror the whole population.

#### **Quota Sampling**

Participants are not selected randomly and have to meet certain requirements. It is commonly used in qualitative research. The researcher categorized her participants the youth in education both male and female and also men and women in leadership positions, all between the ages of 18-45 years so as to get a diversified response and ensure that responses were not biased to or in favour of one gender or age range than the other.

### **3.4 Data Collection**

This involves data collection methods used by the researcher in her field of study. Interviews, questionnaires and data analysis were used and to compliment her findings the researcher made use of values and norms of the area under study. The data collection methods are further explained below.

#### **3.4.0 Primary Data**

It is information that is collected for the sole purpose of your research study. It is specifically tailored to your research needs. It involves interviews, surveys, questionnaires and direct observations or focus groups. It is collected for the first time by an investigator in order to make an analysis particularly in qualitative research. The researcher used this type of data collection to be able to give a full and comprehensive analysis of his research from the experiences, opinions and feelings of participants pertaining to the topic of the study.

**3.4.1 In-depth interview** – It is a way to be able to focus on an individual’s experience or history when it comes to understanding the dynamics around gender equality and what it means for all spheres of society. It essentially gave a better understanding of the subject from a more human side that involves beliefs, norms, and status and gender role, which in this case look at gender equality versus patriarchy.

**3.4.2 Questionnaires-** set of questions for gathering information from individuals. This is a data gathering instrument which is in the form of a printed document that contains instructions and questions that were compiled to obtain answers from respondents. Questionnaires are anonymous and hence respondents were able to complete the form with ease. Structured and unstructured questions allowed for a careful balance between open ended and close-ended questions. The use of questionnaires allowed the researcher an opportunity to use sampling data gathering techniques.

### **3.5 Data Analysis**

These are patterns and relationships found during the study. Business Dictionary (2018) defines it as ‘the process of evaluating data using analytical and logical reasoning to examine each component of the data provided. This form of analysis is just one of the many steps that must be completed when conducting a research experiment. Data from various sources is gathered, reviewed, and then analysed to form some sort of finding or conclusion.’

#### **Content Analysis**

It is a data analysis method used for describing visual, written or spoken information or records. Yu et al (2005) state that it is also a research tool ‘used to determine the presence of certain words or concepts within texts or sets of texts. Researchers quantify and analyse the presence , meanings and relationships of such words and concepts, then make inferences about the messages within texts , the writers , the audience and even the culture and time which these are a part’

### **3.6 Ethical Consideration**

#### **Informed Consent**

Njihawan et al (2013) defines this term as ‘ethical and legal requirements for research involving human participants. ‘This may be verbally or written, but written is more preferable so that the participant knows what he/she is agreeing to respond to or the implications of participating in such a study.

#### **Confidentiality and Anonymity**

Wiles et al (2006) describes confidentiality as what has been discussed will not have to be repeated at least without permission. This is the option of anonymity and pseudo names so as to protect the identity of the participant who may feel safer participating without having to feel his true identity as he may feel that it may be sensitive or simply attract attention toward him. The respondent has the option to have the record of his responses kept in private for reasons of safety and in most cases fear of stigma or intimidation in sensitive field studies.

### **3.7 Conclusion**

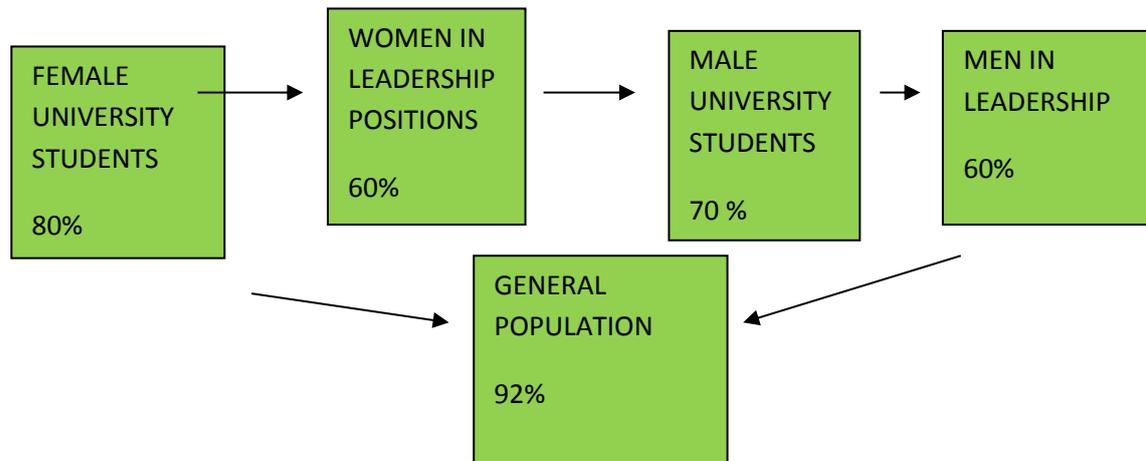
Research methodology was used as a guideline for the study / research and as a result the research design and methods were chosen to clearly investigate the effects of gender equality on peace consolidation in Zimbabwe.

## CHAPTER 4

### 4.1 Introduction

This chapter analyses and interprets data that was collected during the research through the use of interviews, questionnaires and document analysis. It helps in achieving research objectives and to also answer the research questions and was related to the sources and response rate of research surveys conducted during the period of research.

### 4.2 Response Rate to Questionnaires for target population



The above diagram indicates that the response rate indirectly and directly affected by the aspect of gender equality on peace consolidation from the population studied was 80%. This indicates that the respondents gave a positive amount of participation towards the study undertaken. The researcher faced difficulties in engaging with women directly affected by the rate of gender inequality and political participation because of fear of stigma.

### 4.3 Response Rate Analysis

A total number of 42 self-administered questionnaires were given out, of which only 8 were excluded because they were spoilt whilst some were not returned back to the researcher. An overall response rate of 80.34% was attained. The results are shown in the table below.

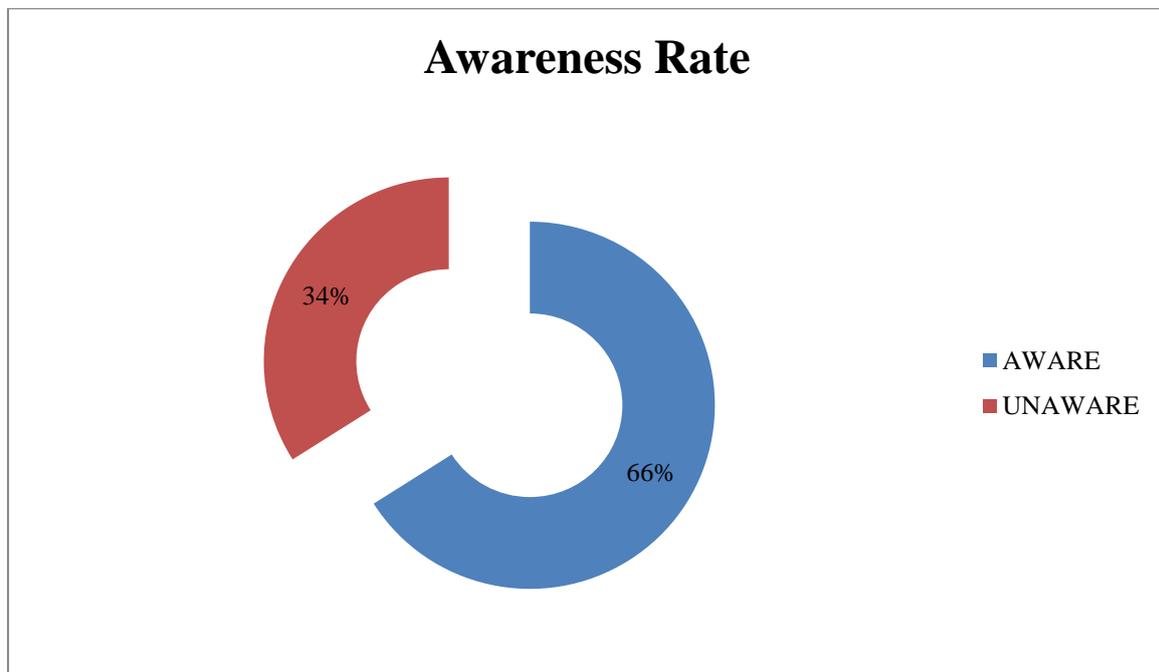
<b>Target Group</b>	<b>Target Population</b>	<b>Actual Response</b>	<b>Response Rate</b>	<b>Spoiled Questionnaires</b>
Female University Students	10	9	90%	1
Women In Leadership Positions	5	4	80%	1
Male University Students	10	7	80%	2
Men in Leadership Positions	5	4	80%	1
General Population	12	9	75%	3
<b>Total</b>	<b>42</b>	<b>34</b>	<b>80.34%</b>	<b>8</b>

Source: Primary Data

## ANALYSIS

The table above shows the 42 questionnaires administered to respondents. From this, 34 questionnaires were answered fully with a respondent rate of 80.34% which shows that there was full participation of the process. The highest respondent rate came from female university students which is mostly because their age range and sex is mostly affected with the dynamics of gender equality, and also because as academia they have a higher understanding and opinion of the relationship and impact of gender equality and peace consolidation. The researcher justified the response rate thereby coming to a conclusion and recommendations on the research. Female students believed that the derailment in progression of the two variables due to the state being pre-dominantly patriarchal especially when it came to conflict resolution issues like peace consolidation that involves long-term decisions and agreements.

### 4.4 Awareness of gender equality and its effects on peace processes based on the Questionnaire



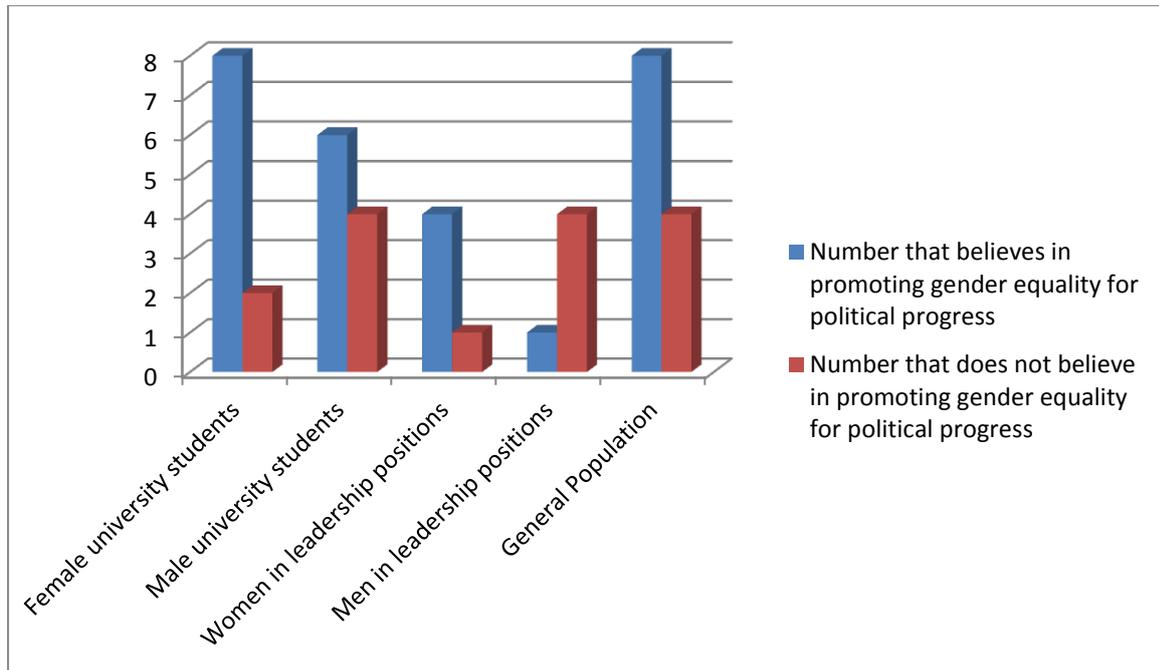
Source: Primary Data

## ANALYSIS

From the researchers findings it is important to note that the rate at which most people in a society are unaware generally of how gender equality has had an effect on peace processes from the Post-Independence period can still be considered quite high for a state that has a high literacy rate and also because of the wave of feminist theories and equality for over two decades ,most people seem to have not being sensitized towards the two aspects by state actors (Ministry of Community , Development , Gender and Women ) and civil society organisations that focus on peace. This is mainly because peace processes are entrenched in the political realm and because of the violence and negativity towards this; civilians have seldom wanted to fully participate in broader discussions such as this.

As a result, women are still on the back bench when it comes to them participating or merely being included or recognized for their efforts in fostering peace. Tensions may be latent right now but the failure of the state fully recognize the efforts of women in fostering peace at all levels be it at communal , regional and national level has resulted in women still being viewed as playing a minor role when it comes to bringing a significant change when it comes to peace. The under-estimation of women's input in peace processes has resulted in their exclusion be it as themselves or because of how institutions have been systemised , evidence of this can be taken from SALO (2011) who even after still three decades of independence states that ‘ what we had seen now and or hope the future is different , is different , is that black African women in Zimbabwe have been marginalized , have been excluded and have been unrecognised in terms of the solution around the political crisis.’

#### 4.5 Patriarchy and its effects on gender equality according to the Questionnaire



#### ANALYSIS

From the chart above, the researcher found that more female university students believe in the promotion of gender equality for political progress particularly the advancement of women. This number is the highest in favour of gender equality as compared to male categories, because female university students are the youth and with the advancement of education have become more aware of how gender equality could positively benefit women in the political arena. This can also be attributed to gender focused policies and gender parity within these institutions been used in school societies, association and sport teams in which 35% - 50% participation of women is encouraged in selection and participation. Election and nomination of women in executive boards of school teams and association is also encouraged and in most cases has become mandatory.

However, a small fraction still believes that the males should still be the ones at the fore front both behind and at the front of the scene. This was mostly attributed to their cultural background and beliefs. Furthermore, more male students liked the idea of political progress for women because they are aware that gender equality is a new dynamic within culture that can have a positive impact on the socio-political sphere by the two counter-parts working together. They are more socially aware and believe that gender equality will not take away their roles per say within the social construct of society.

Women in leadership positions are supportive of the promotion of gender equality because they have seen and felt firsthand the disadvantages equality in policy making that facilitate full inclusion of women in socio-political issues. Men in leadership positions had a high number that was not in favour of gender equality because most men are above the age of 40 years, their beliefs were still rooted and affected by the social construct of society which is in this society pre-dominantly patriarchy. They maintain that in as much as they believe in gender equality it may ruin their cultural dynamic of their society. The general population which included both male and female comprised of high school leaver students, members of society who working in various departments like education, construction, law and also those who were unemployed were in high favour of the promotion of gender equality for political progress of women because they believe in having a society work together for the betterment and development of every aspect of a community.

Patriarchy has been a cause of why the process of gender equality has taken so long in Zimbabwe and this is mainly because it is a cultural root that has even being planted in institutional sectors where as men are still viewed to be the one who has the last say or even rewarded for policies or strategies drawn up by women in political processes. Scholars, Stewart et al (2013) state that 'this ideology asserts the superiority of all males and arranges this fundamental inequality in what referred to as a hierarchical order.' It simply honours men at the expense of females and manifests in all spheres of life.

Patriarchy is considered a social construct and excludes women from rights and responsibility and Bjokdahl (2012) adds that 'this means real exclusion from public life and the gendered construction of public-private dichotomy.' Male dominance would essentially involve the oppression of women and girls are physically, emotionally and sexually in spheres of society at whatever level. Furthermore, it is safe to say that minimal participation of women in peace processes can be attributed to this dynamic that has resulted in the female women who have participated politically not being given credit where it is due and has ultimately resulted in their reluctance to continue to participate.

This can be traced back to the Post-war period after 1980 in which Lyons and Tanya (2007) state that 'women returning from the battlefield did not receive the same recognition as their male comrades. No demobilization or reintegration program existed in Zimbabwe and women in particular found them being relegated to old gender roles that they no longer fit into. Additionally female former ex-combatants had more difficulty accessing public security

services. Women ex-combatants confronted challenges over their social integration, both in terms of facing personal stigmatization and social rejection...’

One would note that such an ideology can have a derailing effect on how women in general are viewed and also how their exclusion may mean slow progress to long lasting peace as Shanyisa et al (2012) state that ‘ research findings revealed that women in rural Zimbabwean communities play crucial roles in peacebuilding processes such as psychological healing , mediation , conflict resolution, child care and advocacy.’

#### **4.6 Summary**

The chapter has clearly documented the analysis of the effects of gender equality as new ideology on peace consolidation. This chapter presented and analysed research findings regarding patriarchy, gender equality and its effects for women in the political arena mostly in participation in political decision making systems that include peace processes.

## **CHAPTER 5**

### **SUMMARY, CONCLUSIONS AND RECOMMENDATIONS**

#### **5.1 Introduction**

This chapter marks the end of the research. It presents answers to the research questions and solutions to better ways to include women in all political process especially in policy and decision making tasks from communal to national level. It also outlines why women in Zimbabwe have been undermined for so long and how gender inequality has resulted in the derailment of long lasting peace within the society of Zimbabwe from all levels of society too.

#### **5.2 Summary of the Research**

The findings of this research indicates that within most African communities , patriarchy has derailed the full integration of gender equality in all spheres of a society and these are socio-economic and political particularly under estimating the input of women in peace consolidation processes. This is a result of gender norms and social constructs of what gender is and who should undertake a certain role. This can be noted as one of the main challenges faced by women in Zimbabwe in consolidating peace.

Institutions and lack of capacity building and development and both a micro and macro level for the progression for women in discussions that involve gender equality , human rights and their responsibilities as far as political participation goes can be attributed to women's failure to fully contribute in peace processes. In addition to that stagnant cultural norms and beliefs rooted in patriarchy have being planted into the general social structure which has in turn shunned women away from participating in political decision making tasks or even their role to represent themselves as men are considered in patriarchal societies to be the ones that make overall decisions. Policies and agreements with regards to legislation have not fully ensured gender equality at micro and grass root level when analysing the issue at national and this again is attributed to difficulty and somewhat failure of the government and other organisations in changing the mind set of strong cultural societies that believe in the male counterpart as the one who has the last say. It is simply an issue of striving for progress in modern day democracy using gender equality versus controversial issues like cultural norms which are deep rooted issues and cannot be easily resolved or compromised because of the issue it being tied to an identity based conflict.

The aspect of gender equality having an effect on peace consolidation in Zimbabwe has become an issue of controversy within society as it opposes the cultural belief in male dominance which is essentially patriarchy. In most communities, particularly rural ones are widely affected by patriarchy and as a result, such communities have a higher percentage of Gender Based Violence on women that has decreased self-esteem increasing the degree of discrimination.

### **5.3 Conclusions**

Institutions within the state should be more proactive and supportive of women, politically so as to increase the progress of gender equality within the state. Social issues like that of patriarchy need to be eradicated or changed to suit the socio-political atmosphere of today. Gender sensitization and awareness should be emphasized in boys and girls from a young level and the general social construct of gender roles should be now influenced or rather changed by input from the government through education. Cultural norms like that of patriarchy have shunned women away from wanting to participate in decision making because of society dynamics and socio-psychological beliefs that have been instilled in them. Legislative framework does not include women to a greater extent because opinions from women at grass root level are often noted but hardly considered.

### **5.4 Recommendations**

#### **5.4.1 Awareness and sensitization of gender equality to the community**

Women and girls should be consulted on policy and decision making tasks from grass roots levels so as to fully integrate and foster inclusion of the opinion of women from all levels within different communities' especially rural communities as it will improve implementation strategies and benefit all citizens , both men and women. Gender-focused policies should also be implemented from grass-root levels too, with women participating at a 50/50 par rate with women in rural district councils as councillors, village heads and district administrators. Not only women should participate in gender-focused programs but men too, they should also involve the participation of opinion leaders and traditional chiefs who could be at the fore front at changing gender stereo-types from programmes provided by CSO and the government.

#### **5.4.2 Change of the ideology of Patriarchy within communities**

This could easily change from early stages by making education sensitive and discouraging the usual gender norms and social constructs of how women should be viewed. Boys should be taught at an early age that viewing women as their equals not sub-ordinate will have a positive impact as working together as a team yields better results in various aspects. This will essentially eliminate exclusion of women in decision making process from domestic to national levels. Institutions should raise the aspirations of girls and parents by encouraging them to invest and further the education of the girl child and their participation various developmental programmes. With the wave of globalisation , the government could work hand in hand with international organisations to expose our communities to external influences that for the advancement of gender equality through easier access to media sources like television , radio and the internet and also educational exchange programmes in which both boys and girls can have the opportunity to study outside of the country to also get a feel of how social and cultural dynamics have an impact on the political system be it legislative or policy wise.

#### **5.5 Conclusion**

The researcher at the end of her study felt that there was a dire need for both non-state and state actors to do more to ensure that both men and women understand the dynamics of gender equality in relation to peace processes. In addition to that, the researcher still feels that more can be done by the state and the international organisations as a way of revolving cultural dynamics that have affected the acceptance and understanding of gender equality by communities as a whole. More work needs to be in legislative frameworks for the benefit of women from rural to urban areas, gender sensitisation should involve both male and female counterparts in their activities. Furthermore because the international community has been more than supportive in their own state with women participating in political processes, the same or similar programmes or laws may be adopted by our state as a starting point for the sake of progress.

## QUESTIONNAIRE & INTERVIEW GUIDE

### SECTION A

AGE:  SEX:

OCCUPATION:

### SECTION B

1. Are you aware of the term gender equality?

YES  NO

2. If, NO do you believe that men and women should have equal rights politically and socio-economically?

YES  NO

3. Do you believe that it has an impact on peace in Zimbabwe?

YES  NO

4. Do you think that patriarchy affects the progression of gender equality in our country?

YES  NO

5. If yes/no, please explain why?

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

6. Do you think non-state or state actors are doing their best to foster women's participation in the political sphere?

YES  NO

7. Do you believe in the inclusion of women in policy formulation / decision making?

YES

NO

8. If yes / no, please explain why?

.....

.....

.....

.....

.....

.....

9. Do you believe in promoting gender equality for political progress, particularly women's participation ?

YES

NO

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## Appendix B: Marking Guide

# MIDLANDS STATE UNIVERSITY FACULTY OF SOCIAL SCIENCES

DEPARTMENT OF POLITICS AND PUBLIC MANAGEMENT

GUIDELINE FOR MARKING DISSERTATION

ITEM UNDER OBSERVATION	COMMENTS	SCORE
<b>Title [10 marks]</b> <ul style="list-style-type: none"><li>• Is the title clear and precise?</li><li>• Does the title expose the problem under investigation?</li></ul>		
<b>Abstract/Introduction [10 marks]</b> <ul style="list-style-type: none"><li>• Does the abstract successfully bridge the gap between the title and subject?</li><li>• Does the student demonstrate knowledgeability about the nature, problem and purpose of study?</li><li>• Have the objectives of the study been clearly stated?</li><li>• How relevant is the literature reviewed and theories used?</li></ul>		
<b>Content [50 marks]</b> <ul style="list-style-type: none"><li>• Are the chapters well laid out and coherent?</li><li>• Does the work show the use of relevant research methods?</li><li>• Is the evidence authentic?</li><li>• Is there evidence of research?</li></ul>		
<b>Conclusion/ Recommendation [10 marks]</b>		

<ul style="list-style-type: none"> <li>• Has the work been resented?</li> <li>• Does the conclusion answer the objectives?</li> </ul>		
<p><b>Reference [10 marks]</b></p> <ul style="list-style-type: none"> <li>• Have the references been accurately presented?</li> <li>• Has the referencing style been consistent?</li> </ul>		
<p><b>Layout, Presentation and Editorial Assessment [10 marks]</b></p> <ul style="list-style-type: none"> <li>• Is there continuity in the style of writing?</li> <li>• Is there correct use of English in terms of consistency?</li> </ul>		
<p><b>TOTAL SCORE (100 MARKS)</b></p>		

Signature of the Supervisor.....Comment on Submission.....

Signature of the Marker.....Date.....

Signature of the Moderator.....Date.....

