

**STAFF AWARENESS ABOUT GENDER MAINSTREAMING AND ITS
IMPLEMENTATION IN HODAN DISTRICT,
MOGADISHU, SOMALIA**

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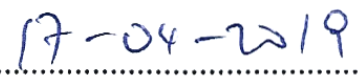
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DECLARATION

I, declare that this research report is as a result of my own efforts and has not been presented for any other academic award in any University or institution of learning.

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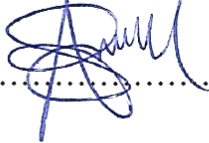
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APPROVAL

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DEDICATION

I dedicate this dissertation to the almighty God, my Dear mum, Zahara Ibrahim Hassan, my dear brothers and sister for moral and financial support they have offered me during my studies.

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I wish to acknowledge and be grateful to God for enabling me to reach this point in my academic life and I am so thankful for his unconditional protection.

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ABSTRACT

The purpose of the study was to examine how staff awareness influences gender mainstreaming in Hodan District, Mogadishu, Somalia. The study objectives were to investigate staff awareness about gender mainstreaming, explore how staff implements gender mainstreaming, examine the effects of staff awareness on gender mainstreaming implementation and to examine challenges faced in implementing gender mainstreaming. The study employed a descriptive research design based on mixed approaches of quantitative and qualitative research approaches. Quantitatively the study used questionnaires that were administered to 78 district staff. Qualitatively the researcher collected the data from 20 key informant interviews who were gender activities and community elders. The results indicate that a simple majority of the respondents admitted that they were aware about gender mainstreaming 53.8 %. The staff implements gender mainstreaming, gender equality policy had 34.6% followed by equal opportunities guidelines then 29.5%, followed by gender evaluation then 16.7% and equity Committees 12.8%. On how to staff implement mainstreaming, 53% contend that staff awareness affect gender mainstreaming, awareness facilitate provision of knowledge to other people, staff awareness creates the provision of policy to the people in a better form. On challenges of gender mainstreaming implementation, 74.4% respondents contend that lack of funding from both government and limited funding from the gender activists and organizations, the cultural of Somali that favour men at the extent of the girls has limited gender implementation, lack of policy and a gender department and ignorance of people limited gender mainstreaming implementation. The key informant interview further show that staff awareness did not have much effect on gender mainstreaming implementation, there were also cultural, religious, capacity and funding challenges to gender mainstreaming implementation. The study conclude that there was low staff awareness was affiliated to lack of a policy and staff to implement the awareness. The study concludes that implementation was through policy, workshops, training and sensitization was low. The lack of implementers for gender mainstreaming and policy fails implementation. The study on the third objective conclude that low awareness of staff on gender contributed to low implementation of gender mainstreaming in the district. The final objective concludes that lack of finance, low training, lack of policy at district hinders gender mainstreaming. The study recommends that there is need to improve awareness for gender implementation, those in the policy and budgetary chain should be educated to ensure gender sensitivity and finally, the government should strengthen collaborations between gender mechanisms and those responsible for implementation of gender policies.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

The study on staff awareness on gender mainstreaming in Hodan district, Mogadishu, Somalia. This first chapter specifically covers the background of the study, statement of the problem, purpose of the study, objectives of the study, research questions, scope of the study, and significance of the study, and the operational definitions of terms and concepts as applied to suit the context of the study.

1.1 Background of the Study

1.1.1 Historical perspective

Globally, gender mainstreaming has been a contested concept and practice since the early 18th century (Andrea, 2012). Gender equality issues presents a series of constraints especially in the current societies with countries in the developed countries such as USA being not an exception, even when progress and reasonable advance have been undertaken by these countries, the gaps in the payments, social society and practices in the avenues of education, politics and participating plus social organizations (institutions) (Walby, 2003). After ratifying the 19th amendments in the constitution of America that empowered the women in the political freedoms, there is a proposed amendment to the USA constitution to provide a guarantee for equal rights to all the women and this was proposed during the hard times for the countries after the end of the second world war I and the Spanish flue plus the world war II including the cold war (Boughelaf, 2012). In this revelation, the end of 1980s in the campaign for ensuring gender equality standards was assured into the third wave. In the response to what was viewed as the most outstanding avenue for the whites and the middle class for the agendas in the second waves for the female situation that is known as the great awareness for the particular equality concerns for the feminists' identification of the previous marginalized people in the wave of discourse for gender issues where the women originating from the black and minority for the backgrounds, Bisexual, Lesbianism and transgender avenues for the attainment of women in the black setup for the classes providing avenues for improving the state of the management issues that is fundamental for generating the work values necessary for developing the gender systems in the countries across the organizations especially in the organizations to generate staff awareness.

The previous years in the organizations especially on gender mainstreaming generated the avenues for developing an opportunity in the developing countries in Africa in the promotion of the processes that provide avenues for economic development of rural populations. Gender mainstreaming in the African situation has provided the avenues in the deriving avenues to motivate the men and women in establishing the peace for avenues for working together in the environment of constraints with the gender issues and mainstreaming focusing on the main avenues for the female and most vulnerable means in the areas and the men have experienced discrimination in society in several levels (Andrea, 2012). The most important avenues for pinning the issues of gender mainstreaming in the countries such as South Africa has seen the women faced in the previous years with challenges up today. The mechanisms concerned in the women situation for 1950s describe the avenues for focusing on housing, food prices and permits (Aufhauser and Hafner, 2002). In the current society the mechanisms for the South African countries, the women faced with the wide range of issues including violence and abuse of children, the emergency of diseases such as discrimination for the existence of poverty. The provision of the information for the women in the organization for the management of the structures of the community in the management of challenges. The avenues for the community structure are presented in the organizational mix that has established the avenues in the mid-1940s for the order and increment in the gender awareness mechanisms for the people in the organizations.

Gender mainstreaming is one of the highlighted global strategies in promoting gender equality issues that was signed in Beijing. This was the United Nations for the world conferences for women in Beijing in 1995 also known as the Beijing platform for action (UN, 2002). Platform for the management for self actions and supporting agenda for women empowerment. The aim was to accelerate the implementation of the Nairobi forward Looking Strategy in the advancement for women in the removal of the constraints of women participation public and private life through the full and equal shares in the economy, social, cultural and political aspects and decision making. The means for the aspect of shared power and responsibility need to be designed for the women and men for the home environment or local contexts.

The equality management issues for women and men are a matter of observance of human rights establishing the conditions necessary for justice in the society; they are necessary equality, development and the peace in developing countries. The environments for the actions that provide sufficient avenues for women is common and provide concerns for the address in the working together in the partnership with the men for the goals of the gender equality in the world. The values of the environment present the diversity of the situation, conditions that reveal an avenue for women facing the specific challenges for empowerment (UN, 2002).

In Somalia, the issue of gender is seen in the high cultural system that regards men as superior or more representable people in the public avenues. The government and partner organizations such as UNDP Somalia has established avenues for managing and striving to address gender equality and women's empowerment in an effective and coherent manner. The Somalia program document for 2011 to 2015 provides a framework within which to implement the mandates of gender mainstreaming in the country program overall and responds directly to the acute challenges faced by Somali women today. UNDP is tackling some of the most recurrent aspects of discrimination through strategic attention to the most vulnerable men, women, girls and boys, with the ultimate goal of contributing to the achievement of human development and gender equality (UNDP, 2016). The country assessment review of the major issues revealed that the gender program is a ministerial one though there is less implementation of the same in the local government despite having relatively strong women cultural institutions.

1.1.2 Theoretical perspective

The study is premised on the Frames theory of Hafner-Burton and Pollack (2000) who argues that the policy frames involved, and framing processes related to them, their analysis shows the dominance of framing as an important aspect of explaining the occurrence and successful starting of the implementation of Gender mainstreaming. They use the concept of strategically framing as a dynamic concept that enables to see how different actors adapt existing policy frames to pursue their respective goals. (Strategical framings defined as attempting to construct a fit between existing frames and the frames of the change agent.) Their case studies support two general conclusions: the variability of results, and secondly, the ability of strategic actors to overcome structural obstacles through a skilful process of strategically framing.

In their final conclusions Pollack and Hafner warn that the EU that their Gender Mainstreaming efforts might turn into an integrationist approach integrating women and gender issues into specific policies rather than rethinking the fundamental aims of the EU from a gender perspective. They see this as the inevitable result of the strategically framing processes who “sell” Gender Mainstreaming as an effective means to the ends pursued by the policy makers, rather than as an overt challenge to those ends. Especially since the EU is one of the most successful implementers so far, this threatens the transformative potential of Gender Mainstreaming. The theory chosen is because it guide in the implementation of gender mainstreaming.

The study also employees Gender Relations Theory.

The study is premised on the gender relations theory of Judith Butler in 1995. The theory provides that society view all the activities of the organization conducted and based on the social values and interactions for men and women. The society has an ultimate authority and the precise and particular nature of things done by women and men and the real contribution for production and reproduction for the turns of the value to be provided prejudice for women. The experiences in the women for society for women that are not the same avenue for supporting the male counterparts.

According to the theory, women suffer and in the family setting provide an avenue that provide an access for the cannot provide their children. The major and final wellbeing of the woman is affected by culture in the large extent. The society in the cultural institutions provides avenues that govern the women and control the roles and responsibilities (Butler, 2013). On the contrary, men have been left with the role of defining these societal norms with full control being left to them. The interaction on different levels is fully determined by societal norms. This means that production and accessibility are controlled in the society. The society on the large extent provides that the control process for development through resources.

The theory is justified by the emphasis on the social norms, cultural norms, economic norms and standards that must be considered for gender mainstreaming to be effective. The norms are the factors that influence the implementation of gender mainstreaming in the government. Gender

mainstreaming influence cultural factors in the system of the management for the assessment of the country premix (Butler, 2013).

1.1.3 Conceptual perspective

(Brynard (2007) defines staff awareness as a level to which an employee knows certain policies, situation, documents or any other important information. According to Brynard, staff awareness has two important sides: Fostering of integrity in the staff: sharing and nurturing corporate culture and ethics, improving communications and commitment, code of conduct, etc; ameliorating practical knowledge on the enacted corporate policies and workplace procedures, comprising routine operations, business processes, emergency actions, etc; Many of companies and organizations have their programs for improvement of staff awareness that includes knowledge on company's strategic goals, policies to reduce energy and time waste (or other saving options), decreasing operational costs and increasing efficiency, improving knowledge and professional attitudes, because the higher Staff awareness the better competitiveness of the company.

Gender mainstreaming is the approach that seeks to identify the distinct roles, needs and opportunities of different gender and age groups and to put strategies in place that ensuring equitable access to services and close opportunity gaps (Meer and Porter, 2005).

In this study staff awareness is conceptualized in the avenues through which the employees in the local government are set to have awareness on the gender issues in the country. On staff awareness, the staff awareness is in terms of training opportunities, staff engagement and induction in gender issues by the people in the organizations including the local government for the country.

Gender mainstreaming is the process by which a gendered perspective (male and female) is integrated into the fabric of our communities, institutions, and lives (Lyle-Gonga, 2013). In order for these values to permeate into our everyday lives, we issues of “separateness must address” that still seem to prevail in our institutions, particularly in our political science curricula. (Lyle-Gonga (2013) argued that gender mainstreaming is a transition from a male-defined curriculum to a more gender-balanced curriculum that better reflects the improved status of women in society.

In this study gender mainstreaming is used to refer to avenues that are undertaken by society or a group of people in ensuring gender equality in the society. Gender mainstreaming can be measured through equity committees, equal opportunity guidelines and gender mainstreaming tools that can generate gender considerations and values in the society among the people in the different avenues for society.

Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. Gender equality means that the different behavior, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female (Gurung and Lamak, 2003).

1.1.4 Contextual perspective

In Somalia, there are profound differences between sexes that start in the life and in the environment of gender mainstreaming that is crucial step for equity in getting the girls to schools (Chabot et al., 2002). In the local government again in Somalia, the girls are enrolled for the schools and that those that are cited in the marriage for the household responsibility for the constraints in attendance. Therefore overcoming the challenges to the girls in the education institutions is low in Somalia based on the existing legal status and situation for the schools in the local government of Somalia.

In the context of Somalia, access to resources by men and women is a key challenge because of awareness constraints among the people in Somalia in Hodan district. The provisions of the imbalance result in high poverty levels for the women than women. Most women depend for the small scale schemes for agricultural in production in comparison to male counterparts in the fact that these comprise the over 50% of the country population and the half labour force for the people (Behning, & Amparo, 2001). The situation for the Somalia population has confirmed in the demographic health survey that provides incidence of poverty are high and that women face inequalities in access to resources. The Somalia welfare monitoring and survey schemes III established that the female head the households that suffer more intense for the failed access for resources in men than women that is below dollar 1\$ for a day.

The most parts of Somalia including Hodan district are deeply rooted in gender inequality prevailing under different circumstances, Somalia women are majorly not participating in decision making or even asset ownership (Booth, 2003). The women suffer from cruel and inhuman bad treatment that includes the sexual and gender violence. Even the employed people in the district or local and central governments of Somalia especially those in gender positions exhibit limited awareness on gender issues. The women suffer the cruel and poor treatment, this is due to lack of access to form justice environment and harsh sharia laws in conjunction to lack of gender awareness by the staff and people in society (Barmes& Sue, 2003). The practices of women such as female genital mutilation is prevailing and much form with its prevalence at 98% among women in Somalia and girls entirely in Hodan district. The limited gender mainstreaming issues arise from the presence of cultural institutions that give much authority to the male gender hence a low focus for women in decision making (UNDP, 2015). The presence of these has constrained all avenues intended to have women in effective debating on issues of decision making in the many areas in Somalia.

1.2 Statement of the Problem

Gender main streaming implementation is a global issue which developing countries embraced in order to achieve development for their country. Developed countries have also embraced gender mainstreaming as a measures for developing staff awareness in public organizations. In Africa and mainly Somalia, a number of stakeholders participate in local government and many concerned countries and agencies to ensure that main streaming is key on agenda (Cornwall and Whitehead, 2007). Somalia has drafted the national gender policy intended to ensure gender mainstreaming in the country, the policy agitates for gender equality, gender roles, gender relations among other focus intended to generate values for gender mainstreaming in the country (Draft gender Policy, 2012). Even though the progress is attained in the area of women status and gender equality, there are still many women in Somalia local government that have suffered from gender discrimination possibly due to awareness constraints (Espey, 2010). For instance in Hodan local government, despite the fact that many international development organizations have tried to emphasize the centrality of gender equality as a policy for alleviating poverty, hunger, and promoting sustainable development in rural areas, gender inequalities in the local government still escalate at an alarming rate.

The vision is clear, but there are weaknesses in staff capacities, resource allocations and institutional systems (Behning & Amparo, 2001). There prevail low awareness among the government staff that could be hindering the implementation of gender mainstreaming despite efforts established by government in the implementation of policies continues to be a challenge at both national and community levels. Various factors have contributed to these shortcomings key among them being poor governance and lack of the effective monitoring and evaluation frameworks which are integral in implementation program. Although political will exists, the commitment is inadequate which makes the implementation of the different legislations and anti-discrimination laws difficult (Ibrahim, 2009). It is, therefore, in this regard that the researcher sought to examine the staff awareness and gender mainstreaming in Hodan District, Mogadishu, Somalia.

1.4 General Objective

The purpose of the study was to examine how staff awareness influences the implementation of gender mainstreaming in Hodan District, Mogadishu, Somalia.

1.4.2 Study Objectives

- i. To investigate staff awareness about gender mainstreaming in Hodan District, Mogadishu
- ii. To determine how staff implement gender mainstreaming in Hodan district in Mogadishu.
- iii. To examine the effects of staff awareness on gender mainstreaming implementation in Hodan District, Mogadishu.
- iv. To examine challenges faced in implementing gender mainstreaming in Hodan District, Mogadishu.

1.5 Research Questions

- i. Has are staff aware about gender mainstreaming in Hodan district in Mogadishu?
- ii. How does staff implement gender mainstreaming in Hodan district in Mogadishu?
- iii. How does staff awareness influence gender mainstreaming implementation in Hodan District, Mogadishu?
- iv. What challenges are faced in implementing gender mainstreaming in Hodan District, Mogadishu?

1.6 Scope of the Study

1.6.1 Geographical Scope

The study was carried out from Hodan District. Hodan District (Somali: Degmada Hodan) is a district in the southeastern Banaadir region of Somalia. It is a neighborhood in the northwestern part of Mogadishu. The researcher will carry out the study from Hodan District local government because of its instability fueled by politics and clanism.

1.6.2 Content Scope

The study focused on staff awareness about gender mainstreaming, how staff awareness influence gender mainstreaming, establish whether staff awareness affect gender mainstreaming and challenges faced in implementing gender mainstreaming in the district.

1.6.3 Time Scope

The study focused on the period of 2010-2017. The time selected provides a reflection on the gaps that Hodan District Local government recorded the highest number of cases related to gender inequality.

1.7 Significance of the Study

The following are the anticipated beneficiaries and ways through which they will benefit:

The study will help community based organizations and community elders who struggle to promote gender balance in communities. The community elders will be able to design, implement and engage locals in equality and gender balance programs.

The study will push for enactment of stronger policies and regulations in regard to gender balance. For instance policy makers may come up with a strong policy to implementing the strategies to promote peace within the community

The study will contribute to the existing scanty literature on gender mainstreaming and local governments. This will enable future researchers to use the findings as a point of reference in their future studies. The study will further be significant to researchers because it will identify literature gaps that future research should address.

The study will also serve as a future data base for further researches that will be carried out as

researchers draw data from the findings which showed the existing gaps in gender mainstreaming and local governments

1.8 Operational Definitions of key terms

Staff awareness refer to the extent to which the employees are aware of some policies, situation, documents and other important information (Makinde, 2005). Staff awareness is a level to which an employee knows certain policies, situation, documents or any other important information.

Gender is the social characteristics of women and men in the detailing of norms, roles and relationship between the women and men (Zunes, 2007). Gender is known as social structure designed by women and men, it is not the same as sex, biological traits women and men and not same to women.

Gender mainstreaming is the process by which a gendered perspective (male and female) is integrated into the fabric of our communities, institutions, and lives (Lyle-Gonga, 2013). In order for these values to permeate into our everyday lives, we issues of “separateness must address (Quan-Baffour, 2008)

Gender mainstreaming is important given that it provide an avenue for providing the attitudes on gender from the groups, in this instance the order for change in attitude to gender need to be same and integrated for the major reasons and introduced for a way of promoting equality

Gender mainstreaming implementation is a process that involve activities established in the management and establishment of gender rights among the males and females to enable a establishment of a gender equal perspective in society.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter presented the literature from different scholars and authors in accordance to the objectives of the study. This is sub-divided into three sections, that is; theoretical review, conceptual framework and review of related literature.

2.1 Theoretical Review

The study is premised on the frames theory of Hafner-Burton and Pollack (2000) who argues that the policy frames involved, and framing processes related to them, their analysis shows the dominance of framing as an important aspect of explaining the occurrence and successful starting of the implementation of Gender mainstreaming. They use the concept of strategically framing as a dynamic concept that enables to see how different actors adapt existing policy frames to pursue their respective goals. (Strategical framings defined as attempting to construct a fit between existing frames and the frames of the change agent.) Their case studies support two general conclusions: the variability of results, and secondly, the ability of strategic actors to overcome structural obstacles through a skilful process of strategically framing.

In their final conclusions Pollack and Hafner warn that the EU that their Gender Mainstreaming efforts might turn into an integrationist approach integrating women and gender issues into specific policies rather than rethinking the fundamental aims of the EU from a gender perspective. They see this as the inevitable result of the strategically framing processes who “sell” Gender Mainstreaming as an effective means to the ends pursued by the policy makers, rather than as an overt challenge to those ends. Especially since the EU is one of the most successful implementers so far, this threatens the transformative potential of Gender Mainstreaming.

Discourse analysis in general, as well as frame analysis until now, presents problems for comparative analysis: how to develop categories that can analyse discourses at various levels, and that allow for comparison (van Gorp 2001). Frame mapping offers no viable alternative to

this problem. Frame mapping is based on the mathematical frequency and co-occurrence of key terms in text. This technique has the advantage that it generates data that are suitable for comparative analyses, but it is too simplistic for “messy” problems. The methodology developed attempts to overcome these problems by analyzing dimensions of frames rather than constructing typologies of frames. These dimensions allow for a comparable description of various positions. The assumption of multiple, potentially contradictory frames, we do not search for dominant frames necessarily. Parallel to the use of the verb-forms like gendering, labeling and coding to emphasize change and the handling of change we look at framing rather than at frames.

Gender relations theory

The study will be based on gender relations theory developed by Judith Butler in 1995. According to this theory, society views all activities that are carried out to be based on social roles and interactions of men and women (Butler, 2013). The society seems to have ultimate authority on the precise nature of what women and men actually do, and their real contribution to production and reproduction which turns out to be prejudiced against women. The experiences of women in the society are not the same as those of their male counterparts.

Women still suffer and in a family setting they suffer more because they cannot give up their children. Moreover, the ultimate wellbeing of women is influenced by culture to a large extent. The society decides which cultural beliefs and practices govern women and take control of their roles and responsibilities (Butler, 2013). Men on the contrary are left with the role of defining these societal norms with full control being left to them. Their interaction on different levels is fully determined by societal norms. Economically the means of production and access are also controlled by the society. The society on a bigger scale controls the process of development through resources (Butler, 2013).

This study will be based on this theory because it emphasizes on the influence of social norms, cultural norms, economic norms and standards which must be considered for gender mainstreaming to be effective. These norms are the factors that influence the implementation of gender mainstreaming in the government. Almost all the variables were captured by this theory. Gender mainstreaming is affected by cultural factors such as the patriarchal ideologies which are

very dominant. Lack of awareness on gender issues is also an influencing factor as well as the limited nature of resources and dysfunctional policies(Butler, 2013). The gender relations theory guide design of appropriate mechanisms to change the gender perspective, the theory enables establishment of the nature of relations for design of appropriate gender mainstreaming.

2.2 Conceptual Framework

The conceptual framework diagrammatically shows the relationship between the different variables in the study. The independent variable will be perceived as staff awareness and the dependent variable is gender mainstreaming. The study will be carried out basing on the interrelations between the variables in the research problem. It is to explore the connection between the independent, dependent and the intervening variables.

Independent Variable

Staff awareness

- Training opportunities
- Staff engagement
- Induction on gender issues

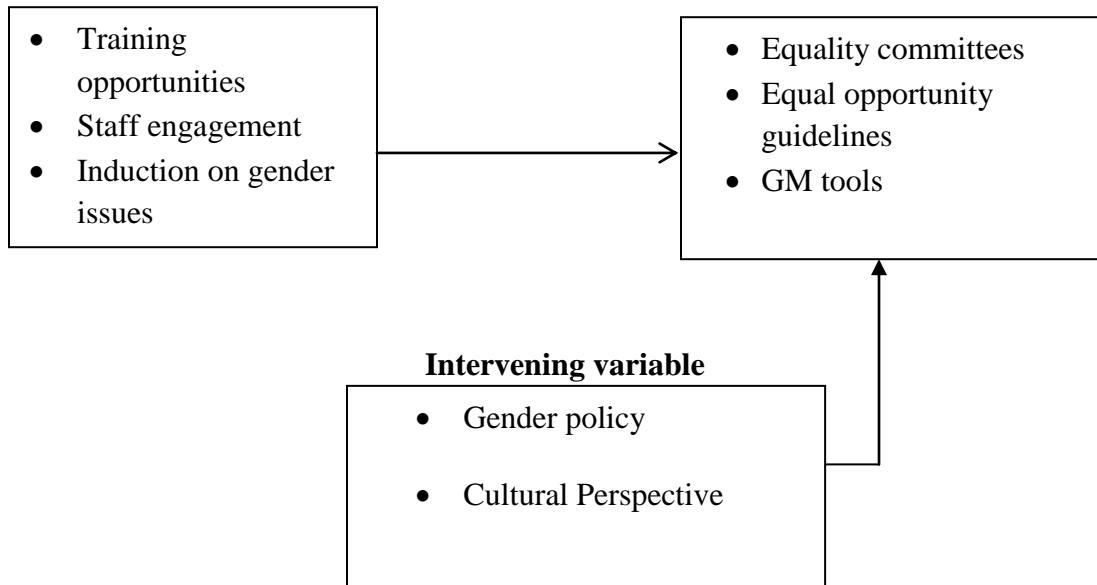
Dependent variable

Gender mainstreaming

- Equality committees
- Equal opportunity guidelines
- GM tools

Intervening variable

- Gender policy
- Cultural Perspective



Source: Adopted from Brynard, (2007) and modified by the researcher 2018

The framework show a clear conceptualization of the independent and dependent variables, the independent variable is conceptualized through training opportunities, staff engagement and induction in gender issue. While the dependent variable is on issues of equality committees,

equal opportunity guidelines GM tools that seen to be gender equality policy, gender evaluations and gender impact assessment. The presence of the positive independent variable has a positive effect on dependent variable while presence of negative awareness reduces gender mainstreaming. The presence of intervening variables of gender policy and cultural practices have an influence on staff awareness that further support the gender mainstreaming among the people hence defining the support for gender mainstreaming.

2.3.1 Related Studies

2.3.1 Staff awareness about gender mainstreaming

2.1.1 Training opportunities

Training can be a key opportunity to help staff understand the relevance of gender equality for the organization (internally and externally) this is vested with actual need for fostering support for supporting gender equality in an organization in the creation of support to gender championship for the different scales and ensure change at personal level for supporting the entire society for development. Moreover, building capacity for the staff is considered and provide address for training that will ensure that institutionalization of gender awareness, reducing the burdens for gender experts in the promotion of sustainability in society regarding gender aspects of the society and country Mavin and Grandy, (2012). Training on gender never the less require funding and staff time, two resources that can be scarce, especially as unrestricted or general funds become scarcer. The major option for this is incorporating training for staff into new projects to ensure that staff has the expertise to adequately assess and monitor gender equality in the programs, and will leverage project funds to facilitate the internal change process. Such leveraging may be easier for projects that are explicitly related to gender, or with donors who already seek a high degree of gender integration.

Määttä, and Lyckhage, (2011) contend that training opportunities for gender is a long-term process that requires sustained attention and commitment for the training opportunities necessary for enhancing and ensuring awareness on the side of staff on development mechanisms for elevation. In recognition of the outlying issues regarding organizations commitment to availing the staff opportunities is fundamental for work performance avenues this can support the establishment of viable strategy for preserving the advancement in gender while giving less attention to the organization. The organization is therefore in viable support for the positions

furthering progress on gender for the future. In this case a broad based network for staff support and provide avenues for supporting gender issues spreading the work for gender mainstreaming in and around that avoids the burn-out that can result from relying on a handful of individuals. In this case availability for opportunity support the establishment of an awareness scheme for the employees or staff in the organizations.

2.1.2 Staff engagement

Gender staff engagement is automatic; it relies and has impacts on the people working in an organization. The success of staff engagement for gender is Necessary avenue for supporting and enhancing work values at all levels of employment. Participation builds a broad base of support, increases adoption of new practices, provides a wide range of skills and knowledge related to organizational operations that facilitates the change process ensures that processes and proposed changes are informed by the people who will be affected, and fosters sustainability. Participation in this case bring benefits to the organization, including expanding the number of staff with gender expertise and improving the organization's gender capacity overall Omar, and Davidson (2001).

Gender staff engagement often requires shifts in attitude and perspective as well as changes in the way work is done. This task is not easy: Behavior change even change that is welcomed or will ultimately have positive results can be difficult Plagnol, (2010). People are more likely to be receptive to change if they understand the purpose and benefits and if they have been included in the process. Asking staff to change their accustomed ways of working and interacting is likely be met with resistance if those changes are not understood or supported. Additionally, if changes are introduced without the input of those affected the organization risks that the changes will not be implemented or will not produce the intended results.

Regular, staff open communication and transparency are fundamental mechanisms for the attainment of broad participation and support to the management of strategies for achieving broad participation and support. Communication for this case provides road map into provision and establishment of help staff understand the value of the process and the importance of their role in it, which should increase participation. Communication this case builds trust, an essential component of a meaningful gender mainstreaming process. That highlight the relevance of

communication in the mode of interaction for supporting staff engagement in the decision making processes Sörilin, 2011),

2.1.3 Induction on gender issue

Induction is the organizational supportive introductory stage for new employees to settle quickly into their job and soon become active and efficient workers. Most academic studies related to this topic focus on the perspectives of the employees and neglect the employers' point of view. Compton, Morrissey & Nankervis, (2009) argues that induction provides a review for designing to stimulate and establish awareness amongst employees on issues of gender. The induction if done depending on the organizational setup is geared towards generating values of performance to be made known to the employees in society.

In regard to gender, induction presents a form of assessment is supportive of employees by the organization developed through means of jobs and provide an active and efficiency scheme for work that enables the organization in having the organization employees embraced with work values (Foot & Hook, 2011). Induction at this extent is intended to generate awareness for the employees in work effectiveness. The program in this case developed by countries facilitate the development of a free environment that ensures employees have vast knowledge on the operations framework for the employees and if actively put support knowledge acquisition for the employees to support the community in the day today issues for management undertakings.

The literature reviewed on the state of staff awareness on gender issues is prevalent, in-fact several researchers have tried to demonstrate the presence of staff awareness dimensioned on training opportunities, staff engagements and induction on gender issues. The review provided above is based on the reviews are author workers done on staff awareness though this is not in the environment of Somalia, these presents geographical and besides the fact that the information reviewed is based research data for the period before 2015 further presenting a time and theoretical gaps.

2.3.2 Ways how staff implements gender mainstreaming

Gender mainstreaming can be implemented at different levels in the society and organization. The mechanisms for the implementation of gender mainstreaming are therefore undertaken in different versions as presented in the discussions

2.2.1 Equality committees

Gender equity committees represent the proportion of the organization or society undertaking taken at a lower level intended to stimulate the participation or improving gender mainstreaming in the organizations. Since gender equality committees is a significant undertaking for any organization, it is important to begin with a solid framework to conceptualize and organize the process Maitrayee Mukhopadhyay (2010). A proper constructed forced for the gender equity committees explain the state of commitment that an organization in any given aspect of the organization need to change, these include the process mix that is that usually go unnoticed. A complete framework can illuminate entry points or key levers for introducing change and help plot a path for the gender mainstreaming process.

2.2.2 Equal opportunities guidelines

The presence of equal opportunities can present a positive effect on the organization effectiveness for success. In this context, the environment of the workforce provide avenues necessary for generating an improved form of performance undertaking provided in the need for the pursuit of equal opportunities by private sector firms is increasingly understood as a win-win for women, companies, and their communities Speeden, (2006). The status hence forth indicate that companies have their involvement in this agenda is about more than philanthropy or corporate social responsibility. Therefore providing a linkage on gender equal opportunities to the organizational mission can easily provide a persuasive and leadership and staff may genuinely believe that gender mainstreaming is a worthy organizational pursuit, but good intentions are likely to yield to entrenched ways of working and competing demands on time and resources.

Gender equal opportunities for the means of integration is necessary for supporting the mean of mechanisms for development supporting the equal opportunities requires the integration of gender analysis in all decision-making, planning and implementation as well as monitoring and evaluation, three concrete efforts have been undertaken in UN missions and the section of the peace making of the UN also provide that appointing a specialist in gender advise is necessary for peace operations. The state of the provisions that are necessary for the training personnel is supporting the personnel in gender equal opportunities guides. The stipulations for gender awareness training to the personnel. The means of the institutions and political environments that

support the gender training in the organizations provides a framework for enhancing the UN missions and troops contributing to countries that are preliminary for the gender opportunity in the environment of peace making for the gender training opportunities for peacekeepers globally. Finally, it raises potential questions for further research and policy discussion (Spees, 2010).

2.2.3 Gender mainstreaming tools

Gender mainstreaming measures were also included in the Sixth Framework Program that we analyze in this article. They targeted three groups of actors: project proposers, project evaluators and Commission officers in charge of projects. The tool as three aspects that are gender Equality policy, Gender evaluation and gender impact assessment.

Gender Equality policy

Gender equity policy denote the environment of the rules and guidelines that are established to guide the implementation of the gender environment among the people in a given community assessment avenues. The opportunities and services avenues for the promotion of the equity transform into the means that support the mechanisms for the organizations (Mackay, 2011). Equity reflect on the attitudes that are exhibited by the community in assessing the worthiness of the values of the gender rules in the organisation and societal setting (Twomey and Harris, 2012). When people discuss gender equality, women are deemed to be dominated in a society which provides men more privileges and options, especially in the workplace.

Undoubtedly, gender equity policy in organization contributes to gender equality, to a large extent. The task allocation would be simple by making full use of the different characteristics of genders so as to achieve effectiveness in the workplace (Leinonen, 2012). Meanwhile, gender diversity is regarded as an importance resource which can gain creativity and then create attractive profits to organizations (Mählck and Thaver, 2010). Organizations play important roles in promoting gender equity in the workplace. They increase the proportion of female on higher position by taking organizational measures. However, the changes are slow (Wahl and Höök, 2007).

Gender evaluation

Meryl James-Sebro (2005) argues that gender evaluation is combined with and essential for the achievement of health and other development goals. Many international development organizations have committed to supporting and advancing gender equality in their programs. However, most organizations have given less attention to incorporating those same principles into internal operations and culture. This oversight calls into question the organization's commitment to the gender equality values it espouses, and also jeopardizes its ability to effectively advance gender equality through its work. Gender evaluation engages the fundamental character of an organization and gauges how well that organization follows its own principles. Justin Fugle (2014) for organizations that work on gender equality, the process of gender evaluation offers an opportunity to thoroughly examine all aspects of the organization through a gender lens and enhance the organization's work from the inside out (LaPierre and Zimmerman, 2012). Gender evaluation can become the bridge between what an organization says it does in its mission and what it actually does in day-to-day practice.

Gender impact assessment

The gender impact assessment provide and present an avenue for the evaluation of the effect that gender has on the particular on a given group of the participants that provide an influencing environment necessary for the operationalisation of the effect and its actual and proper measurement. Gender presents a high effect on organizations, not only on their organizational structure but also organizational operations. As Hofstede et al. (2010) explain Mintzberg's idea that organization's structure should contain its preferred configuration, coordinating mechanism and key part, which are influenced by national culture. The author state that organizations that develop in the premix of a gender focused environment are proper and therefore present necessary avenues for management of the key functionalities in the structure of the presence of a might environment to support the determination of the impact presented by the affecting environment on gender and the remedies for enabling the gender impact assessment in generating its anticipated values for the organization.

On this objective, the review was based on assessing the ways through which gender mainstreaming is maintained and implemented. The gender mainstreaming is majorly through

gender mainstreaming tools, gender equality policy, gender evaluation, gender impact assessment, equal opportunities guidelines and equality committees. The focus for this review denotes the existence of gaps in geography, time and theory. The review provided above is based on the reviews are not in Somalia, these presents geographical and besides the fact that the information reviewed is based research data for the period before 2015 further presenting a time and theoretical gaps.

2.3.3 How staff awareness affect gender mainstreaming

Behning and Serrano (2010) stress the importance of staff clearly understanding of gender mainstreaming because an adequate implementation requires a gender perspective in all decision-making processes. As they analyze gender Mainstreaming in the EU as a top-down strategy which implies an attempt at harmonization of European gender cultures they regret the failure of institutional actors to include actors from the women's movements in the development of the strategy stronger participation of citizens and women's movements in order not to loose a great deal of knowledge and implementation opportunities. Moreover, they conclude that it is particularly important to clarify the meaning of Gender Mainstreaming. What the work of Behning and Serrano Pascual shows, is that discussions on gender mainstreaming as a strategy need to involve discussions about its goal. What is conceptualized as a “gender equality perspective” in the definition needs an elaboration in each and every gender mainstreaming initiative. In the differentiated European countries there are several “gender equality frames”, different and sometimes competing ideas about what the problem is, about who is responsible for the problem, about what are the causes and effects, and about what would be a solution. Or, to put it in the words of a young Swedish feminist: gender mainstreaming cannot replace politics (Bjork 2002).

Lister (2011) argued that staff awareness affect gender main streaming the providing information sound enough, this calls for a sound understanding of dimensions of gender inequality as related to other structural inequalities, such as ethnicity, age, class, sexual orientation and physical ability. They call for more theory on what is the problem of gender equality; they call for attention for the links between gender inequality and other structural inequalities.

Staff understanding of the fundamental debates on what constitutes feminism, on developing normative feminist concepts, on identifying ideological and strategically traps, and on constructing new strategies. These debates have existed all along the history of feminism, as feminism is a cluster of contesting views on the gender problematic (Arneil, 2010). Academic studies have been focusing on discursive analyses of various feminisms by staff in different employment fields, but so far these analyses have not been linked to policy making. At this moment, there is no common framework to provide for a productive exchange in these debates, which could lead to a further improvement, development and evaluation of gender equality policies. Such a framework would also be needed for evaluating the design and implementation of policies, anuntil now often- overlooked yet fundamental part of the evaluation of gender equality policies (Mazey, 2009).

Rossili (2010) established the conditions of multi-level governance; implementation is a complex process of transfer and translation: unitary concepts or frames, as presented in political decisions and policies at (sub) national and supranational levels contrast with a dynamic reality of multiple frames at national levels. This contrast between an assumed stable unity and a real dynamic diversity is seen as a 'black box' of distortions in the implementation of policies. The shifts that occur during implementation often coincide with exclusion processes. As the role of policy framing in inconsistencies and exclusion processes has been underexposed so far in academic research more innovative knowledge on the role of policy frames in implementation seems to be needed.

The objective for the study reviews the effect of staff awareness on gender mainstreaming. The focus for this review denotes the existence of gaps in geography, time and theory that this research sets to fill. The review provided are not entirely in Somalia, these presents geographical besides the fact that the information reviewed is based research data for the period before 2015 further presenting a time and theoretical gaps.

Staff awareness provide a possible avenue that generate the performance and or affect the implementation of gender issues in the organizations. Staff awareness provide an ear mark to the

development of mechanisms necessary for enhancing the development of the proper gender policy for the organizations.

2.3.4 Challenges faced in implementing gender mainstreaming

There exist the low budgets framework in the gender mainstreaming that is even in most cases diverted to other activities that are not gender in nature but reefered to as priority and of much requirement by the society hence low access to gender. The study conducted by UNDP (2005) regarding gender mainstreaming and budgetary location reveal that the resource allocations is low and inconsistent in many cases. The report further provide that there exist no viable and appropriate way for estimating the expenditure on the programs that provide attention to gender mainstreaming. The funds that are attained in the activities include in most cases the thematic trust that is not sufficient. In another aspect of the reports, Spence (2000) argued that gender sensitive budgeting is based on the premise of macro-economic policies regarded to as the gender neutral policies that are mostly macro-economic in nature, the policies in this context provide an assessment on the avenues of gender that the government put as important for supporting macro-environment and has been unwittingly played for the role of transmission and production of biases (Spence, 2000).

Most of the researchers on the community government has had a negative effect on gender mainstreaming largely due to the lack of training and sensitization issues for gender mainstreaming. The studies that were conducted by Wendoh and Wallace (2005) contend that most governments have an effect of commitment for the countries such as the platform of the action and the agreement for formulation of the gender policies in the compliance for the purposes of the assessment of the resistance for the implementation at the level of misconception. The reports on the gender mainstreaming have established the conditions at the cross board of the most African governments by the donor agents without analyzing and understanding the fundamental avenues for the context of life. The majority assessments for the African countries implement the projects in accordance to the donor conditionality; the government has avenues for presenting alternatives for compliance (Wendoh& Wallace, 2005)

Gender mainstreaming is not regarded as a very fundamental issue in the organizations including government ones like ministries in the government. In the similar fashion, the studies conducted by Wendoh& Wallace (2005) argued that the many men and women that are dedicated to the involvement of the development of the government gender policy in planning providing an effect

for actions in improvement of the gender equality mechanisms are fundamental for raising the means of resistance for the implementation levels. The means for attaining the productivity mechanisms and activities are provided in the grade of gender issues for the lower levels. On the same note the report from the Maputao declaration reveal in the report of 2003 that gender mainstreaming argued that the implementation of the gender issues that have 52 that are provided in the lack of concerted for developing and gender mainstreaming procedures in the most government entities (Wendoh& Wallace, 2005). This presents issues surrounding the context and the life of the organization setup for the management of the stakes in the life for the generations. Lack of proper monitoring and evaluation in the systems of gender mainstreaming provide the issues for the assessment of the barriers for the challenges in gender mainstreaming in the organizations. The ministries having the monitoring and evaluation framework denote the providing avenues for supporting the gender issues in the development mix. The state of the office management for the gender stakes in the mainstreaming in the ministries provides an improved mechanisms and evaluation process. The lack of proper monitoring and evaluation is due to inadequate measure of the mechanism for technical skills. Monitoring and evaluations for supporting gender mainstreaming that is fundamental and the lack of the impact for the negative values and the procedures and the processes. The findings are in line with those of the Helen, Lateef and Sultan (2005) in their report provide an assessment of the gender action plan for delivering gender equity that provide avenues for consistence for monitoring hence indicators for the access of the progress all the process of the activities delivering the results in the provisions. Men feel that positions of senior nature in the government institutional setup provide a generation of an environment for the women stakes in the junior positions. The informants provide a continuation of the assessments that are provided and intended to attain values for the society with men dominance, the works of Wendoh and Wallace (2005) argued that the men provide and establish avenues of work efficiency in streamlining the avenues of society focus in the organization setting necessary for the work position. Therefore societies with men dominance present negative influence on the avenues for work excellence in the organizations hence reducing gender main streaming in the organization. Mari & Kwesiga (2002) in their book the assessment reported in the assessment of the reports obstacles to gender parity are embodied in the assessment of the cultural norms and practices, socialization process and into the framework of patriarchy, which is fundamental to social structures.

Most of the positions in work place are with domination of the men due to the aspect of gender stereotype that women provide the avenues for subordinations in the society and provide avenues in the home giving perspective for caregivers for the home makers. Gender influence for the avenues is under infiltration in the society with much dominance in the society that have negative effect on the gender mainstreaming process. The study provides an assessment of the study provided Wendoh& Wallace (2005) the report for the religious and faith for the traditional and culture leaders for enhancing the values that is important for the society and this limit the position of the women in the organization setting for generating the work values in the society dominated by the mechanisms for the management of the style of leadership necessary for the gender management mechanisms.

In the assessment of the challenges faced in implementing gender mainstreaming in the review, the study reviewed different authors works never the less, the provided assessments denote and show an existing environment of changes for gender mainstreaming though these are not specific to Somalia hence presenting a geographical and time gaps that the researcher sets to fill in the study.

2.4 Research Gap

Despite the different studies such as Behning and Serrano (2010) stress the importance of staff clearly understanding gender mainstreaming, others such as Lister (2011) argue that staff awareness affect gender main streaming implementation. Even authors such as Arneil (2010) assessed the effect of staff understanding of the fundamental debates on what constitutes feminism, on developing normative feminist concepts, on identifying ideological and strategically traps, and on constructing new strategies. The study on Rossili (2010) established the conditions of multi-level governance; implementation is a complex process of transfer and translation: unitary concepts or frames, as presented in political decisions and policies at (sub) national and supranational levels contrast with a dynamic reality of multiple frames at national levels. The study on staff awareness and gender mainstreaming implementation. Most of the studies that were reviewed reveal that the staff awareness could influence gender mainstreaming, but the studies were not conducted in Somalia. Most were done in Europe and developed countries. These present a theoretical and geographical gap that needs to be filled in their Study.

CHAPTER THREE

METHODOLOGY

3.1. Introduction

This chapter covered the research design, target population, sample size, sampling procedure, data collection methods, research instruments, validity and reliability, data collection procedure, data analysis, ethical consideration, and limitation of the study.

3.2. Research Design

The study employed a descriptive research design based on mixed approaches of quantitative and qualitative research approaches. The design simply refers to an empirical inquiry that investigates a contemporary phenomenon within its real-life context; when the boundaries between phenomenon and context are not clearly evident; and in which multiple sources of evidence are used. The design was chosen because it helped in providing more intensive research and analysis for the study. Both qualitative and quantitative approaches were used in this study in order to get a clear and in-depth insight into the subject matter. Hodan District Local Government staff, community elders and residents who differ in interest, but share other characteristics such as socioeconomic status, educational background etc. composed the respondents of the study.

3.3 Study Population

Target population refers to the cumulative elements of study from an environment in which information is gathered from. The target population was drawn from Hodan District of 115 employees of Hodan district and this included those involved in or with the knowledge about staff awareness and gender mainstreaming in Hodan District. The 115 staff of the district is targeted for the provision of questionnaire information. The qualitative population for the study in this case key informant interview included community leaders from 3 communities and 8 Gender activists from 2 organizations all found in Hodan district. This selected population is so because this population has appropriate information given that have a very direct interaction, connection and are the ones that interface with the gender mainstreaming issues.

3.4 Sample Size

3.4.1 Quantitative Sample

The study used Sloven's formula to determine the sample size of the actual respondents. Sloven's

formula states: $n = \frac{N}{1+N(\alpha)^2}$

Where; **n** = sample size; **N** = target population; and **α** = 0.05 level of significance

$$n = \frac{115}{1 + 115(0.05)^2}$$

$$n = \frac{115}{1 + 115(0.0025)}$$

n = 89 respondents for questionnaires

3.4.2 Response Rate

The study targeted a sample of 89 respondents who were employees Hodan district. The research achieved a response rate of 87.6 percent from the 78 respondents out of the 89 questionnaires that were administered and distributed to the selected respondents of the study. Therefore with this response rate, there is high confidence that the responses received on the study are reliable. Mugenda (1999) as well as Saunders (2007) suggests that a response rate of 50% is adequate when quantitative data is manually collected. Table 4.1 below presents a breakdown of the response rate of the respondents by their categorization.

Table 3.1: Response Rate

Respondents Category	Sample Size	Actual returned	Percentage
All respondents	89	78	87.6

Source: Primary Data, 2018

Table 3.4.2 above presents the response rate of the responses to which the research instruments were administered. The findings presented show that out of 89 respondents targeted 78 responded giving a response rate of 87.6%. This implies that the response rate was high

3.4.2 Qualitative Sample

Qualitatively 20 Key informant interviews was conducted.

Table 3.2: Qualitative Sample (for community elders and gender activists)

Respondents	Methods	Sample population/target number	Communities
Community elders	Key informant interviews	12	3 communities <ul style="list-style-type: none">▪ Tahel▪ Ahmed Gurey▪ Ka'aan
Gender activists	Key informant interviews	8	2 organizations (Ministerial staff and NGOs) Elman Peace and HR centre National Coalition of HR defenders
Total		20 Key informants	

Source: Primary data, 2018

3.5 Sampling Techniques and Procedure

Simple random sampling was used for selection of district government staff, the simple random sampling allowed the researcher to collect quantitative data, the staff selected using simple random sampling was used to give a change to all the respondents to be chosen.

The researcher used purposive sampling to select community elders and gender activists because they are believed to have vital information regarding implementation of Gender Mainstreaming in local government of Somalia particularly in Mogadishu. Community elders and gender activists used purposively selected because they are knowledgeable about local governments of Somalia. This technique was appropriate because the sample selected comprises of informed persons who provided data that was comprehensive enough to gain better insight into the problem.

3.6 Data Sources

The study used both primary and secondary sources of data.

3.6.1 Primary data

The Primary data was collected using questionnaires and interview guides.

3.6.2 Secondary data

Secondary data was obtained from recorded documents and some publications on implementation of Gender mainstreaming in local government of Somalia such as books, journals and policy documents. Other information was obtained from the electronic sources such as the internet.

3.7 Data Collection Instruments

Data was collected using questionnaires and interview guide. The researcher collected data using the following instruments;

3.7.1 Questionnaires

Both open and closed ended questions were used with detailed guiding instructions as regards the manner in which respondents (Local government staff) were required to fill them independently with minimal supervision (Amin, 2005). This is because most respondents are able to read and write and in instances where the respondents were illiterate, a research assistant trained by the researcher was used to translate questionnaires into the local language and fill them according to the responses provided by the respondents. The researcher administered 89 questionnaires to the respondents to gather quantitative data. The researcher used questionnaires to collect primary data because they help to get responses from a lot of people in a relatively short space of time and provide sufficient data for analysis and the bigger the sample size, the more accurate the analysis.

3.7.2 Interview Guide

This was one-on-one interviews conducted with selected key informants who are the community elders and gender activists. This method was preferred as it gives an opportunity to probe the respondents on the implementation of gender mainstreaming implementation cause it provided ample information necessary for the stud. This enabled the researcher to triangulate the data collected. This guide facilitated the collection of qualitative data in order to get more information

to have a more explanation of the status of gender implementation in Hodan district, Somalia. The interview had 20 people, these were interviewed.

3.8 Validity and reliability of the instrument

3.8.1 Validity

Validity refers to the degree to which results obtained from analysis of the data actually represents the phenomenon under study. In calculating validity the researcher ensured that questions are relevant in order to ensure that data collected give meaningful and reliable results represented by variables in the study. The researcher used the following formula to establish validity of the research instruments as seen below.

$$\text{Content Validity Index (CVI)} = \text{CVI} = \frac{\text{Number of question declared valid}}{\text{Total no. of questions in the questionnaire}}$$

Table 3. 3: Showing Validity Measurements

	Relevant items	Not relevant	Total
Rater 1	24	3	27
Rater 2	23	4	27
Rater 3	25	2	27
Total	92	22	81

$$\text{CVI} = \frac{72}{92} = 0.88$$

The above demonstrate that the CVI is 0.70 and this is greater than the minimum value of valid instrument which is 0.7 implying that the instrument is valid.

3.8.2 Reliability

To ensure the reliability of the instruments, the researcher used the test-retest method. The questionnaires were given to 10 people and after two weeks, the same questionnaires were given to the same people and the Cronbatch Alpha were computed using SPSS. The minimum Cronbatch Alpha coefficient of 0.75 were used to declare an instrument reliable (>0.75). The test re-test technique was used to estimate the reliability of the instrument. This involved

administering the same test twice to the same group of respondents who have been identified for this purpose.

Table 3. 4: Reliability

Variable	Items	Cronbach Alpha Value
Staff awareness	11	0.832
Staff implementation of mainstreaming	8	0.782
Effect of awareness on mainstreaming	4	0.750
Challenges	4	0.821
Mean Average		0.796

Source: Primary data

The table 3.7.2 above displays the reliability indices/coefficients for all constructs used in the study. All alpha reliabilities (α) for all scales computed and be above 0.5, ranging from meet acceptance standards for research (Nunnally, 1978).

3.9 Data collection procedures

An introductory letter was obtained from Kampala International University. When it is approved, the researcher made a list of qualified respondents from Hodan District Local Government staff, Community elders and Residents and selects them through random sampling and purposive sampling. The researcher then explained the purpose of study to the respondents and requests them to sign the informed consent form. The researcher recruited and trained research assistants to collect accurate data timeously.

The respondents were requested to answer in full and not to leave any part of the questionnaires unanswered. The researcher and assistants collected the questionnaires within two weeks from the date of distribution. All returned questionnaires were checked if they are all answered.

3.10 Data Presentation

The data obtained from the questionnaires were double checked to make sure that the information provided is complete, consistent, reliable, and accurate. Data processing involved scrutiny of the responses provided by different respondents. Data was sorted, edited, and

interpreted. The researcher coded and tabulates the data obtained. On the other hand, data from the interview guide analyzed and organized based on patterns, repetitions and commonalities into themes based on the study variables. The data was used to reinforce information got from questionnaires to draw conclusion and recommendations.

3.11 Data analysis

Quantitative data analysis

The quantitative data involved information from the questionnaires only. Data from the field was too raw for proper interpretation. It was therefore be vital to put it into order and structure it, so as to drive meaning and information from it. The raw data obtained from questionnaires were cleaned, sorted and coded. The data was entered into the Computer, checked and statistically analyzed using the statistical package for social scientists (SPSS) software package to generate descriptive statistics. The results were presented in tables, analyzed and interpreted and then conclusion and recommendations were drawn.

Qualitative data analysis

Qualitative data was collected from interview discussions with the community elders and gender activists. Qualitative data analysis involved the processes of coding (open, axial, and selective), categorising and making sense of the essential meanings of the phenomenon. The data was analyzed and organized based on the objectives and respective questions. The results were manually presented in Italics and indented while the interpretation was presented in plain text. The information or text in italics with quotes at the “Community elders and gender activists. The interpretation was presented in plain text expressing the implications for the attained data.

3.11 Ethical Considerations

To ensure ethical considerations in undertaking the study and the safety, social and psychological well-being of the respondents involved in the study, the researcher got an introductory letter from the College of Humanities and Social Sciences, Kampala International University. On the other hand to ensure the safety of the person and/or community involved in the study the researcher got their consent of the respondents before they fill in the questionnaires. The study

also ensured the privacy and confidentiality of the information provided by the respondent which was solely used for academic purposes.

3.12 Limitations and Delimitations of the Study

Some respondents might be busy with their daily schedules and might fail to spare time to fill the questionnaires in time. In such circumstances, the researcher gave ample time to those respondents.

As a result of other academic work coupled with shortness of time given for completion of this research work, the researcher sparingly used limited time available through effective time tabling to him in combining traveling to the place of case study and attending lectures.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF RESULTS

4.1 Introduction

This chapter comprises of the findings of the study which are presented in line with the study of examining how staff awareness influence gender mainstreaming in Hodan District, Mogadishu, Somalia. It begins by describing the profile of the respondents followed by the investigating staff awareness about gender mainstreaming, how staff implements gender mainstreaming and effect of awareness on gender mainstreaming then finally challenges of implementing gender mainstreaming.

4.2 Profile of Respondents

Respondents were asked to provide information regarding their gender, age, education level, marital status, position and religion their responses were summarized using frequencies and percentage distributions as indicated in table 4.1 below.

Table 4. 1: Demographic Characteristic of respondents (n=78)

Category	Frequency	Percent
Sex		
Male	41	52.6
Female	37	47.4
Age		
Below 18	3	3.8
19-25 Years	13	16.7
26-36 Years	12	15.4
36-45 Years	27	34.6
46 Years and Above	23	29.5
Marital Status		
Single	13	16.7
Married	46	59.0
Divorced	8	10.3
Separated	6	7.7
Cohabiting	4	5.1
Widowed	1	1.3
Education		
Certificate	9	11.5
Diploma	8	10.3
Degree	39	50.0
Postgraduate	18	23.1
Professional Qualification	4	5.1
Positions		
Technical staff	58	74.4
Administrative staff	12	15.4
Support staff	8	10.3
Religion		
Islam	76	97.4
African Tradition	2	2.6
Total	78	100.0

Source: Primary data, 2018

From table 4.2 the study was conducted from the 78 respondents who were both males and females. In this case males were (52.6%) and female (47.4%). The study findings indicate that data was collected from both genders, the study sought to determine the respondents. Table 4.1 further reveals that the majority of the respondents were in the age of 39-49years (34.6%), those aged 46 years and above were 29.5%, those aged 19-25 years (16.7%), 50 years and above (50%) of the respondents, 29-38years were (15%), 26-36 years were 15.4% and finally below 18 were 3.8%.

Concerning the marital status, the majority of respondents were married (59.0%), single (16.7%), divorced were (10.3%), separated (7.7%), cohabiting (5.1%) and widows were 1.3%. The results also reveal that majority of the respondents were married, a sign of respondents.

Table 4.2 further reveals that majority of the respondents were of degree (50%), post graduate (23.1%), those for certificate (11.5%), those with diploma had 10.3% and those professional qualifications were 5.1 % of the respondents. Furthermore, most respondents were technical staff (74.4%), administrative staff (15.4%) and support staff had (10.3%). The findings in table 4.1 further reveal that most respondents 97.4% are of Islam while African tradition was 2.6% of the respondents. The study reveals that data was collected from mostly the Islamic religion.

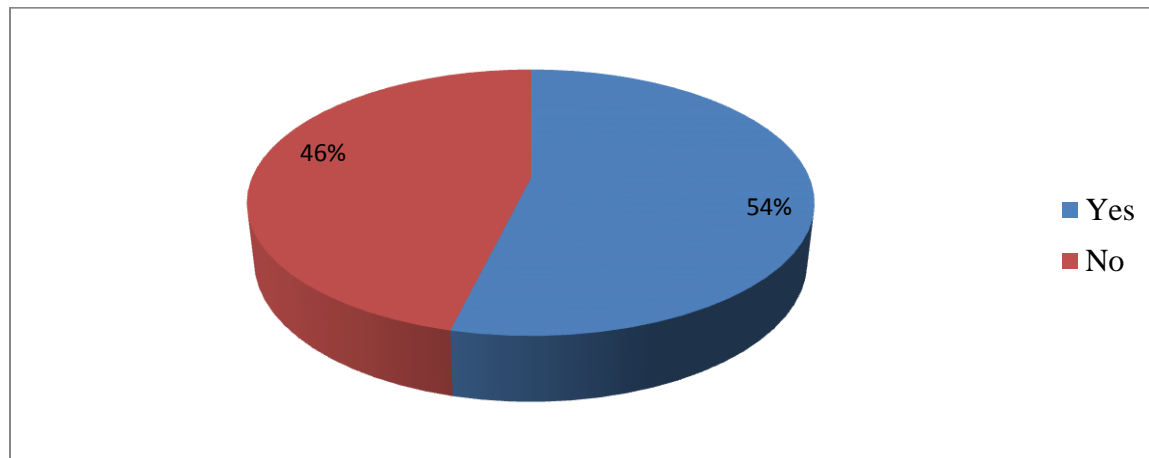
4.3 Staff awareness about gender mainstreaming in Hodan District, Mogadishu

The first research objective was to investigate staff awareness about gender mainstreaming in Hodan District, Mogadishu.

4.3.1 Awareness about the concept of gender mainstreaming

The respondents were asked whether they aware about gender mainstreaming in Hodan district. The results attained are presented in figure 4.1 below.

Figure 4.1: Respondents about gender mainstreaming in Hodan district



Source: Primary data, 2018

The field findings presented in table 4.3.1 reveals that the majority 54% of the respondents admitted that they were aware about gender mainstreaming while 46% said were not aware.

The key informant interview also revealed that a simple majority of the respondents were aware of gender mainstreaming,

Staffs at the district were aware about gender mainstreaming though information about gender mainstreaming is not much in the public domain. I have the liberty to know these because I am a gender activist, never the less some good number of people is not aware about gender mainstreaming.

KII with official of Elman Peace and HRs defenders, 15.10.2018

Although the majority respondents were aware, a huge number above 40% are not aware, this imply that the degree of awareness is still among the few majority.

4.3.2 Source of Knowledge on gender mainstreaming.

Here, the researcher set to establish the district staff got on information on gender mainstreaming. The results attained are presented in table 4.2 below.

Table 4. 2: Staff sources of Knowledge on gender mainstreaming

Response	Frequency	Percent
Gender organization	37	47.4
Community leaders	17	21.8
Government	22	28.2
Elderly	2	2.6
Total	78	100.0

Source: Primary data, 2018

The study findings reveal that most respondents admitted that they got knowledge on gender mainstreaming from gender organizations like NGOs 47.4%, government 28.2%, and community had 21.8%, elderly had 2.6% of the respondents. The study results reveal that the data was the gender mainstreaming information is majorly from gender organization.

Even the key informant interviews attest to the fact that information concerning gender is given by majorly gender organizations.

As government, were have information concerning gender mainstreaming and implementation, the information is available in the 2012 draft policy, this is though not in much avail with the public, the gender organizations operating in Hodan district have and are doing much in providing information to the people including encouraging the government body to have an implementation of the gender mainstreaming.

KII with officials from ministry of human rights and women development 15.10.2018

The study results imply that government has done yet little in providing awareness to the community in Hodan district, the NGOs have done quite a reasonable role in the pursuit of work values necessary though the awareness still remain low.

4.3.3 Types of information got on Gender mainstreaming

The researcher sought to establish the forms of awareness on gender mainstreaming, the responses on the data are presented in table 4.3 below.

Table 4.3: Information of gender mainstreaming

Response	Frequency	Percent
Gender concept	24	30.8
Gender analysis	20	25.6
Gender mainstreaming approaches	4	5.1
Gender Policies	30	38.5
Total	78	100.0

Source: Primary data, 2018

The study findings from table 4.3.3 above show that majority respondents contend that forms of awareness are gender policies (38.5%), gender concept (30.8%), gender analysis had 25.6% of the respondents while gender mainstreaming approaches had 5.1%. The study results are an indication policy as a major gender approach awareness tool.

4.3.4 Whether the knowledge got on gender mainstreaming is helpful

The researcher here sought to determine whether the knowledge attained about gender mainstreaming is helpful to the respondents. The results presented in table 4.4 below.

Table 4.4: Whether the knowledge got on gender awareness is helpful

Responses	Frequency	Percent
Yes	38	48.7
No	40	51.3
Total	78	100.0

Source: Primary data, 2018

The study findings reveal that majority respondents disagree with gender awareness knowledge being helpful, the results had 51.3% disagreement rate while 48.7% agreed, the respondents argued that they had no training or influential person, organization responsible for gender awareness. The results are an indication that staff awareness knowledge on gender mainstreaming was low.

The respondents also noted that the knowledge received was not helpful given that it was not being implemented to the community; the knowledge is not also being supported by various mechanisms for implementation like the finances to improve the people's stakes in life. There was also limited emphasis on the mode of implementation for gender issues in the people.

Those who argued that gender training was helpful said that gender mainstreaming is necessary for improving the state of works. The information provided them with awareness and having information that is necessary for avoiding gender violence amongst the people in society.

Even the key informant interview reveals that there is gender awareness and it is limited in the scope of the organization.

The staff has provided training to staff of the district regarding gender mainstreaming in the district. We provide avenues for awareness to the people of Hodan district. There is training on gender issues that are provided on the work values for the district.

KII with official National Coalition of human rights defenders, 15.10.2018

The results reveal that knowledge on gender awareness is not helpful to the staff since the society development on the same avenues is quite limited. The stake of the training is not helpful in the work place development.

4.3.5 Why staff is not trained in the organization

Regarding to this, the study sought to establish the reasons why staff are not trained in the organization. The findings from the field are presented in table 4.5 below.

Table 4.5: Why staff is not trained on gender mainstreaming

Responses	Frequency	Valid Percent
Low resources	10	12.8
Non focus on gender	41	52.6
Organization policy on gender	21	26.9
Cultural constraints	6	7.7
Total	78	100.0

Source: Primary data, 2018

The study results on why staff is not oriented, the results indicate that limited focus on gender indicate the reasons why staff is not oriented on gender with 52.5%, organization policy on gender had 26.9%, low resources 12.8% and finally cultural constraints had 7.7% of the respondents. The responses given by the majority of the respondents was an indication that the employees applied their beliefs and perceptions on gender issues without limits or restrictions.

4.3.6 Whether staff in your Hodan district knows about gender mainstreaming

The study set to establish whether staff in Hodan district knows about gender mainstreaming. The data collected from the field are presented in table 4.6 below.

Table 4.6: Whether staff in Hodan district knows about gender mainstreaming

	Frequency	Percent
Yes	29	37.2
No	49	62.8
Total	78	100.0

Source: Primary data, 2018

The study findings established that majority respondents are in disagreement with the staff of Hodan having Knowledge about gender mainstreaming 62.8% of the respondents while only 37.2% agreed having knowledge. The respondents who argued that staff didn't have knowledge on gender mainstreaming felt that government had not adopted a gender mainstreaming strategy were the majority. The two department heads also said that the government had not adopted a gender mainstreaming strategy due to insufficient funds. This situation could be attributed to lack of oversight by the government and further the cause of gender disparity.

4.3.7 Knowledge of gender mainstreaming in the policy.

The study sought to determine whether there are skills of gender mainstreaming policy strategy, the data collected are presented in table 4.7

Table 4.7: Respondents knowledge to gender mainstreaming in the policy strategy

Response	Frequency	Percent
Yes	47	60.3
No	31	39.7
Total	78	100.0

Source: Primary data, 2018

The study results reveal that majority of the respondents disagreed that there are skills of gender mainstreaming policy strategy with 60.3% while 39.7% of the respondents disagreed, Never the less the results indicate that there are low skills on gender mainstreaming policy in the organization.

The reason for the for the absence of skills on gender mainstreaming policy is backed by the fact that the gender policy bill is in draft form, through the questionnaire interview, the researcher reveal the level of awareness since staff were not equipped with the necessary knowledge and skills they needed to implement gender mainstreaming according to the views of the department heads. The respondents indicated that the extent to which employees were equipped with skills was low. This analysis was interpreted to imply that the employees did not have adequate skills to influence the implementation process of gender mainstreaming.

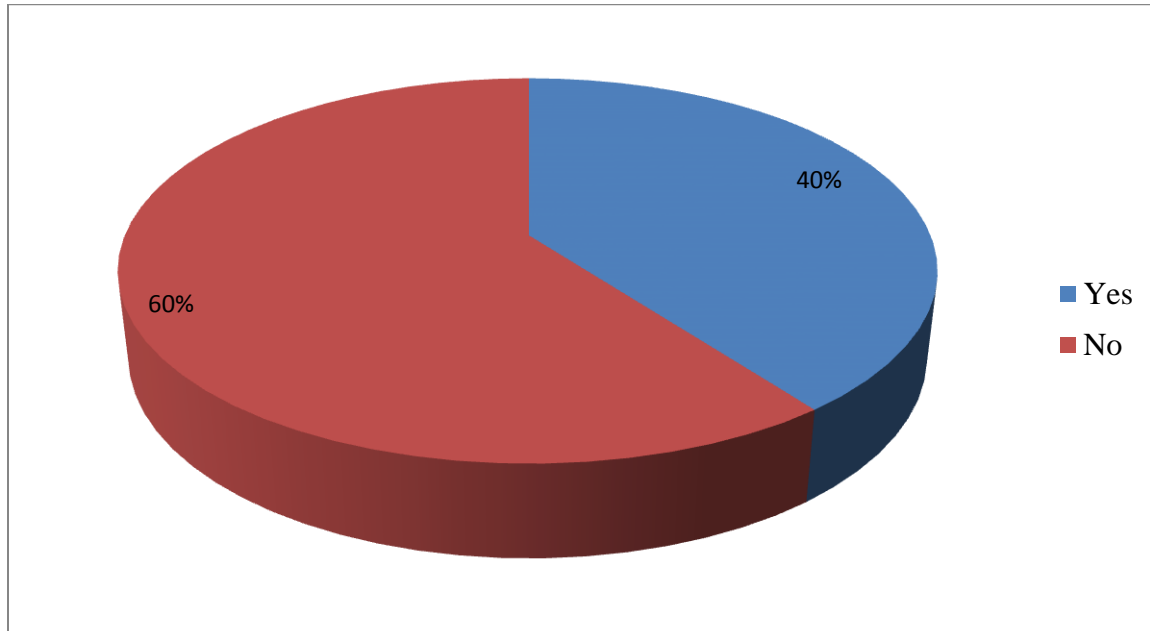
4.4 How staff implements gender mainstreaming in Hodan district

The second research objective was to determine how staff implements gender mainstreaming. The data collected based on this objective are presented in the assessments provided as per the tables provided under the information below.

4.4.1 Whether the district implement gender mainstreaming

The study set to establish whether the district implement gender mainstreaming, the results attained are presented in figure 4.2 below.

Figure 4.2: Whether the district implements gender mainstreaming



Source: Primary data, 2018

The study findings show that majority respondents argued that the district does not implement gender mainstreaming (60.3%) while 39.7% contend that there is gender mainstreaming implementation. On overall the results indicate that gender mainstreaming implementation in Hodan district is Low.

Those who agreed on gender mainstreaming implementation contend that the district has a policy and there is policy education on the community, there is also a gender workshops organized by the district for the people and the implementation is further through a proposed financing for the gender activities in the district. The questionnaire responses further presented that the areas of gender mainstreaming implementation are through communities sensitization, local government workshops, integrations with the NGOs who train the people on gender mainstreaming to the communities. This was never the less low.

The key informant interview further provide similar results show that *gender mainstreaming at a program level we ensure that in all our activities the extent to which we are able to get to a point where there is not so much equality, but we reflect the extent to which the empowerment of women goes along with the advances we make in the economy. And when I talk about the empowerment of women, we need to take into account that currently in the target group we are focusing on women who are the most disadvantaged.*

Empowerment is very critical, but at the same time that empowerment has to happen in a context where the male counterpart becomes versatile, so that they are supported so that the empowerment of women becomes supported at that level. So my understanding broadly would be that we are able to work with our key partners at a local level even within communities such that we understand that the activities we engage in show what the context is for gender and power relations

KII with Elman Peace and HRs centre, 17.10.2018

Organizationally, and also in terms of our programming, we make sure that gender mainstreaming becomes the responsibility of each program officer. We do, however, recognize that there has to be a person directly assigned to follow up on specific gender aspects that may not be fully incorporated in our programmes.

KII with Taleh community leader, 17.10.2018

The study results imply that the modes of assessment provided in the gender implementation by the district. The results mean that Hodan district has not undertaken effectively in gender mainstreaming and implementation.

4.4.2 Approaches of gender main streaming used

The researcher her set to establish the approaches of gender mainstreaming that are used by Hodan district. The results attained are presented in table 4.8 below.

Table 4.8: Approaches of gender main streaming used in Hodan district

Approaches of gender main streaming used		
Responses	Frequency	Percent
Equity Committees	10	12.8
Equal opportunities guidelines	23	29.5
Gender equality policy	27	34.6
Gender evaluation	13	16.7
Gender impact assessment	5	6.4
Total	78	100.0

Source: Primary data, 2018

The study findings reveal that Hodan district uses approaches of gender mainstreaming. The study reveals that majority contend with, gender equality policy had 34.6%, equal opportunities guidelines 29.5%, gender evaluation had 16.7%, equity Committees 12.8% of the respondents and Gender impact assessment 6.4% of the respondents. The study findings imply that the organization has several gender mainstreaming approaches. The study findings further reveal that the approaches to gender mainstreaming in the district are low despite the fact that they exist in the organization.

4.4.3 Whether district is capable of implementing gender mainstreaming

The study results on whether district is capable of implementing gender mainstreaming in Hodan district. The study results attained are presented in table 4.9 below.

Table 4.9: Whether district is capable of implementing gender mainstreaming

Whether district is capable of implementing gender mainstreaming		
Responses	Frequency	Percent
yes	35	44.9
No	43	55.1
Total	78	100.0

Source: Primary data, 2018

The study results reveal that majority respondents argued that Hodan district is capable of implementing gender mainstreaming. The results are supported by 44.9% of the respondents who agreed and 55.1% disagreed. The study results reveal that the reasons for incapability of gender mainstreaming is insufficient of funds allocated to the district, lack of awareness of staff on gender mainstreaming fails the implementation. The state of cultural development in the district associated religious issues can constraint the state of the gender mainstreaming.

4.5 Effect of staff awareness on implementation of gender main streaming implementation in Hodan district

The third research objective was to determine the effect of staff awareness on gender main streaming implementation in Hodan district. The data collected based on the findings is presented in table 4.10 below.

4.5.1 Whether staff awareness affect gender mainstreaming

Here the researcher sought to determine whether staff awareness affect gender mainstreaming, the study results attained are presented in table 4.10 below.

Table 4.10: Whether staff awareness affect gender mainstreaming

Does the staff awareness on gender affect gender main streaming implementation		
Responses	Frequency	Percent
Yes	42	53.8
No	36	46.2
Total	78	100.0

Source: Primary data, 2018

The study results on whether staff awareness affect gender mainstreaming the results implies that 53% respondents who were majority agree that staff awareness affect gender mainstreaming while 46.2% argued in disagreement. Those who argued in agreement contend that those who have information on gender mainstreaming always are free to share with others in the organization (district), the employees who are aware about gender mainstreaming have been able to communicate to community on the gender mainstreaming, those who disagree argue that because of limited information about the staff, they cannot provide information to community or even support the implementation of gender mainstreaming to communities.

4.5.2 Ways in which staff awareness contributes to gender mainstreaming implementation outside the local government.

The study results concerning the ways of staff awareness contribute to gender mainstreaming, through questionnaire interview, the researcher established awareness facilitate the provision of knowledge to other people, staff awareness creates the provision of policy to the people in a better form. The researcher further revealed that the state of staff awareness provide a form of comfortability that facilitate sensitization of the local people on gender mainstreaming in the organization.

The questionnaire interview further revealed that staff awareness creates room for policy implementation on gender issues “Those who are aware perform well in a better ground” they can facility gender policy implementation in the district. The respondents further argued that awareness meant that gender is considered in the organization (district setting), there is support for gender issues implementation in the district local government.

Even the key informant interview reveal that awareness create a clear sense of implementation of gender mainstreaming.

I think we actually have colleagues that are clear about gender and that embrace it as a service system, you know, and as a principle that needs to be adhered to in our everyday way of living. And there is also a strong move to make sure that our programmes really reflect that too. So that it goes out of the organization because inside, remember it is only the matter of represent sensitivity. You know management, they're always worried, even you can look at our planning tools, they are so concerned about the gender aspect and making sure we walk the talk.

KII with Ahmed Gurey and Ministry of human rights and women development, 18.10.2018

The study findings imply that awareness of the staff facilitate gender mainstreaming implementation. The results further mean that low staff awareness resulted into low implementation of gender mainstreaming in the organization.

In an interview with community elders” the elders reveal that the community or society norms and traditions are anti-gender. The results show that community leaders have embarked on following the traditions of the land which have mainly favored the boys.

“As community elders we have done little in attaining the mechanisms of work for the community. We have actually provided mechanisms intended to avoid discrimination of girls in society though the males according to our cultures are more favored”

KII with community leaders Ka’aan 18.10.2018

The study results imply that the community leaders have done less in ensuring gender mainstreaming in the communities they live in.

4.5.3 Through what avenues has staff awareness failed to contribute to gender mainstreaming implementation

Several women I have talked with who work for development agencies as gender specialists have told me that their organizations systematically marginalize the work of the gender specialists whilst ostensibly having a commitment to women’s development and even specifically to women’s empowerment.

Respondents noted that the lack of resources suggests management may have either deliberately or subconsciously wanted to thwart implementation. Development agencies have a long history of either ignoring or undermining gender, despite rhetoric to the contrary, stemming from masculinist resistance to Gender Mainstreaming and gender equality (no doubt supported by some women in the organization as well).

There was clearly no progress regarding resource allocation. Despite the fact that the face of the management had changed from being male-dominated earlier on to being predominantly female during her tenure. This shows that one cannot assume that women will support gender equality issues more than men; it is not only about the actual biological sex of the people in charge, but whether they understand and support gender equality and Gender Mainstreaming not only within the development context, but generally as well.

Even through Key informant interview, argued that lack of budgetary allocation to even gender staff who are aware limit gender mainstreaming.

One key informant had this to say I was very marginalized all the time, and as such posed no challenge or threat to the institutional hegemonic masculinity that prevails in government. Senior male managers could continue to work in a comfort zone of non-implementation, while speaking the politically correct language of gender transformation. GM was an add-on; I had no budget and no human resources to assist me as Gender Focal Point. If we are serious about gender equality, GM cannot remain an 'add-on'.

KII with community leader Taleh, 18.10.2018

The study results imply that even those staff who are aware of gender mainstreaming are limited in their work by resources, marginalization and low or no budgets allocated at the district and gender organizations in regard to gender mainstreaming.

4.6 Challenges faced in implementation of gender mainstreaming in Hodan district

The fourth research objective was to assess the challenges faced in implementation of gender mainstreaming in Hodan district. The study results based on the data collected is presented and analyzed as per the subsequent analysis.

4.6.1 Whether the district face challenges in the implementation of gender mainstreaming

The study results based on whether the district face challenges in the implementation of gender mainstreaming. The study results based on the findings are presented in table 4.11 below.

Table 4. 11: Whether the district face challenges in the implementation of gender mainstreaming

Whether the district face challenges in the implementation of gender mainstreaming		
Response	Frequency	Percent
Yes	58	74.4
No	20	25.6
Total	78	100.0

Source: Primary data, 2018

The study findings reveal that majority of the respondents argued that Hodan district face challenges in the implementation of gender mainstreaming. The study results show that the 74.4% were in agreement with presence of challenges in gender mainstreaming implementation while 25.6% disagreed.

4.6.2 Challenges in the implementation of gender mainstreaming

Table 4.12: Challenges in the implementation of gender mainstreaming

Response	Frequency	Percent
Funding	23	29.5
Cultural constraints	18	23.1
Lack of gender institutions and policy	28	36.0
Religious fundamentalism	9	11.4
Total	78	100.0

Source: Primary data, 2018

The study findings indicate that majority respondents contend that the greatest challenge to implementing gender mainstreaming is lack of policy and gender institutions (36.0%), 29.5% respondents reported funding while cultural constraints had 23.1% of the respondents and finally 11.4% reported religious fundamentalism. The respondents who argued reveal that the challenges faced are lack of funding from both government and limited funding from the gender activists and organizations. The respondents further argued that the cultural of Somali that favour men at the extent of the girls has limited gender implementation. It was further revealed through questionnaire interview that the lack of policy and a gender department that could be in charge of implementing the gender mainstreaming policy or that could be vested with gender issues is a constraint to the district in gender issues. The respondents further cited the ignorance of people both male and female on gender issues have affected the state of the employees on gender implementation, results further stated that the mode of gender mainstreaming and implementation is hindered by low level of education among the people in the community.

The study results are in agreement with the questionnaire findings, for instance one key interview findings stated that

Women, who know about their human rights and exercise them, are not protected when doing so. There are no specific measures which are designed to protect women who exercise their human rights. One woman said “we are afraid to exercise some of our rights which are against the tradition and culture of this village.

Another respondent argued “We do not want to be seen as the ones who are destroying the community so we just ignore them.” Again, there are no specific consultation mechanisms designed to listen to the voices of women in the village. The only way that women can raise their concerns is through community meetings. However, most women do not have time to attend community meeting as they will be busy with their household chores and activities.

KII with Ahmed Gurey community leaders, 19.10.2018

Limited or lack of training on gender mainstreaming, having had any training, repeatedly stated that they did not know how to do mainstreaming gender in their departments and could not do anything until they had some training. Although there was no budget for regular, ongoing training, the little that was provided, certainly made a difference.

KII with National Coalition of HR defenders 19.10.2018

Traditionally, men and women are allocated different roles within their households and in their community. In the households, women are allocated roles as caregivers, whereas men are providers for their families. When men go to work, women remain at home taking care of the children, the elderly and the sick people. Women are also responsible for other household chores such as cleaning the houses, washing, collecting water and fire wood and cooking. In terms of roles within the community, men are usually allocated leadership and management roles whereas women are their supporters.

KII with Elma peace and human rights centre, 19.10.2018

A woman who is a teacher said education and self-confidence helped us as women to be able to do what men thought and believed we could not do. This can be observed by comparing the number of women who are currently working with that of those who were working in the past. Most women were not working in the past because they thought and believed that it was the men's duty to work for the family. Today, because of the education and self-confidence we have, we are able to do the roles.

KII with ministry official, 19.09.2018

We don't have one specific program that we say we have to fund it along gender mainstreaming concepts. I think the assumption is, actually our position is that gender, understanding gender relations and power imbalances have to be reflected in all of our programmes.

KII with Elman peace and HRs defenders, 19.10.2018

The study results presented are an indication that gender mainstreaming implementation is hindered by a series of avenues ranging from finance, policy, society, culture, organization setup and limited nature of the organization systems in the country more so issues of culture, religions and society norms that have frustrated the work performance and norms in the country.

4.6.2 What has the district established in order to support implementation of gender mainstreaming

Regarding the question on what the district has established in order to support gender implementation and mainstreaming, the research reveal that respondents provided that as of the district, despite being just aware of the gender policy, there is nothing much they have done in regard to gender implementation.

Another staff in a managerial position argued that upon the passing of the draft bill on gender, there is a likely establishment of a pool of finance and a department that will handle gender issues, never the less as of now nothing much is on ground regarding gender. The study results imply that the district has nothing much apart from some respondents who argued that some

funding for gender workshops exist though these are from gender organizations in the community stakes of the country.

The study results are similar those of the Key informant interview which provided that the state of the human rights ministry has drafted the gender policy that incorporate gender mainstreaming for the country.

As a ministry we drafted a gender policy that is appropriate and full function if passed into law. We have also designed modes and mechanisms aimed at enhancing the performance of the gender mainstreaming for example we liaise with the NGOs to provide gender workshops in some selected communities in the country.

KII with ministry official, 19.10.2018

Many organizations have not succeeded in using a gender-analytical lens in its programmatic work at the country level. Few of the practice areas have a clear Gender Mainstreaming strategy, and there seems to be a lack of knowledge and conceptual clarity on how to apply a gender mainstreaming perspective among program and project staff.

KII with Community leaders Ka'aan, 19.10.2018

The modes of gender mainstreaming provided under the assessment provided indicate that the state of gender mainstreaming is still poor, the country has done less in the implementation of gender, the strategies if available are inappropriate in supporting the creation of a gender environment.

CHAPTER FIVE

DISCUSSIONS, CONCLUSIONS, AND RECOMMENDATIONS

5.1 Introduction

This is the last chapter of the research, it consists of discussion the findings, conclusions and recommendations. The discussion is made with reference to other similar works done in previous studies. The chapter also provides the conclusion which is the basis of the recommendations finally areas that are potential grounds for further area presented.

5.2 Discussions of Findings

This section was further organized into three subsections with respect to the research objectives that guided the study.

5.2.1 Profile of Respondents

The study was conducted from the 78 respondents who were both males and females. In this case males were (52.6%) and female (47.4%). Majority of the respondents were in the age of 39-49years (34.6%), those aged 46 years and above were 29.5%, those aged 19-25 years (16.7%), 50 years and above (50%) of the respondents, 29-38years were (15%), 26-36 years were 15.4% and finally below 18 were 3.8%. Majority of the respondents were of degree (50%), post graduate (23.1%), those for certificate (11.5%), those with diploma had 10.3% and those professional qualifications were 5.1 % of the respondents. Most respondents were technical staff (74.4%), administrative staff (15.4%) and support staff had (10.3%). Majority of respondents were married (59.0%), single (16.7%), divorced were (10.3%), separated (7.7%), cohabiting (5.1%) and widows were 1.3%. The results also reveal that majority of the respondents were married, a sign of respondents. The study results reveal that majority of the respondents were of Islamic religion than other religions in the country.

5.2.2 Staff awareness about gender mainstreaming in Hodan District, Mogadishu

The study findings show that a simple majority of the respondents admitted that they were aware about gender mainstreaming (53.8 %%). The awareness on gender mainstreaming is majorly attained from gender organization 47.4%, government. Majority respondents contend that major

form of awareness is gender policy (38.5%), gender concept, gender analysis and gender mainstreaming approaches. Even Määttä, and Lyckhage, (2011) contend that training opportunities for gender is a long-term process that requires sustained attention and commitment for the training opportunities necessary for enhancing and ensuring awareness on the side of staff on development mechanisms for elevation. The study findings provided above are in agreement with the results of Compton, Morrissey & Nankervis, (2009) who argued that the induction provides a review for designing to stimulate and establish awareness amongst employees on issues of gender. The induction if done depending on the organizational setup is geared towards generating values of performance to be made known to the employees in society. The study results indicate that staff awareness in Mogadishu is quite low, the findings also indicate that the means of the awareness is quite limited in the way that possible orientation is quite minimal in the organization. The study results are although in disagreement with those of Plagnol, (2010) who argued that gender staff engagement often requires shifts in attitude and perspective as well as changes in the way work is done. This task is not easy: Behavior change even change that is welcomed or will ultimately have positive results can be difficult. The results further indicate that the field data and previous findings are in agreement with the previous studies.

5.2.3 How staff implements gender mainstreaming in Hodan district in Mogadishu

The study findings revealed that majority respondents disagreed that they know of gender policy (56.4%) disagreed of having knowledge. Majority respondents argued that the district does not implement gender mainstreaming. Gender mainstreaming implementation is low with no clear policy implementation, there are also few gender workshops organized by the district for the people and the implementation is further through a proposed financing for the gender activities in the district. The study results are in agreement with previous authors, Maitrayee Mukhopadhyay (2010). A proper constructed forced for the gender equity committees explain the state of commitment that an organization in any given aspect of the organization need to change, these include the process mix that is that usually go unnoticed, Even Mackay (2011) argued that gender equity policy denote the environment of the rules and guidelines that are established to guide the implementation of the gender environment among the people in a given community assessment avenues. The opportunities and services avenues for the promotion of the equity transform into the means that support the mechanisms for the organizations Even Justin Fugle

(2014) for organizations that work on gender equality, the process of gender evaluation offers an opportunity to thoroughly examine all aspects of the organization through a gender lens and enhance the organization's work from the inside out. Just like the previous studies, the research conducted reveals that limited staff awareness especially in the district has an effect on the nature and type of implementation of the gender mainstreaming in the organizations.

5.2.4 Effect of staff awareness on gender mainstreaming implementation in Hodan District, Mogadishu

The study results reveal that staff awareness affect gender mainstreaming while 53.8% argued in disagreement. The results further argued that staff awareness facilitate the provision of knowledge to other people, creates the provision of policy to the people in a better form, provide a form of comfortability that facilitates sensitization of the local people on gender mainstreaming in the organization. The results are in agreement with those of Behning and Serrano (2010) who stress the importance of staff clearly understanding of gender mainstreaming because an adequate implementation requires a gender perspective in all decision-making processes. As they analyze gender Mainstreaming in the EU as a top-down strategy which implies an attempt at harmonization of European gender cultures they regret the failure of institutional actors. They are in consonance with Lister (2011) argued that staff awareness affect gender main streaming the providing information sound enough, this calls for a sound understanding of dimensions of gender inequality as related to other structural inequalities, such as ethnicity, age, class, sexual orientation and physical ability

Just like the findings, Rossili (2010) established the conditions of multi-level governance; implementation is a complex process of transfer and translation: unitary concepts or frames, as presented in political decisions and policies at (sub) national and supranational levels contrast with a dynamic reality of multiple frames at national levels. The study results are in agreement with the previous authors which reveal that limited awareness of staff on gender affect implementation of gender mainstreaming.

5.2.5 Challenges faced in implementing gender mainstreaming in Hodan District, Mogadishu

The study results show that the 74.4% were in agreement with presence of challenges in gender mainstreaming implementation. The challenges were lack of funding from both government and limited funding from the gender activists and organizations, the cultural of Somali that favour men at the extent of the girls has limited gender implementation, lack of policy and a gender department and ignorance of people.

The studies are in line with Wendoh and Wallace (2005) who contend that most governments have an effect of commitment for the countries such as the platform of the action and the agreement for formulation of the gender policies in the compliance for the purposes of the assessment of the resistance for the implementation at the level of misconception. Even Wendoh & Wallace (2005) argued that the many men and women that are dedicated to the involvement of the development of the government gender policy in planning providing an effect for actions in improvement of the gender equality mechanisms are fundamental for raising the means of resistance for the implementation levels. Even Mari & Kwesiga (2002) in their book the assessment reported in the assessment of the reports obstacles to gender parity are embodied in the assessment of the cultural norms and practices, socialization process and into the framework of patriarchy, which is fundamental to social structures. The state and degree of the implementations is pertinent for the implementation of the gender mainstreaming among the district of Hodan.

5.3 Conclusions

The study set to determine how Staff awareness about gender mainstreaming and its implementation in Hodan district, Mogadishu, Somalia. The study findings state that the staff awareness on gender mainstreaming was low, the awareness was through majorly gender organizations and the major form of awareness is gender policy, gender concept, gender analysis and gender mainstreaming approaches. The low staff awareness was affiliated to lack of a policy and staff to implement the awareness.

The study on the second objective conclude that gender mainstreaming implementation at Hodan district was low, the researcher conclude that different modes of implementation like policy,

workshops, training and sensitization was low. The lack of implementers for gender mainstreaming and following of the policy on gender that limits the management of the gender issues in the country.

The study on the third objective conclude that low awareness of staff on gender contributed to low implementation of gender mainstreaming in the district. This was due to limited cultural and policy constraints that affect mainstreaming implementation. Finally the district is faced with a series of challenges that hinder the implementation of gender mainstreaming in Hodan district, the study conclude that lack of finance, low training, lack of policy at district and central government levels, culture and ignorance of people are to blame for the high degree disintegration.

5.4 Recommendations

- 1) The study reveal that staff awareness on gender was low with the district having no gender policy, the study recommend for the central government passing of the gender policy bill of 2012 and having it implemented through a department at the district. There is further need for the government to develop a strong orientation for the staff at the district and make them aware about gender mainstreaming in the district.
- 2) Regarding the gender mainstreaming implementation, it is recommended that the government together with other institutions claim ownership of the gender mainstreaming process to ensure sustainable resource mobilization. In addition to that, advocacy should be conducted among traditional leaders and authorities to integrate gender issues in their work so as to address all known cultural issues that hinder the implementation of gender mainstreaming.
- 3) On the third objective to improve awareness for gender implementation, those in the policy and budgetary chain should be educated to ensure gender sensitivity, the government should strengthen collaborations between gender mechanisms and those responsible for implementation of gender policies. There is need for the provision of an

adequate budget that can guide and enable effective implementation gender activities by the policy makers in central and local government.

- 4) On the fourth objective, the study recommended that capacity building; education and dissemination strategies should be adopted in government ministries. Community sensitization should also be undertaken by the government to change discriminatory cultural practices. Moreover, adequate financial and human resources should be allocated to all ministries for the implementation of gender mainstreaming because no activity would yield any meaningful result without resource mobilization. The policy makers need to device avenues that are intended to enhance and develop the organization values in terms of providing a direct and point of focus means of implementing gender mainstreaming need to be adequately provided and determined in the organization context.

5.5 Contribution to the Body of Knowledge

This study contributes to the existing body of knowledge by offering a deeper insight to the challenges facing gender mainstreaming. Staff awareness on gender issues in the local government in Mogadishu was not well known given the religious and cultural constraints. Most researchers argue that discrimination and gender based violence are the main obstacles facing the process of gender mainstreaming. In contrast, this study has established that lack of awareness, inadequate human resources and absence of policies also hinder the process of gender mainstreaming to a very large extent.

5.6 Suggestions for Further Research

The study suggested that research should be conducted on factors influencing policy formulation in gender mainstreaming as well as factors contributing to female marginalization in projects. A study should also be conducted on the impact of human resource allocation on gender mainstreaming.

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APPENDICES

APPENDIX 1: RESEARCH TOOLS QUESTIONNAIRE FOR STAFF

Questionnaire for staff awareness and gender mainstreaming in Hodan district, Mogadishu Somalia

Dear Respondent,

I am Mohamed Okash Sugow, Reg No: 1163-0176-08010 a student of Kampala International University. I am currently carrying out a study as a requirement for the award of Masters of development studies at Kampala International University. My topic of the study is **staff awareness and gender mainstreaming in Hodan district, Mogadishu Somalia**. You have been selected to participate in the study due the importance of your information in the study. The information you provide will only be used for the purpose of this study and will be treated with utmost confidentiality. I kindly request you to answer the questions fully and honestly.

Thank you!

Section A: Demographic characteristics of respondents

For the questions in this section, please answer by ticking the box representing the most appropriate response for you.

a. Sex of Respondents:

1. Male	2. Female

b. Age Groups

>18 years

c. Marital Status

1. Single	2. Married	3. Divorced	4. Separated	5. Cohabiting	6. Widowed

d. Level of Education

1.certificate	2.Diploma	3.Degree	4. Post graduate (Specify)	5.Proffesional Qualifications
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e) Position

1. Technical staff	2. Administrative staff	3.Other (Specify)
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f) Religion

1. Christian (Specify)	2. Islam	3. African Tradition	4.Other (Specify)
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SECTION B: Staff awareness about gender mainstreaming in Hodan district

B1. Do you have awareness about gender mainstreaming in your district?

- 1. Yes
- 2. NO

B2. If yes in B1.above, where did you get awareness on gender mainstreaming from

- (a) Organization (Specify)
- (b) Community leader
- (c) Government
- (d) Elderly
- (e) Gender activist organization
- (f) Others (specify)

B3. Which form of awareness did you get on gender mainstreaming?(Tick more than one)

- (a) Concepts of gender
- (b) Gender Analysis
- (c) Gender mainstreaming approaches
- (d) Gender Policies
- (e) Others (Specify)

B4 Was their knowledge you got helpful to you?

1. Yes
2. No

B5. If No , why do you think it was not helpful

B6. If yes how did you benefit from the awareness training?

B7. If yes again, do you think you have the skills of gender mainstreaming policy strategy in your Local government?

1. Yes
2. No

B8. If no Why?

B9. Why they are not trained in the organization?

- (a) Low resources
- (b) No focus on gender
- (c) Organization policy poor on gender
- (d) Cultural constraints
- (e) Others specify

B10. In Your view, does the staff in your local government know about gender mainstreaming?

- 1 .Yes
2. No

B11 if no why?

If yes, do you think the staff can implement gender mainstreaming?

SECTION C: How staff implements gender mainstreaming

C1. Do you know any policy on gender mainstreaming?

1. Yes
2. No

C2. If yes, mention the policy strategy?

C3. Do you implement gender mainstreaming in your work as staff?

1. Yes
2. No

C4. If yes, How do you implement gender mainstreaming?

C5. If yes again what areas do you do gender mainstreaming?

C6. What approaches of gender mainstreaming do you use?

- (a) Equity Committees
- (b) Equal opportunities guidelines
- (c) Gender equality policy
- (d) Gender evaluation
- (e) Gender impact assessment
- (f) Others (Specify)

C7. Do you think your district local government is capable of implementing gender mainstreaming implementation?

- (a) Yes
- (b) No

C8. If no, what are the reasons for your local government not being capable of using gender mainstreaming?

Section D: Effect of staff awareness on gender main streaming implementation in Hodan district

D1. Does the staff awareness on gender affect gender main streaming implementation?

1. Yes
2. No

D2. If yes, how does it affect gender mainstreaming implementation in the district?

D3. In which was does staff awareness contribute to gender mainstreaming implementation outside the local government?

D4. Through what avenues has staff awareness failed to contribute to gender mainstreaming implementation?

SECTION E: Challenges faced in implementation of gender mainstreaming in Hodan district

E1. Does the district face challenges in the implementation of gender mainstreaming?

2. Yes
2. No

D2. If yes, what do you think are the challenges faced in implementation of gender mainstreaming?

D3. What has the district established in order to support implementation of gender mainstreaming?

D4. What are the major strategic bottle necks for implementing gender mainstreaming in Hodan district?

Appendix II: Key informant Interview for Community elders and gender activists

- 1) Do you think the staff in the district ever been trained about gender mainstreaming?
- 2) What training is given to the staff of the district regarding gender mainstreaming in the district?
- 3) How does staff of Hodan District implement gender mainstreaming implementation in Hodan District, Mogadishu?
- 4) What roles do the community elders play in gender mainstreaming implementation in Hodan district?
- 5) What role does the gender activists play in gender mainstreaming implementation in Hodan district?
- 6) How does staff awareness affect gender implementation in your community/ society?
- 7) What form of contributions does gender mainstreaming affect your community development?
- 8) What challenges are faced in implementing gender mainstreaming in Hodan District, Mogadishu?
- 9) What measures have been established at community/ Activists level in implementing gender mainstreaming in your organization
- 10) What should be done more to improve gender mainstreaming implementation in organizations?