

**ADDIS ABABA UNIVERSITY**  
**COLLEGE OF DEVELOPMENT STUDIES**  
**CENTER FOR GENDER STUDIES**

**MASTER'S THESIS**

**KNOWLEDGE, ATTITUDE AND PRACTICE OF GENDER  
MAINSTREAMING AMONG EMPLOYEES AT MINISTRY OF WOMEN  
AND SOCIAL AFFAIRS, ETHIOPIA**

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*A THESIS SUBMITTED TO CENTER FOR GENDER STUDIES IN PARTIAL  
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MASTER OF ARTS IN GENDER STUDIES.*

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Thank you

## DECLARATION

I hereby declare that this write-up is the output of my own work as a requirement for the fulfillment of Master of Arts degree in Gender Studies in Addis Ababa University and I declare sincerely that, it is not a duplication of any previous work of any person of this institution or another. All extracts from other published materials have been duly acknowledged.

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## **Abbreviations and Acronyms**

APRM: African Peer Review Mechanism

AU: Africa Union

CEDAW: Elimination of all Forms of Discrimination Against Women

FDRE: Federal Democratic Republic of Ethiopia

FDRE: Federal Democratic Republic of Ethiopia

GM: Gender Mainstreaming

HIV: Human Immunodeficiency Virus

IDRC: International Development Research Center

KAP: knowledge, Attitude and Practice

MOWSA: Ministry of Women and Social Affairs

NEPAD: New Partnership for Africa's Development

PFA: Beijing Platform for Action

UN: United Nations

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## ABSTRACT

*The main purpose of the study was to assess the knowledge, attitude and practices on gender mainstreaming of staff who are working in Ministry of Women and Social Affairs in Addis Ababa. The study followed mixed research approach, involving both qualitative and quantitative methods, and descriptive research design was employed. To this effects eight key-informant-interviews were conducted involving heads and team leaders from the departments of human resource management, finance and purchase, and plan and budget who were selected through purposive sampling; In addition, survey questionnaire was administered to 184 employees who engage in direct program implementation. Data on Knowledge, Attitude and Practice of sampled participants of the survey on gender mainstreaming were generated using sets of pertinent questions to be answered as Likert scale choices. The results revealed that, the participants in the study were aware of basic issues in gender mainstreaming, such as: gender inequality affects an organization's performance; importance of gender mainstreaming for development; the need to have guidelines about gender mainstreaming and women's participation in an organization etc. The respondent's attitude on the needs of entitling women for positive discrimination during hiring is positive and high. Similarly, the participant's outlook on the significance of the management's role to ensure gender mainstreaming in the office is very good. The respondents in the study have mostly positive attitude on the women's capability to do anything men can do. On the other hand, the participants moderately agreed with the natural equality of men and women, and have negative attitude on the positive discrimination entitlement of women at the workplace as a remedy for the inequalities in the past. With regards to practice of gender mainstreaming in the MoWSA, the participants claimed that the gender mainstreaming department is functional to some extent. In MoWSA the representation of women in higher decision-making positions were to some extent fair and also, MoWSA's efforts towards gender mainstreaming is moderate. There are guidelines and circulars formulated by MoWSA that were implemented with the objectives of encouraging women inclusiveness, lessening gender disparity, empowering women to be professional and leaders in the implementation of gender mainstreaming and gender discourses. The organization's reported status of practice on gender mainstreaming has positive correlation with awareness or knowledge of employees, whereas attitude score of employees did not show significant association with practice. Considering difference of score means of Knowledge, Attitude and Practice assessment scores between male and female employees, it was found that there is significant difference between men and women on their mean knowledge Attitude and Practice scores where mean knowledge score is lower for female employees and mean attitude and practice scores are higher for female employees compared to that of males. Therefore, MoWSA need to consider capacity building interventions to employees to improve gender mainstreaming implementation in the organization.*

Key Words: MOWSA, knowledge, Practice, Attitude, Gender mainstreaming

# CHAPTER ONE: INTRODUCTION

## 1.1. Background of the Study

According to the Final Report of Activities of the Group of Specialists on Mainstreaming (ECOSOC 1998:12) and other scholars in the field (for example Verloo, 2005 p.13; Payne 2011, p.517), gender mainstreaming is an innovative approach in gender equality policy. The principle of gender mainstreaming was initially developed by feminist development practitioners in the 1970s (the second-wave women's movement of the 1970s) as a reaction to women's lack of equality with men in all spheres of life (Carney, 2004; Wably, 2005; Verloo, 2005). The debate within UN Commission on the Status of Women (CSW) in development gave an impetus to the United Nation's Third World Conference on Women held in Nairobi in 1985 and the appearance of the concept of gender mainstreaming in international texts.

Consequently, gender mainstreaming has got a global recognition after it was launched at Fourth United Nations World Conference on Women in Beijing in 1995 as a major strategy for promotion of gender equality (UN, 2002; Walby 2005). Since the UN conference, gender mainstreaming in development policies has become an international phenomenon and significant changes have been made in the development of global development policies and implement gender responsive policies, strategies and programs that promote women's advancement and gender equality (Verloo, 2005 p.12; ECA, 2009).

Gender mainstreaming was considered as a unique and 'the most "modern" approach to lay the ground for gender equality through institutional restructuring backed by policies and programs that reform the existing inequalities between women and men (Daly, 2005 pp. 435-436; ILO, 2010). As a result, gender mainstreaming was more publicized than the rest of the initiatives intended to realize gender equality. Moreover, the widespread promotion of "non-state actors" such as feminist activist groups, international non-governmental organizations such as the UN, EU and Council of Europe has boosted the popularity of gender mainstreaming and its acceptance by policy-makers.

However, the focus of mainstreaming strategy is not on women in isolation and aims at the participation of both women and men in the design, implementation, monitoring and evaluation of policies and programs as well as equally benefit from the development outcomes (UNDP

2006). According to MOLSA (2012), the idea behind ‘mainstreaming’ goes beyond the issue of women and advocates that every policy should address the needs of so-called disadvantaged or marginalized groups such as the ‘disabled’ and ‘indigenous’ peoples.

The adoption of gender mainstreaming strategy by the European Union and its member states as the basis of their gender policy since the Treaty of Amsterdam in 1997 is indicative of the deepening and more wide-ranging worldwide acceptance of gender mainstreaming (Walby, 2005; Verloo, 2005 p.12; Stratigaki, 2006 p.167 and Payne, 2011 p.518).

In Africa mainstreaming gender in policy making has become one of the strategic goals of countries. According to Morsy (2019) the effort of mainstreaming gender in African policy making to ensure equality is taking ground. With the commitment to achieve international development goals like Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs), there are efforts to mainstream gender in policy making in the continent. Besides, the African Union has launched Gender Equality and Women’s Empowerment (GEWE) 2018-2028 in 2019 and Agenda 2063. This is a framework document to strengthen women’s agency in Africa and ensure that women’s voices are amplified and addressed their concerns with effective implementation of legislation and proper financing of gender equality work. In addition, the adoption of African Peer Review Mechanism (APRM), the New Partnership for Africa’s Development (NEPAD) and The African Charter on Democracy, Elections and Governance (2007) has provided a framework for the inclusion of gender mainstreaming in policy frameworks and declarations (Martin, 2013 Pp.13).

Gender issues in the Horn of Africa also have related challenges and in order to solve these challenges countries have practiced various activities. Ethiopia is one of the fast growing economies with second largest population in Africa. It has also implemented the National Policy on Women (Women’s Policy) with the purpose of creating gender equality and the FDRE has also renewed its commitment towards the policy. To this end the FDRE has adopted different international and regional legal commitments to enhance gender equality (Emebet, 2003). It has adopted and ratified relevant international instruments such as the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW), The Beijing Platform for Action (PFA) and also formulated National Policy on Ethiopian Women (1993). The policy

reforms have improved out comes for women (Kumar, 2012). And yet women remain underrepresented in economic, political and social activities (Bayeh, 2016).

Women in Ethiopia still experience significant gender inequalities, economic marginalization (IDRC, 2020). On the other hand, there are efforts to close the gender disparities. The Government and non-state actors work towards gender mainstreaming and to achieve the global and regional pacts as well as national public policies. The Ministry of Women and Social Affairs (MOWSA) is further striving to implement national and international agreements by applying different activities. The MOWSA has been working with the community and other stakeholders to achieve the goals by providing training, information dissemination and evaluations as well as established different strategies and tasks to actively achieve the gender mainstreaming activities. However, addressing gender inequality is very challenging task that requires a multi-dimensional approach, according to Emebet (2003), gender mainstreaming needs sensitization and knowledge about gender issues, with better capacity of provisioning training and preparation of relevant materials to affect attitude change, in coordinated strategic planning and cooperation. For this to come to fruition all round preparedness of the employees of MoWSA is important in the implementation of gender mainstreaming principles and approaches in their organization

Hence the study about the knowledge, attitude and practice of gender mainstreaming of the MOWSA employees is expected to reveal the extent of preparedness and challenges thereof that MOWSA has in implementing gender mainstreaming. Moreover, examination of the knowledge, attitude and practice of MOWSA employees towards Gender mainstreaming can further allow the researcher for better understanding about gender mainstreaming and empowerment. Thus, this study examined the knowledge, attitude and practice (KAP) on gender mainstreaming of employees Ministry of Women and Social Affairs (MOWSA).

## **1.2. Statement of the problem**

As stated in the background of the study, gender mainstreaming can have influence on gender equality in different ways. It is one of the factors in the process of development, democracy as well as gender equality. For this reason, institutions like Ministry of Women and Social Affairs recruit experts and staff members to plan and execute activities towards gender mainstreaming. It

is expected that the ministry employs experts or trainers who have pertinent experience, knowledge and positive attitude towards gender equality and uplifting women from poverty. However, it is possible that some employees may lack the required knowledge, and could be passive and not sufficiently prepared to own the gender mainstreaming plans and carryout activities. Such gap in employees' preparedness would have negative implications on the practice of the ministry's activities, particularly in realizing the goals set in the gender mainstreaming plans.

Like women in other parts of the world, Ethiopian women had been victims of gender discrimination and inequalities and denied recognition for long regardless of their significant contributions in social, economic and political spheres (FDRE, 2006; MOWA, 2006; MoA, 2011). According to Central Statistical Agency and ORC Macro (2006), based the analysis of Ethiopian Demographic and Health Survey/EDHS of 2005 reported that women in rural Ethiopia lag behind men in terms of educational attainment, economic status and access to media. Moreover, these women are victims of a number of harmful cultural practices because gender is culture specific in itself. Hence, the study suggested that women specific, region/culture-specific and gender sensitive rural development programs be implemented in order to be effective in mainstreaming gender.

Recognizing the disadvantaged position of women in the country, the government of Ethiopia has shown its commitment by taking legal and policy measures and programs which are helpful for addressing gender inequalities prevailing in the country (FAO. 2007; MoLSA, 2012). However, as gender inequality is historically rooted and structurally inbuilt, gender mainstreaming may not smoothly reach to its end of ensuring gender equality.

With regards to women empowerment, there are studies conducted with efforts to understand the state of women empowerment in Ethiopia (UNICEF, 2016; Beyene Sileshi, 2019; Dejene Mamo, 2020) and they have examined the policies of gender equality in Ethiopia. And the findings of these studies indicate there is gap in the practice of women empowerment economically and socially. In addition, (Bishaw, 2015) has examined the Amhara Regional State practices with respect to gender mainstreaming towards ensuring gender equality and equality in education. The

findings indicated the failure to meet the standards in all criteria set for gender mainstreaming (Bishaw, 2015).

Scholars investigated the practice of Gender mainstreaming in Ethiopia at different sectors. For instance, Fisseha et al., (2018) explained gender mainstreaming in Ethiopian Institute of Agricultural Research and found that the gender mainstreaming is still at insignificant level. Emebet (2003) has studied on women's situation in Ethiopia and the efforts made by the government in responses to the various gender gaps in different sectors with different sets of cases and limitation on gender mainstreaming and found that women are underrepresented in decision making areas in government offices. And her examination indicated gaps in regional offices to coordinate the gender mainstreaming process, lack of capacity, shortage of qualified and experienced staff, and lack of accountability (Emebet, 2003). Following the agreements and commitments made, Ethiopia has taken different measures as said above as well as there is high recognition by FDRE; nonetheless, there is still a need to emphasize community awareness creation and practice towards gender equality and, there are conflicting reports on gender violence, and efforts to prevent it. In addition, there are hardly any studies done on the level of knowledge, attitude and practice of gender mainstreaming in MOWSA.

Bayeh (2016) has examined the role and commitment of government for the policy making and implementation of gender mainstreaming and equality in Ambo town, Oromia regional State, Ethiopia. The finding of his study revealed that low involvement of women in political and economic spheres which make the development of the country unsustainable and recommended, organizing training for the stakeholders in policy making and advocacy with the purpose of gaining increased knowledge and improved attitude towards gender mainstreaming.

Studies were conducted with regards to assessment of mainstreaming gender in Knowledge, Attitude and Practice (KAP) in Ethiopia in different sectors including health, education and agriculture. Even though these studies discussed gender empowerment and health issues, they hardly give detailed analysis on KAP analysis on Gender empowerment in Ethiopia. They have not focused on the KAP of gender mainstreaming of the MOWSA.

In summary it can be considered that, a comprehensive study on KAP of Gender mainstreaming in Ethiopia is a subject worth studying. The KAP in gender mainstreaming in MOWSA needs

further study, therefore, this study assessed the KAP in Gender Mainstreaming in Addis Ababa MOWSA office.

### **1.3. Basic Research Questions**

Based up on the aforementioned background and statement of the current study the researcher formulated the following research questions:

1. How far MOWSA staff members are knowledgeable of gender mainstreaming?
2. What is the attitude of the staff members towards the gender mainstreaming?
3. How far do the MOWSA staff members practice gender mainstreaming?
4. Is there statistically significant difference in knowledge, attitude and practice between male and female employees with regards to Gender mainstreaming?

### **1.4. Objectives of the Study**

#### **1.4.1. General Objective of the Study**

The general objective of this study is to assess the knowledge, attitude and practices on gender mainstreaming of staff who are working in Ministry of Women and Social Affairs in Addis Ababa.

#### **1.4.2. Specific Objectives of the Study**

To address this main objective of the study the researcher set the following specific objectives:

- To explore MOWSA staff member's knowledge about gender mainstreaming
- To assess the attitude of the staff members towards the gender mainstreaming
- To examine how MOWSA staff members practice gender mainstreaming.
- To find out if there is a statistically significant difference in knowledge, attitude and practice of male and female staff with regards to Gender mainstreaming

### **1.5. Significance of the study**

The finding of the study would be supportive to the MOWSA and concerned stakeholders. Especially, the result of this finding will help policy makers and other stakeholders understand the gaps in knowledge attitude and practice on gender mainstreaming, among employees of the MOWSA and there by develop effective strategies to improve the same. Likewise, other stakeholders would get benefit from this inquiry.

As the potential of achieving national, regional and international commitments regarding gender equality is dependent on pertinent KAP of gender mainstreaming with in various institutions this study will greatly contribute in shedding light on gaps and challenges that exist among implementing personnel in the main organization that has responsibility of leading implementation of such commitments. Therefore, the researcher believes that the finding of the study and the forwarded recommendation would have the following contributions. It may help the MOWSA, its management and other experts to use the possible opportunities to work on strategies and to improve their KAP that can enhance gender equality.

## **1.6. Scope of the Study**

Geographically, the study is delimited within MOWSA Addis Ababa main office. Thematically, the study explored Knowledge Attitude and Practice of employees the MOWSA with regards to gender mainstreaming. To this end, issues like how far are MOWSA staff members knowledgeable of gender mainstreaming? what is the attitude of the staff members towards the gender mainstreaming? how far do the MOWSA staff members practice gender mainstreaming? and the statistically significant difference in knowledge, attitude and practice between male and female employees with regards to Gender mainstreaming were explored. The study was conducted during the year of 2022.

## **1.7. Definition of Terms**

**Attitude:** is a relatively enduring organization of beliefs around an object, subject, or concept which predisposes one to respond in some preferential manner

**Knowledge:** Is the consciousness, identification created in the human minds and increases when people are involved in its acquisition and dissemination

**Gender Mainstreaming:** Is a strategy for making women's as well as men's concerns and experiences on integral dimensions in the design, implementation, monitoring and evaluation of policies and programs in political, economic and social spheres

**Practice:** Any experience or initiative displaying techniques, methods or approaches which functions in a way that produces effects and results.

## **1.8. Organization of the Study**

This study is organized under five chapters. The first chapter deals with introduction which includes the background of the study, statement of the problem, research questions, and objectives of the study, significance and, scope of the study. In the second chapter reviews of related theoretical and empirical literature is presented Chapter three includes descriptions of the research design, research approach, strategy, data type and source, the population and sample size, data collection instrument and method of data presentation, analysis and interpretation. The fourth chapter presents data analysis, results and interpretation, in accordance with the methodology laid down. The fifth chapter includes conclusion and recommendation of the study.

## **CHAPTER TWO: REVIEW OF RELATED LITERATURE**

### **2.1. The Concept of Gender Mainstreaming**

Gender mainstreaming is a wide and crosscutting strategy that is followed in development, and it is integrated with all aspects of development, in social, political and economic spheres. It is also connected directly and indirectly with gender equality as the planned strategies of gender mainstreaming have the ultimate goal of achieving gender equality. The mainstreaming strategy is implemented in somewhat different ways in relation to activities like research, policy development, policy analysis, program delivery or technical assistance activities. It helps for creating opportunities and for each area of work. For instance, activities that comprise of solving challenges and opportunities in technical activities to identify how gender dimensions are relevant and then establish a constructive dialogue with potential partners on gender equality issues.

The term Gender mainstreaming is used differently by different scholars. According to Okma (2012), gender mainstreaming and promotion of gender equality has differed with change of the concept and its applications. Institutionalizing women's interests in all areas and sectors of policy at all level have been a concern of women's movement globally within international institutions like United Nations. According to Endalkachew (2016), gender mainstreaming and national engagement tools have been utilized for ensuring gender mainstreaming agendas and gender equality at public policy domain. And, again both gender mainstreaming and national policies have been grounded on the basis of compliance towards the agreed pacts (Endalkachew, 2016). Gender mainstreaming is a process rather than a goal that comprise bringing what can be considered as marginal in to primary business and man-decision-making process of existing institution (Sandler, 1997).

According to OSAGI (1997), gender mainstreaming is a globally accepted strategy, an approach and is means for promoting gender equality. Mainstreaming involves ensuring gender perspectives and attention to the goal of gender equality which are central to all the activities. In addition, mainstreaming represents a shift in thinking about women, from women as a target group of development assistance to gender equality as a development objective. This is the case where mainstreaming in different development issues is that a concern for gender equality is

brought in to mainstream of activities rather than dealt with additive activity (UNDP,2006) This includes working towards gender equality through empowerment and gender equality. This emerged as result of dissatisfaction with earlier approaches of narrowing gender gaps.

Gender scholars debate the success and failure of gender mainstreaming in enabling gender equality (Subramanian, 2004). Skeptics have stated its failure (Cornwall, et al., 2003). Researchers conducted on gender mainstreaming implementation in different parts of the world shown gaps on the process and its result (Moser, 2005). These examinations conducted in different institutions and locations indicated success and failures of the process and in ultimate result. Prior to gender mainstreaming approach, the previous strategies mostly focused on provision of women with education and more resources on specific targeted initiatives. However, these activities have not solved the gaps or minimize marginal initiatives as well Therefore, in order to solve the gender gaps broader process of change, particularly at policy, and institutional levels are needed. Moreover, there are emerging practices to develop new development models, institutions and activities. It also appears the transformative potential of gender mainstreaming is making the examination and process of applying gender mainstreaming in relative approaches. For this reason, developing the capacity, knowledge, attitude and practice of employees and national workers is very necessary tool. This includes examination of the employees' knowledge, attitude and practices of gender mainstreaming.

The transformative potential of gender mainstreaming is not only promising but also it is potentially revolutionary strategy (Pollack & Hafner-Brton, 2000) as it centralizes women's issues (Sainsbury and Bergqvist, 2009). Proponents of gender mainstreaming stress its transformative potential, asserting that it has the potential to engender policy-making, to transform government and policy making as to take account of gender equality (Beveridge et al., 2000). And according to historical positioning gender mainstreaming is about transforming role and status of women (Rees, 2005). It goes beyond earlier gender equality policies because it seeks to transform organizations, create a culture and tackle of gender inequality. It can be deduced that shifting focus from equality of treatment to equality of impact has constructive basis for the better future activity (Beveridge et al., 2000).

Transformation in mainstreaming is not about adding a woman's components or even a gender equality component or even it goes beyond increasing women's participation, it means bringing the experience, knowledge and interest of women and men to bring on the development agenda (Mulu, 2019). The development agenda has revealed efforts towards change in agenda. And the change needs transformation in goals, strategies and actions so that both women and men can influence, participate in and benefit from development processes. The goal of mainstreaming gender equality is making the transformation of unequal social and institutional structures in to equal and just structures for both men and women. For the purpose of this study, gender mainstreaming has been a promising strategy to address gender inequality since the Beijing Pact as a new, modern and innovative way of organizing gender equality work that gave rise for many research and variety of policies (Anderson, 2018).

Therefore, stakeholders working on management of gender mainstreaming are expected to act as inspiring, leaders, risk takers, coaching, and warrior aggressively doing to achieve institutional goals. This includes training, working on attitude to bring a high degree of change and making the workers, target society to be fully committed. The institutional leadership and management of gender mainstreaming needs to be effective and need to make the ability of giving direction to staff members, employees as well as the community. Thereof, in the examination of gender mainstreaming the contemporary activities of an organization could stipulate a general capacity of an organization in successfully addressing gender issues depends on the organizations kind (Mulu, 2019).

### **2.1.1. Gender Mainstreaming Issues**

Typical nature of gender mainstreaming can be seen from different discourses like legal, socio-cultural and opportunity equity. To address these issues there no single theory that address full spectrum of scope of the study. Theories have to answer at least three questions and these are the why we examine or the conceptual assumptions behind the relationships of KAP and gender mainstreaming. The how: have to explain the methods applied to create interrelationships between constructs of the theory and it has to answer the questions that how it explains the way the stakeholders achieve or attain the goals. Therefore, in the following part, the discourses on gender have different meanings. Some discourses are explained as following.

### **2.1.2. Gender Discourses**

Gender refers to social, cultural and psychological traits inter-related to males and females through different social contexts and it is identified from sex for its ascription (UN women, 2015). Yehualashet (2010) asserts gender as a concept that remains elusive, politicized across different parts of societies. For Kabeer (1991, as cited in Yehulashet, 2010) gender equality refers both equality of treatment under the law and equality of opportunity. Kabeer notes the difference between substantive equality (the different circumstances and characteristics of men and women have to be considered to avoid unfair gender- related outcomes (Kebber, 2003). In addition, equality of agency refers to ways of ensuring that both women and men can make strategic life choices for themselves and support to determine the conditions where these choices are made.

Gender equality and equity are interconnected concepts and used interchangeably. Gender equality and equity refers to sameness or an end product expressed as way of attaining parity between women and men. To the opposite gender equity is doing whatever is necessary to ensure equality of outcomes in the life experiences of women and men (Leo-Rhynie, 1999). In other words, gender equity refers to the equality of academic, economic and work out comes valued by our society without limitations associated with gender equity as an approach that aims to progressively redress severe gender gaps and disadvantages by taking specific affirmative measurements through programs, policies and projects (Leo-Rhynie,1999). Gender equity is difficult to legislate it is possible to legislate equality since it is possible to assess whether identical treatment criteria are met (*Ibid*). Gender inequality refers to the differences in the benefit levels of women and men, which is often affected by gender differentiation” (Sainsbury, 1999,). And it was one the main challenges concerning achieving gender equality turned out to be developing and imposing policy recommendations for societal change and achieve effective implementation (Anderson, 2018).

### **2.1.3. Gender Empowerment**

The concept of empowerment is not easily defined and it is much contested. However, the concept is related to one common subject that is generally considered as a key good quality of life, increased human dignity, good governance, pro-poor growth effectiveness, improved service delivery, participatory leadership and equality between different people using. Moreover,

empowerment supports well- functioning and working to effective establishment of largely supported society, community and institutions which give equal stages of participations. For Endalkachew (2016) in his review of different definition of the term empowerment, he lists the concept of women empowerment as an outcome of several important critiques and debates generated by the women's empowerment throughout the world, and particularly in the developing part of the world. He asserts that the diversity of division and commonality could be at measuring women's: autonomy, agency, status, women's land rights, domestic economic power, bargaining power, power, patriarchy, gender equality and gender discrimination. Therefore, it is factual for a number of scholar's empowerment is the idea of power as Foucault understands or it is a set actions that act on other possible actions (Endalkachew, 2016).

Women empowerment is a very timely issue and agenda in the today's consistent world as well as the global spectacle. It is a multi-dimensional social process that supports people to gain control over their lives. According to Page and Cuba (2017), women empowerment is a process to foster power, for use in their own lives, their communities and in the society, by acting on issues that they suggest advantageous (important) (Endalkachew, 2016), in the same manner, UN in 2002 stipulated that it is important of women's empowerment as developing the freedom of choice and action (Parker, 2005). The same source explicates the process by which women take control and ownership of their lives through enhancing of their choices. Likely, women empowered (supported) in List Developed Countries (LDC) have changed their lives than others. Therefore, women's empowerment and development has become one of the world wide issues for United Nations, AU and member states and an activity that needs to be transformed.

## **2.2. Gender Equality and Women Empowerment**

### **2.2.1. Historical and Theoretical Perspectives**

The historical perspective shows the stages of women empowerment from the past to the contemporary. The ongoing struggle for equality and works have not been an activity of one day nonetheless, it is a process of women's rights advocates, humanitarian organizations, and development agencies. It is important to understand the historical and philosophical development of the notion of empowerment because it is a timeless, universal good, because it rises within a narrow context; there are quite specific understandings of individuals within society. From early times freedom was something granted to one person or group by another powerful individual.

Freedmen had to be made free by their master but they never became fully human. In the medieval era freedom was one side of evil, a mark of human kinds turning away from God's law. Until the right up to birth of modernity in the seventeenth and eighteenth centuries, it made no sense for someone to claim to be autonomous, unattached or master of their life, because society knew no other way of preserving social cohesion than through the role of master over man. It was clear that freedom was a privilege offered sparingly.

The historical changes have moved from established hierarchical structures long ago with women's role from the time of Reformation (Tucker and Leland, 1987; Dina, 2010). Nonetheless, the rise of Protestantism has indirectly been a crucial catalyst for gender equality (Legerlof, 2003) as well as allowed for women's education and literacy. In addition, critical activities like girls' education, fertility, inheritance laws and increased voice of women in different societies were raised as pillar goals including the UN Millennium Goals, and the World Bank research (Dina, 2015).

According to UNDP (2003), the role of women in the development process has undergone a series of significant conceptual and operational shifts over the last 40 years (UNDP,2003). Moreover, the gender mainstreaming in the development during the post second World War era until the 1970s was characterized by what is known as a welfare approach. It was assumed as one of the ways women perceived as beneficiaries of aid instead of agents for development and it focused on their reproductive responsibilities and ignored their productive roles (*Ibid*). Moreover, women's rights at the 70's was devoted for involvement by reacting to different initiatives with the call of legal and administrative reforms to include women's concerns into economic policies and practices (Leo- Rhynie, 2000). The discussed sorts of movements have led towards Women in Development (WID).

The WID is social justice and political equality for women, improved education and employment opportunities and increased health and welfare services (Razavi and Miller, 1995). And it has been basis for the advocacy of CEDAW, 1979. CEDAW is convention on elimination of all forms of discrimination against women that defines discrimination against women as any distinction, exclusion or restriction made on the basis of sex which has effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their

marital status on a basis of equality. The activities of CEDAW are to in comprise the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women and establish tribunals and other public intuitions to ensure protection of women against discrimination.

In the 1995 the Fourth Women's Conference or Beijing Platforms for Action (BPFA) is one the instrument for the advancement of gender equality and continuity of CEDAW (Neuhold, 2003; Yehuwlashet, 2010). Gender mainstreaming was introduced as strategy in international gender equality policy, given force as cross-sectional topic and established in the 4<sup>th</sup> working platform for the World conference. It was more about women and poverty, education and training of women, women and health, violence against women, women and armed conflicts and so on.

At the same manner, in the social and economic programs on which most development assistance is focused, such as education, health, social protection and microcredit programs, empowerment has tended to be interpreted in a more individualistic and instrumental fashion. As result there are many progress achieved in many critical areas throughout quest to empower women to equally enjoy their rights, the efforts at UN and regional offices have supported to achieve the quest to empower to equally enjoy their rights and there are many activities like free from discrimination and violence; enjoying their right to education; employment and participation and as result many women are now occupying leadership and decision- making positions. Besides, many states were accordingly encouraged to enforce legal frameworks to protect the rights of women with formation of well-resourced national entities were established to monitor such rights, National Action Plans were formulated; the role of civil society reorganized and viable partnership established. It is clear that participation of women is good for inclusive and participatory making decisions that improve their lives, coalitions (Khattab, 2010).

Overall, from a historical perspective, gender mainstreaming was established on the bases of Convention on The Rights of the Child (CRC)(1989), the Universal Declaration on Human Rights (1948), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1970), the Convention on the Political Rights of Women (1953), The Declaration On The Elimination of Violence Against Women (DEVAW) in the Beijing platform of action in 1995 as well as the UN general assembly (2000) to follow the implementation of the

Beijing platform of action enhanced the mainstreaming mandate within the UN. Recently, the economic and social council adopted a resolution (ECOSOC resolution 2001/41) on gender mainstreaming in 2001. Moreover, with the political transformation through the globe and emergence of liberalism the view of mainstreaming has evolved towards empowerment giving thoughtful focus to United Nations development and empowerment plans likewise Millennium Development Goals (MDGs), Sustainable Development Goal (SDG) (Mehra,2000).

There has been progress towards meeting the goal of promoting gender inequality and the empowerment of women but necessary gaps remain; and this progress is being threatened by several intersecting crises likewise the world financial crisis, recession crisis of human rights and security (Frances Stewart, 2010). The Gender Equality Task Force of the Millennium Development Goal (MDGs) identified three domains in it: the capability domain, access to resources (decision making and power) and security domain. In regards to the second domain UN have worked too much. The decision making and power has been arising in UNDP's gender empowerment measure (GEM) in political participation, decision making, economic participation, decision making power; and power over economic resources (Stewart, 2010).

### **2.2.2. Sociological Perspectives**

Sociologically there are three perspectives of social phenomenon. They are classical perspectives, functionalist (structural functionalism) conflict and symbolic interactionism (macro and micro). For functionalist perspective of gender roles suggest that gender roles exist to maximize social efficiency. In this theory gender inequalities emerge as an efficient way to create a division of labor, or social system in which a particular segment of the population is clearly responsible for certain acts of labor and another segment is clearly responsible for other labor acts. And they see gender issue to keep the social equilibrium; gender issue to maintain social balance; harmonized men and women should assume their roles without overlapping with men in the instrumental role (protecting, providing and connecting the family outside) and women in the expressive role (emotional support, nurturing household chores) (Macionis & Gerber, 2010)

The conflict perspective of sociology considers gender argues that gender is best understood as an attempting to maintain power and privilege to the detriment of women. As the theory indicates the social problems are created when dominant groups exploit or oppressed subordinate

groups. It is where existence of unjust interaction between the sexes the origin of difference goes to dominance over power share and conflicts puts economic factors as the source of this unbalance (*Ibid*).

### **2.3. Gender Mainstreaming in Ethiopia**

Ethiopia is multi-linguistic nation with different cultural set ups. And have different socio-economic and political challenges. Historically the country has had a succession of absolute monarch who had ruled for long times (Zewde, 2002). In 1974, the last Emperor was overthrown by the Military named Derg (Amharic term Military Group). And after 17 year of war the Derg which had followed an ideology of socialism and had applied military system has been replaced by the Ethiopian People Revolutionary Democratic Front (EPRDF) in 1991. The EPRDF has produced and signed different laws and legislations in to effect. The 1994 constitution came in to effect that allows application of international laws to be part of the nation. The federal system of government of the FDRE has stipulated different laws to comply for the development, empowerment of women in the country however there are different challenges in the country with regards with women. As well, compared with men, women in Ethiopia are clearly in disadvantageous positions in different aspects of life; that ranges from lack of benefit social services to inferior positions in economic, political, social and cultural affairs (Emebet, 2003). Ethiopia has responded and signed to empower women being part of international agreements and is actively involved in aspects of life and participates in solving social, political and economic challenges of women.

According to Teklay the Federal Democratic Republic of Ethiopia (FDRE) has produced documents likewise the National Policy on Ethiopian Women (1993); the Constitution of the Federal Democratic Republic of Ethiopia (1995); the Family Law (2000); the Criminal Law (2005); the National Gender Equality strategy and Action plan for Gender equality (2006-2010); the EU +Joint Strategy for Nutrition for Ethiopia (2016-2020) ; The National Identify Card Registration Proclamation No.7160/2012 ;the Ethiopian Women's Development and Change Package; the National Strategy and Action Plan on Harmful Traditional Practices (2013); the Sexual and Reproductive Health Strategy (2016-2015), the education, sector Development plan 2016-2020 and others were formulated. These policies and agreements have

supported works on women empowerment with common understanding in between the government NGOs, IGOs and TNCs.

Ethiopia has been taking policy measures towards empowering women to maintain improved quality of life by promoting Sustainable Development, poverty reduction. And the FDRE government has taken practical works like closing the educational gaps, increasing women's share of wage employment in on agricultural sector, increasing the proportion of seats held by women national parliaments are the three main indicators towards achieving the goal of gender equality and women's empowerment(Ogato,2007) for this reason, the implementation, of the above strategies have supported of form viable conditions to close paucity of empowerment and cynical development for the women. According to Getnet (2007) the strategies in the women's policy have facilitated conducive environment to increase women's role in political, social and economic aspects, participating in decision making government of Ethiopia (Teferi and Endashaw, 2006). Following the aforementioned policies, there are many strategies (policies) emerging that support and encourage women's participation in growth and development, women's access to and control of productive resources, training and education, employment and in decision making is limited(Ogato,2013).

The MOWSA has organized different departments with regards with gender mainstreaming, follow up, evaluation department, Women's policy and Strategies Implementation Department, Children and Mother's affairs Department and Capacity- building and participation Department. The Gender Mainstreaming, follow -up and evaluation Department in the MOWCY is given different responsibilities to ensure government policies, strategies, plans and activities/programs comprising government proclamations, address gender issues and follow up their implementation. It provides research- based data and information in order to increase gender mainstreaming in government policies, programs and projects. It is also expected to assess the impact of projects undertaken by the different governmental and non- governmental organizations, and providing appropriate guidance to ensure their benefits to women. It is done by gathering, analyzing and compiling data on related factors to the economic, social and political activities of women towards building the capacity of WADs in the sector ministries and WABs in the regions by providing appropriate and relevant training.

In Health sector, women have problems too. The review of related literature indicates lack of delivery of quality services. As rationale the women lack services to address their problems at clinics and hospitals. And this has been high incidences of reported rates of information and malpractices. Regarding the care that Ethiopian women received during and after delivery between, 2007-2016, only 56% had their urine and blood samples taken during an antenatal care visit while only 44 % received a postpartum check up in a health care that have earned accolades for Ethiopia in terms of reach of services have largely depended on the corps of female health workers who offer the frontline.

Women with disabilities are often underserved by the medical system, which fails to make facilities accessible both physically with ramps, elevators and lack of disability toilet facilities. And the disabled women still maltreated by medical personnel who show them pity and do not provide the rightful access to health services they deserve. In addition to this health services including the reproductive health services as described above women with disability are challenged. One report by Addis Hiwot Center of the Blind, a local NGO, violations of the reproductive rights of women with disabilities include warranted referrals to the disabilities to the disability services as opposed to the reproductive health services they sought; a visually impaired pregnant woman who received unsolicited advice to get an abortion, and a hearing – impaired pregnant mother who was fitted with a permanent contraceptive device without her consent (2016).

Following the Transition that occurred in 2018, the Jigjiga incident has been followed with catastrophic incident. The politico- religious and irredentist movement led by Abdi- Ille has impacted minority Christian women's. Hagman (2018) explains, Ethiopian Somali Region witnessed protracted ethnic- related conflicts. These conflicts were fuelled by an amalgamation of forceful identity-based factors with wider perceptions of economic and social injustice over the distribution of economic, political and public resources by the state (Jinadu, 2018). the federal fact finding report and news accounts have found evidence of new forms of rapes, mass killing deliberate use sexual violence, the conflict (or Jigjiga massacre) killed more than 58 civilian minorities, unidentified number of women gang raped that violated constitutional rights of citizens stated in Article 15 and article 16 constitution of FDRE was violated. The sexual

violence was a deliberate action aimed at annihilating the exogenous not just physically. The rapes in conflict and civil unrest areas occur included maximum humiliation and to shred the social fabric or cohesion, as deliberate vector of HIV and as premeditated tool of political repression (UN women, 2010). The same has happened to the women in Jigjiga city in the conflict. During the conflict women are used as a weapon of ethnic conflict, with girls raped in front of their family members and young girls' raped during the attack. The traumatic effect has still not healed due to the social-cultural tendency of fear.

In addition, following the recent war in the northern part of the country women are raped by warring parties. According to Human right watch the women in North parties were brutally raped. As result following the civil war, the war has been exacerbated by the application of sexual violence by the warring powers. The complete war has brought the death of women and abductions. The threat that has comprised of different parts has fluid devastating brutal, the civilians in the war have conducted. The numbers of unlawful executions have occurred in the region and the sexual assaults have been followed by sexual violence on women whose age ranges from 10 to 65 years.

Moreover, the women and the children have been in a threat of incredibly serious of consequences from this Ethiopian civil war in the form famine potentially, genocide potentially, and sexual violence. Moreover, After Ethiopia pledged different new pacts; there are different violence of sexual on women. And yet undisclosed there is sexual violence that occurred in the nations following the new leadership's office time.

In the education sector there are also limitations. Contrary to what the government pledges to achieve there are challenges that occur in the Education sector too. About half the populations of Ethiopia are female and they play an important role in agricultural production and other household activities (Dejene, 2020). Kassa (2015) notes that women are still expected to play the role of caregiver in the family whereas men are seen as breadwinners. According to the National Labour Force survey in 2012 women represented only 27.3% of total government employees, and the vast majorities were engaged in low-level clerical work. Women accounted for only 23.9% of technical and professional employment (Dejene, 2020). Women face discrimination in respect of education and employment (BTI, 2020). With respect to education, female literacy is 29% compared to 49% for men for the period 2007-2013) (BTI, 2020). In addition, education

and employment educational disparities, particularly at the tertiary level between men and women also curtails women's abilities to enjoy full citizenship and engage in political activities as men do (Kassa, 2015; Dejene, 2020). Women also have less access to skills training (Dejene, 2020). The rate of girls who fail to achieve is of different cases with in the education sector. The scarcity of women teachers, children marriage is a rationale for nonattendance of women students. In addition, the quality of education, the schooling system and atmospheres, the socio-economic constraints arte other factors of failure of female students.

Moreover, female students with disabilities are encouraged to be participants. The FDRE government has good experience to be shared however, the private sector is less. Despite the fact the FDRE education system has an inclusive policy towards disability and schools are prohibited from discriminating against students with disabilities, female students with disabilities. Nonetheless private schools are not wasing to incorporate disabilities as expected for them to work. These institutions limit themselves from giving the necessary supports. The students have lack of materials that assist their education. Lack of brail, styles and other materials are short in quantity. This has large impact on the students' attendance. And in addition the emphasis given towards training brail application by the community of schools is less and is one gap.

With regards to employment of women with disabilities are not also considered as part of the financial institutions and given priority in obtaining the loans that can help them to have continues life with in the community. Despite the fact the FDRE has ratified the law that stipulates for the Right to Employment of Persons with Disabilities Proclamation, private employers have fewer tendencies to employ these groups of women. In addition, Ethiopia identified as the low wage frontier in the world paying the less price throughout the world. This is also one rationale where the women who spent most of their time in the parks with less payment.

#### **2.4. KAP and Gender Mainstreaming**

Ethiopia is one of Africa's fastest growing economies, and recent political and economic reforms have recognized the importance of empowering women and increasing their participation in the labour force (Bayeh, 2018). Nonetheless, women remain overrepresented in lower-skilled jobs

while carrying out the bulk of unpaid care work. According to Bayeh (International Development Research Center/IDRC/, 2021) report gender inequality remains prevalent across the world, women's empowerment and gender inequality are frequently highlighted in development agendas of different nation states. The women also face significant gender inequalities and economic marginalization (IDRC, 2020). In The Ethiopia there is considerable and limited access to those marginalized from productive capital resources (Lynch,2020).

The Ethiopian government has made reforms in women representation since 1993. The 1993 National policy on Women is placed in to a policy on gender equality that reflects the complex realities of everyday Ethiopia and the multitude of challenges faced by Ethiopian women. The Women and social affairs ministry has mandates to work on gender equality and that is strongly helped in terms of budgeting and giving technical skills in mainstreaming gender across line ministries in order to achieve international targets on gender equality. On the other hand, the local civil societies need to cooperate with schools and health centers to provide aids to the women. Civil societies and actors have to work for better policies of closing policy gaps /and make weak legislations into strong one.

To this level, in order to achieve the agreed pacts, the MOWSA needs to work with its employees as well as staff members for the achievement of women rights. This is the case KAP needs to examined in line with gender mainstreaming. In addition, even if the aim of this study is to review and discuss the KAP in Gender mainstreaming in respect to MOWSA employees, there are less number of literatures associated with KAP towards gender empowerment directly.

## **2.5. Empirical Evidences**

There are many aspects of Gender mainstreaming as well as examination of Knowledge, Attitude and practice in different organizations. The studies conducted with regards to gender mainstreaming comprise of detailed explanation in different local and international studies. Among this, Endalkachew (2016) examined the practice of implementing gender mainstreaming in Human Resources management of Care Ethiopia (2016). The findings of the study indicated the practice of gender activities. Care Ethiopia have got different parties working towards gender mainstreaming and the Human resource management works well.

In related topic Sewunet (2019) has examined the “and Challenges of Gender Mainstreaming Process in Safety and Security Service Department of Economic Commission for Africa in Addis

Ababa” and the examination revealed the existence of gender mainstreaming strategies like underrepresentation in all managerial and gender imbalance, less clarity on gender mainstreaming and incompliance with different regional and international protocols are seen.

The other empirical study is by Michael Nigussie. He examined the roles and limiting factors of women and children in advancement for gender mainstreaming and women empowerment in Nifas Silk Lafto sub-city Addis Ababa. Challenges like lack of budget and financial resource, lack of qualified personnel and employee turnover, poor coordination with other office and nongovernmental organization were identified.

Moreover, Riita (2008) examined women’s place in politics, focusing in African union declaration on gender equality in Africa taking Nigeria as example. The results indicated that there is lack of adequate awareness of the declaration among concerned bodies such as, the parliamentarians, political parties, women organization and the society in general, lack of coordinated efforts for gender balance in politics in Nigeria, existence of high aspiration to participate in politics, but are being discouraged by a number of personal and societal factors, top of them being violence and intimidation in politics. However, the optimism is that the findings revealed that the government gender machinery, namely the Federal Ministry of Women Affairs and Youth Development in Nigeria have gender parity as its priority with the development of a National Gender Policy even though the AU declaration is not independently focused on. Rather, there are general efforts on gender mainstreaming focusing on all the international and local instruments ratified and signed by Nigeria (Rita, 2008).

An article by Ministry of women, Children and Youth and UNICEF Ethiopia in 2020 indicated women’s empowerment is positively associated with children’s wellbeing, most notably with nutrition, health-related knowledge of the house hold, and education outcomes and finding indicate the statistically significant association between women’s empowerment and children’s health. It also recommended, women living in rural areas are less likely to be empowered across all domains compared to women in urban areas and programs need to prioritize rural areas.

Zewede Bathsheba (2019) has also examined barriers to women empowerment in Ethiopia. The examination was to explore and understand the effects of cultural norms and practices. This study shows the direct relationship between long-held cultural frameworks and the current

status of women, who remain subordinate to men. Thus, if the dreams of women empowerment are to be realized, policies need to be drafted that strategically deal with long-held cultural beliefs that confine women. Policy framers need to be thoroughly cognizant of this fact and the extent to which cultural norms and practices are debilitating the status of women.

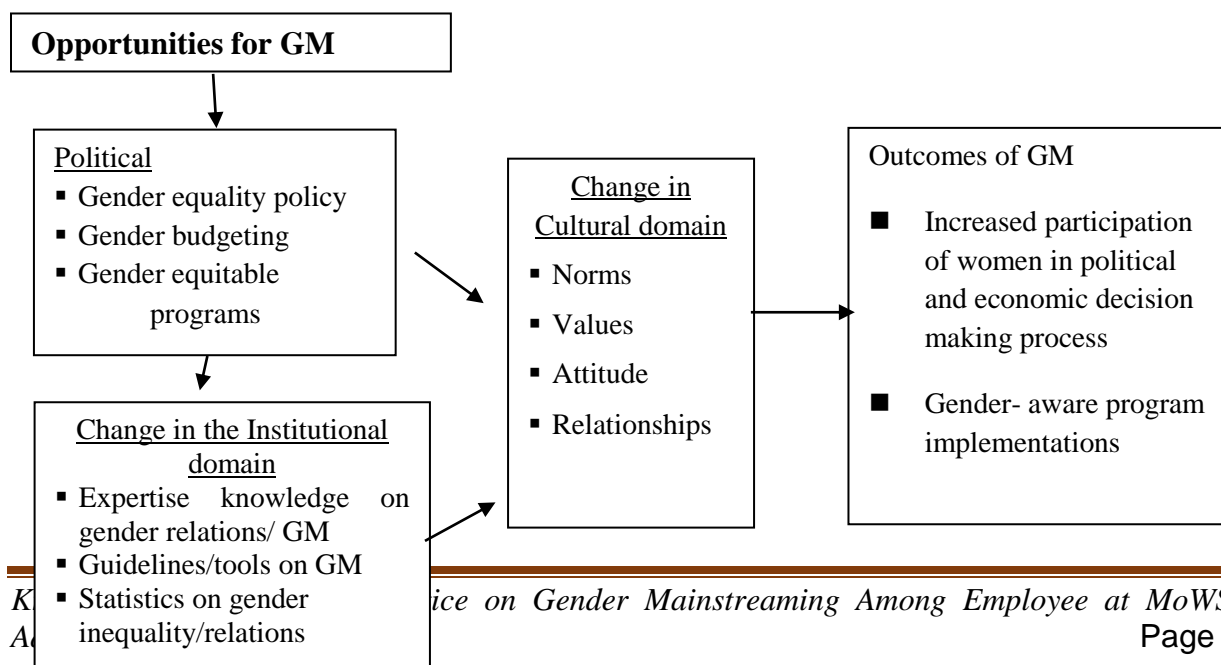
Based on this the examination of KAP in practice with Gender Mainstreaming in MOWSA is not examined or studied. In addition, the majority of weakness in all the reviewed paper is the lack of examination of the above title and ability to address the KAP of the employees. Thus having this literature gaps the student researcher conducted the study to assess the point of the view.

Despite the different conceptual and explanatory frameworks that scholars have on the scope of gender mainstreaming in solving the problem of gender inequality, re-alignment institutional hierarchies to change gender inequitable relationships and enhance women’s decision making power. Hence, the researcher tried to develop a conceptual framework that addresses the research objectives and guides the data collection and analysis process. The following diagram was derived from the final report of the group of specialists on gender mainstreaming the Council of Europe 1998 document and modified by researcher. The framework shows a possible set of interrelated interventions for mainstreaming gender concerns into the institutional setting.

## 2.6. Conceptual Framework

Figure 2.1. Conceptual Framework

(Source: Compiled by the Researcher, 2022)





## **CHAPTER THREE: RESEARCH METHODOLOGY**

### **3.1. Research Design**

Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure (Selitz, 1962 and Kothari, 2004). In other words, it is a conceptual structure within which research is conducted as well it is a blue print for the collection, measurement and analysis of data. This study explores and analyzes the KAP of gender mainstreaming activities in the Ministry of Woman and Social Affairs (MOWSA). This is because it is important to collect a sufficient amount of data from different sources and make possible interpretive and comprehensive understating of the issue here under assessment. This study adopts cross-sectional mixed method design. Data were collected at one time from sampled pertinent employees of the MOWSA. Review of policy documents to better understand the policy measures undertaken to realize gender mainstreaming and data/information on the degree of gender mainstreaming was collected at a specified time using data collection tools.

To assess the knowledge, attitude and practices on gender mainstreaming of the staff members who are working in Ministry of Women and Social Affairs descriptive research design was employed. Because, the major purpose of descriptive research design is to provide description of the state of affairs as it exists at present. Descriptive research design is concerned with specific predictions, with narration of facts and characteristics concerning individual, group or situation (Prasad, A., & Kothari, N., 2022).

### **3.2. Research approach**

In this study, mixed approach of qualitative and quantitative was employed. According to Creswell (2002) in mixed methods research, investigators use both quantitative and qualitative data because they work to provide the best understanding of a research problem. From the strategies associated with mixed methods approaches concurrent procedures were used. In concurrent procedure the researcher converges quantitative and qualitative data in order to provide a comprehensive analysis of the research problem. Also, in this design, the researcher nests one form of data within another, larger data collection procedure in order to analyze different questions or levels or units in an organization (Creswell, 2002).

The purpose of this concurrent mixed methods study is to better understand the research problem by converging both quantitative and qualitative data. For this, questionnaire (quantitative instrument) and interview (qualitative instrument) of data collection tools were used to assess knowledge, attitude and practices of the staff members on gender mainstreaming. Thus, the central phenomenon i.e. KAP of Gender mainstreaming were explored from 184 questionnaire respondents and 8 interview key informant participants at MOWSA.

In the current study, the qualitative and quantitative methods were utilized for support each finding. The data quantitative and qualitative data collection is concurrent, happening in one phase of the research study. And, the two methods integrated during the interpretation phase. This interpretation can either note the convergence of the findings as a way to strengthen the knowledge claims of the study or explain any lack of convergence that may result.

### **3.2.1 Quantitative Approach/Method**

The quantitative research approach employed in this study was based on data from survey of sampled pertinent employees from the Ministry of Women and Social Affairs (MOWSA) generated using questionnaire. Data on knowledge, attitude and practice in relation to gender mainstreaming activities in the ministry was generated by the survey to analyze the KAP data.

### **3.2.2. Qualitative Approach**

Qualitative research approach was used to make enquiry on the socio-cultural and political factors (key constraints) affecting gender mainstreaming. Hence, firsthand information on opportunities and challenges of gender mainstreaming was gathered through in-depth interview with key-informants from MOWSA. Additionally, the policy documents and other relevant guidelines on gender mainstreaming were reviewed and analyzed.

### **3.3. Sources of Data**

Under the qualitative approach a combination of document analysis and in-depth key informant interview were conducted. In the interview gender experts, human resources officers, finance, and plan department heads participated and their experiences, feelings and meanings they attach to gender mainstreaming were explored.

The interview was comprised of semi-structured interview to reflect the perception of participants towards the specific topic covered. In addition, Key informants from MOWSA were interviewed. The interview participants were purposively selected through gate keepers. Secondary data was largely used in identifying different themes from the existing documents or other materials. The data was taken from books, reports, checklists, records newspapers and documents related to the strategic plan of the MOWSA, Training reports, and evaluation reports related with gender mainstreaming. Under the quantitative research, the researcher generated statistical data on KAP of sampled employees using structured questionnaire, which were compiled and analyzed using SPSS software

Questionnaire was prepared for the purpose of this study and a pilot study was conducted. This helped the student researcher to reconsider the gaps on the questionnaires, get help from advisor, peers and experts on KAP.

### **3.4. Sample Size Determination**

Determining an adequate sample size is a very important issue in such research, because too large samples waste resources, while too small samples can lead to inaccuracies. There are several approaches to determining the required sample size of the study population (Bryman, 2008). For this study, the sample size was determined using a scientific statistical method. Four departments were purposively selected through purposive sampling method, because it has conducted the gender mainstreaming activities, is responsible in determining and working to execution of gender related programs in national and international arena, and due to the researcher's financial shortage to study the others. Therefore, for the purpose of this study members of the total workers in the ministry office samples from 438 was taken to examine the KAP. The number of study population is taken from the ministry office of women and social affairs which merged with other minister office that accelerated the number of workers. The sample size of this study was determined or calculated using the following formula of sample size determination which were adopted from Yamane (1967). The formula given as,

$$n = \frac{N}{1 + [N(e)^2]}$$

Whereas:

n = is the sample size,

N = is the population size, and

e = Is the level of precision.

Therefore, the simplified formula to calculate the sample size used for this particular study was determined at 95% of confidence interval.

$$\begin{aligned}n &= \frac{438}{1 + 438(.05)^2]} \\n &= \frac{438}{2.095} \\n &= \mathbf{209.06} \\&= \mathbf{\underline{209}}\end{aligned}$$

Therefore, n = 209 is the selected sample size from total 438 MOWSA workers. Simple Random Sampling (SRS) technique was be used to select samples from population. This sampling technique uses a lottery method and considers equal opportunity for study population in identifying 209 samples out of 438 study population.

The researcher also used non-probability sampling techniques specifically purposive and convenience sampling techniques to select key informant. The perceived knowledge and experience of the informants and discussants are the criteria for selection. In addition, the convenience of the site in terms of time and accessibility and appropriateness for the research topic are taken into account.

### **3.5. Data Analysis and Interpretation**

The quantitative data collected through questionnaire was organized, cleared, and coded. Both descriptive statistics such as percentage, tables and graphs as well as chi-square were used. Statistical Packages for Social Sciences (SPSS) version 26 was utilized for quantitative analysis. Qualitative information was analyzed using content and thematic analysis. Information collected through in-depth key informant interviews were transcribed, organized and classified (re-classified) into thematic topics and then analyzed to generate meanings and implications.

### **3.6. Ethical Consideration**

With the permission and consent of the participants' audio record was used to make interviewee and detailed discussion on the issue raised here in the study and anonymity of the informants was kept confidential. Then the interview was transcribed from the record based on thematic classification of response and is analyzed mutually and all together with the literature and available documents, there are different studies conducted about gender mainstreaming and this study was limited on assessing the KAP on Gender mainstreaming at the MOWSA main office.

## CHAPTER FOUR: DATA PRESENTATION, ANALYSIS and DISCUSSION

### 4.0. Introduction

This chapter aims to present, discuss and interpret results in line with the basic research questions. To address these basic research questions data were collected from 184 volunteer participants via questionnaire from the different departments of Ministry of women and social affairs (MOWSA) and eight key informants from pertinent sections in the ministry such as, gender mainstreaming, human resource management, finance and purchasing, plan and budget department heads and team leaders. To investigate the gender mainstreaming the staff member's knowledge, attitude and practice has been measured using the 19 items i.e. six items for knowledge, six items for attitude and seven items for practice assessment statements were used. In the qualitative study, the informants who participated in the interview were the managers of MOWSA's gender mainstreaming, human resource, finance and purchase departments of women affairs. The issues addressed in the key informant discussions were: how and to what extent awareness was created? The attitude of the staff members on gender mainstreaming; and how the gender mainstreaming activities were implemented?

### 4.1. Reliability Test of the Results

To test the internal consistency of the 19 items, a test of Cronbach Alpha was used. Participated Cronbach's Alpha is the most commonly used to evaluate the reliability of the instruments. Cronbach's alpha reliability coefficient normally ranges between 0 and 1. The closer the coefficient is to 1, the greater is the internal consistency of the items (variables) in scale/ Cronbach's Alpha used to evaluate the reliability of the variables and any deviations was corrected accordingly.

**Table 4.1. Reliability Statistics Test Result**

Variable	Cronbach's Alpha	Cronbach's Alpha Standardized items	N of Items	Interpretation
Awareness	.759	.813	6	Very Good
Attitude	.753	.743	6	Good
Practices	.764	.712	7	Good
Total	.703	.779	19	Good

(Source: own Survey, 2022)

A test was employed from eight respondents (note that, those who participated in the test were not included in the study). As displayed in Table 4.1, the Cronbach's Alpha of the variables i.e. awareness. Attitude and practices of the participants towards gender mainstreaming account .813; .743; .712 respectively. The overall reliability of the 19 items calculated Cronbach's Alpha of .779 which is labeled as 'good' and found accepted. To this end, the items are used in the questionnaire and data were collected from 184 participants.

## **4.2. Profile of the Participants**

Respondents were asked to state their sex, age, education level, income and occupation. The purpose of choosing these characteristics was to get and show the socioeconomic profile of the respondents. And, so as to have diversified understanding on the issue under discussion, it is important to provide the demographic characteristics of participants as sub theme of the finding as follows:

**Table 4.2. Demographic and Socio-economic profile of the Participants**

Items		Frequency	Percent
Gender	Male	96	52.2
	Female	88	47.8
	Total	184	100.0
Age	18-25	8	4.3
	26-35	98	53.3
	36-45	72	39.1
	46-55	5	2.7
	56 and above	1	.5
	Total	184	100.0
Marital status	Married	124	67.4
	not married	53	28.8
	Divorced	7	3.8
	Total	184	100.0
Years of service in the MOWSA (in years)	Less than a year	24	13.0
	1 to 5	96	52.2
	6 to 10	64	34.8
	Total	184	100.0
Educational Background	Secondary school	12	6.5
	TVET	12	6.5
	Diploma	24	13.0
	Degree	110	59.8
	MA/MSc	26	14.1
	Total	184	100.0

(Source: own Survey, 2022)

Based on Table 4.2, about 96 (52.2%) males and 88 (47.8%) females were participated. Thus, almost equal share of the two sexes were participated. The respondents within 18-25; 26 to 35; 36 to 45; 46 to 55; and, 56 and above shared about 4.3%; 53.3%; 39.1%; 2.7%; .5% respectively.

Therefore, most of the respondents i.e. 53.3% followed by 39.1% of the total were aged 26 to 35 and 36 to 45. Regarding the marital status of the respondents, most of them (124; 67.4%) were married followed by the not married respondents (53; 28.8%) while the divorced respondents contributed only 3.8%. The respondents participated in the current study have different experience of service in MOWSA: 24 respondents or 13.0% have less than a year experience; 96 respondents or 52.2% have 1 to 5 work experiences; and, 64 respondents or 34.8% have 6 to 10 years of work experience in the study area. Therefore, most of the participant's work experience in MOWSA has 1 to 5 years and 6 to 10 years of work experiences. About 59.8% of the respondent's educational background is Degree followed by 14.1% of MA/MSc holders. Also, the respondent's educational background i.e. 6.5% (Secondary school); 6.5% (TVET); and, 13.0% (Diploma).

### **4.3. Extent of knowledge Attitude and Practice of Gender Mainstreaming**

This section consists of four sub titles i.e. MOWSA staff member's awareness of gender mainstreaming; attitude of the staff members towards the gender mainstreaming; the practices of MOWSA staff members regarding gender mainstreaming; and, the difference in knowledge, attitude and practice among male and female staff with regard to Gender mainstreaming.

#### **4.3.1. Extent of KAP of gender mainstreaming - descriptive summaries**

Based on participants' degree of agreement to sets of statements, that are identified to assess knowledge, attitude and practice of gender mainstreaming by MOWSA staff the following summaries are drawn as a first step in the analysis. From participant responses based on the 1 to 5 Likert scale values the mean values were determined and the participants' average extent of knowledge, attitude and practice on gender mainstreaming were interpreted based on the following range of Likert scale mean scores: 1.0-1.8 (strongly disagree); 1.81 -2.6 (disagree), 2.61 to 3.4 (moderate), 3.41 to 4.2 (agree) and 4.21 to 5 (strongly agree) (James et al, 2009).

**Table 4.3. Mean KAP scores of respondents**

	Mean	Std. Deviation	N
Mean Knowledge scale per individual	3.8913	.77704	184
Mean attitude score of 6 items	3.8551	.24790	184

Mean Practice scale per individual	3.6770	.54131	184
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(Source: own Survey, 2022)

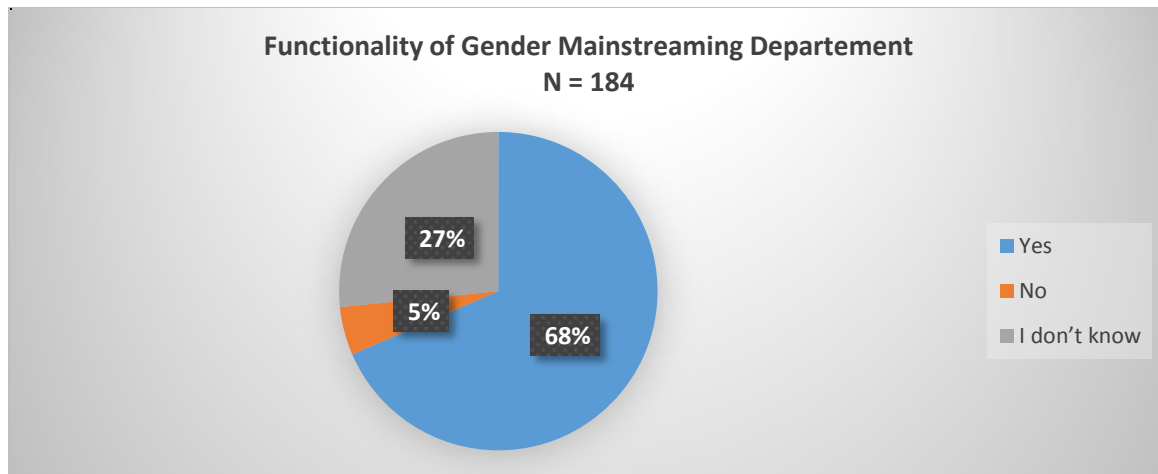
According to Table 4.3, mean knowledge score is 3.89, close to 4 pt. This implies that among respondents there is on average adequate knowledge about gender and gender mainstreaming concepts. This is so because for all the assessment items in the knowledge scale, 3 and below indicates knowledge deficiency whereas above 3 (4 and 5) show respondents' correct grasp of concepts. Mean attitude score is 3.86, close to 4 again. Similar to the above on average there is positive attitude of respondents towards gender equality and gender mainstreaming. Mean practice score is 3.68, close to 4. On average respondents agree that gender mainstreaming has moderately favorable circumstances in MOWSA and being practiced.

#### **4.3.2. Awareness of Gender Mainstreaming**

Ministry of women and social affairs has organized different departments such as Gender mainstreaming, follow up, evaluation; Women's policy and Strategies Implementation; Children and mother's affairs; and, Capacity building and participation departments. The main responsibility of gender mainstreaming, follow up, evaluations to ensure government policies, strategies, plans and activities/programs comprising government proclamations, address gender issues and follow up their implementation. The reply of the respondents on the functionality of the department is depicted as follows in Pie chart 4.1.

Generally, the grand mean of the items on awareness or knowledge of gender mainstreaming is 3.70 which point out the respondents have on average agreed on the items such as 'gender inequality affects organization's performance'; 'importance of gender mainstreaming for development; the need to have guidelines about women's participation' etc. '

#### **Pie Chart 4.1. Functionality of Gender Mainstreaming Department**



(Source: own Survey, 2022)

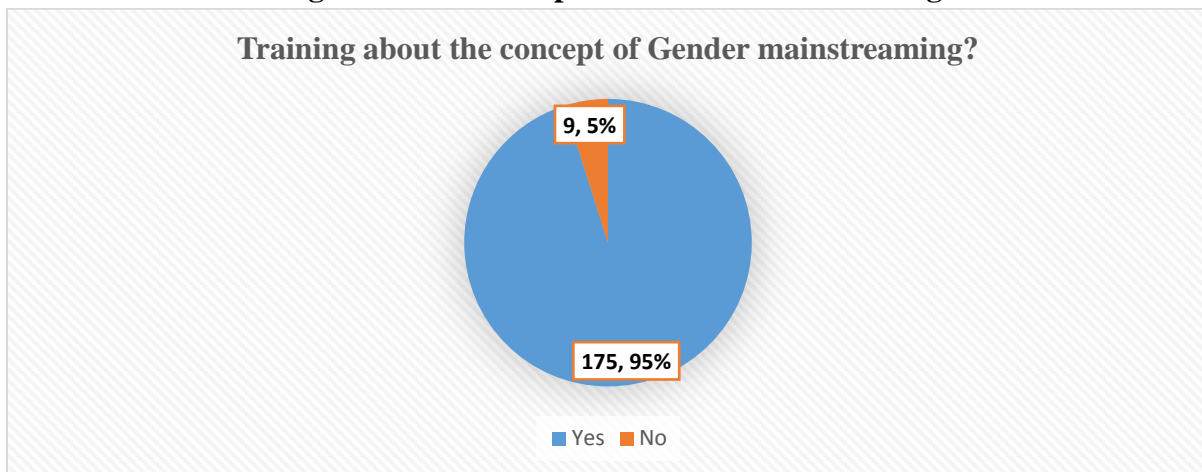
From the total 184 respondents, 68% responded that the GM department is functional, 27% do not know and only 5% (9 cases) responded ‘no’ for the question that reads as: Do you think that the gender mainstreaming department is functional? Thus, according to the respondent’s perception, the majority (68.5%) replied the gender mainstreaming department is functional. Creating awareness about gender mainstreaming is considerable, most of the respondents (157 or 95.7%) have taken training about the concept of Gender mainstreaming as displayed in Pie Chart 4.2 below. To create awareness about GM among the staff members of the organization training plays an important role. However, awareness creation programs like trainings are faced by a number of factors. Supporting this, considering the challenges faced in the awareness creation programs the replies of the informants can be summarized as:

- (1) Unable to include stakeholders of the organization resulted in the organizations which have vertical and horizontal relationship with MoWSA ignored to cooperate with the issues GM related issues.
- (2) There is also structural level like the bureaucracy installed in the organization drawbacks to implement awareness creation programs
- (3) Not properly assigned gender and focal persons in all departments
- (4) Professionalism or unable to hire personnel’s having gender related educational

(5) Unable to create periodic and consistence awareness creation programs particularly on the guidelines, manuals, checklists etc.

(6) Gender disaggregated data are not updated periodically. This creates to be ignored and/or compiling outdated data while planning and implementation of programs.

**Pie Chart 4.2. Training about the Concept of Gender mainstreaming**



(Source: own Survey, 2022)

**Table 4.4. Awareness /Knowledge scale- by item**

No	Item	Percent of cases						Score Mean	Standard Deviation
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Total		
1	The position of men and women in the society is not naturally constructed	13%	39%	13%	0%	35%	100%	3.043	1.52153
2	Gender equality is about women	35%	13%	26%	26%	0%	100%	3.57	1.213
3	Gender inequality affects the performance of given Organization	0%	0%	13%	52%	35%	100%	4.217	.65830
4	Gender mainstreaming is key for development	0%	0%	13%	39%	48%	100%	4.347	.70027
5	Every program or project of an organization must function based on gender awareness in participation and benefit	0%	13%	0%	39%	48%	100%	4.217	.97875
6	There should be a guideline and procedure to ensure the participation of women in the activities of the organization	13%	0%	13%	26%	48%	100%	3.956	1.33808

(Source: own Survey, 2022)

Table 4.4, depicted the response on the six items considering awareness on gender mainstreaming. For the first item reads as the position of men and women in the society is not naturally constructed were strongly disagreed by 13% and disagreed by 39% whereas 13% were neutral and 35% agreed. Therefore, majority of the respondents i.e. 52 % has disagreed, meant by the respondents perceived that the position of men and women in the society is naturally constructed. This implies that the respondents lack the basic understanding that gender role is socially constructed. But the proportion of respondents, who correctly agreed to the statement were 35%. Besides, the score mean and standard deviation values for the item accounted 3.0435 (labeled as neutral) and a standard deviation 1.52 (relatively the respondent's response is not homogeneous).

The second item which states that 'Gender equality is about women' was strongly disagreed by (35%); disagreed by (13%); neutral (26%); and agreed (26%). The figures revealed that, majority of the respondents have strongly disagreed. On the other hand, more than 50% did not respond correctly, i.e., they either agree or not sure on the statement. Therefore, about 35% of the respondent perceived that, gender equality is not about women whereas about 26% perceived that gender equality is about women. Considering the average score, 3.57, implies that the respondents average score laid in the range of agreement. (SD=1.213) revealed that the responses of the respondent are relatively homogeneous.

The third item on Knowledge assessment read as: 'gender inequality affects the performance of an organization'. The majority of the participants showed agreement to this statement (52 % with agreement and 35% with strong agreement, together 87% responded correctly). The score mean value of the item was 4.217 (which on average indicate strong agreement,) with a low standard deviation (SD=0 .658)

Likewise, for the item that states 'gender mainstreaming is key for development' a very high proportion of respondents showed agreement (87 %), where 48 %, about half of participants, indicated strong agreement and 39% showing just agreement. The responses implied that, the participants are well aware of the crucial role of gender mainstreaming for development. The score mean value is also high at 4.34.

About 48% and 39% of participants respectively showed strong agreement and just agreement on the item stating that ‘every program or project of an organization must function based on gender awareness in participation and benefit’. While this showed a very high level of correct response, still about 13% of participants disagreed with the item. This indicates there are staffs, albeit small proportion, who do not concede to this important notion in gender mainstreaming, implying that MoWSA need to work on strengthening the capacity of its implementing staff. Most of the staff members’ involved in the current study perceived that organization’s project/program have to be in line with gender awareness in participation and benefit. This is a commendable level of awareness. The score mean value is also high at 4.217 in the strong agreement range.

The sixth item i.e. ‘there should be a guideline and procedure to ensure the participation of women in the activities of the organization’ earned strong agreement from 48% and just agreement from 26% of participants. Together correct response for the item is by 74% of respondents. The rest 26%, a bit higher than a quarter of participants did not support (either disagreed or neutral) this vital aspect of implementation requirement of gender mainstreaming, having guideline and procedure. Therefore, while most of the respondents showed the right response, considerable proportion, 26% are lacking the knowledge that gender mainstreaming needs appropriate guideline and procedure. This implies again that MoWSA need to work on capacity building of its staff. The score mean for the item calculated is 3.95. The qualitative data collected through interview supported this. The reply of the Gender mainstreaming department head regarding the awareness in the organization:

*“One of the core areas of the organization and the gender relating departments is designing and conducting awareness creation programs and delivering trainings on gender related issues. As gender mainstreaming department we are responsible to create awareness on GM. Also we believed that, the employee in the organization are aware of gender mainstreaming”*

Regarding awareness/ knowledge of GM, the Human Resources Head replied that,

*“ Though it is not adequate, trainings on Gender mainstreaming delivers in the organization. Mostly short term trainings like a week or two weeks are given. “*

### **4.3.3. Attitude on Gender Mainstreaming**

Below, the attitude of the staff's sample respondents were asked to scaled their attitude towards women on the issues: capability of women to perform any thing men can do, the entitlement of women for positive discrimination during hiring and while they are promoting; their attitude of the making any preference whether their immediate supervisor is a woman or man; and, the role of management is important to ensure gender mainstreaming in the office.

Table 4.5. **Attitude scale summary -Percent of cases by item**

No.	Item	Percent of cases						Score Mean	Standard Deviation
		Strongly Disagree	Disagree	Neutral	Agree	Strongly agree	Total		
1	Women are capable to perform any thing men can do	0%	13%	13%	39%	35%	100%	3.956	1.00178
2	There should be positive discrimination during hiring to benefit women	0%	13%	0%	39%	48%	100%	4.217	.97875
3	There should be positive discrimination promotion to benefit women	0%	0%	39%	13%	48%	100%	4.087	.93097
4	It is natural for men to be superior	21.7%	39.1%	26%	0%	0%	100%	2.304	.95516
5	I don't make any preference whether my immediate supervisor is a woman or man	0%	13%	13%	26%	48%	100%	4.087	1.06255
6	The role of management is important to ensure gender mainstreaming in the office	0%	0%	0%	52%	48%	100%	4.478	.50089

(Source: own Survey, 2022)

According Table 4.5, 13% of the respondents disagreed; 13% neutral; 39% agreed; and, 35% strongly agreed with the item: women are capable to perform any thing men can do. Majority of the respondents were agreed and strongly agreed with the item. The respondents perceived that women are capable to perform any thing men can do. In line, the score means 3.96 (labeled as agreement). Then the staff's attitude on the women's performance to do what men can do is positive.

For the second attitude's item i.e. there should be positive discrimination during hiring to benefit women, 13% (strongly disagree); 39% (agree); 48% (strongly agree). Majority of the responses are laid in the strongly agree and agree category. The score mean value accounted 4.22 implied that the respondents are strongly agreed with the item. Therefore, their attitude on the entitlement of positive discrimination is positive.

There should be positive discrimination promotion to benefit women was the third item and 39% were neutral; 13% agreed; and, 48% were strongly disagreed. Thus, majority of the responses were strongly disagree followed by the neutral and agreed respondents. In line with this, the score mean value accounted 4.087 which is labeled as agreed.

The fourth item i.e. it is natural for men to be superior were strongly disagreed by 21.7%; disagreed by 39.1%; and neutral by 26%. The figures revealed out that, most of the respondents did not perceived is natural for men to be superior. The score mean value i.e. 2.34 also implied the responses are laid in the disagreement range.

Fifth item reads as 'I don't make any preference whether my immediate supervisor is a woman or man' was replied disagreed (13%); neutral (13%); agreed (26%); and, strongly agreed (48%). About half of the participants (48%) strongly agreed and about one-fourth (26%) agreed that they don't make any preference whether my immediate supervisor is a woman or man. Similarly, the score mean value for the item were 4.087 with relatively high consistency in their responses. Therefore, majority of the staff members do not prefer either their supervisor is women or men.

About 52% agreed and 48% strongly agreed with the last item i.e. the role of management is important to ensure gender mainstreaming in the office. Besides, the score mean value which is 4.48 laid in the rage of strong agreement with the item. It can be inferring that the respondents

perceived the organization's management has a significant role to ensure gender mainstreaming in the office. Supporting the fro mentioned ideas arisen in the questionnaire the interview an informant replied that,

*“ The organization is responsible to disclose gender equality and inclusiveness. The nature of the organization forced its employees to have positive attitude towards women and gender mainstreaming programs.”*

Other respondent replied that:

*“ We do have implications for the prevalence of positive attitude towards gender mainstreaming. For this, there are affirmative measurements taken by the organization when women are hired, opportunities in different scholarship programs, career progress and to participate in leadership a positive measurement are taken”*

The replies in the questionnaire and interview revealed that, the staff members have positive attitude towards women and gender mainstreaming programs.

#### **4.3.4. Practices of Gender Mainstreaming**

Table 4.6. Practices of Gender Mainstreaming

No.	Item	Percent of cases						Score Mean	Standard Deviation
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Total		
1	In my organization every program or projects are implementing with the participation of men and women	0%	0%	13%	65%	23%	100%	4.0870	.58491
2	There is a separate guideline or procedure to guide and ensure participation of women in activities of my organization	0%	13%	13%	65%	9%	100%	3.6967	.80625
3	The required efforts were made by my organization towards gender mainstreaming	0%	26%	26%	39%	9%	100%	3.3043	.95516
4	The management delivers its responsibility to insure gender equality	13%	0%	13%	52%	22%	100%	3.6957	1.19872
5	The gender departments are functional to assure gender equality	13%	0%	9%	26%	52%	100%	4.0435	1.33808
6	In my organization women are represented fairly in higher decision-making positions	13%	0%	39%	48%	0%	100%	3.2174	.97875
7	The management or executive board members of my organization have shown their concern about gender equality	0%	13%	26%	39%	22%	100%	3.6957	.95516

(Source: own Survey, 2022)

As per Table 4.6, the majority 65% has agreed followed by the strongly agreed respondents (23%) with the item reads as: 'in my organization every program or projects are implementing with the participation of men and women'. In contrary, about 13% were disagree with the item. The score mean value counted 4.08 can be labeled as agreement and .58 implied that the respondents response in the item is relatively consistent. Therefore, in the organization the participation of women and men in programs/projects is good.

Second item i.e. there is a separate guideline or procedure to guide and ensure participation of women in activities of my organization disagreed by 13%; being neutral by 13%; and, agreed by 65%. Most of the respondents were agreed that, in the study area there are separate guideline or procedure to guide and ensure participation of women in activities. The score mean value (3.69) also revealed out that, the respondents were averagely agreed with the item.

The required efforts were made by my organization towards gender mainstreaming was disagreed by 26%; neutral by 26%; agreed by 39%; and, strongly agreed by 9%. Majority of the respondents were agreed up on the efforts made by the study area to implement gender mainstreaming. In However, the respondents replied neutral and disagreed shared about 26% each for the item. Besides, the score mean value i.e. 3.30 refers the required efforts by the organization towards gender mainstreaming it is moderately practiced.

The fourth item i.e. the management delivers its responsibility to insure gender equality replied 13% as strongly disagreed; 13% as neutral; 52% as agreed; and, 22% as strongly agreed. Majority of the respondents agreed followed by strongly agreed that, management of the study area delivers its responsibility to insure gender equality. In line with this result, the item's score mean value calculated 3.69 (labeled as agreement).

Above half i.e. 52% strongly agreed; followed by the 26% of the respondents agreed that, the gender departments are functional to assure gender equality. In contrary, about 13% strongly disagreed and 9% are neutral for the item. Therefore, it is agreed and strongly agreed the gender departments in the study are practice its duties to assure gender equality in the organization. Similarly, the score mean value of the item was 4.043 implied the respondents were strongly agreed with the item.

The fifth item reads as: ‘in my organization women are represented fairly in higher decision making positions’ were strongly disagreed by 13%; neutral by 39%; agreed by 48%. The figures implicated about half of the respondents were agreed that in the organization women are represented fairly in higher decision making positions. However, the respondents replied neutral shared about 39% of the responses. The score mean value, 3.22 implied the respondents in average were moderately agreed with the item.

Out of the respondents, 39% of them were agreed that the management or executive board members of the study area have shown their concern about gender equality; followed by 26% replied as neutral, and by 22% strongly agreed. The figures shown that, the management or executive board members of MoWSA have focus on gender equality. The score mean value i.e. 3.69 also implies the responses are averagely laid in the range of agreement.

Supporting the response of the quantitative data, the head of plan and budget responded as noted (for the question reads as how the organization incorporated women in programs?):

*“ Fortunately, the programs and projects designed and implemented in the organization are to empower women and to have high proportionality of women in different political, economic and other aspects. For that matter, almost all MoWSA’s program and projects needs the engagement of women in adequate proportion. It is difficult to abuse the organizational culture that gives priority for women and other parts of the society like the People with Disability.”*

The other informant’s response considering practices of GM can be generalized as:

- (1) The legal frameworks of the organization like the guideline forced the staff of the organization to ensure participation of women and to implement GM
- (2) The top managements are envisioned to have adequate commitment and efforts to enforce gender mainstreaming
- (3) There are adequate structures like GM department which are responsible to disclose GM in the organization

According to the finance department heads response:

*‘on the organization has its own gender budget allotted to implement gender-related issues including gender mainstreaming. There are two budget category programs the first budget program is women empowering and right respecting and the second budget program is women’s social and political participation beneficiary. The budget allotted for these programs were 2.6 billion and 8.5 billion birr for the first and second budget programs. From these budget programs, the budget allotted for the inclusive, implementation, monitoring and evaluation department was 5.3 million birr.’*”

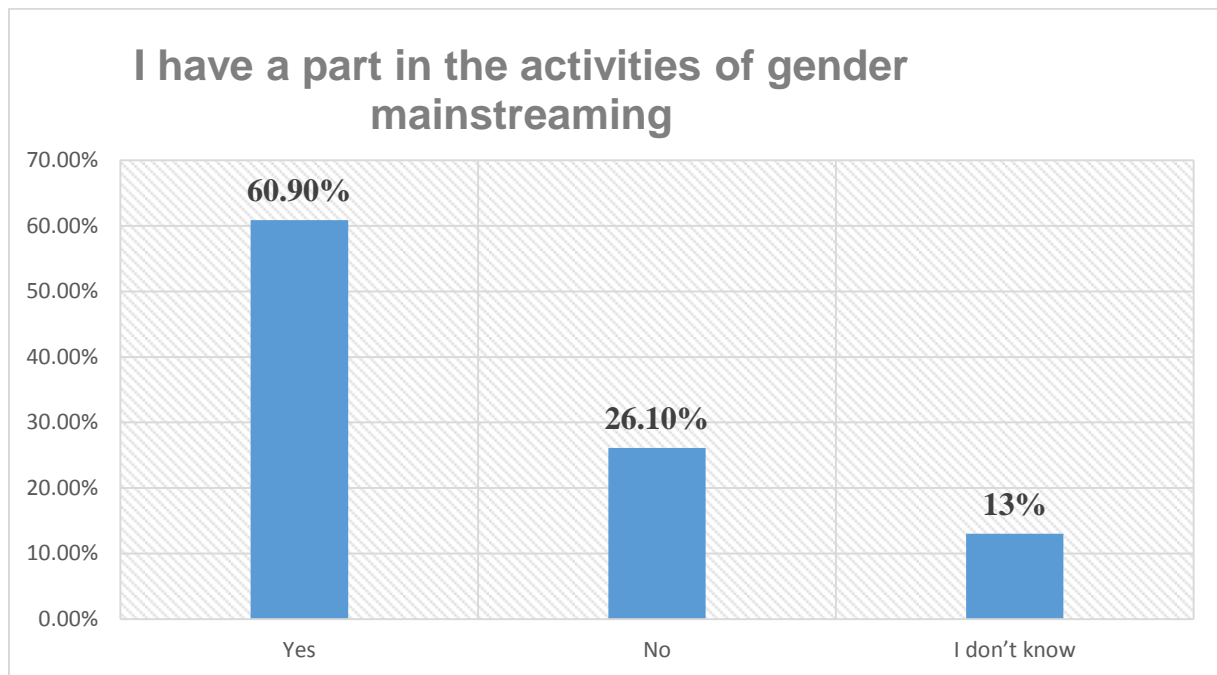
As per the financial data there is gender budget in MOWSA. Note that, the budget allotted described by the finance department is for the year 2022/23. Besides, gender mainstreaming, youth mainstreaming and child mainstreaming are used the budget allotted for department inclusive, implementation, monitoring and evaluation. According the financial head reply, the budget allotted for the GM is inadequate and not in line with the operations implemented in the department.

The budget allocated by MOWSA is for the activities carried including in the regional states. The budget allocated for gender related issues within the past two three years was utilized for the following activities:

- ✓ Respecting the rights of women
- ✓ Economic enrichment of women
- ✓ Supporting the internally displaced women particularly due to the war

However, the budget allotted by the organization is in adequate to carry the above mentioned activities. Thus, additional budgets were requested and additional budget were gained from UN Women, UNICEF and other indigenous NGOs.

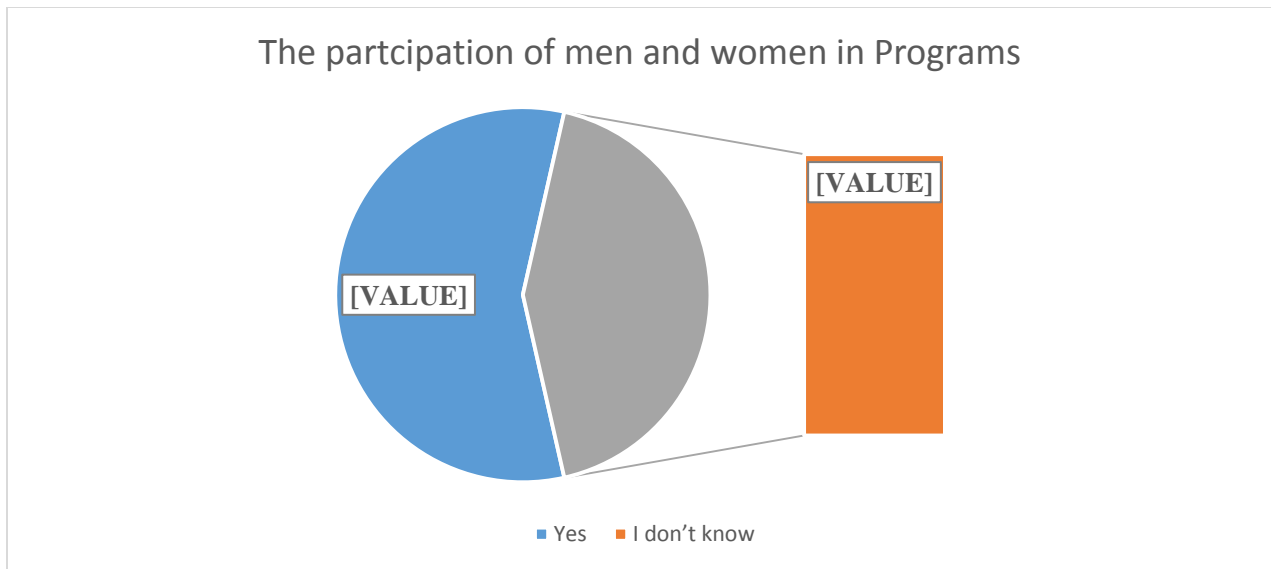
**Bar Graph 4.2. Participation in Gender Mainstreaming (n=184)**



(Source: own Survey, 2022)

As per Bar Graph 4.2, for the item reads as *I have a part in the activities of gender mainstreaming* 112 (60.9%) replied ‘‘Yes’’ followed by 48 (26.1%) replied ‘‘No’’ whereas 24 (13.0%) replied ‘‘I don’t know’’. Thus, most of the respondents i.e. 60.9% have a part in the activities of gender mainstreaming whereas 26.1% have not part. The share the participants in the process and program of gender mainstreaming are high and significant.

Pie Chart 4.3. Participation of Men and Women in Programs



(Source: own Survey, 2022)

According to Pie Chart 4.3, out of the 112 respondents, 64 (57.1%) replied "Yes" for the question "is there any program/ project, conducted to participate and to benefit men and women equally in the project you participated?" The remaining 48 (42.9%) responded "I don't know". Then, most of the respondents who participated in the activities of gender mainstreaming replied that the program/ project run in the organization are conducted to participate and to benefit men and women equally. The informants in the interview also replied that, not only women are included in the programs/projects but also the programs/projects by themselves are gender sensitive and designed to empower women.

#### 4.3.5. Association of K, A and P scores of respondents

Table 4.7. Difference of mean scores in KAP scores of Male and female respondents

Gender		Mean Knowledge scale per individual	Mean attitude score of items	Mean Practice scale per individual
Male	Mean	4.2917	3.7083	3.5714
	N	96	96	96
	Std. Deviation	.56039	.18257	.32112
	Maximum	5.00	4.00	4.00
	Minimum	3.67	3.50	3.14
	Range	1.33	.50	.86
Female	Mean	3.4545	4.0152	3.7922
	N	88	88	88
	Std. Deviation	.74652	.20782	.69139
	Maximum	5.00	4.33	4.57
	Minimum	3.00	3.83	2.71
	Range	2.00	.50	1.86
Total	Mean	3.8913	3.8551	3.6770
	N	184	184	184
	Std. Deviation	.77704	.24790	.54131
	Maximum	5.00	4.33	4.57
	Minimum	3.00	3.50	2.71
	Range	2.00	.83	1.86

(Source: own Survey, 2022)

The score mean value of Males accounted 4.29; 3.70; and, 3.57 for the knowledge; attitude and practice respectively. Whereas, the mean score value of females accounted 3.45; 4.02; and, 3.79 for the knowledge; attitude and practice respectively. This implies that the score mean of males

exceeds females on the items regarding knowledge. Male’s awareness on gender mainstreaming is greater than of those females. Based on the items on attitude response the attitude of females exceeds males. The practices on gender mainstreaming in the staff is high in females than male’s response. In the one to five Likert scale the male’s responses range valued 1.33; .50; and, .86 for the knowledge; attitude and practice respectively. This shown that, the male’s attitude and practice is more similar than of the responses in knowledge. Amongst female respondents of the current study, their attitude towards gender mainstreaming is similar though their responses on knowledge and practice are relatively different.

**Table 4.8. Correlation of K, A and P**

		Mean Knowledge scale per individual	Mean attitude score of 6 items	Mean Practice scale per individual
Mean Knowledge scale per individual	Pearson Correlation	1	-.234**	.154*
	Sig. (2-tailed)		.001	.037
	N	184	184	184
Mean attitude score of 6 items	Pearson Correlation	-.234**	1	.053
	Sig. (2-tailed)	.001		.478
	N	184	184	184
Mean Practice scale per individual	Pearson Correlation	.154*	.053	1
	Sig. (2-tailed)	.037	.478	
	N	184	184	184
**. Correlation is significant at the 0.01 level (2-tailed).				
*. Correlation is significant at the 0.05 level (2-tailed).				

(Source: own Survey, 2022)

As per the above Table, 4.8, there positive significant correlation ( $r= 0.154 *$ ) between knowledge and practice. In contrary, no significant association between attitude and practice scores and there is negative and significant association ( $r=- 0.234**$ ) between respondents’ knowledge and attitude scores. The figures implied that, knowledge of MOWSA’s staff has

direct and positive effect on gender mainstreaming practices. However, attitude has not effect on the practice of gender mainstreaming in the staff.

**Table 4.9. Test of difference of mean KAP scores between male and female**

			Sum of Squares	df	Mean Square	F	Sig.
Mean Knowledge scale per individual * Gender	Between Groups	(Combined)	32.175	1	32.175	74.769	.000
	Within Groups		78.318	182	.430		
	Total		110.493	183			
Mean attitude score of 6 items * Gender	Between Groups	(Combined)	4.322	1	4.322	113.605	.000
	Within Groups		6.924	182	.038		
	Total		11.246	183			
Mean Practice scale per individual * Gender	Between Groups	(Combined)	2.238	1	2.238	7.927	.005
	Within Groups		51.384	182	.282		
	Total		53.622	183			

(Source: own Survey, 2022)

As per Table 4.9, there is significant difference in mean scores of Knowledge attitude and practice on Gender mainstreaming among male and female workers. (Sig <.05). Note that, Male's awareness on gender mainstreaming is greater than of those females. Based on the items on attitude response the attitude of females exceeds males. The practices on gender mainstreaming in the staff is high in females than male's response. In the one to five Likert scale the males responses range valued 1.33; .50; and, .86 for the knowledge; attitude and practice

respectively. This shown that, the male's attitude and practice is more similar than of the responses in knowledge. Amongst female respondents of the current study, their attitude towards gender mainstreaming is similar though their responses on knowledge and practice are relatively different.

#### **4.4. Discussion of Results**

When we see the awareness/knowledge of the participants in the present study, the score mean value of the items on awareness on gender mainstreaming is 3.89 point out the respondents is agreed on the items. Then, they are aware of gender mainstreaming like gender inequality affects organization's performance; its importance for development; the need to have guidelines about women's participation etc. According the respondent's perception, the majority (68.5%) replied the gender mainstreaming department is functional. Creating awareness about gender mainstreaming is considerable; most of the respondents (157/95.7%) have taken training about the concept of Gender mainstreaming. To compare with other previous studies Rita (2008) examined women's place in politics, focusing in African union declaration on gender equality in Africa taking Nigeria as example. Her results indicated that there is lack of adequate awareness of the declaration among concerned bodies such as, the parliamentarians, political parties, women organization and the society in general, lack of coordinated efforts for gender balance in politics in Nigeria, existence of high aspiration to participate in politics, but are being discouraged by a number of personal and societal factors, top of them being violence and intimidation in politics.

Attitude of the respondents has also been also assessed. The score mean value of the attitude items calculated 3.85, implied in average the respondents were agreed on the items. Therefore, the staff members perceived on the capability of women to perform any thing men can do, the entitlement of women for positive discrimination during hiring and while they are promoting; their attitude of the making any preference whether their immediate supervisor is a woman or man; and, the role of management is important to ensure gender mainstreaming in the office. The respondents in the study area have good attitude on the women's capability to do anything men can do. As well, whether their supervisor is men or women they don't make any preferences. In contrary, Sewunet (2019) has examined the "*Challenges of Gender Mainstreaming Process in Safety and Security Service Department of Economic Commission for Africa in Addis Ababa*"

and the examination revealed the existence of gender mainstreaming strategies like underrepresentation in all managerial and gender imbalance, less clarity on gender mainstreaming and incompliance with different regional and international protocols are seen.

Considering Practices of gender mainstreaming, as per Table 4.5, in my organization every program or projects are implementing with the participation of men and women (mean=4.08); there is a separate guideline or procedure to guide and ensure participation of women in activities of my organization (mean=3.69); the required efforts were made by my organization towards gender mainstreaming (mean=3.30); the management delivers its responsibility to insure gender equality (mean=3.69); the gender departments are functional to assure gender equality (mean=4.04); in my organization women are represented fairly in higher decision-making positions (mean=3.22). The figures implied that, the representation of women in higher decision-making positions were to some extent fair. Also, MOWSA's effort towards gender mainstreaming is moderate. And, according the interview response of Human Resource management head, “ *as the mission of the ministry is to empower women, from the ministry level women are represented in the decision making positions like Board members, heads of different departments, team leaders. Unlike other organizations, women are fairly represented.*” According the response of plan and budget directorate “ *relatively, our organization made significant and fruitful efforts towards gender mainstreaming*”. Therefore, in the organization women are not underrepresented in different decision making process areas such as members of the management, directorates and department heads. However, additional effort is needed to make the objectives of gender mainstreaming in the organization. The respondents agreed with the items: (1) there is a separate guideline or procedure to guide and ensure participation of women in activities of my organization accounts a score mean value of 3.6957. According the responses, a separate procedure/guideline is prevailed. According the informant from gender mainstreaming, there are guidelines and circulars formulated by MOWSA carried out objectives of encouraging women inclusiveness, lessening gender disparity, empowering women in to be professional and leaders, gender mainstreaming, gender discourses etc. (2) The management delivers its responsibility to insure gender equality computed score mean value of 3.6957. The commitment of the organization's management body is encouraging to underwrite the equality of gender. The gender mainstreaming informant in the interview replied that, the voice of in the management is

bold and every decision and program is holding so as to ensure gender equality. Similarly, the management or executive board members of my organization have shown their concern about gender equality accounted a mean value of 3.69. (3) The gender departments are functional to assure gender equality accounts a mean score value of 4.04. The informants in the interview reacted, to insure its mission the ministry organized departments as such to empower women. Some of the departments established in line women are gender mainstreaming, follow up, evaluation Women's policy and Strategies Implementation; children and youth s affairs; and, capacity building and participation departments. When we compare with the study of Endalkachew (2016): examined the practice of implementing gender mainstreaming in Human Resources management in Care Ethiopia in 2014. Findings, Care Ethiopia have got different parties working towards gender mainstreaming and the Human resource management works well.

When we see the correlation of the three variables of KPA, between the two sexes of males and females; the score mean value of Males accounted 4.29; 3.70; and, 3.57 for the knowledge; attitude and practice respectively. Whereas, the score mean value of females accounted 3.45; 4.02; and, 3.79 for the knowledge; attitude and practice respectively. This implies that the score mean of males exceeds females on the items regarding knowledge. Male's awareness on gender mainstreaming is greater than of those females. Based on the items on attitude response the attitude of females exceeds males. The practices on gender mainstreaming in the staff is high in females than male's response. In the one to five Likert scale the male's responses range valued 1.33; .50; and, .86 for the knowledge; attitude and practice respectively. This shown that, the male's attitude and practice is more similar than of the responses in knowledge. Amongst female respondents of the current study, their attitude towards gender mainstreaming is similar though their responses on knowledge and practice are relatively different. Also, there is significant difference in mean scores of Knowledge attitude and practice on Gender mainstreaming among male and female workers (Sig <.05). This shown that, the male's attitude and practice is more similar than of the responses in knowledge. Amongst female respondents of the current study, their attitude towards gender mainstreaming is similar though their responses on knowledge and practice are relatively different.

## **CHAPTER FIVE: CONCLUSION AND RECOMMENDATION**

### **5.1. Conclusion**

From the findings we can draw the following conclusions:

1. As a leading institution of Gender issues including gender mainstreaming, staff members of Ministry of Women and Social Affairs are expected to have pertinent experience. However, the finding revealed that the awareness of the staff members is moderate. This implies there is a gap in employees' preparedness which would limit the practice of the ministry's activities, particularly in realizing the goals set in the gender mainstreaming plans.
2. Attitude is an important scenario to implement gender mainstreaming. The findings of the study have shown that, while there is positive attitude of respondents towards gender equality and gender mainstreaming among most of the staff, some proportion of the staff still hold negative or non-committal attitude towards gender mainstreaming. This implies that organizing training and advocacy for the staff with the purpose of gaining increased knowledge and improved attitude towards gender mainstreaming is highly needed.
3. Awareness and attitude is interlinked with the practices of gender mainstreaming. In the study area, respondents agree that gender mainstreaming has favorable circumstances in MOWSA and being properly practiced.

### **5.1. Recommendations**

From the findings the following recommendations are forwarded:

#### **Gender Mainstreaming Department**

1. The departments are expected to create consistent and sustainable awareness about gender mainstreaming have to be provided in the organization for all employees and core leaders of the organizations.
2. Training and gender auditing manuals on gender mainstreaming have to be dispatched to other organizations.

#### **Human Resource Management of MOWSA**

3. As leading organization of women affairs, professionals of the staff have to be qualified in training, planning and implementing updating their knowledge by certifying at periodic interval is advisable.

4. Trainings on the needs of entitling women for positive discrimination during hiring have to be given.

#### **Management of MOWSA**

5. The organization has to monitor and evaluate the implementation of gender mainstreaming the federal institutions.

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**Anex1: Questionnaire**  
**Addis Ababa University**  
**College of Development Studies**  
**Center for Gender Studies**

Dear respondent:

I am a graduate student of Addis Ababa University, College of Development Studies, Center for Gender Studies. Currently, I am undertaking a research entitled ‘*Knowledge, Attitude and Practice on Gender Mainstreaming among Employee at Ministry of Women and Social Affairs*’. You are one of the respondents selected to participate on this study. You are requested to give after reading the question honestly. Your participation is entirely voluntary, and the questionnaire is completely anonymous.

Finally, I confirm to you that the information that you share me was be kept confidential and only used for the academic purpose. No individual’s responses will be identified as such and the identity of persons responding was not be published or released to anyone. Thank you in advance for your kind cooperation and dedicating your time.

Sincerely,

Tigist Kassahun

**Instructions**

- ✍ No need of writing your name
- ✍ For the multiple-choice questions indicate your answers with a check mark (✓) in the appropriate block. If your choice is “Others” please specify by writing in the blank.

**Part I: General Information**

1. Gender                      Male                       Female
2. Age .....
- 3 Marital Status                      Single                       Married                       Divorced
- 4 Years of service in the MOLSA (in years) .....
5. Level of Education
- Read and Right                       Secondary                       Level and Certificate
- Diploma                       Degree                       MA/MSc                       PHD
- . 6. Jon Position    Managerial     Expert / Professional     Custody
7. Monthly Salary (in Br.) .....

**PART II: Assessment of knowledge and awareness about GM**

From the listed indicators, tick the appropriate choice from the given alternatives:

1= strongly disagree    2= Disagree    3= moderately    4=Agree    5=strongly agree

No	Items	1	2	3	4	5
1	The position of men and women in the society is natural					
2	Gender equality is about women					
3	Gender inequality affects the performance of given Organization					
4	Gender mainstreaming is key for development					
5	Every program or project of an organization must function based on gender awareness in participation and benefit					
6	There should be a guideline and procedure to ensure the participation of women in the activities of the organization					

7. Do you have a gender department in your organization or branch?

Yes  No  do not know

8. If yes, do you think that the gender mainstreaming department is functional?

Yes  No  do not know

9. Have you ever heard about a policy on gender mainstreaming?

Yes  No  do not know

9. Do you have information about gender mainstreaming plan being implemented in your office?

Yes  No  do not know

11. Have you taken training about the concept of Gender mainstreaming?

Yes  No  do not know

12. If yes, when?

In the year of 2019                      yes  No  I don't know

In the year of 2020                      yes  No  I don't know

In the year of 2021                      yes  No  I don't know

13. Do you think that, the trainings on GM are adequate?

yes  No  I don't know

**PART III: Attitude assessment questions**

From the listed indicators, tick the appropriate choice you from the given alternatives:

1= strongly disagree    2= Disagree    3= moderately    4=Agree    5=strongly agree

No	Items	1	2	3	4	5
1.	Women are capable to perform any thing men can do					
2.	There should be positive discrimination during hiring to benefit women					
3.	There should be positive discrimination promotion to benefit women					
3	It is natural for men to be superior					
4	I don't make any preference whether my immediate supervisor is a woman or man					
5	Women's participation in organizational activities should be left to women's wasingness only					
6	The role of management is important to ensure gender					

mainstreaming in the office					
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**PART VI: Practice assessment questions**

From the listed indicators, tick the appropriate choice you from the given alternatives:

1= strongly disagree    2= Disagree    3= moderately    4=Agree    5=strongly agree

No	Items	1	2	3	4	5
1	In my organization every program or projects are implementing with the participation of men and women					
2	There is a separate guideline or procedure to guide and ensure participation of women in activities of my organization					
3	The required efforts were made by my organization towards gender mainstreaming					
4	The management delivers its responsibility to insure gender equality					
5.	The gender departments are functional to assure gender equality					
6	In my organization women are represented fairly in higher decision-making positions					
7	The management or executive board members of my organization have shown their concern about gender equality					
8	I have a part in the activities of gender mainstreaming in my organization and performed well					

9. Is there any program/project, conducted to participate and to benefit men and women equally?

Yes  No  Don't know

10. If yes, how often do you participate in such project/s?

All the time  Often  rarely  4. None

## **Annex 2: Interview**

### **For Human Resources Head**

1. Trainings on Gender mainstreaming delivers within the two years? If yes, the themes of the trainings? the trainers? is that short or long term training? during the trainings the challenges and opportunities?
2. To what extent, the Gender mainstreaming, Gender and focal persons obtaining trainings?
3. How the trainers were selected? does decision makers, programmers and planners, community, and stakeholders participated? If yes, to what degree was successes?
4. Do you have guidelines, manuals, checklists, gender disaggregated data which are in use to facilitate gender mainstreaming in your office? If not, why
5. How the gender disaggregated data compiled while planning? monitoring and evaluation?

### **Finance and Purchase head**

1. Is there gender budgeting?
2. If yes, to what extent?
3. how budgets are allotted for Gender mainstreaming?
4. How the organization implements when budgets are requested for gender issues?

### **Plan and Budget Head**

2. how gender issues are compiled in plans?
3. how Gender mainstreaming monitors?
4. how Gender mainstreaming compiled in the routine works?
5. Gender mainstreaming calls the involvement of all stakeholders. So, who are the Gender mainstreaming stakeholders? the relationship with the stakeholders? their contribution to assure Gender mainstreaming?

### **Gender mainstreaming department head**

1. the status of Gender mainstreaming in the organization? how gender issues are compiled in plans?

2. Does Gender mainstreaming is an issue in the organization?
3. how Gender mainstreaming practiced?
6. Do you have guidelines, manuals, checklists, gender disaggregated data which are in use to facilitate gender mainstreaming in your office? If not, why
7. How the gender disaggregated data compiled while planning? monitoring and evaluation?

### **Annex 3: Checklist for Document Analysis**

<b>No</b>	<b>The needed data</b>	<b>Where the documents are found</b>
1.	Gender mainstreaming policy/ guideline and the themes articulated	Gender mainstreaming department/ public/ relation
2.	Gender-disaggregated data, the participation of both sexes in the administration, scholarship, the difference of both sexes in income/salary and education level	Gender mainstreaming department / human Resource
3.	Five consecutive years budgets allotted for Gender mainstreaming	Plan Department
4.	Strategic plan, how Gender mainstreaming issues are integrated and its weights	Plan Department

